

# Addiction and Criminal Justice Performance Assessment Rubrics

*“Recognizing the connection between substance use and crime and addressing it effectively through treatment is imperative to ensure public safety and public health for Nebraska citizens.” (Substance Abuse Treatment Task Force Final Report, January 1, 2000)*

**Preface:** The addictions and justice systems, as well as licensed providers, are covered by distinct and separate regulations and guidelines which are encouraged to be complementary and supportive of the elements recommended in this document. Licensed and non-licensed professionals will each be dealt with in separate sections of this document.

## **Performance Assessment Rubrics for Licensed Addiction Professionals Working in the Addictions Field (PLADC, LADC, PLMHP, LMHP, LIMHP, LCSW, Psychologist Ph.D., MD)**

### **Licensed Professionals who work in the Addictions Field**

Licensed professionals typically have an array of strengths and skills that range from newly developing to exemplary as they enter the addictions service delivery field and gain experience in working with individuals with substance use disorders and who are involved in the justice system. In addition, the level of training across varied disciplines providing addictions service is diverse and difficult to quantify. It is acknowledged that a variety of skills and knowledge are needed and it has become important for professionals to adapt to integrating elements specific to the criminal justice population. It is important to note that the skills and knowledge reviewed here are intended for the development of addictions professionals to better work with the justice population.

### **Basic elements recommended to work with the criminal justice population:**

- **Knowledge of the Nebraska Criminal Justice System (Adult and Juvenile)**
  - Criminal and Juvenile Justice System Points
  - Necessity for collaboration and case management for criminal offenders
  - Evidenced-based interventions to address criminality
  - Understanding the state service delivery system and maintaining competency in accessing this system.
  
- **Knowledge of Criminogenic Factors in Addictions Treatment**
  - Knowledge of the impact of criminogenic factors on thinking
  - Knowledge of how criminal thinking impacts substance use disorder treatment and outcomes
  - Knowledge of the difference between criminal behavior and criminogenic need
  - Knowledge of risk for re-offending on the treatment, management and intervention planning processes
  - Knowledge of the Stages of Change for readiness to change
  - Knowledge of Motivational Interviewing and its use in treating criminal offenders
  - Knowledge of American Society of Addiction Medicine (ASAM) criteria, Level of Care placement criteria
  - Basic knowledge of the difference between criminal thinking behaviors and potential psychopathology.
  
- **Instrument Training Needs**
  - Standardized Model Components
  - Familiarity with instruments evidenced-based and strength-based in design that integrate family systems into the assessment process
  - Addiction Severity Index and/or Comprehensive Adolescent Severity Inventory
    - Standardized Reporting Format for Assessments
    - Risk Assessment domains
      - How risk for re-offending impacts assessment, treatment, management and intervention strategies
    - Simple Screening Instrument
  - Overview of Tools utilized by the Criminal Justice System
    - Corrections and Probation: LS/CMI (Adult)
    - OJS and Probation: YLS/CMI (Youth)

## Rubrics – Skill / Knowledge Levels for Licensed Addictions Professionals

Suggested LEVELS of Knowledge and Skills	Level I Basic Knowledge; 1-3 years of Experience; Provisional Levels	Level II Full Licensure; 2-6 years of Experience; Training in Criminogenic elements	Level III 5 plus years of Experience, Capable of fulfilling a supervisory role with staff
<p><b>Note:</b> <i>These “levels” are intended to assist in training, evaluation, and supervision. They are not intended to be a gauge of competency or ethical practice.</i></p>	<ul style="list-style-type: none"> <li>* Identifies a variety of models and theories of addiction and other substance-related problems (e.g., trauma, mental health, domestic violence, etc.); has minimal understanding and application of their specific relationship to client treatment.</li> <li>* Is minimally aware of how criminogenic need impacts substance abuse treatment (Demonstrates basic awareness of)</li> <li>* Minimally understands the CJ system and the need for collaboration in case management (Demonstrates basic understanding of)</li> <li>* Aware of the substance use context for individual clients but does not integrate treatment strategies, and interactions with the client, with understanding of the context.</li> <li>* Identifies the behavioral, psychological and physical health, and social effects of various psychoactive drugs, but does not readily recognize how their effects are demonstrated by clients.</li> <li>* Basic awareness/ knowledge and integration of medical and psychological disorders in treatment.</li> <li>* Basic knowledge of ASAM criteria and the levels of care appropriate for consumers with a variety of needs.</li> <li>* Drug Testing Basics &amp; beyond (con games etc.)</li> <li>* Understands, values &amp; applies cultural competency</li> </ul>	<p>In addition to Level I:</p> <ul style="list-style-type: none"> <li>* Understands a variety of models and theories of addiction and other substance-related problems (e.g., trauma, mental health, domestic violence, etc.); in order to contribute to the review and planning of intervention strategies with the supervisor or treatment team.</li> <li>* Is aware of how criminogenic need impacts substance abuse treatment and demonstrate knowledge of the difference between criminal behavior and criminogenic need</li> <li>* Collaborates well with CJ professionals for case management including the addition of the Risk Assessment and information in screening and assessment</li> <li>* Uses specific treatment planning strategies to address criminogenic need</li> <li>* Demonstrates sensitivity to the context within which individual clients live.</li> <li>* Identifies behaviors, psychological and physical health needs, and social effects of psychoactive drug use on clients and family members.</li> <li>* Identifies and relates medical and psychological disorders to co-existing substance use disorders.</li> </ul>	<p>In addition to Level II:</p> <ul style="list-style-type: none"> <li>* Uses knowledge of a variety of models and theories of addiction and other substance related problems (e.g., trauma, mental health, domestic violence, etc.); to understand and plan intervention strategies for a variety of clients.</li> <li>* Takes individual client’s context into consideration when planning and delivering addiction services.</li> <li>* Identifies behavioral, psychological, physical health, and social effects of substance use on clients and family members, and uses the information to plan comprehensive treatment with the individual and significant others.</li> <li>* Incorporates appropriate referral and/or treatment of medical and psychological disorders, which co-exist with substance use disorders.</li> <li>* Utilizes the principles of Recovery Management in working with the criminal justice population</li> </ul>

**Optional Rating Scale: Check those boxes above that best describe the proficiency.**

Level 1       1.5       Level 2       2.5       Level 3

**Comments:**

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## Performance Assessment Rubrics for Criminal Justice Professionals

Practicing Criminal Justice professionals typically have an array of strengths and skills that range from newly developing to exemplary as they enter the addictions service delivery field and gain experience in working with individuals with substance use disorders and who are involved in the justice system. It must be clear though that they are not licensed clinicians. There are certain services that are outside of their scope. The table below delineates what types of skills and knowledge may be seen in individuals as they advance in their careers as Criminal Justice professionals.

### Rubrics – Skill / Knowledge Levels for Criminal Justice Personnel:

Suggested LEVELS of Knowledge and Skills	Level I Entry Level	Level II Intermediate Level	Level III Advanced Level
<p><b>Note:</b> These "levels" are intended to assist in training, evaluation, and supervision. They are not intended to be a gauge of competency or ethical practice.</p>	<ul style="list-style-type: none"> <li>*Understands and uses the basics of Rapport Building</li> <li>*Introduction to Psychological First Aid</li> <li>*Understands and uses the basics of De-escalation</li> <li>*Understands and uses 1<sup>st</sup> response basics</li> <li>*Understands the basics of addiction (A &amp; D 101)</li> <li>*Understands Suicide Assessment</li> <li>* Minimal/basic awareness of Mental Health &amp; screen for referral</li> <li>*Understands the basics of ASAM dimensions and Levels of Care</li> <li>* Drug Testing Basics &amp; Beyond (con games etc)</li> <li>*Introduction to Standardized Model</li> <li>*Introduction to cognitive groups.</li> <li>*Introduction to criminogenic risk factors.</li> <li>*Understands treatment system and basics of recovery</li> <li>*Understands, values &amp; applies cultural competency</li> </ul>	<p>In addition to Level I:</p> <ul style="list-style-type: none"> <li>*Understands and utilize Psychological First Aid</li> <li>* Introduction to cognitive intervention strategies</li> <li>*Crisis Intervention</li> <li>*Uses Rapport Building skills</li> <li>*Understands and effectively utilizes Motivational Interviewing skills</li> <li>*Understands risk factors for criminal thinking and impact on behavior and addictions treatment outcomes</li> <li>*Knowledge of ASAM criteria and the levels of care appropriate for consumers with a variety of needs and for collaboration with addictions professionals</li> </ul>	<p>In addition to Level II:</p> <ul style="list-style-type: none"> <li>*Understands assessments in Standardized Model (SSI &amp; Risk Assessment information)</li> <li>*Understands Cognitive Intervention Strategies</li> <li>*Completes and uses advanced Motivational Interviewing</li> <li>*Supervision and management of persons at risk</li> <li>*Integrates information and provides Case management &amp; referral</li> <li>*Education skills</li> <li>*Understands and incorporates cognitive based education groups as part of supervision</li> <li>*Understands &amp; implements the Standardized Model</li> <li>*Understands and uses knowledge of criminogenic risk factors</li> <li>*Incorporates ASAM – unique characteristics of Level of Care choices in referrals and communication</li> </ul>

The rubrics encompass Criminal Justice personnel at varying levels. Accurately and appropriately addressing offenders with substance abuse problems is a critical element at all levels. The varied criminal justice positions where this may apply includes, but is not limited to, the following:

Position	Level I	Level II	Level III
	Entry Level	Intermediate Level	Advanced Level
Booking Officers (6-24 hrs working with clients)	X	X	
Correctional Officers	X	X	
Unit Staff	X	X	X
Corrections Supervisors	X	X	X
Case Managers	X	X	X
Probation Officers	X	X	X
Treatment Probation Officers	X	X	X
SASS Officers	X	X	X
Probation Supervisors	X	X	X
Administration	X	X	X
Parole Officers	X	X	X
Parole District Supervisors	X	X	X
DOC – Social Workers	X	X	X
Youth Security Specialists	X	X	X
Youth Security Supervisors	X	X	X
Youth Counselors	X	X	X
Programming Professionals (Juvenile Correctional Facility)	X	X	X
Family Permanency Specialists	X	X	X
Family Permanency Supervisors	X	X	X
Children & Family Outcome Monitors	X	X	X
Children & Family Services Specialists	X	X	X
Children & Family Services Specialist Supervisors	X	X	X

**Rating Scale: Check those boxes above that best describe the professional's proficiency.**

Level 1       1.5       Level 2       2.5       Level 3

**Comments:**

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## **Additional recommendations for curriculum for justice professionals:**

### **Suicide and Mental Health**

- Truths and Myths about Suicide and Self Abuse
- Statistical data including demographics, method and location
- How mental illness impacts suicide and self-abuse
- How incarceration impacts suicide and self-abuse
- Signs and symptoms of persons at risk
- Emergency response

### **Substance Abuse**

- Categories of substances of abuse and examples of each
- Methods of ingesting
- Signs and symptoms of use, abuse and dependence
- Emergency response
- How and when to ask about use
- Impact on society
- Recovery
- Treatment
  - How and why it works
  - Treatment system

### **Organizational goals**

- Identification, screening and referral
- Supervision, liabilities and litigation
- Management methods
- Staff safety
- Reporting procedures and documentation