



## **Standardized Program Evaluation Protocol (SPEP™): Round #1 Findings Rating Report**

**Organization:** VisionQuest

**Location:** VisionQuest

**Program(s):** Cognitive Behavioral Self-Counseling, Guided Recreation, Community Service, Aggression Replacement Training, Functional Family Therapy, Casey Life Skills, Sanctuary, Girls Self Esteem, Street Smart

**SPEP™ Range of Service:** 7/1/2019 – 6/30/2020

**Date of Report:** 11/5/2020

The Standardized Program Evaluation Protocol (SPEP™) tool derived from meta-analytic research is a validated, data-driven assessment scheme designed to compare existing juvenile justice intervention programs to the characteristics of the most effective programs found in the research. This scoring system produces findings which allow us to identify areas in which improvements can be made to optimize existing services. Service improvements are expected to increase the effectiveness of programs by matching to the research associated with reducing recidivism of the juvenile offenders treated.

### **Community Services**

The Quality Rating associated with Community Service ranked MEDIUM. This service was rated collectively between all three counties because all facilitators are trained in the same manner by their supervisors and participate in monthly meetings with their supervisors that include feedback and coaching.

### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.
- o Create and foster more meaningful opportunities and community partners, to more effectively engage youth and put emphasis on the therapeutic aspect of Community Service rather than focusing on the punitive.
- o Include written feedback as part of weekly and/or monthly meeting between facilitators and their supervisors.

\* VisionQuest has created a form for monthly quality of service monitoring which includes feedback provided by the Supervisor.

### **Aggression Replacement Training**

The Quality Rating associated with Aggression Replacement Training ranked HIGH. This service was rated collectively between all three counties because all facilitators are trained in the same manner by the onsite ART leader, they all participate in monthly meetings with their supervisors that include feedback and coaching.

#### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.

### **Casey Life Skills**

The Quality Rating associated with Casey Life Skills ranked HIGH. This service was rated collectively between all three counties because all facilitators are trained in the same manner by their supervisors and participate in monthly meetings with their supervisors that include feedback and coaching.

#### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.

- o Implement a procedure to review the manual and update it regularly.

- o Include written feedback as part of weekly and/or monthly meeting between facilitators and their supervisors.

\* VisionQuest has created a form for monthly quality of service monitoring which includes feedback provided by the Supervisor

### **Sanctuary**

The Quality Rating associated with Sanctuary ranked HIGH. This service was rated collectively between all three counties because all facilitators are trained in the same manner by their supervisors and participate in monthly meetings with their supervisors that include feedback and coaching.

### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.

- o Include written feedback as part of weekly and/or monthly meeting between facilitators and their supervisors.

- \* VisionQuest has created a form for monthly quality of service monitoring which includes feedback provided by the Supervisor

### **Cognitive Behavioral Self-Counseling**

The Quality Rating associated with Cognitive Behavioral Self-counseling ranked HIGH. This service was rated collectively between all three counties because all facilitators are trained in the same manner by their supervisors and participate in monthly meetings with their supervisors that include feedback and coaching.

### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.

- o Implement a procedure to review the manual and update it regularly.

- \* VisionQuest is working on the creation of a procedure to annually review all service manuals and update them as needed.

### **Functional Family Therapy**

The Quality Rating associated with Functional Family Therapy ranked HIGH. This service was rated collectively between all three counties because all facilitators must possess the same minimum level of education, are trained in the same manner through online courses.

### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.

- o Monitoring should be documented, and written feedback provided to the facilitators.
- \* VisionQuest has worked with their FFT consultant and will now receive the fidelity score summaries to use for feedback purposes.

## **Guided Recreation**

The Quality Rating associated with Guided Recreation ranked LOW. This service was rated collectively between all three counties because all facilitators are trained in the same manner by their supervisors and participate in monthly meetings with their supervisors that include feedback and coaching.

### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.
- o DYRS should be retrained on the purpose and intent of this service. Additionally, VisionQuest should update the service description in their documentation.
  - \* DYRS created informational sheets for each service and published them on the intranet, in quarterly newsletters, VisionQuest and DYRS supervisors for dissemination.
  - \* We encourage VisionQuest to refer DYRS staff to these handouts and return referrals that are not aligned with the service description and it's intent..
  - \* DYRS will continue to support VisionQuest by continued dissemination of information on the services provided.
- o Activities and staff notes should be reviewed by supervisors and written feedback should be provided to ensure youth are receiving intentional and meaningful interaction and activities.
  - \* VisionQuest has created a form for monthly quality of service monitoring which includes feedback provided by the Supervisor, this will also cover the activity choices.
- o Procedure should be created to ensure that the monitoring of notes and activities is being completed on a regular basis.
- o Create an exit survey to see where youth feel the service is helpful and where it could improve.

## **Street Smart**

The Quality Rating associated with Street Smart ranked HIGH. This service was not rated, but instead will be monitored through the SPEP™ informed process with all counties grouped together because all facilitators are trained in the same manner by their supervisors and participate in monthly meetings with their supervisors that include feedback and coaching.

### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.
- o Include written feedback as part of weekly and/or monthly meeting between facilitators and their supervisors.
  - \* VisionQuest has created a form for monthly quality of service monitoring which includes feedback provided by the Supervisor

## **Girls Self-Esteem**

The Quality Rating associated with Girls Self-Esteem ranked HIGH. This service was rated collectively between all three counties because all facilitators are trained in the same manner by their supervisors and participate in monthly meetings with their supervisors that include feedback and coaching

### **Suggested action items:**

- o Response to drift and corrective action plans be created and implemented. VisionQuest did supply a VisionQuest National policy on model fidelity. It was suggested that the VisionQuest Delaware team create and implement a policy and corrective action plan specific to their staff and offices.
- o Include written feedback as part of weekly and/or monthly meeting between facilitators and their supervisors.
  - \* VisionQuest has created a form for monthly quality of service monitoring which includes feedback provided by the Supervisor
- o Implement a procedure to review the manual and update it regularly.
  - \* VisionQuest is working on the creation of a procedure to annually review all service manuals and update them as needed.

**Round # 1 Findings:**

The program(s) offered at VisionQuest\_were Classified and rated for Quality of Service on May 22, 2019. The Classification and Quality of Service Delivery rating was completed by Lauren Copeland and Jerrica Boyer (SPEP™ Specialists) and finalized with Lesley North (Director of Community Based Services) and Ken Donovan (Director of Operations).

The review of the material provided resulted in Classification of nine of programs that are provided to youth served at VisionQuest. This information was reviewed and finalized by Lauren Copeland and Jerrica Boyer (SPEP™ Specialists) and finalized with Lesley North (Director of Community Based Services) and Ken Donovan (Director of Operations).

Full SPEP™ Scores for the July 1, 2019 to June 30, 2020 are as follows:

**Program Name: Cognitive Behavioral Self- Counseling**  
**SPEP™ Service Category: Skill Building Rating Type: Social Skills Training**

**Program Description:** An individual service that runs for **16 weeks and 24 hours**. CBS focuses on youth thinking about how they feel and what they do. The goal of the service is for youth to change the way they think, to feel and act in more positive ways. Topics covered include ABC's of emotion, Impulse Control, Critical Thinking, and life goals. Lessons including worksheets and activities are broken down by week in the manual that is used by the facilitator during the sessions. The manual is updated by Vision Quest leadership when there is a specific need. Facilitators have a bachelor's degree or higher. Facilitators are trained by supervisors and by completing shadowing. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to fidelity, youth engagement, and concerns or issues they are having in delivering the service. These meetings include feedback and coaching. Supervisors complete a monthly check on physical notes from sessions as well.

Program: Cognitive Behavioral Self-counseling  
Number of Juveniles Represented in Cohort: 18  
SPEP Score: 68  
Service Optimization Rating (SOR): 87%  
Quality of Service Delivery Rating: High

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**SOCIAL SKILLS TRAINING**

<b>VisionQuest: Cognitive Behavioral Self-Counseling</b>	<b>Performance Category</b>	<b>SPEP Point Value</b>	<b>Program Data N= 18</b>	<b>SPEP Points</b>
<b>Type of Service</b>				
Primary Service Type	Social Skills	15	X	15
Supplemental Service	[Embedded]	5	X	5
<b>Quality of Service Delivery</b>	Low	5		
	Medium	10		
	High	20	X	20
<b>Duration of Service</b>	0-19%	0		

% with ≥ 16 weeks	20-39%	2		
	40-59%	4	9	4
	60-79%	6		
	80-89%	8		
	90-100%	10		
<hr/>				
<b>Contact Hours</b>	0-19%	0		
% with ≥ 24 hours	20-39%	2		
	40-59%	4	8	4
	60-79%	6		
	80-89%	8		
	90-100%	10		
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<b>Risk Level of Youth Served</b>	0-29%	0		
% > low (medium or high)	30-49%	2		
	50-74%	5		
	75-84%	7	14	7
	85-94%	10		
	95-100%	12		
<hr/>				
% > medium (high)	0-14%	0		
	15-19%	3		
	20-24%	5		
	25-29%	8		
	30-34%	10		
	35-100%	13	10	13
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<b>Total SPEP Score</b>				<b>68</b>

**Program Name: Guided Recreation**

**SPEP™ Service Category: Skill Building Rating Type: Mentoring**

**Program Description:** This service provides youth with options and resources for ways to fill their free time in pro-social and positive ways. These activities could include sports, arts and entertainment. During these activities positive relationships and bonds are developed. Additionally, youth may receive assistance with job searching, household management, etc. The target duration and dosage are **26 weeks and 72 hours**. Facilitators must have a minimum of a high school diploma and are trained by supervisors and by completing shadowing. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to youth engagement, and concerns or issues they are having in delivering the service. These meetings include feedback and coaching.

Program: Guided Recreation  
Number of Juveniles Represented in Cohort: 15  
SPEP Score: 43  
Service Optimization Rating (SOR): 51%  
Quality of Service Delivery Rating: Low

## SOCIAL SKILLS TRAINING

VisionQuest: Guided Rec	Performance Category	SPEP Point Value	Program Data N= 15	SPEP Points
<b>Type of Service</b>				
Primary Service Type	Social Skills	15	X	15
Supplemental Service	[Embedded]	5	X	5
<b>Quality of Service Delivery</b>				
	Low	5	X	5
	Medium	10		
	High	20		
<b>Duration of Service</b>				
% with ≥ 26 weeks	0-19%	0	0	0
	20-39%	2		
	40-59%	4		
	60-79%	6		
	80-89%	8		
	90-100%	10		
<b>Contact Hours</b>				
% with ≥ 72 hours	0-19%	0	0	0
	20-39%	2		
	40-59%	4		
	60-79%	6		
	80-89%	8		
	90-100%	10		
<b>Risk Level of Youth Served</b>				
% > low (medium or high)	0-29%	0		
	30-49%	2		
	50-74%	5	8	5
	75-84%	7		
	85-94%	10		
	95-100%	12		
% > medium (high)	0-14%	0		
	15-19%	3		
	20-24%	5		
	25-29%	8		
	30-34%	10		
	35-100%	13	8	13
<b>Total SPEP Score</b>				<b>43</b>

**Program Name: Community Service**

**SPEP™ Service Category: Restorative Type: Community Service**

**Program Description:** Community Service is mandated by courts or imposed as a sanction by a Probation Officer, this service is meant to be meaningful and thoughtful community service



projects that provide a sense of community pride and instills the want to continue to enrich the community in which the youth lives. Even though this service is imposed by the courts or a Probation Officer the goal duration and dosage are **12 weeks and 60 hours**. Staff should be engaging youth in meaningful conversations while they complete their projects. Facilitators are encouraged to create experiences or build relationships within the community to open new opportunities to the youth. Facilitators must have a minimum of a high school diploma and are trained by supervisors and by completing shadowing. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to youth engagement, and concerns or issues they are having in delivering the service. These meetings include feedback and coaching.

Program: Community Service  
 Number of Juveniles Represented in Cohort: 89  
 SPEP Score: 38  
 Service Optimization Rating (SOR): 28%  
 Quality of Service Delivery Rating: Medium

**RESTITUTION / COMMUNITY SERVICE**

VisionQuest: Community Service	Performance Category	SPEP Point Value	Program Data N= 89	SPEP Points
<b>Type of Service</b>				
Primary Service Type	Restitution	10	X	10
Supplemental Service	[Embedded]	5	X	5
<b>Quality of Service Delivery</b>				
	Low	5		
	Medium	10	X	10
	High	20		
<b>Duration of Service</b>				
% with ≥ 12 weeks	0-19%	0	17	0
	20-39%	2		
	40-59%	4		
	60-79%	6		
	80-89%	8		
	90-100%	10		
<b>Contact Hours</b>				
% with ≥ 60 hours	0-19%	0	1	0
	20-39%	2		
	40-59%	4		
	60-79%	6		
	80-89%	8		
	90-100%	10		
<b>Risk Level of Youth Served</b>				
% > low (medium or high)	0-29%	0		
	30-49%	2		
	50-74%	5	50	5
	75-84%	7		
	85-94%	10		

	95-100%	12		
% > medium (high)	0-14%	0		
	15-19%	3		
	20-24%	5		
	25-29%	8	25	8
	30-34%	10		
	35-100%	13		
<b>Total SPEP Score</b>				<b>38</b>

**Program Name: Aggression Replacement Training**  
**SPEP™ Service Category: Aggression Replacement Training Blueprint**  
**Scoring Type: Aggression Replacement Training Blueprint**

**Program Description:** A blueprint model that covers three topics (Social Skills Training, Anger Control Training and Morale Reasoning Training) in a closed group of four or more youth for 10 weeks and 30 sessions of 1 hour each. Worksheets are utilized in groups and used to engage youth in conversation and processing of past events and how they could more appropriately handle those situations. Facilitators should have a Bachelor's degree or higher and are trained by the onsite ART leader. The onsite ART leader or Vision Quest leadership monitor sessions and complete fidelity sheets to provide written feedback. The Facilitators also participate in a monthly call with the ART consultant. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to youth engagement, and concerns or issues they are having in delivering the service. These meetings include feedback and coaching.

Number of Juveniles Represented in Cohort: 0  
SPEP Score: N/A  
Service Optimization Rating (SOR): N/A  
Quality of Service Delivery Rating: High

**Program Name: Functional Family Therapy**  
**SPEP™ Service Category: Functional Family Therapy Blueprint**  
**Scoring Type: Functional Family Therapy Blueprint**

**Program Description:** A blueprint model that addresses family dysfunction and provides family sessions that cover three phases (Engagement & Motivation, Behavioral Change, and Generalization) over a minimum of 12 sessions and a minimum of 12 hours. The family and youth complete an intake assessment and a discharge assessment, these highlight issues to be addressed in the intake assessment and how the family feels things have improved in the post assessment. Additionally, the family and youth complete bi-weekly assessments that provide the facilitator feedback on how they feel they are progressing and how the sessions are going. Facilitators must be in possession of a Master's degree and complete the online training provided by the FFT creators and consultant. Facilitators participate in weekly conference calls with the FFT Consultant and are monitored approximately 3 times a year by the consultant. These monitoring's lead to feedback and booster trainings as need to address drift from the model.

Number of Juveniles Represented in Cohort: 7  
SPEP Score: N/A  
Service Optimization Rating (SOR): N/A  
Quality of Service Delivery Rating: High

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**Program Name: Casey LifeSkills**  
**SPEP™ Service Category: Skill Building**  
**ScoringType: Social Skills Training**

**Program Description:** An individual service that is 16 weeks long and 24 hours. An individual assessment is completed at intake to identify key areas of need within 5 domains. All domains are addressed, however, for domains where the need is higher, more time will be spent on those lessons. The sessions include face to face and online activities/worksheets. Staff are also able to pull outside resources to bolster the sessions. Lessons include taxes, want vs. need, household budgeting, hygiene and personal safety. Facilitators must have a minimum of a high school diploma. Facilitators are trained by supervisors and by completing shadowing. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to fidelity, youth engagement, and concerns or issues they are having in delivering the service. Facilitator notes are checked monthly as well. These meetings include feedback and coaching.

Number of Juveniles Represented in Cohort: 5  
SPEP Score: N/A  
Service Optimization Rating (SOR): N/A  
Quality of Service Delivery Rating: High

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**Program Name: Sanctuary**  
**SPEP™ Service Category: Counseling**  
**ScoringType: Individual**

**Program Description:** Individualized sessions that help youth process what has happened to them and how those experiences are affecting them, with a target of 25 weeks and 30 hours. Focuses on feeling identification and management, goal setting, and developing relationships. Facilitators use worksheets to guide the sessions and encourage processing. Facilitators have a minimum of a high school diploma and are trained by supervisors and by completing shadowing. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to youth engagement, and concerns or issues they are having in delivering the service. These meetings include feedback and coaching. The Sanctuary consultant provides regular booster trainings, and fidelity sheets are completed monthly with feedback to the facilitator.

Number of Juveniles Represented in Cohort: 1  
SPEP Score: N/A  
Service Optimization Rating (SOR): N/A  
Quality of Service Delivery Rating: High

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**Program Name: Girls Self-esteem**  
**SPEP™ Service Category: Skill Building**  
**Scoring Type: Social Skills Training**

**Program Description:** This service is conducted individually and focuses on trauma, healthy relationships, sexuality, mind body connections, job skills, nutrition, communication, stress management, coping strategies, and other life skills. The service is targeted to run for 16 weeks and 24 hours. Facilitators use worksheets and select sessions based on the individual needs of the girls in the program. Facilitators must have a minimum of a high school diploma and are trained by supervisors and by completing shadowing. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to fidelity, youth engagement, and concerns or issues they are having in delivering the service. These meetings include feedback and coaching.

Number of Juveniles Represented in Cohort: 1  
SPEP Score: N/A  
Service Optimization Rating (SOR): N/A  
Quality of Service Delivery Rating: High

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**Program Name: Street Smart**  
**SPEP™ Service Category: Psychoeducational**  
**Scoring Type: None**

**Program Description:** Focuses on STD transmission, teen pregnancy, substance abuse and developing healthy relationships. The service consists of 10 sessions (8 group sessions, 1 individual counseling session and 1 group site visit). The program is manualized, and the facilitator follows the manual through the sessions. Facilitators have a minimum of a high school diploma and are trained by supervisors and by completing shadowing. Additionally, all facilitators participate in monthly meetings with their supervisors and complete documentation in reference to fidelity, youth engagement, and concerns or issues they are having in delivering the service. These meetings include feedback and coaching.

Number of Juveniles Represented in Cohort: 11  
SPEP Score: N/A  
Service Optimization Rating (SOR): N/A  
Quality of Service Delivery Rating: High

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Of note:

**Cognitive Behavioral Self-counseling:** A closer look should be made as to why 10 of the 18 youth in the cohort were unsuccessfully discharged.

**Community service:** As community service hours are mandated by the courts or imposed as sanctions by Probation Officers VisionQuest has no control overreaching the goal of 60 hours and 24 weeks.

**Guided Recreation:** Nearly half of the youth referred were Low risk youth,

**Aggression Replacement Training:** The requirement for closed groups creates logistical problems building cohorts in each county.

**Sanctuary. Functional Family Therapy, Casey LifeSkills, Girls Self-Esteem:** A closer look needs to be made to determine why there aren't enough referrals for these services to have a cohort of at least 10 youth.

**Street Smart:**