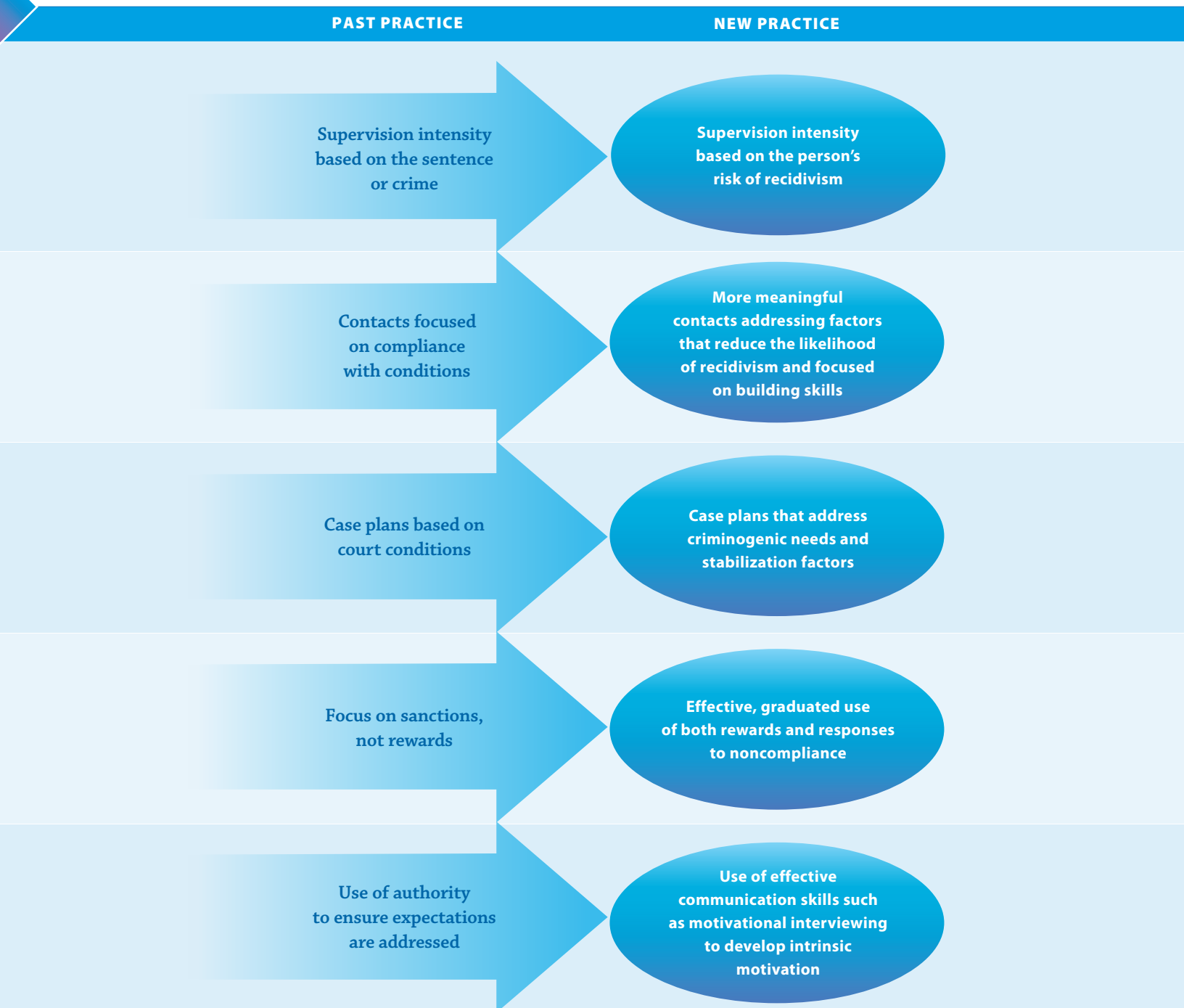


## Changing Probation and Parole Practices

The focus of one-on-one probation and parole appointments has changed over time, from solely ensuring adherence to conditions to also working with people to reduce their risk of recidivism. The following are some practices to use moving forward.



## Benefits to New Practices



### Community Well-Being and Safety

New practices lead to increased community well-being and safety.



### Recidivism

Jurisdictions that implement EBP see a decrease in recidivism.



### Caseloads

The use of a risk/needs instrument allows agencies to structure caseloads by risk level, with staff who are supervising those at highest risk having the smallest caseloads.



### Client Buy-in

There is increased buy-in from people under supervision because they see a purpose to their appointments and they experience positive outcomes.



### Resources

With risk-based supervision, resources are focused on those at medium and high risk—the populations most likely to benefit from interventions.



### Facility Populations

Jurisdictions that implement EBP see decreases in their jail and prison populations as a result of reduced revocations and increased success.



### Change

Focusing on criminogenic needs leads to long-term positive behavioral change.



### Morale

Improved outcomes result in improved staff morale, with staff reporting that their job is more meaningful and rewarding.

## Challenges to New Practices



### Time

It can take years to implement change and see results.



### Resistance

Change is often difficult, and agencies need to identify ways to bring on board staff who are resistant.



### Training

Staff and stakeholders need ongoing training and booster sessions.



### Turnover

Many agencies struggle with staff turnover and keeping practices consistent.



### Programming

Jurisdictions need to identify programs and other resources that can address needs.



### Stakeholder Buy-In

Change does not occur in a vacuum, and there is a need to obtain buy-in from key stakeholders.