Institute for Justice Research and Development
Post-Master’s Fellowship
February 13, 2018
Institute for Justice Research & Development
College of Social Work
Florida State University

Overview:
INSTITUTE FOR JUSTICE RESEARCH & DEVELOPMENT

Mission Statement
Advance science and practice to improve well-being of individuals and families impacted by criminal justice system involvement
The movement from mass incarceration toward smart decarceration has the potential to produce effective, sustainable, and equitable criminal justice reforms.

Well-being development model: A new framework for prisoner reentry services.

A focus on well-being allows us to:
- Re-orient the field of criminal justice.
- Focus on the value and worth of the individual.
- Provide intermediate outcomes for intervention delivery.
POST-MASTER’S FELLOWSHIP:
Training at the intersection of social work and criminal justice.

What is it?
The IJRD Post-Master’s Fellowship
• Designed to prepare individuals for clinical and research work at the nexus of social work and criminal justice
• Provide experiential learning opportunities for MSW graduates to deepen their understanding and further apply the competencies of social work
• Offer specialized training in order to develop flexibility to work in a variety of settings

Why apply?
The IJRD Post-Master's Fellowship is the only fellowship in the nation which provides MSWs with in-depth, hands-on training opportunities with criminal justice-involved individuals and families.
We will...
• Provide ongoing in-service training, workshops, and resources throughout your three-year tenure to help you develop professionally as both a clinician and a researcher
• Provide resources for clinical supervision and mentorship
• Provide Fellows with an opportunity to contribute to practice tools and academic papers, perfect preparation for a PhD program
Where is it located?
The 2019 fellowship will take place in the following locations:

- Greenville-Spartanburg, South Carolina
- Columbus, Ohio
- Phoenix, Arizona

Qualifications

- MSW conferred Spring 2018, Fall 2018, Spring 2019, or Summer 2019
- Ability to prioritize, organize, multi-task and work independently on tasks.
- Ability to obtain and maintain security clearance within correctional institutions
- Working knowledge of Microsoft Office Suite
- Ability to Travel
- Valid Drivers Licenses

*We encourage applicants with diverse life experiences, including prior criminal justice involvement.*

Commitments

- 36-months, full time
- June 2019 – June 2022
- Fellows must be willing to work in both community settings and correctional settings such as jails and prisons.
- Ability to work evenings and weekends.
- Willing to relocate to the state of fellowship site
Research Track
- Develop social work administration, leadership, and research skills
- Identify policy barriers to success and strive toward policy innovations
- Collaborate with corrections professionals
- Enroll criminal justice involved individuals into research studies
- Conduct face-to-face personal interviews with participants to administer behavioral health measures and clinical assessments
- Engage study participants in long term research involvement

Clinical Track
- Development of generalist clinical skills, prepare for intervention work with criminal justice-involved populations
- Provide individual and group intervention sessions
- Crisis intervention and service delivery (some daytime, evenings, and weekends)
- Conduct individual assessments
- Outreach to criminal justice-involved individuals in community and correctional settings such as prisons and jails

How can you apply?
Applications are open!
Applying to the 2019 cohort of the IJRD Post Master’s Fellowship is a two step process.
1) Complete the IJRD Post Master’s Fellowship screener.
   For the screener, you will upload your resume, unofficial transcripts, and two letters of recommendations (one professional and one academic). You will also provide a brief (500 word) personal narrative on your interest in joining our team and respond to two writing prompts.
2) Complete the IJRD Post Master’s Fellowship application through Omni on Florida State University’s website (job code 44757).
   You must complete both the Screener and the Florida State University application for your submission materials to be complete.
Priority submissions will be accepted through March 4, 2019.
FAQ’S

What is the yearly stipend?
• Year 1: $35,000/yr
• Year 2: $37,000/yr
• Year 3: $39,000/yr

What are the benefits?
• Benefits for OPS employees (Post-Masters Fellows) can be found on the FSU website: https://hr.fsu.edu/?page=benefits/benefits_home&ops=1

FAQ’S

Will you be able to obtain clinical licensure?
• We will provide resources for clinical track fellows to obtain licensure? You will need to investigate licensure requirements and reciprocity by state

How will fellows be placed?
• Applicants will rank their preferred locations. We will try to give everyone their 1st or 2nd preference

FAQ’S

What is the process?
• Priority applications (Screener and FSU Omni application) are due by March 4th
• First round of interviews: March 11th – March 14th (Zoom)
• Notification of 2nd round: March 15th
• Second round of interviews: March 29th – April 7th (in person)
• Notification of acceptance: April 10th
Prisoner Reentry in Context

- Evaluations and meta-analysis have found limited success of reentry programs.
- No uniform model of programming
- Limited fidelity monitoring
- Recidivism as driving outcome
- Public policy barriers that permanently ban people from certain employment, education, housing, voting, and community participation opportunities
- Under-resourced families and communities

5 Key Model to Usher in The Next Generation of Reentry Interventions

- Reentry services have focused on deficits and recidivism
- Perpetuate, rather than ameliorate, social disparities
- 77% recidivism rates. If, in medicine, there was an intervention that failed 77% of the time, it would not last very long. Yet – we have held on to current approaches for two decades
- Looked for guidance from other disciplines
- Other health and human services began a movement toward well-being in 1948
What Are We Studying?

The 5-Key Model for Reentry translates the key ingredients of successful reentry into a flexible approach that can be implemented at different levels of intensity.

Key 1: Healthy thinking patterns
Key 2: Meaningful work trajectories
Key 3: Effective coping strategies
Key 4: Positive social engagement
Key 5: Positive interpersonal relationships

Key Ingredient Definition of Key Ingredient Program Component

<table>
<thead>
<tr>
<th>Healthy Thinking Patterns</th>
<th>Adaptive mental actions or processes, the presence of empathy, and the acceptance of internalization of values and norms that promote pro-social behavior.</th>
<th>TCU Brief Interventions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meaningful Work Trajectories</td>
<td>Sustainable compatibility of an individual's goals and abilities and the demands of that individual's occupation is sustainable.</td>
<td>Now, Next, Later</td>
</tr>
<tr>
<td>Effective Coping Strategies</td>
<td>Adaptive behavioral and psychological efforts taken to manage and reduce internal/external stressors in ways that are not harmful in the short or long term.</td>
<td>Solution-Focused Brief Therapy</td>
</tr>
<tr>
<td>Positive Social Engagement</td>
<td>Social experiences organized for beneficial purposes that directly or indirectly involve others, engaged in sharing activities, time, and experiences in enjoyable ways.</td>
<td>Healthy Lifestyles</td>
</tr>
<tr>
<td>Positive Relationships</td>
<td>Reliable, mutually beneficial relationships between two or more people based upon engaging in activities within a defined social context.</td>
<td>Solution-Focused Brief Therapy</td>
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What Are We Studying?

- The feasibility and effectiveness of the 5 Key Model for Reentry
- The 5 Key Model was developed after extensive research was conducted on programs around the world.
- The research on the 5 key model began 2 years ago. We were responding to the limited impact of current reentry approaches.
Randomized Controlled Trials

- RCTs are quantitative, comparative, controlled experiments in which investigators study two or more interventions in a series of individuals who receive them in random assignment.
- The “gold standard” and seen as the most powerful in terms of providing evidence for an intervention.

What Are We Studying?

We are pilot testing the 5-Key Model with
- 2,200 individuals
- In four states (Florida, Texas, Kentucky, and Pennsylvania)
- 12 urban and rural counties
- 50 prisons across the US
What Are We Studying?

In every state:
• We are recruiting both men and women
• We are capturing both those releasing to an urban county and those releasing to a rural (ish) areas
• Exclusion criteria: under age of 18, not planning to release to study county, not conversational English, cannot cognitively understand study participation.
• No offense type exclusions

Experts on What is Needed in Reentry Research Addressed by This Project

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<tr>
<th>Experts on What is Needed in Reentry Research</th>
<th>Addressed by This Project</th>
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<tbody>
<tr>
<td>Moving from pilot to effectiveness to implementation</td>
<td>X</td>
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<tr>
<td>Thinking about disseminating and scaling the work from the outset</td>
<td>X</td>
</tr>
<tr>
<td>Incorporating qualitative feedback from participants and staff</td>
<td>X</td>
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<tr>
<td>Monitoring fidelity; having defined model for reentry planning that is highly individualized and adaptive and based on a conceptual framework</td>
<td>X</td>
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<tr>
<td>Not relying on recidivism as the only outcome but rather identifying multiple indicators of success</td>
<td>X</td>
</tr>
<tr>
<td>Examining the impact of criminal justice practices and decisions on individual outcomes</td>
<td>?</td>
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5 Key Model - Values

• Future-focused and adaptive
• Honor dignity and human potential of every individual
• Focus on resilience, strengths, and ability to achieve
• Respect and flexibility, while maintaining safety for all
• Recognition that individuals’ readiness for support will vary overtime