DEPARTMENT OF CORRECTIONS

Policy Number:	**610.010**
Title:	**Statewide Evidence-Based Practices Training, Coaching, and Quality Assurance**
Effective Date:	**7/1/26**

PURPOSE: To create a consistent framework for statewide community supervision agencies that provide training, ongoing coaching, and quality assurance in evidence-based skills to increase knowledge for practitioners, improve client outcomes, and promote public safety.

APPLICABILITY: All Community Supervision Agencies (Community Corrections Act (CCA), County Probation Officer (CPO), and Minnesota Department of Corrections (DOC)).

DEFINITIONS:

Case Plan –guides the corrections practitioner and the client toward the accomplishment of action steps and goals. The plan targets criminogenic needs and should be written, time- and goal-driven, and dynamic in nature.

Case Planning – a collaborative, structured framework designed to reduce a client's risk of reoffending by building skills through cognitive behavioral interventions addressing a client's criminogenic needs. Unlike monitoring compliance with conditions, case planning is an evidence-based practice that supports behavior change through a sequence of connected steps. An agency's case planning framework includes processes such as engagement, assessment, normative feedback, focus and alignment, goal setting, on-going skill practice, and transition.

Core Correctional Practices – a combination of techniques corrections professionals can use to effectively encourage behavior change (Dowden & Andrews 2004).

Cognitive Behavioral Interventions (CBIs) – individual or group interventions designed to help people on supervision recognize and change harmful thinking patterns, beliefs, and behaviors that lead to criminal activity. These interventions focus on cognitive restructuring (teaching people to identify and challenge distorted or risky thoughts), skill building (developing problem-solving, decision-making, and coping skills), and behavioral change (encouraging prosocial behavior and replacing harmful habits with constructive actions)

Criminogenic Needs – attributes that directly contribute to an individual's likelihood of engaging in future criminal behavior and that can be changed through interventions. (Examples include the ability to cope with life's stressors in a healthy way, the ability to identify positive peers, ability to make good decisions.)

Evidence-Based Practices (EBP*)* – strategies and techniques proven through rigorous empirical research to reduce recidivism, such as motivational interviewing, case planning, targeting more interventions to higher- risk individuals and less intervention to lower risk individuals, targeting an individual's thinking and behaviors through skill building, personalizing the approach for the best outcomes, and engaging community support.

EBP Coaching Model – a framework where individuals with coaching and evidence-based practices (EBP) skill area expertise assess and give feedback regarding the integration and application of the EBP skills with clients.

Motivational Interviewing – a guiding style of communicating that helps empower people to make positive changes by drawing out the person's own motivation, meaning, importance, and capacity for change. It is a client-centered approach that is respectful and honors the person's autonomy.

Quality Assurance – a process designed to support implementation efforts through periodic review of supervision practices and services to compare actual practices to the benchmarks of quality established by the organization.

Validated Assessment – a standardized risk assessment tool or risk and needs assessment tool that is supported by empirical research.

PROCEDURES:

A. All agencies must require initial base-level training for new supervision agents and supervisors if not previously completed, within the first year of employment in the following five evidence-based practices (EBP) skill areas:
   1. Motivational Interviewing I and II;
   2. Core Correctional Practices;
   3. Validated Assessments;
   4. Cognitive Behavioral Interventions; and
   5. Case Planning.

B. All agencies must require all applicable staff to participate in a minimum of 16 hours per year of ongoing EBP training to support skill development and develop/maintain proficiency. Agencies must determine relevant EBP content for approved hours.

C. All agencies must provide Integrated EBP coaching with staff to ensure consistent application and support development of EBP skills and principles following initial training identified in section A of this policy.

D. All agencies must establish quality assurance measures and report applicable data to stakeholders around the use and effectiveness of EBP skills, principles, training, and coaching.

STATE CORRECTIONAL FACILITY SECURITY AUDIT STANDARDS: None

INTERNAL CONTROLS:

A. DOC will coordinate the Statewide Training Academy (STA) and document training participation upon completion of STA. Agencies that do not send their agents to STA will document training participation as it is provided.

B. Community supervision agencies will report appropriate information as requested in their comprehensive plans.

REFERENCES: Minn. Stat. § 401.17, subd. 3(a)(8).

REPLACES: All policies, memos, or other communications whether verbal, written, or transmitted by electronic means regarding this topic.

ATTACHMENTS: None

APPROVAL:
Commissioner of Corrections