



Staff: The True Intervention

The 10 Components of Successful EBP Implementation:

1. Leadership
2. Environmental Factors
3. Staff
4. Training and Technical Assistance
5. Communication
6. Change Agent
7. Integration
8. Resources
9. Time
10. Fidelity

The right person has more to do with character traits and capabilities than simple knowledge.

There are many important components to successfully implementing any project. Implementation could not occur without staff to execute the tasks assigned. Staff are the system's access point for probationers, the court and the community.

- **Skill-Trained Staff are Critical**

The greatest resource of the Nebraska Probation System is creative and innovative staff.

Well-trained, highly-skilled, professional staff are at the core of successful implementation. With the hiring of a training coordinator, all staff have had the opportunity to achieve a higher level of skill.

All officers have received training in EBP, motivational interviewing, and new assessment tools. In addition, specialized trainings have been created to provide an increased level of knowledge in the areas of juvenile probationers, domestic violence, sex offenders, and substance abuse. Several probation districts have also hired officers with specialized skills and training to include Licensed Mental Health Practitioners and Licensed Alcohol and Drug Counselors.



*Put your best people
on your biggest
opportunities.*



- **Manageable Workload**

The essence of evidence-based practices is to provide the appropriate interventions for each individual. Nebraska State Probation's approach to this is the Community Safety Impact Model. This model defines caseload size and specialization. High-risk probationers are receiving targeted services and interventions, while low-risk probationers are managed through electronic and telephonic reporting. This allows staff the ability to have more manageable caseloads.

To prepare for this transition, all staff were required to re-evaluate their caseloads based on risk. Neal Goodloe² states: "staff ... need to reach an understanding that they cannot give 'cadillac' level services to everyone" (2009 p. 38).

- **Street Level Commitment**

In order to achieve full implementation everyone in the system needs to be committed to the project. From the beginning, Nebraska State Probation worked with staff at all levels to implement evidence-based practices. Teams in each district were formed to create an individualized plan for their local implementation process. These teams from across the state were brought together on several occasions to provide training and technical assistance. They then took this information back to their districts to help create local buy-in.

Nebraska State Probation Administration offered the assistance of the Deputy Probation Administrator for Field Services to all districts statewide. This change agent provided on-site technical assistance and trouble shooting to districts and staff throughout their individual change process. Although fears were shared by many in relation to the implementation of EBP, officers expressed the benefits of this change. They can see the increased level of success for probationers and the value of additional time to work with high-risk probationers. In addition, specialized officers are able to collaborate and coordinate with treatment providers and other community agencies.

¹ Burrell, William D. (March/April 2008) "Implementation: The Achilles Heel of Evidence-Based Practices." *Community Corrections Report*. Civic Research Institute.

² Goodloe, Neal. (Winter 2009). "Lessons Learned: Evidence-Based Practices in the Real World." *Perspectives*. American Probation and Parole Association.