



# EVIDENCE-BASED APPROACHES

## BECOMING AN EVIDENCE-BASED ORGANIZATION

*Core Skills for Building Capacity and Sustainability*

**October 22-23, 2013**  
**San Francisco, California, USA**

**Earn up to 14 CE Training Hours**



**Register now online at [www.joyfields.org](http://www.joyfields.org) or Call 770-409-8780**

### Program Summary

According to research, the benefits from implementing evidence-based approaches vary widely based on organizational characteristics. Overall, Evidence-based Organizations (EBO's) consistently demonstrate the ability to achieve desired outcomes through effective problem-solving and informed decision-making. In doing so, they use research evidence and data to drive decisions and to develop innovative approaches to delivering services. Their overall goal is to increase the likelihood of your agency and its clients achieving desired outcomes.

Within a climate of accountability, tough economic times, and declining resources, evidence-based policies, programs, and practices have emerged as recommended and even required approaches for processing, treating, and supervising criminal and juvenile offenders. Although many organizations have adopted various evidence-based strategies, most agencies have not developed the overall culture and methods necessary to be considered an Evidence-Based Organization (EBO) and to thrive in an evidence-based environment.

Despite the promise and popularity of the evidence-based movement, research indicates that the benefits of implementing evidence-based approaches vary based on organizational characteristics and the capacity of organizations to implement and sustain planned change. With this in mind, this 2-day workshop will cover the key elements of becoming an EBO, including knowledge and use of evidence-based "nuts and bolts;" demonstrating effective leadership; understanding organizational culture and assessment; engaging in strategic planning and performance measurement; and enhancing organizational capacity and sustainability.

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The facilitator was superb, focused, obviously knowledgeable, and thorough. The training was well worth the financial investment! MS, Orange County Corrections

I especially commend the ability to ask questions and get responses that were incorporated into the sessions. SB, MHMR of Harris County

"I was very impressed with the depth of knowledge the facilitators possessed about evidenced based best-practices in the industry. However, it wasn't an over-your-head kind of dissemination . . . very practical."

".... one of the best "hands on" educational programs I have ever attended, including many of the Masters level courses I attended in graduate school. I will be, and have already, **STRONGLY** recommended this course for our County, DOC.... This was truly worthwhile and should be a mandatory course for Correctional Leaders everywhere." LK , Texas

"I can't think of any deficiencies in the program. It was very well organized, and extremely professional. I like the research that is provided to support the re-entry processes outlined in the training. It is good to have educational research to support the training being offered." - JH, Multnomah County

"On behalf of the Prison Department at the Ministry of Justice of the Republic of Lithuania I would like to thank you for the great opportunity to get acquainted with the prison and rehabilitation system of Georgia and Florida states. The material that was delivered during the Course will be of great use in everyday activities of penitentiary institutions of Lithuania. Good luck, Joyfields Institute!" - VP, Prisons Department of Lithuania

"Material is relevant with encouragement and guidance to apply to your own work setting." - TK, Multnomah County

# Becoming An Evidence-Based Organization

## Program Agenda-At-A-Glance

### I. The case for evidence-based reform

- a. Increasing accountability
- b. Declining resources, increasing costs
- c. Increasing offender populations; ongoing recidivism
- d. Expanding technology
- e. Expanding evidence-based knowledge

### II. Knowledge and use of evidence-based “nuts and bolts”

- a. Evidence-based policies, programs, and practices
- b. Evidence-based principles
- c. Evidence-based management
- d. Evidence-based organizations

### III. Demonstrating effective leadership

- a. Qualities of effective leaders
- b. Leadership versus management
- c. Empowering staff
- d. Leadership philosophy

### IV. Understanding organizational culture and assessment

- a. Organizational culture in practice
- b. Characteristics of effective organizations
- c. Staff of effective organizations
- d. Organizational assessment: Why, how, and by whom?

### V. Engaging in strategic planning and performance measurement

- a. Ineffective and effective strategic planning
- b. Linking organizational vision and mission to agency activities and outcomes
- c. Using data for problem analysis and needs assessment
- d. Accountability for results through performance measurement
- e. Ensuring program fidelity and continuous quality improvement
- f. From performance measurement to program evaluation

### VI. Enhancing organizational capacity and sustainability

- a. Building internal and external support
- b. Use results early, often, and in multiple ways
- c. Ongoing role of leadership and management
- d. Adapt and reassess over time
- e. Marketing your success
- f. Strategic funding and grant writing

### VII. Preliminary Action Planning

## Becoming An Evidence-Based Organization

### CERTIFICATE & CONTINUING EDUCATION TRAINING HOURS

#### Approved for 14 CE training hours

**Joyfields Institute CE:** Upon completion of the course, participants will receive a certificate as evidence of your accomplishment and status as a practitioner who has acquired specific new skills. Many licensing/certification bodies accept this designation. Please check with your licensing body

**Licensed Alcohol & Drug Counselors:** Joyfields Institute is an approved education provider by **National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC)** Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Substance Abuse Counselors:** Joyfields Institute is an approved education provider by **National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC)** Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Social Workers:** This program is co-sponsored by Commonwealth Educational Seminars (CES) for continuing education credit. CES, provider #1117 is approved as a provider for social work continuing education by the **Association of Social Work Boards (ASWB)** [www.aswb.org](http://www.aswb.org), through the Approved Continuing Education (ACE) program. CES maintains responsibility for the program. ASWB Approval Period: 9/6/12-12/31/15. Social workers should contact their regulatory board to determine course approval. Social workers participating in this course receive 14 continuing education clock hours.

**Professional Counselors:** Joyfields Institute is an approved education provider by the **National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC)** Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Licensed Mental Health Counselors:** Approved for contact hours by Commonwealth Educational Seminars (CES). Licensed Mental Health Counselors received assigned continuing education hours for this program. CES is recognized by the **National Board for Certified Counselors (NBCC)** to offer continuing education for National Certified Counselors (#5596). We adhere to NBCC Continuing Education Guidelines.

**California State Standards & Training for Corrections:** Joyfields Institute is a approved California State Standards and Training for Corrections (STC) education provider

**California LMFT, LEP, LCSW, LPCC:** Joyfields Institute courses meet the qualifications for CE credits in CA as required by CA BBS. Joyfields Institute is an approved education provider by CA BBS, license number PCE 5522.

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## Becoming An Evidence-Based Organization

### **Workshop Leader: Dr. David L. Myers, Professor of Criminology, Indiana University of Pennsylvania and Editor of Criminal Justice Policy Review**

Dr. David L. Myers, PhD, first joined the faculty at Indiana University of Pennsylvania (IUP) in 1998. He earned his PhD in 1999 from the University of Maryland, Department of Criminology and Criminal Justice, and previously received a Master of Science in Administration of Justice and a Bachelor of Science in Criminal Justice from Shippensburg University.

Dr. Myers has taught more than 20 different courses at the undergraduate, masters, and doctoral levels, specializing in classes on research methods and quantitative analysis, juvenile justice and delinquency, and criminal justice policy, planning, and evaluation. From 1999 to 2002, he served as the criminology master's program coordinator; from 2002 to 2008 he served as the criminology doctoral program coordinator; and he currently is serving as criminology internship coordinator. He has supervised the teaching and research of dozens of doctoral students and has advised a variety of student organizations and community groups.



Dr. Myers has published three books (most recently *Becoming an Evidence-Based Organization: Demonstrating Leadership and Organizational Growth*, Joyfields Institute for Professional Development, 2013) and over 30 journal articles, book chapters, or other scholarly works. He also has presented more than 50 papers at national and regional conferences and is currently the Editor of *Criminal Justice Policy Review* (a quarterly, peer-reviewed journal published by Sage Publications).

He has received several grants to support his research and previously served as the Director of the IUP Center for Research in Criminology.

Dr. Myers also has served as the Dean's Associate in the IUP School of Graduate Studies and Research; the Interim Vice Provost for Research and Dean of Graduate Studies at IUP; the Interim Executive Director of the IUP Research Institute; and the Interim Director of the IUP Murtha Institute for Homeland Security. In the community, he has served as Chairperson of Indiana Area Communities That Care; President of the Board of Directors of Big Brothers Big Sisters of Indiana County; and Advisor to Kids on Campus of Big Brothers Big Sister.

## Becoming An Evidence-Based Organization

### WHY ATTEND?

- Renowned one-stop resource for getting your program initiative on a solid evidence-based and strength-centered foundation
- Gain credibility as a professional or organization committed to evidence-based approaches
- Workshop sizes insure individual attention to meet your program expectations - not get lost in the crowd
- Expert faculty there to provide the help meet your goals - not sell to you
- Network with others like you and share experiences for overcoming challenges typically encountered
- A program component is draft action planning, insuring you return home with action steps to implement, and much more!

### CERTIFICATE COURSE

Upon completion of the course, participants will receive a certificate as evidence of your accomplishment and status as a practitioner who has acquired specific new skills. Your certificate will be delivered upon completion of the course.

### WHO SHOULD ATTEND

Executives, program managers and professionals at corrections and justice agencies, human and social services supports for mental and behavioral health, rehabilitation and reentry. Administrators, managers and leadership at prisons, county jails, community corrections organizations and service providers implementing evidence-based programs and practices.

It is especially relevant for those working on various aspects of behavioral and mental health services and case management, community, reform, re-entry and reintegration. Teams that include the following will benefit;

- Care Coordination & Case Management Teams
- Clinical Directors & Staff, Social Workers & Counselors
- Behavioral Healthcare and Substance Abuse Professionals
- Community services agency personnel
- Probation, Parole & Community Corrections executives and other personnel
- Mental Health and Prevention Center Professionals
- Community Corrections Organizations and Services Providers
- Resident population staffs
- Disability Management Professionals
- Trainers
- Safety Officers
- Nurse Care Professionals
- Prevention staffs
- Workforce Specialists
- Psychologists, Psychiatrists and Therapists
- Pastoral counselors
- Court Administrators and Pretrial teams
- Researchers & Planners
- Government Agencies
- Pre-Release Specialists

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# Becoming An Evidence-Based Organization

## **ACCOMMODATION, REGISTRATION FEE, INTERNATIONAL PARTICIPANTS**

### **HOTEL & ACCOMMODATION**

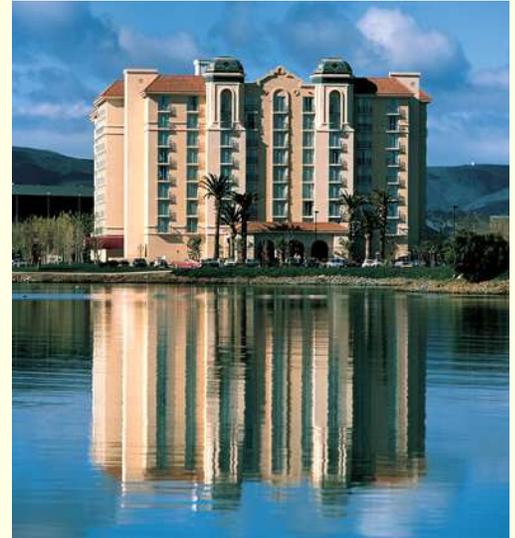
The host hotel for the workshop is;

**Embassy Suites San Francisco Airport - Waterfront**  
150 Anza Blvd, Burlingame, CA 94010  
Phone: 650.342-4600

This is a beautiful all-suites property located on the waterfront and less than 30 minutes from downtown San Francisco and its attractions. It features private bedrooms and living room with a sofa sleeper. Galley kitchen with wet bar, refrigerator, coffeemaker, and microwave. Enjoy a Complimentary hot cooked to order breakfast each morning. Complimentary Evening Manager's Reception featuring your favorite beverages and light snacks, nightly.

Our **special negotiated rate** is \$169 per night of the program, plus applicable taxes and local fees. You must mention the **Group Code, JOYFIELDS INSTITUTE** to receive this rate by **October 4th. Make your reservation by calling 1800-362-2779.**

If you need further assistance, please contact our office at +1(770)409-8780 or send email to [yvette@joyfields.org](mailto:yvette@joyfields.org). Thank you



### **REGISTRATION FEES:**

The registration fee covers;

- All training sessions
- Comprehensive Program Manual
- Earn CE training hours allocated for this particular program
- 1 Book
- Breakfast & refreshment breaks provided
- 6-month Membership in Joyfields Institute, with
  - Updates, articles, news and trends publication
  - Access to Free monthly training/education webinars presented by Joyfields Institute experts and practitioners, and
  - 10% member discount to Joyfields Institute/EBP Society sponsored programs

<b>Registration Tuition</b>	<b>Individual Attendee</b>	<b>4 or More</b>
	<b>\$895 ea.</b>	<b>\$675 ea</b>

\* Register for 2 program or more at the same time: Take additional 5% OFF

### **PAYMENTS AND SUBSTITUTIONS**

Make payments online at [www.joyfields.org](http://www.joyfields.org) or consider 4 More Convenient Ways To Pay:

- **FAX** Completed Registration form to Joyfields at +1(678)605-0271
- **BILL ME** - Will pay by company check. Checks must be payable in US \$ against a US bank and made out to "Joyfields, Inc." and Mail to Joyfields, 5805 State Bridge Road, Suite G255, Duluth, GA 30097
- **CALL** Joyfields for assistance at +1(770)409-8780
- **WIRE** transfer. To pay by wire transfer, send email to [wires@joyfields.org](mailto:wires@joyfields.org) to request wiring instructions. Include your phone and fax # and we will send you details for wiring funds Questions? Send email to Yvette Hughes at [Yvette@joyfields.org](mailto:Yvette@joyfields.org) or call +1(770)409-8780.

All payments must be received to participate. If there is a chance payment may not reach us before the program date, a Purchase Order will be required. Participants may substitute attendees, at any time prior to the program start, with no penalty.

**Register now online at [www.joyfields.org](http://www.joyfields.org) or Call 770-409-8780**

**Joyfields Institute for Professional Development**  
**Please use this form to process your registration. Complete the form and fax to +1(678)605-0271**

Event Name: \_\_\_\_\_ Event Dates: \_\_\_\_\_

**Authorizing Manager**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ IPC/Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #1**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #2**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #3**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

**Attendee #4**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

	<b>Tuition</b>	<b># Attendee (s)</b>	
Single attendee:	\$ _____	X ___(1)___	\$ _____
4 or More Team	\$ _____	X _____	\$ _____
<b>SUBTOTAL</b>			<b>\$ _____</b>

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