



**COUNTY OF LOS ANGELES
DEPARTMENT OF AUDITOR-CONTROLLER**

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August 14, 2009

TO: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

FROM: Wendy L. Watanabe
Auditor-Controller

**SUBJECT: THE RESOURCES COMPANY'S EVIDENCE-BASED PRACTICES
TRAINING STATUS REPORT – 4/1/2009 to 6/30/2009**

On December 4, 2007, your Board approved a contract (Contract No. 76405) between the Probation Department and The Resources Company (TRC) to provide Evidence-Based Practices (EBP) training to Probation staff. In addition, your Board directed the Chief Executive Officer (CEO), in conjunction with the Auditor-Controller (A-C) to provide quarterly status reports on the progress of TRC in achieving the contract's deliverables.

Your Board also directed the quarterly reports to include: 1) an update on the Probation Department's overall training efforts related to EBP and 2) an update on the number of staff, youth and community-based organizations (CBOs) that have been trained by TRC on EBP, along with the associated costs. This status report covers activity through June 30, 2009.

On November 18, 2008, your Board approved a contract amendment extending TRC's contract through June 2010. In addition, on June 15, 2009, Probation and TRC reduced the maximum contract amount by \$5,557 to \$489,011 to reflect a reduction in the number of hours required by TRC to complete five of the training deliverables (class sessions).

TRC's Contract Deliverables

TRC did not complete the required number of training sessions scheduled between April 2009 and June 2009. Specifically, TRC completed two (22%) of the nine training sessions required. Probation management indicated that due to budgetary constraints, they instructed TRC to postpone the seven training sessions until Fiscal Year (FY) 2009-10.

For the two training sessions conducted, 41 staff and supervisors attended the sessions (Attachment I). The sessions were 16 hours each and the total training cost was \$34,939. We confirmed the number of participants that TRC reported attending with the number of individuals listed on the sign-in sheet for each session.

Since the inception of Contract No. 76405 (from December 2007 through June 2009), TRC completed 41 (75%) of the 55 required sessions covering 12 subjects. Approximately 669 attendees completed the training (Attachment II). Overall, TRC exceeded the required number of training sessions for four of the 12 subjects and reduced the number of training sessions for three (25%) of the 12 subjects. Probation approved the changes without affecting the maximum contract amount. Although Probation and TRC agreed to all of the noted changes, Probation needs to ensure that the contract accurately reflects the expected training deliverables with timelines for completion.

As of June 2009, Probation has paid TRC \$314,868 (64%) of their total contract amount of \$489,011.

Probation's Overall EBP Training Efforts

In addition to the TRC training described above, Probation conducted a total of 57 EBP training sessions between April 2009 and June 2009 that 985 Probation managers and staff attended. The sessions covered 12 different EBP topics (Attachment III). We reviewed the sign-in sheets for a selected number of training sessions (13 of the 57 sessions) and confirmed that the number of attendees reported in Probation's training records matched the numbers listed on the sign-in sheets. Overall, since December 2007, Probation conducted a total of 324 EBP training sessions to 5,859 attendees from Probation covering 42 different topics (Attachment IV).

Between April 2009 and June 2009, Probation also provided training to 44 managers and staff from 23 different CBOs (Attachment V). Since January 2006, 781 managers and staff from 70 different CBOs received training covering 13 different topics (Attachment VI).

Please call me if you have any questions or require additional information, or your staff may contact Don Chadwick at (213) 253-0301.

WLW:MMO:JET:DC
Attachments

c: William T Fujioka, Chief Executive Officer
Sachi A. Hamai, Executive Officer, Board of Supervisors
Robert B. Taylor, Chief Probation Officer
Justice Deputies
Public Information Office
Audit Committee

Los Angeles County Probation Department
EBP Training of Probation Staff by TRC for Work Order 76405
April 2009 through June 2009

Bureau / Topic	Certification Number	No. Session	No. Hours Per Session	Total No. Attendees	Total Class Hrs. Attended
Residential Treatment Services Bureau					
Responding to Chronic Stress (SPARCS) - Booster Training	0015-048431	1	16	13	208
Quality Assurance Services Bureau					
Teaching Pro-Social Skills/ART	0015-045385	1	16	28	448
<i>Total</i>		2	N/A	41	656

**Los Angeles County Probation Department
EBP Training of Probation Staff by TRC for Work Order 76405
December 2007 through June 2009**

Bureau / Topic	Certification Number	No. Sessions	No. Hours Per Session	Total No. Attendees	Total Class Hrs. Attended ¥
Residential Treatment Services Bureau					
Evidence-Based Practices for Trainers	0015-039946	1	16	17	272
Thinking for a Change	0015-039947	2	32	26	832
Core Correctional Practices - Content	0015-039984	1	40	17	680
Motivational Interviewing - Content	0015-039985	1	40	17	680
Girls Moving On	0015-040288	1	40	15	551
Core Correctional Practices - Observation	0015-040715	4	20	68	1,360
Motivational Interviewing - Observation	0015-040721	4	20	68	1,360
The Role of Evidence Based Management	0015-041364	2	16	29	464
Getting Motivated to Change	0015-044928	5	4	64	256
Structured Psychotherapy for Adolescents Responding to Chronic Stress (SPARCS) - Clinical Training	0015-048336	1	16	22	336
Structured Psychotherapy for Adolescents Responding to Chronic Stress (SPARCS) - Booster Training	0015-048431	1	16	13	208
Getting Motivated to Change - T4T	0015-048558	1	8	17	136
Motivational Interviewing Treatment Integrity (MITI-T4T)	0015-048904	1	40	16	624
Motivational Interviewing - Master Trainer	0015-048907	1	40	13	504
Advancing Skill Sets and Interaction Styles of the Security & Support Team (ASSISST)	0015-049049	2	24	41	972
Core Correctional Practices - Master Trainer	0015-049152	1	40	14	525
Core Correctional Practices - Technique	N/A	1	40	17	680
Motivational Interviewing - Technique	N/A	1	40	17	680
Thinking for a Change (Booster Training)	N/A	3	24	30	720
Quality Assurance Services Bureau					
Teaching Pro-Social Skills/ART	0015-045385	3	16	87	1,392
Principles of Effective Correction Intervention and EBP	0015-047896	2 σ	8	29	232
CBT Small Group Facilitation Skills	0015-048568	1	16	19	296
Cognitive Behavioral Intervention, Theory & Practice	0015-048785	1 σ	24	13	312
Total		41	N/A	669	14,072

¥ The total class hours attended does not always equal the number of hours per session multiplied by the total number of attendees because some employees did not attend the entire training session.

σ TRC did not provide documentation to identify the attendees. However, Probation managers at the training locations confirmed that TRC completed the training.

Los Angeles County Probation Department
EBP Training of Department Staff (excluding TRC Training for Work Order 76405)
April 2009 to June 2009

Topic	Instructor	Certification Number	No. Sessions	No. Hours Per Session	Total No. Attendees	Total Class Hrs. Attended ¥
Implementing Evidence Based Practices	Probation Staff	0015-039946	10	4	186	744
Motivational Interviewing And The Stages	Probation Staff	0015-040705	3	8	99	784
Motivational Interviewing And The Stages	Probation Staff	0015-040708	3	4	33	132
Core Correctional Practices	Probation Staff	0015-040715	8	20	133	2,560
Motivational Interviewing For Camp Staff	Probation Staff	0015-040721	2	20	29	564
Core Correctional Practices	Probation Staff	0015-040869	4	8	96	760
LARRC Recidivism Risk Levels And Case	Probation Staff	0015-043586	3	4	3	12
Core Correctional Practices	Probation Staff	0015-048079	4	20	42	541
Introduction to Motivational Interviewing	Probation Staff	0015-048860	16	20	289	5,532
16-Hour Strategic Plan and EBP Training	Probation Staff	0015-050088	2	16	60	932
WRE-Functional Family Probation Training	Vendor	0015-051199	1	9	14	126
Individual and Group Cognitive-Behavior	Vendor	3332-029070	1	16	1	16
Total			57	N/A	985	12,703

¥ The total class hours attended does not always equal the number of hours per session multiplied by the total number of attendees because some employees did not attend the entire training session.

Los Angeles County Probation Department
EBP Training of Department Staff (excluding TRC Training for Work Order 76405)
December 2007 to June 2009

Topic	Instructor	Certification Number	No. Sessions	No. Hours Per Session	Total No. Attendees	Total Class Hrs. Attended ¥
Making it Through (MIT)	Probation Staff	0015-021536	1	2	9	18
Standardized Juvenile Offender LARRC	Probation Staff	0015-026073	12	24	245	5,737
Standardized Juvenile Offender Assessment: LARRC Training For Trainers	Probation Staff	0015-026552	1	24	14	336
Behavior Management Program	Probation Staff	0015-035116	6	8	111	888
Leaps Curriculum and the LARRC	Probation Staff	0015-036749	3	4	62	248
Leaps Training	Probation Staff	0015-037944	6	8	123	984
Introduction To Motivational Interviewin	Probation Staff	0015-038420	6	8	130	1,032
Implementing Evidence Based Practices	Probation Staff	0015-039946	35	4	687	2,404
Motivational Interviewing-Training For	Probation Staff	0015-039985	1	40	19	760
Levels of Service-Case Management Inventory	Vendor	0015-040104	7	32	123	3,696
Levels of Service-Case Management Inventory	Probation Staff	0015-040104	3	32	44	1,336
Motivational Interviewing And The Stages	Probation Staff	0015-040705	9	8	223	1,776
Motivational Interviewing And The Stages	Probation Staff	0015-040708	3	4	33	132
Core Correctional Practices	Probation Staff	0015-040715	44	20	631	12,331
Motivational Interviewing for Camp Staff	Probation Staff	0015-040721	32	20	400	7,835
Core Correctional Practices	Probation Staff	0015-040869	13	8	180	1,424
Motivational Interviewing for Camp Staff	Probation Staff	0015-042184	7	12	153	1,796
IFT-Causal Model of Delinquency	Vendor	0015-042384	1	1	12	12
IFT-Causal Model of Delinquency	Probation Staff	0015-042384	3	1	66	66
RTSB Behavior Management Program	Probation Staff	0015-043490	1	4	10	40
LARRC Recidivism Risk Levels and Case	Vendor	0015-043586	2	4	53	212
LARRC Recidivism Risk Levels and Case	Probation Staff	0015-043586	7	4	34	131
Trauma, Loss, and PTSD	Vendor	0015-043640	23	12	704	8,236
IFT-Levels of Service Inventory (LS/CMI)	Probation Staff	0015-043726	1	2	26	52

¥ The total class hours attended does not always equal the number of hours per session multiplied by the total number of attendees because some employees did not attend the entire training session.

Los Angeles County Probation Department
EBP Training of Department Staff (excluding TRC Training for Work Order 76405)
December 2007 to June 2009

Topic	Instructor	Certification Number	No. Sessions	No. Hours Per Session	Total No. Attendees	Total Class Hrs. Attended ¥
Behavior Management Program Overview	Probation Staff	0015-045537	8	2	142	284
WRE-2008 Blueprints Conference	Vendor/Conference	0015-045646	1	20	1	12
Prevention and Early Intervention Training	Probation Staff	0015-046089	15	4	236	944
Cognitive Behavioral Intervention	Probation Staff	0015-046130	1	16	22	336
WRE-Evidence Based Correctional Program	Vendor/Conference	0015-046370	1	20	1	20
Los Angeles County Probation Department Behavior Management Program for Camps Part 1	Probation Staff	0015-046879	13	4	199	796
Levels Of Service/Case Management Inventory	Probation Staff	0015-047804	8	8	149	1,192
Core Correctional Practices	Probation Staff	0015-048079	4	20	42	541
Evidence Based Practices Current Trends	Probation Staff	0015-048286	1	8	42	332
Static 99	Probation Staff	0015-048691	1	8	39	312
SPDO Camp Resesign: You Make A Difference	TRC	0015-048759	3	8	52	416
Program Evaluation	TRC	0015-048780	1	16	26	208
Introduction to Motivational Interviewing	Probation Staff	0015-048860	16	20	289	5,532
Functional Family Probation Services	Vendor	0015-049279	1	14	19	249
16-Hour Strategic Plan and EBP Training	Probation Staff	0015-050088	2	16	60	932
WRE-Functional Family Probation Training	Vendor	0015-051199	1	9	14	126
Interview Skills for Probation Officers	Vendor	0920-031594	5	8	93	736
Motivational Interviewing	Vendor	0966-042556	6	8	94	748
Motivational Interviewing	Vendor	2186-039812	4	8	120	960
Core Correctional Practices	Vendor	2186-048788	4	8	126	1,008
Individual and Group Cognitive-Behavior	Vendor	3332-029070	1	16	1	16
Total			324	N/A	5,859	67,182

¥ The total class hours attended does not always equal the number of hours per session multiplied by the total number of attendees because some employees did not attend the entire training session.

Los Angeles County Probation Department
EBP Training of CBO Staff
April 2009 to June 2009

Topic	Legend	No. CBOs Represented	No. Hours Per Session	Total No. Attendees	Total Class Hrs. Attended
Core Correctional Practices	CCP	14	4	20	80
Implementing Evidence-Based Practices	EBP	5	4	7	28
Teaching Pro-Social Skills	TPS	10	4	17	68
Totals		(a)	N/A	44	176

(a) A total of 23 different CBOs attended the EBP training sessions including five that currently have contracts with Probation.

**Los Angeles County Probation Department
EBP Training of CBO Staff
January 2006 to June 2009**

Topic	Legend	No. CBOs Represented	No. Hours Per Session	Total No. Attendees	Total Class Hrs. Attended ¥
Adolescent Stages of Development	ASD	9	8	140	1,120
CBO Tracking System	CBO-TS	15	2	89	178
Core Correctional Practices	CCP	14	4	20	80
Implementing Evidence-Based Practices	EBP	5	4	7	28
FFT/MST (Overview)	FFT/MST	9	4	70	280
Getting Motivated To Change	GMTC	39	4	50	200
Best Practices Orientation for High Risk, High Need Youthful Offenders	HRHN	11	2	61	122
Motivational Interviewing	MI	29	4	57	228
Parent Project	PP	8	40	32	1,280
Strength-Based Case Management	SBCM	14	8	70	560
Social Learning Model Training	SLM	10	7	78	566
Teaching Pro-Social Skills	TPS	10	4	17	68
Why Evidence-Based Practices	WEBP	14	8	90	720
Totals		(a)	N/A	781	5,430

¥ The total class hours attended does not always equal the number of hours per session multiplied by the total number of attendees because some employees did not attend the entire training session.

(a) A total of 70 different CBOs attended the EBP training sessions including 31 that currently have contracts with Probation.