

## AGENDA ITEM REQUEST

Community Corrections Partnership Executive Committee (CCPEC)

*Note: This agenda item request is due at least six (6) weeks prior to CCPEC meeting.*

*Email requests to [ProbationCommunityPrograms@acgov.org](mailto:ProbationCommunityPrograms@acgov.org).*

TO: Community Corrections Partnership Executive Committee (CCPEC)  
c/o Alameda County Probation Department  
Marcus Dawal, Interim Chief Probation Officer  
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FROM: **Name:** Gina Temporal  
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This agenda item is being submitted for consideration by the Community Corrections Partnership Executive Committee (CCPEC) at their meeting on March 18, 2024.

**Title/Subject/Description:** Annual Allocation for AB 109 Funded Programs and Resources – AB 109 Direct Services: Cognitive Behavioral Intervention Services, Incentives, and Innovation Program (CBI3) via Five Keys Schools and Programs.

**Background Information:** . In 2014, the Alameda County Board of Supervisors dedicated 50% of the AB109-funding received from the state to local Community Based Organizations. That funding is used to contract with local CBOs that provide resources and programs that address a client’s risk and needs and promote safety for the community and success for the Participant. This item requires additional funding for Fiscal Year 2024-25 for continuity of services and resources.

**Fiscal Impact\*, if any:** \$502,440

**Recommended action to be taken:** Approve the annual allocation to continue funding this item for the realigned population.

*\*When requesting funding, please answer the questions in either Section 1 or 2 below. If requesting funding for a new program idea, answer the questions in Section 1. If requesting funding for a program with an existing AB 109-funded contract, answer the questions in section 2.*

**Signature:** *Gina Temporal*

**Print Name and Title:** Gina Temporal, Contracts Administrative Manager

## **Section 1: Requesting Funding for a New Idea**

### **Addressed in the Logic Model**

*A logic model from the Programs and Services Workgroup may be attached in lieu of answering the following questions:*

- What part of the AB 109 population do you propose to serve? (For example: unhoused individuals, clients disengaged from Probation services etc.)
- Which client needs are being addressed? (For example: housing, employment, substance abuse etc.)
- What are the objectives and benchmarks for success of the proposed program/activity?
- What are the resources and activities required by an organization to make the program successful? (For example: staffing, development of workshops etc.)
- How will Probation Officers inform clients about the program/activity?
- If referrals don't come from Probation, how will clients be informed of the program/activity?

### **Background Research**

- Is the initiative evidence-based or a promising new idea?
- If this is an evidence-based program, what does the research say about it?
- If there is existing research, was the research done on a population similar to the population the program anticipates serving?
- Is Probation funding any similar activities?
- If Probation is funding similar activities, what is unique about this program/activity, why is it necessary?
- Lived experience can often provide a layer of knowledge often not captured by traditional research methods. Please provide any anecdotal knowledge based upon lived experiences that contributes to or strengthens your proposed program/activity.

### **Fiscal Impact**

- What is the total proposed budget for this program/activity?

## **Section 2: Request to Renew or Extend an Existing Contract**

**Contract Name:** AB 109 Direct Services: Cognitive Behavioral Intervention Services, Incentives, and Innovation Program (CBI3) via

### **Information About the Program**

- What part of the AB 109 population was served under the previous contract? (For example: unhoused individuals, clients disengaged from Probation Services, etc.)

In addition to the realignment eligibility criteria approved by the CCPEC, the following represents priority populations and considerations. Population of focus includes those who:

1. Would benefit from learning CBI through the concepts in the Employment Adult curriculum
  2. Would benefit from CBI skill practice and problem solving
  3. Willing to participate in a group/cohort
  4. Able to attend group programming with reasonable learning and access accommodations (e.g., able to participate in a class setting, low to moderate mental health needs, able to manage activities of daily living)
  5. Have been reprimanded/terminated/fired from employment due to behaviors, thought patterns, or reactions
  6. Have been terminated or received disciplinary action from AB109 or non-contracted employment program
  7. Consider subpopulations based on referred/assessed needs (e.g., gender, language, parenting, lengthy incarceration history, etc.)
- What client needs were addressed? (For example: housing, employment, substance abuse etc.)  
Participants utilized 10-week consecutive class sessions to better understand their thoughts, feelings, responses through a Cognitive Behavioral Intervention curriculum. These skills were practiced through an employment lens but are applicable to all areas of life including mood regulation, interpersonal communication, beliefs about self, and general reentry navigation. Clients reported developing insight which ultimately helps their understanding of self and current/future decision making. Participants also benefited from regular incentives for attendance and received these payments through the innovation of debit cash cards.
  - How many people did your organization serve under the contract?  
8 participants graduated in Cohort 1 (9/22/23 completion). Cohort 2 completed in December 2023 with 21 graduates. Cohort 3 will begin in mid-January with 41 referrals in queue and receiving outreach for enrollment. Cohort 3 will increase availability to include classes at the CORE, the Five Keys office, and two virtual class options.
  - How many people was your organization expected to serve under the contract?  
96 participants in the first 12 months. 59 clients received outreach and 29 clients successfully completed all 10 weeks of programming.
  - Please provide a summary of the program.  
The program will use a 10-week Cognitive Behavioral Intervention – Employment Adult curriculum to teach CBI and address clients' behavioral patterns, attitudes, values, beliefs, thinking, and/or other dynamic needs. Incentives will be provided to participants and innovations will be assessed to determine impact on retention and outcomes.
  - Please provide a list of the objectives achieved by the program/activity.  
Learn, practice, and understand CBI concepts through program modules

- Better understand risky behaviors and thinking, practice social and emotional regulation skills, goal set, and improve decision making/problem solving
- Be able to practically apply these concepts to increase reentry outcomes including stability in obtaining and maintaining employment
- Benefit from provision of cash incentives and innovations in a measurable way

Providers will:

- Administer pre- and post-tests to measure program outcomes and impact
  - Measure and assess impact of innovation on program participation and outcomes
  - Outreach to and collaborate with mutual service providers to benefit client outcomes and stability
  - Celebrate client completion via program graduation ceremonies
- Did your organization invest any resources to make the program/activity successful? (For example: staffing, development of workshops etc.)  
Five Keys has hired and onboarded staff assigned to the CBI3 program "Keys to Change". This has included an upfront investment of an intensive onsite training at the University of Cincinnati Corrections Institute (UCCI) to be certified facilitators in their evidence-based CBI-Employment program on which our program is designed. Staff are also participating in a year-long cohort to develop Motivational Interviewing (MI) practices with a certified MI trainer referred to Five Keys by Harm Reduction Therapy Center. The Keys to Change cohorts have all been scheduled and recruitment has taken place for the first few cohorts.
  - Did you do any outreach to the target population, outside of referrals by Probation? If so, what were the results of your outreach?  
Five Keys has conducted numerous outreach activities in partnership with Probation including at a 'back to school' event held at Laney College. We have also posted Keys to Change flyers on social media and have conducted outreach inside Santa Rita via our in-custody school and programs there. We also had a table at the annual San Francisco Reentry Fair where we distributed recruiting postcards. As a result of this outreach, we have received about 15 self-referrals; the remaining referrals have been made directly by DPOs. Five Keys also participates in CORE's monthly Community Resource Forums for AB 109 clients and the reentry community. Five Keys has also expanded class offerings to increase accessibility and have used graduation ceremonies to generate new referrals from DPOs.
  - Describe how successfully your organization achieved your contract milestones and the other contract deliverables?  
Five Keys was able to provide a number of program presentations to assist with recruitment--including with DPOs as well as with AB 109 employment services providers. We launched our initial overlapping cohorts in July--an in-person morning cohort at the CORE probation site and a virtual class conducted in the evening on Zoom. Five Keys conducted pre and post assessments for all clients. We enrolled 15 clients to participate in the initial cohorts and 8 completed the 10-week program and celebrated their achievement at a graduation on September 22nd. Based on post-assessments, all completers demonstrated a better understanding of CBI concepts including emotional regulation and self-control strategies. Five Keys has also participated in monthly meetings with probation to monitor the contract and has completed all necessary training related to Enterprise and invoicing.

### **Background Research**

- Is the program/activity evidence based or a promising new idea?

Both. The CBI curriculum is evidenced based; however, the RFP asked bidders to include an innovation while maintaining fidelity of the curriculum. Five Keys is offering stipends to clients to see how it impacts engagement in the program.

- If the program/activity is an evidence-based program, what does the research say about it?  
The University of Cincinnati Correctional Institute (UCCI) based this program on evidence from research conducted by MDRC. MDRC concluded that the program teaches participants how to identify and manage high-risk situations related to obtaining and maintaining employment. Heavy emphasis is placed on skill-building activities to assist with cognitive, social, emotional, and coping skill development for the work environment.
- If there is existing research, was the research done on a population similar to the population served?  
The CBI-Employment curriculum was developed by UCCI in partnership with MDRC, a research firm that tested the program with incarcerated participants who were at moderate or high risk of recidivism and further involvement in the system
- How do milestones/contract deliverables compare to the outcomes of similar work in other jurisdictions?  
Other jurisdictions are using CBI as part of evidence based correctional practices. In addition to maintaining the evidence-based curriculum, this program also incorporates incentives to support client participation. The program will be evaluating the impact of these innovations and incentives as it relates to client motivation, skill application, and additional benefits
- Is Probation funding any similar activities?  
No. ACPD is not funding similar programs.
- If Probation is funding similar activities, what is unique about this program/activity, why is it necessary?  
ACPD supplements CBI through probation officer CBI training and individual client interventions. This program provides clients with the opportunity to learn and apply skills in a cohort and provides them with the benefit of cohort learning.
- Lived experience can often provide a layer of knowledge often not captured by traditional research methods. Please provide any anecdotal knowledge based upon lived experiences that contributes to or strengthens your proposed program/activity.  
All of the Keys to Change staff have had some lived experience with the criminal justice system. Three employees have family members who have been incarcerated and one of the facilitators is currently on parole and served many years in prison prior to joining the Five Keys team. The Keys to Change team has the unique ability to provide empathetic understanding with probation clients and can speak from experience what is required for successful reentry. Pro-social support networks are critical during this transition, and our team is committed to providing lasting connections with clients so that they can always reach out when in need of additional support.

### **Program Data**

- How many people were referred to the program/activity by Probation?  
111 as of 12/27/2023
- Why should the contract be extended/renewed rather than going out to bid?  
This is the first year of the contract and we've had some early successes. Each cohort has generated more referrals and graduates. It would not be in the realignment client's best interest for us to terminate the contract and go out to bid.

- Please provide program milestones and other contract deliverable data.

Performance Measure	Method of Measurement
CBI-EA Programming Fidelity	Number of Facilitators leading each CBI-EA Program; Verification of Facilitator Certification; Number of Clients in each program cohort
Level and Progression of Client in CBI Program	Recorded in ACPD Case Management System (e.g., Enterprise Supervision) and Invoicing System in accordance with training  Targets: <ul style="list-style-type: none"> <li>▪ Capacity to serve 96 clients in first 12 months</li> <li>▪ Offer eight (8) ten-week cohorts</li> <li>▪ 70% of all clients enrolled will complete their assigned CBI class in full</li> <li>▪ Contractor must attempt to reach out to contact 100% of clients who fail/drop out/do not show up for their assigned CBI class</li> </ul>
Program Status/Client Engagement	Record in ACPD Case Management System: <ul style="list-style-type: none"> <li>▪ Referral status</li> <li>▪ Active status</li> <li>▪ Reason for referral</li> <li>▪ Client status changes throughout program participation</li> <li>▪ Absences and/or excuses from class</li> <li>▪ Program completion, exit, and/or discharge</li> <li>▪ Location/cohort of CBI program/ curriculum attended</li> <li>▪ Additional client specific information if required</li> </ul>
Provider Service Plan (PSP)	Uploaded in ACPD Case Management System. The PSP must: <ul style="list-style-type: none"> <li>▪ Include reason for referral and client's CBI goals</li> <li>▪ Detail intended outcome of program</li> <li>▪ Address client's skill building areas</li> <li>▪ Update for aftercare goals and have real-life CBI application</li> </ul>

Impact of Innovation	<p>Record in ACPD Case Management System, Enterprise Supervision:</p> <ul style="list-style-type: none"> <li>▪ Number and percentage of referred individuals enrolled in services</li> <li>▪ Frequency and duration of CBI services each Participant receives</li> <li>▪ Amount and type of incentives each Participant receives</li> <li>▪ Description and data of how incentives and innovation impact the Participant and/or Family</li> <li>▪ Number/percentage of Participants who do not complete the CBI program and reason why</li> </ul>
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- Has this contract been extended before? If so, how many times and why?  
Yes, once as this contract allows for extension up to five years.

**Fiscal Impact**

- What is the total proposed budget for the requested program/activity?  
\$1,502,440 annually.
- What was the total budget for the program/activity under the previous contract?  
Year 1 - \$497,560.27  
Year 2 - \$502,439.73
  - If the proposed budget is higher than that of the previous contract, please justify the increase.  
The increase is the same from year 2.
  - If the proposed budget is lower than that of the previous contract, please explain.

Signature: *Gina Temporal*

Print Name and Title: Gina Temporal, Contracts Administrative Manager