

The Fourth Dimension of the RNR Model: The Importance of the Fidelity Principle

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RNR Models of Community Supervision

- Growing effort to expand the focus of P&P
- Integrate RNR into community supervision
 - Structure the content of the offender interactions
 - Use CBT intervention strategies to target criminogenic needs
- Several recent initiatives:
 - STICS (Bonta et al., 2011)
 - EPICS (Smith et al., 2012)
 - STARR (Robinson et al., 2012)

Evaluations of RNR Models

- Several jurisdictions
 - U.S., Canada, U.K., and Australia
- Wide range of positive results
 - Increased time spent on criminogenic needs
 - Improved offender-officer relationships
 - Increased officer use of CCPs
 - Improved offender attitudes
 - Reduced recidivism (Trotter, 2013)

Motivational Interviewing

- Common for POs to be trained in MI
- Focus of MI
 - Improving the relationship with offender
 - Motivating the offender to engage, focus, evoke, and plan in change process

Evaluations of MI

- Wide range of benefits
 - Improved retention in treatment
 - Enhanced motivation for change
 - Increased compliance with conditions
 - Enhanced reinforcement value of therapist praise and approval
 - Reduced recidivism (McMurrin, 2009)

RNR Models & MI

- Theoretically, these two models are complimentary (Tafrate & Luther, 2014)
- A collaborative working relationship is a “necessary, but not a sufficient condition for successful treatment” (Spiegler & Guevremont, 2010)
- Anecdotal evidence suggests RNR plus MI is more effective than just RNR alone in reducing recidivism (Lowenkamp et al., in press)

The Importance of Fidelity

- “Trained” and “untrained” officers
- It is unknown what role officer fidelity plays in reducing recidivism
- From both a theoretical and practical standpoint, this is a more important question

Current Study

- First attempt to quantify officer fidelity to a RNR model and MI to empirically test if skill competency has an effect on recidivism
- This study examines if high-fidelity skill usage in these two areas leads to improved outcomes over using either skill alone proficiently, or using both with low-fidelity

Method

- 10 probation officers
- Midwestern state
- Trained in the EPICS model
- Officers enrolled moderate and high-risk probationers

Probation Officers ($N = 10$)

- 100% white
- 70% female
- Average of 9 years experience
- Enrolled 102 probationers
 - Average of 10 offenders per officer
 - Range 8-12

Probationers ($N = 102$)

- 87.3% male
- 63.7% non-white
- 52.0% high-risk
- 48.0% moderate-risk
- Mean age 32.1 years old (SD = 9.5)

Audio-Recordings

- Officers were asked to submit audio-recordings of interactions with offenders
- Audiotapes were scored by research staff from the University of Cincinnati
- 214 total audiotapes received
 - Average 2.1 tapes per offender (range = 1-3)
 - Average length 24 minutes (SD = 11)

EPICS Fidelity Score

- EPICS Officer Rating Form (33 items)
- Items were scored as:
 - 0.0 = had the opportunity, but did not use skill
 - 0.5 = used skill, but missed some steps
 - 1.0 = proficient use of the skill
- Scores were standardized to have values between 0.0 and 1.0

EPICS Fidelity Scores

	# of items	Mean (SD)	Minimum	Maximum
Total EPICS score	31	.66 (.08)	.54	.79
Anticriminal modeling	2	.05 (.07)	.00	.80
Effective reinforcement	4	.67 (.08)	.57	.83
Effective disapproval	2	.32 (.30)	.00	.75
Problem solving	7	.30 (.28)	.00	.90
Structured learning	4	.71 (.13)	.52	1.00
Effective use of authority	4	.93 (.05)	.84	.65
Cognitive restructuring	4	.39 (.18)	.10	.95
Relationship skills	4	.77 (.13)	.55	.79

MI Fidelity Score

- Motivational Interviewing Treatment Integrity 3.1.1 (MITI 3.1.1; Moyers et al., 2010)
- Assesses how well or poorly a practitioner uses MI skills
- Measures 5 global dimensions
- Scores were standardized to have values between 0.0 and 1.0

MI Fidelity Scores

	# of items	Mean (SD)	Minimum	Maximum
Total global score	25	.69 (.16)	.44	.88
Evocation	5	.71 (.21)	.40	1.00
Collaboration	5	.67 (.18)	.40	.87
Autonomy/support	5	.67 (.13)	.47	.87
Direction	5	.76 (.19)	.47	1.00
Empathy	5	.62 (.17)	.40	.80

EPICS and MI Fidelity

- Pearson correlation coefficient r between EPICS and MI fidelity scores = .58 ($p = .078$)

High- and Low-Fidelity

- High-fidelity EPICS = 63% or higher
- High-fidelity MI = 80% or higher

Officer Category by Fidelity to EPICS & MI

	Low-EPICS	High-EPICS
Low-MI	4	2
High-MI	1	3

Recidivism

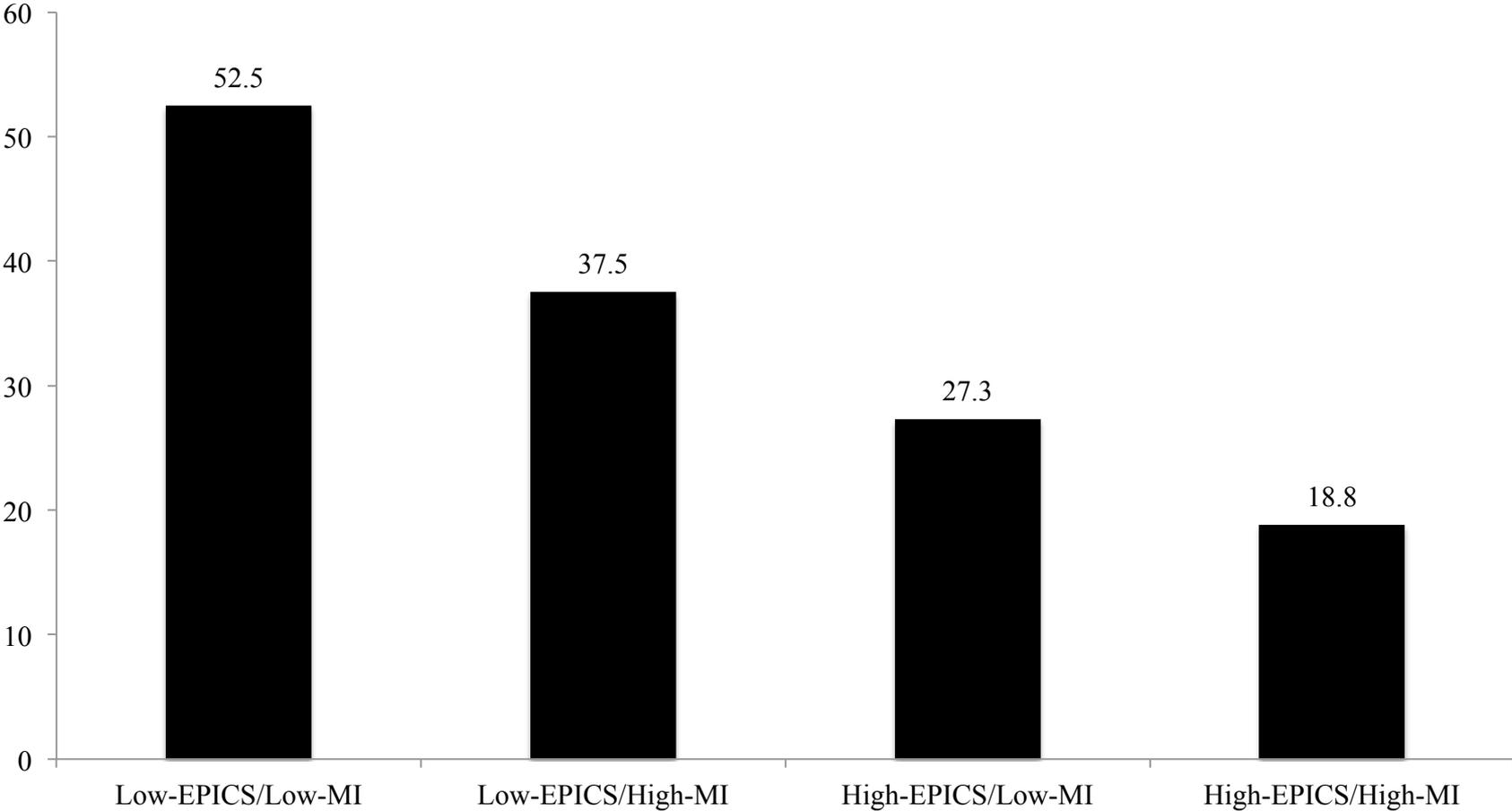
- Any arrest for a new crime
 - Excludes PVs
- 36 total arrests (35.3% of sample)
- Mean length of follow-up = 379 days (SD = 141)

Offender Recidivism by Officer Category ($N = 102$)

	Low-EPICS		High-EPICS	
	%	<i>n</i>	%	<i>n</i>
Low-MI	52.5	21	27.3	6
High-MI	37.5	3	18.8	6

$\chi^2 = 9.66, df = 3, p = .022$

% Recidivism by Officer Skill Total Sample

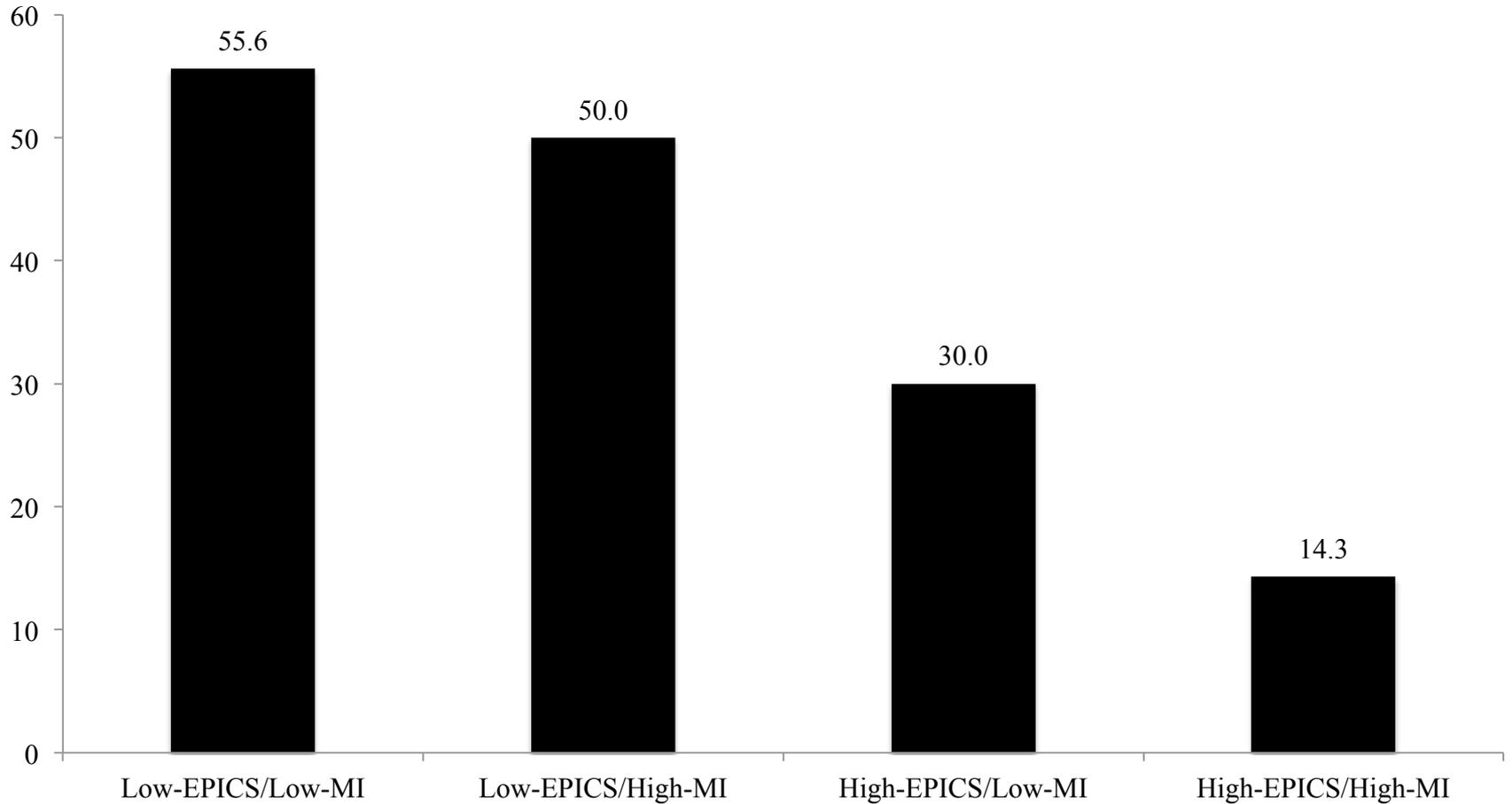


High Risk Offender Recidivism by Officer Category ($N = 53$)

	Low-EPICS		High-EPICS	
	%	<i>n</i>	%	<i>n</i>
Low-MI	55.6	15	30.0	3
High-MI	50.0	1	14.3	2

$\chi^2 = 7.01, df = 3, p = .069$

% Recidivism by Officer Skill High-Risk

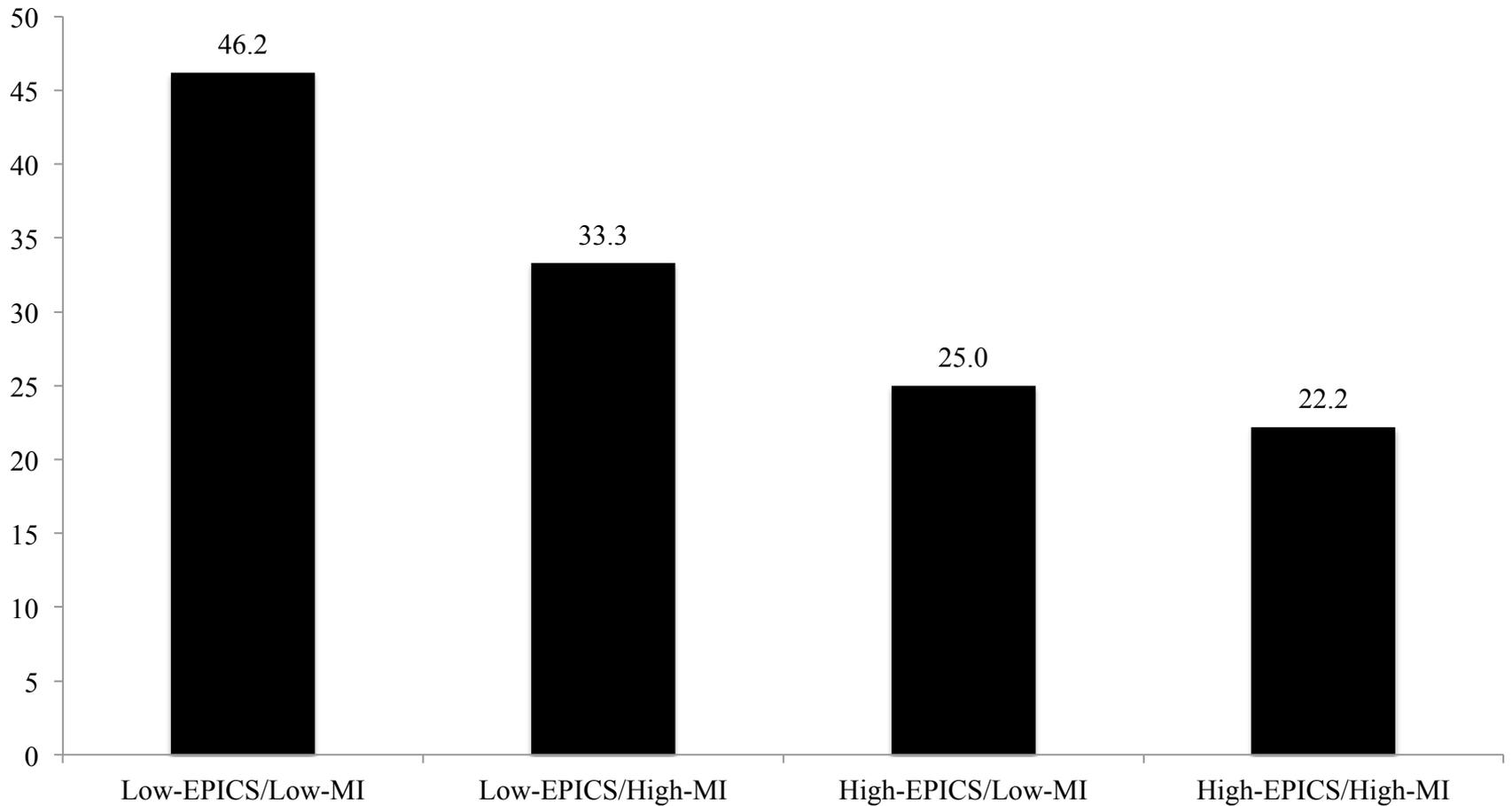


Moderate-risk Offender Recidivism by Officer Category ($N = 49$)

	Low-EPICS		High-EPICS	
	%	<i>n</i>	%	<i>n</i>
Low-MI	46.2	6	25.0	3
High-MI	33.3	2	22.2	4

$\chi^2 = 2.27, df = 3, p = .518$

% Recidivism by Officer Skill Moderate-Risk



Summary

- This study adds to the number of empirical evaluations of these new supervision strategies
- Underscores the importance of both relationship skills and CBT strategies as CCPs
- Suggests RNR models should include MI
- Future research should continue to examine the influence of fidelity to CCPs rather than focusing on training alone