



Introduction

Massachusetts
Department of Correction

Carol A. Mici
Commissioner

CY23 Male Gap Analysis Report

The Massachusetts Department of Correction's (MA DOC) vision is to effect positive behavioral change in order to eliminate violence, victimization, and recidivism. Motivating and recommending incarcerated individuals to participate and complete evidence-based programs is one of the many strategies the MA DOC utilizes to effect positive behavioral change. In order for the MA DOC to make informed decisions and document progress towards this vision, a **gap** analysis is utilized to measure and report incarcerated individual's participation in evidence-based programming.

The following analysis captures our programming gaps, provides benchmarks for strategic planning, promotes transparency, and creates a roadmap for efficiently managing resources. This leads to the development of numerous strategies to improve outcomes and reduce programming gaps, such as re-allocating resources, maximizing program capacity, and creating a culture of program compliance.

In regards to the MA DOC's programming processes, effective April 2023 the department administers a risk assessment to all new court committed criminally sentenced male incarcerated individuals. Incarcerated individuals who score moderate or high risk to recidivate on their risk assessment are eligible for a need assessment. An incarcerated individual's need assessment scores identify criminogenic need areas which should be addressed with corresponding evidence-based programming prior to release in order to reduce the likelihood of recidivating.

Incarcerated individual's with a substance use, anger, or criminal thinking need are recommended for the Correctional Recovery Academy (CRA) Program, other substance use treatment at sites without the CRA, Violence Reduction Program (VRP), Criminal Thinking Program (CTP), respectively. This report illustrates the MA DOC's progress towards promoting positive behavioral change by means of programming prior to an incarcerated individual's release. To increase learning opportunities, the Department implemented a pivotal strategic initiative and provided each incarcerated individual with an educational program tablet. Distribution of the tablets to the active population was completed in CY23. The tablets allow the ability to facilitate programming virtually, which leads to additional program tracks being offered.

Additionally, the Male Gap Analysis report has been expanded to include outcomes illustrating race as it relates to program participation outcomes for the CRA, Violence Reduction, and Criminal Thinking Programs.



Releases to the Community:¹

Between January 1, 2023 and December 31, 2023, a total of 916 male incarcerated individuals released to the community from MA DOC without a break in custody. The following analysis depicts this cohort's progress towards addressing criminogenic needs prior to release.

Methodology:

Incarcerated individuals may have multiple outcomes for a specific program due to being recommended for a program until it is completed. For example, an incarcerated individual may initially refuse to participate in a program; however, on a subsequent program recommendation decide to enroll and go on to complete a program. Therefore, a hierarchy of program outcomes has been established to measure the highest level of participation an incarcerated individual has achieved during their incarceration. Each incarcerated individual's highest program outcome within the hierarchy below is reflected in the following charts for each program.

Program Outcome Hierarchy:

- Completed Program
- Participated
- Refused to Participate
- Waitlist
- Ineligible
- No recommendation³

The **gap** is the percentage of incarcerated individuals with a program need **who did not complete or participate in** corresponding core programming prior to their release:

$$\text{Gap} = 100\% - (\% \text{ Completed Program} + \% \text{ Participated})$$

$$\text{Participation Rate} = \% \text{ Completed Program} + \% \text{ Participated in Program}$$

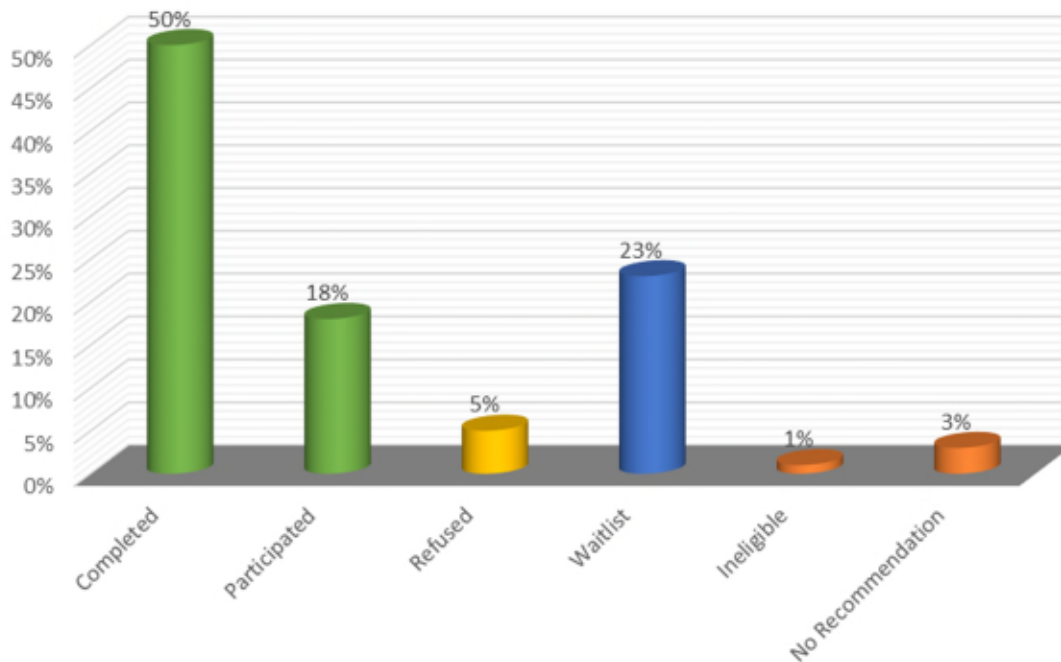
Incarcerated individuals are determined as eligible for a program based on corresponding need area score (i.e., substance use, anger, or criminal thinking) or a program override entry.²

¹- A release to community occurs when an incarcerated individual is released from the custody of the Massachusetts Department of Correction by way of parole or discharge to the community. Conditions warranting a release to community include: parole (discretionary), expiration of sentence, parole release to supervision(non-discretionary), and medical parole.

²- As part of the MA DOC case management model, a program override recommendation may be created for incarcerated individuals who do not score moderate or high in an assessed need area but present with documentary evidence suggesting one may benefit from participating in a program.



**Chart 1: Male Substance Abuse Need Area by
Correctional Recovery Academy (CRA) Outcomes**



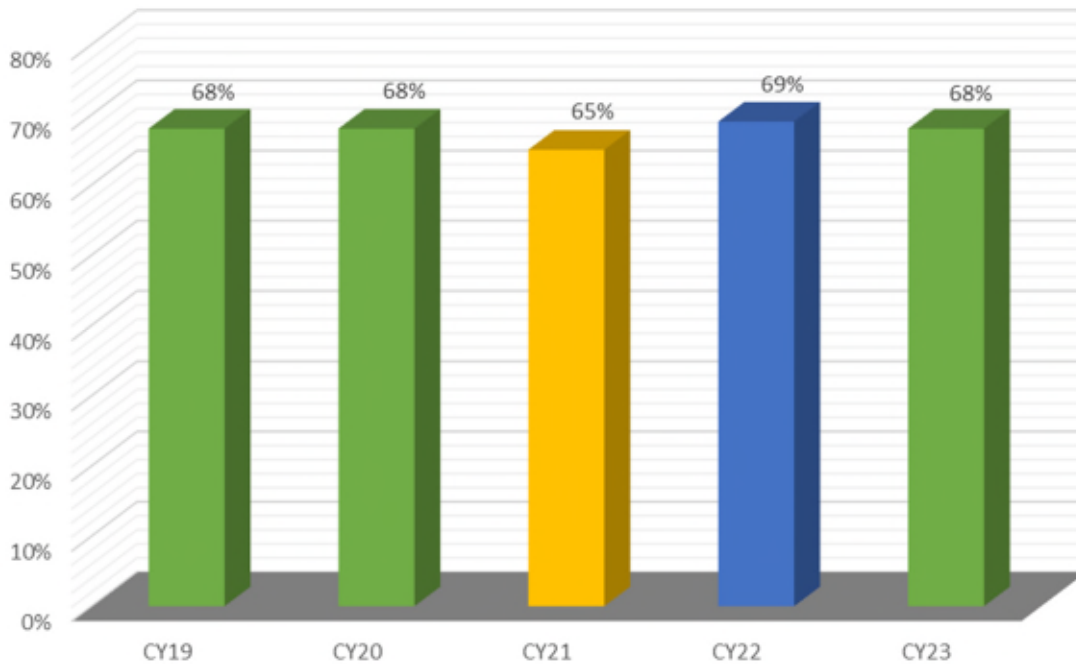
CRA Program Outcomes:

- **32% gap**
- **68%** Participation Rate
- **23%** released on the waitlist⁵
- **5%** of eligible incarcerated individuals refused to participate in programming

*Please note: Due to rounded percentages listed above, total may not equal 100%.

⁵- MA DOC offers multiple substance use treatment programs, the vast majority of incarcerated individuals released while on the waitlist were recommended for alternative substance use treatment programs based on program availability at each site. This page focuses strictly on one substance use treatment program, the Correctional Recovery Academy, as it has the highest program intensity and longest duration of the substance use programs offered.

Chart 2: CRA Participation Rates

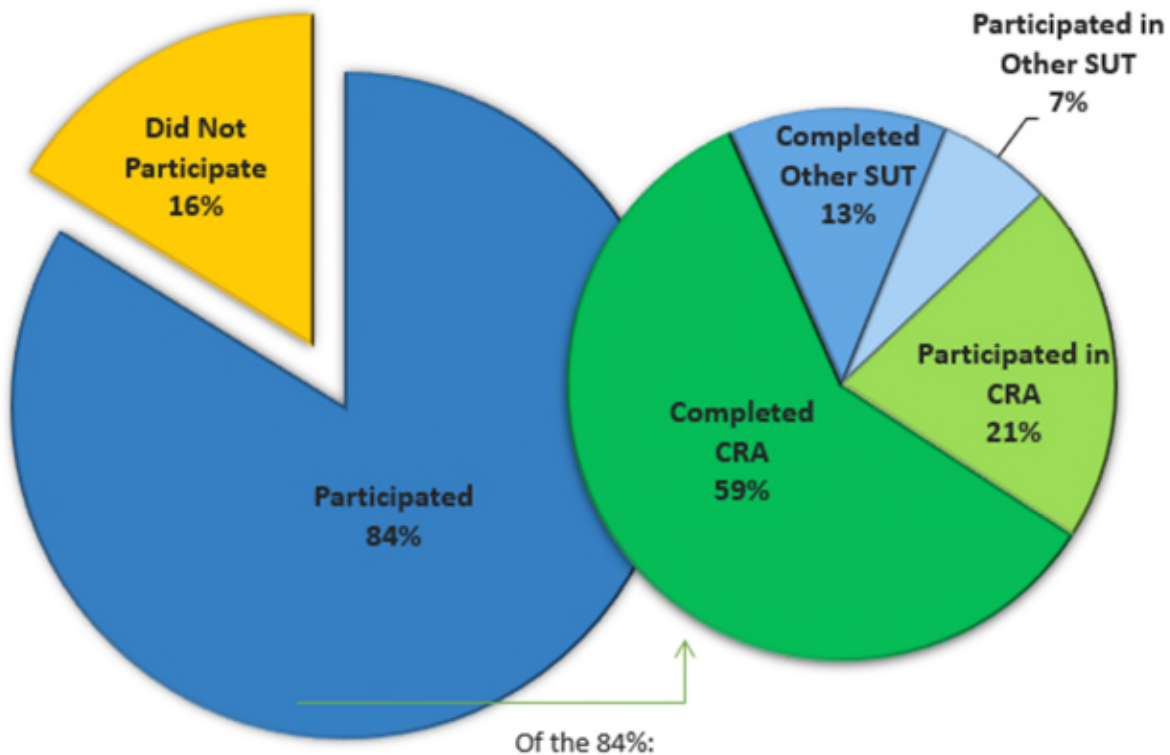


CRA Participation Rates:

- **Participation Rate** decreased by one percent from 69% in CY22 to 68% in CY23

Strategies to Increase CRA Participation Rates:

- Monitor utilization on a weekly basis via program vendor's, Spectrum Health Systems, weekly report
- Supplement CRA programming with a non-residential substance use program that aligns with Risk Need Responsivity Principle
- Enhance case management with motivational interviewing to reduce program decline rates
- Ensure program availability and program beds with the closing of MCI-Concord by re-allocating CRA program beds to another facility

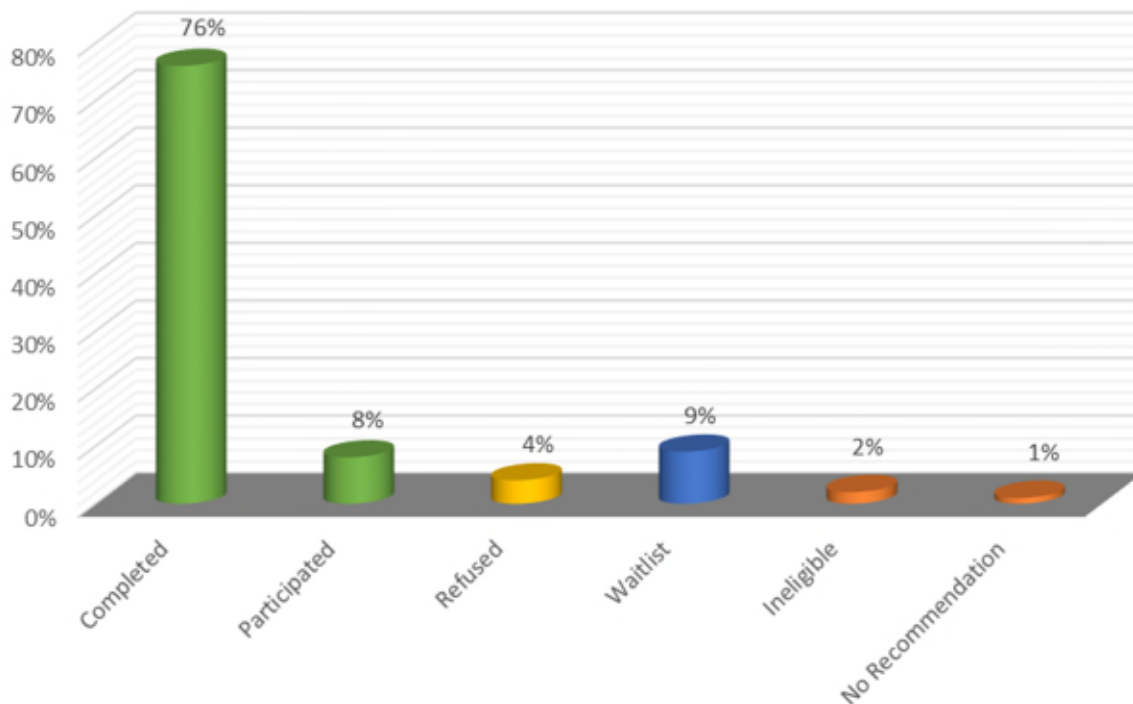
Chart 3: Substance Use Program Participation Rate**Substance Use Program Participation Rate:**

- 84% of incarcerated individuals eligible for substance use treatment participated in a substance use treatment program
- Of those who participated in substance use treatment programs:
 - 20% participated in non-residential substance use treatment
 - 80% participated in residential treatment, the CRA
- The Department collaborated with Spectrum Health Systems to implement a new and enhanced non-residential substance use program in CY23, Knowledge in Recovery Program
- Knowledge in Recovery Program is also being facilitated virtually to supplement in-person facilitation and increase the number of program tracks offered

CY23 Male *Gap* Analysis Report



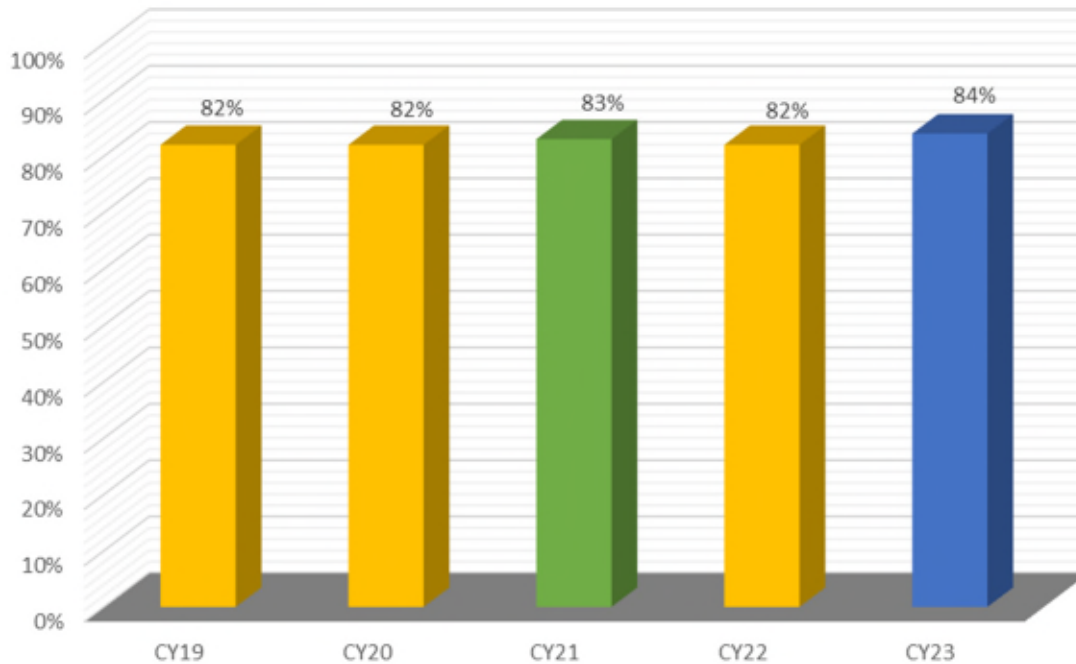
Chart 4: Male Anger Need Area by



VRP Outcomes:

- **16% gap**
- **84%** Participation Rate
- **9%** released on the waitlist (35% decrease from CY22)
- **4%** of eligible incarcerated individuals refused to participate in programming

Chart 5: VRP Participation Rates



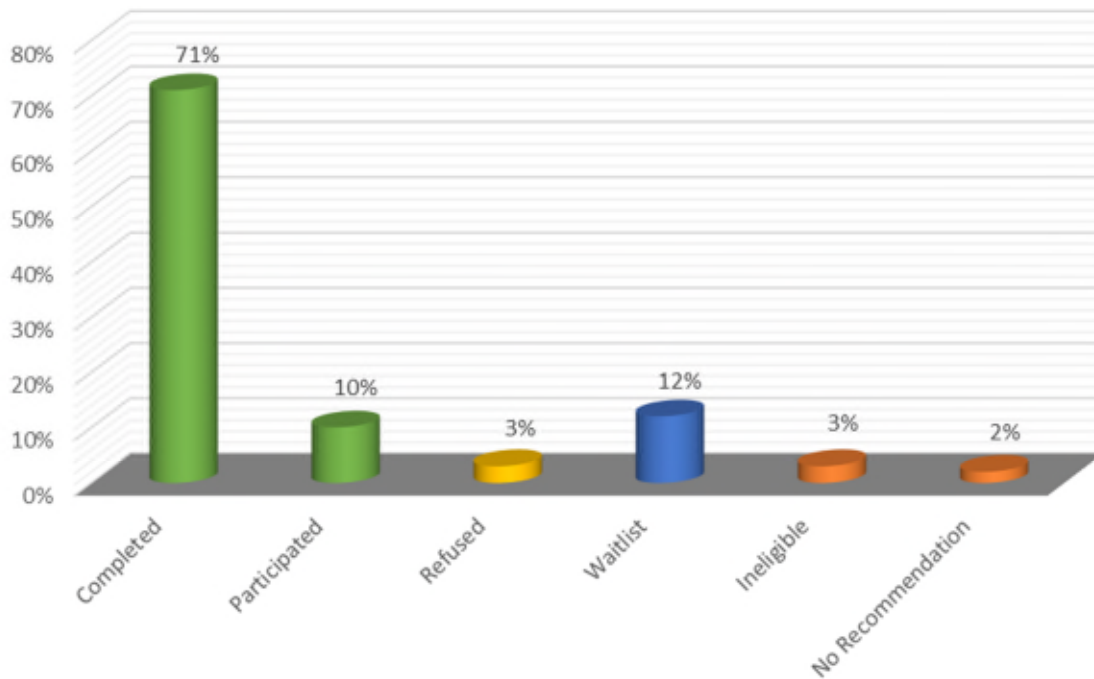
VRP Participation Rates:

- **Participation Rate** increased from 82% in CY22 to 84% CY23 which amounts to a **2%** increase in participation

Strategies to Increase VRP Participation Rates:

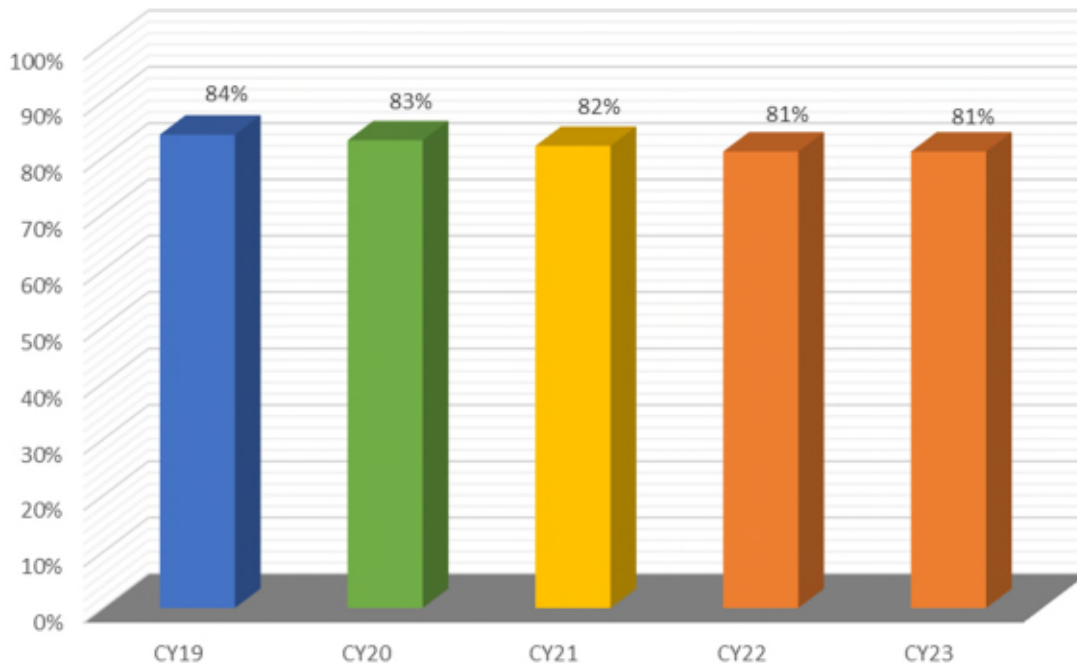
- Implemented a weekly tracker to monitor the number of VRP tracks to ensure the needs of the population are met and ensure contract compliance
- Monitor utilization as a standing agenda item at the monthly Continuous Quality Improvement Meetings
- Spectrum staff continue to train in multiple curricula to ensure facilitation of core programs based on the programming needs of the department
- Facilitating VRP tracks virtually allows for supplementing in-person facilitation and increases the number of program opportunities available to the incarcerated population
- Transitioned VRP to a rolling admission program which allows for maximum program capacity for each class

**Chart 6: Criminal Thinking Need Area by
Criminal Thinking Program (CTP) Program Outcomes**



Criminal Thinking Program Outcomes:

- **19% gap**
- **81%** Participation Rate
- **12%** released on the waitlist
- This is a 14% decrease of individuals released while on the waitlist from CY22.
- **3%** of eligible incarcerated individuals refused to participate in programming

Chart 7: CTP Participation Rates**CTP Participation Rates:**

- **Participation Rate** remained consistent with CY22 at 81%

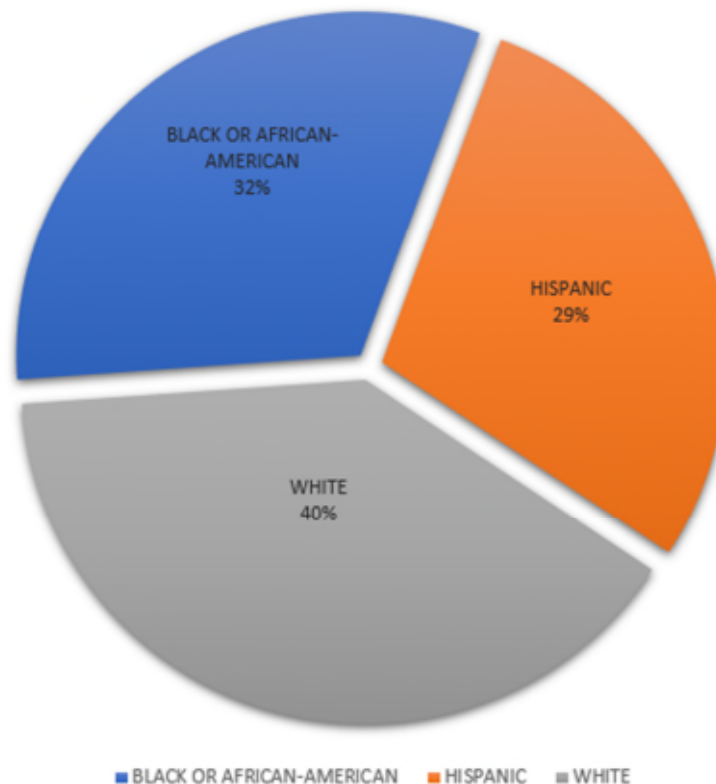
Strategies to Increase CTP Participation Rates:

- Monitor the number of tracks of CTP to ensure the needs of the population are met
- Monitor utilization as a standing agenda item at the monthly Continuous Quality Improvement Meetings
- Spectrum staff continue to train in multiple curricula to ensure facilitation of core programs based on the programming needs of the department
- Facilitating CTP tracks virtually will allow for supplementing in-person facilitation and increasing the number of program opportunities
- Transitioned CTP to a rolling admission program which allows for maximizing programming capacity for each class

Appendix: Released Population Race Breakdown⁶

- The following graphs illustrate the breakdown of the releasing male population by race and program recommendation outcomes in two ways:
- The Race by Outcome graphs depict the total number of eligible incarcerated individuals broken down into the three racial groupings. Simultaneously, the smaller pies illustrate the completion, participation, refusal to participate, and waitlist rates for the respective race group.
- The Outcome by Race graphs depict the total number of eligible incarcerated individuals broken down into completion, participation, refusal to participate, and waitlist groupings. Simultaneously, the smaller pies illustrate the racial breakdown for the respective recom-

Racial Breakdown of CY23 Released Male Population



⁶– This analysis does not include those who identify as American Indian/Native Alaskan or Asian/Pacific Islander as they account for less than 5% of the release cohort examined here.

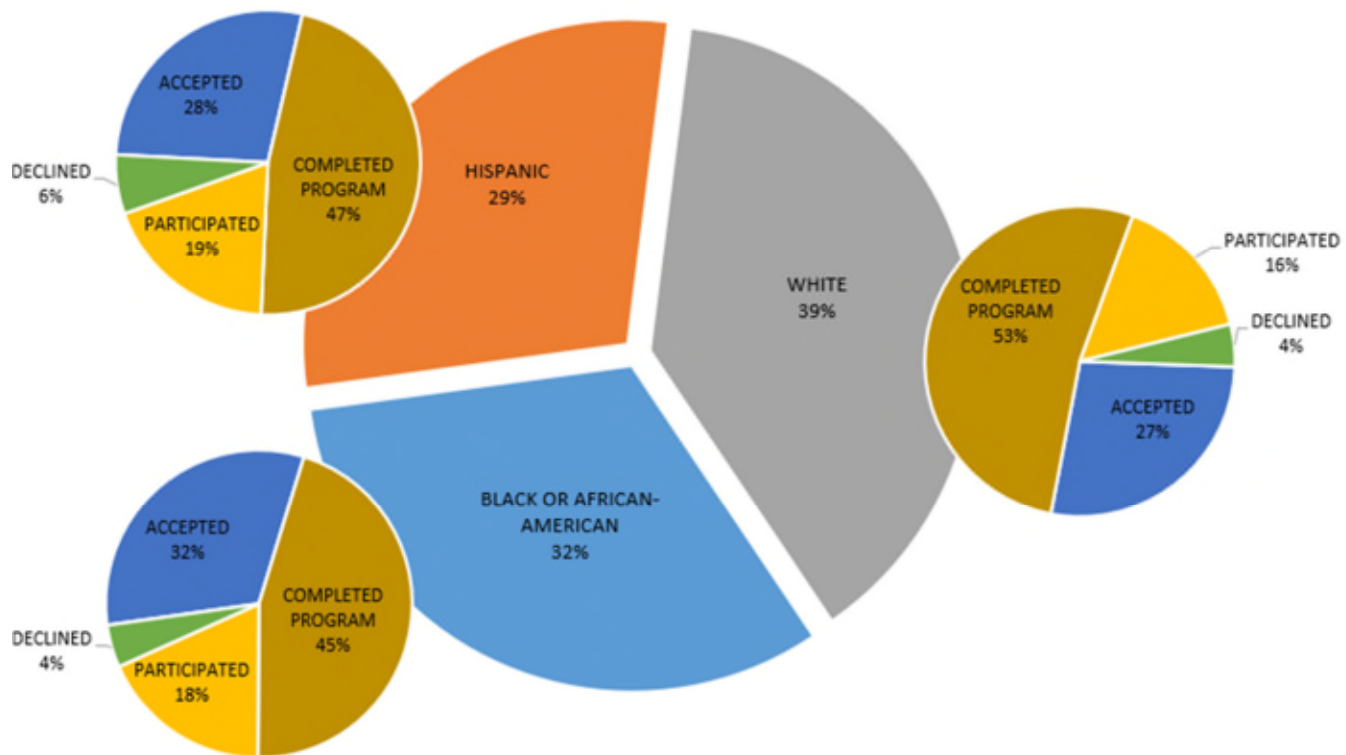
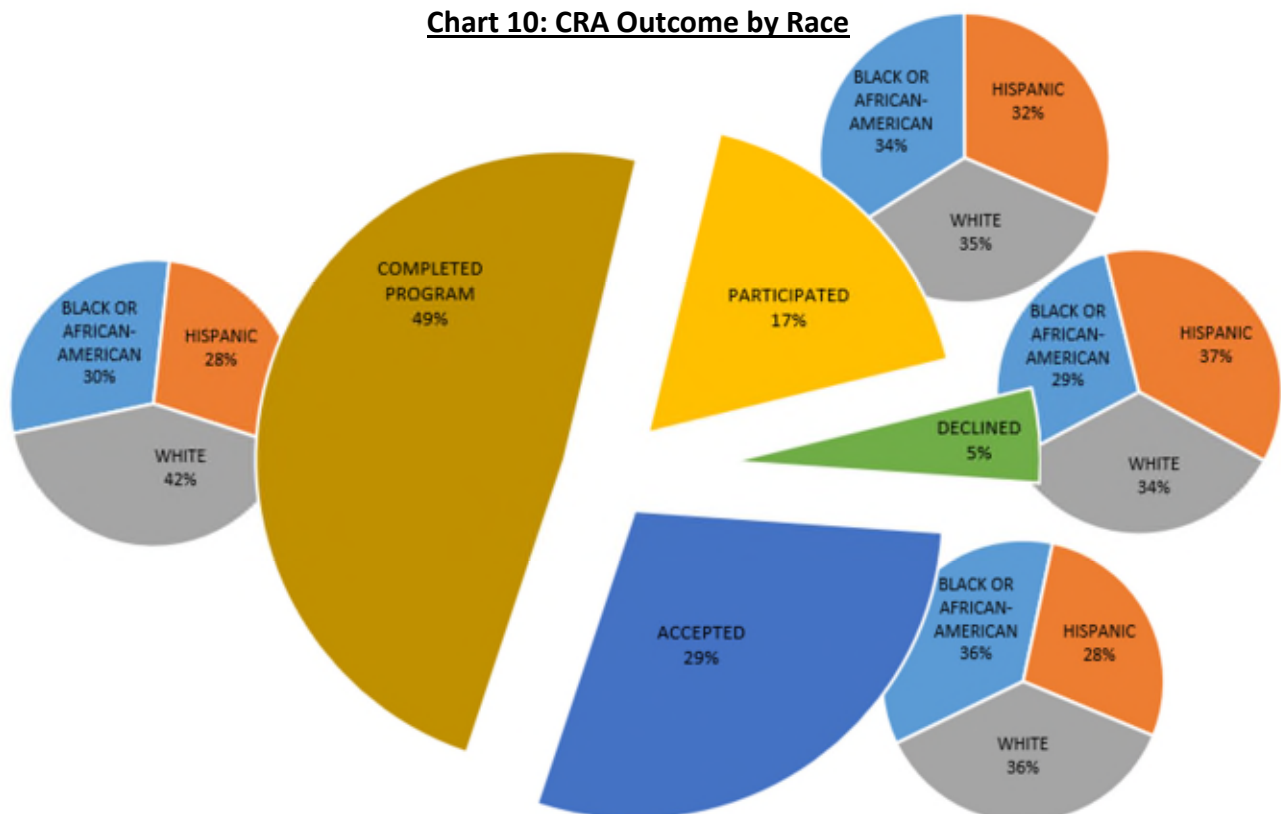
Chart 9: CRA Race by Outcome**Chart 10: CRA Outcome by Race**

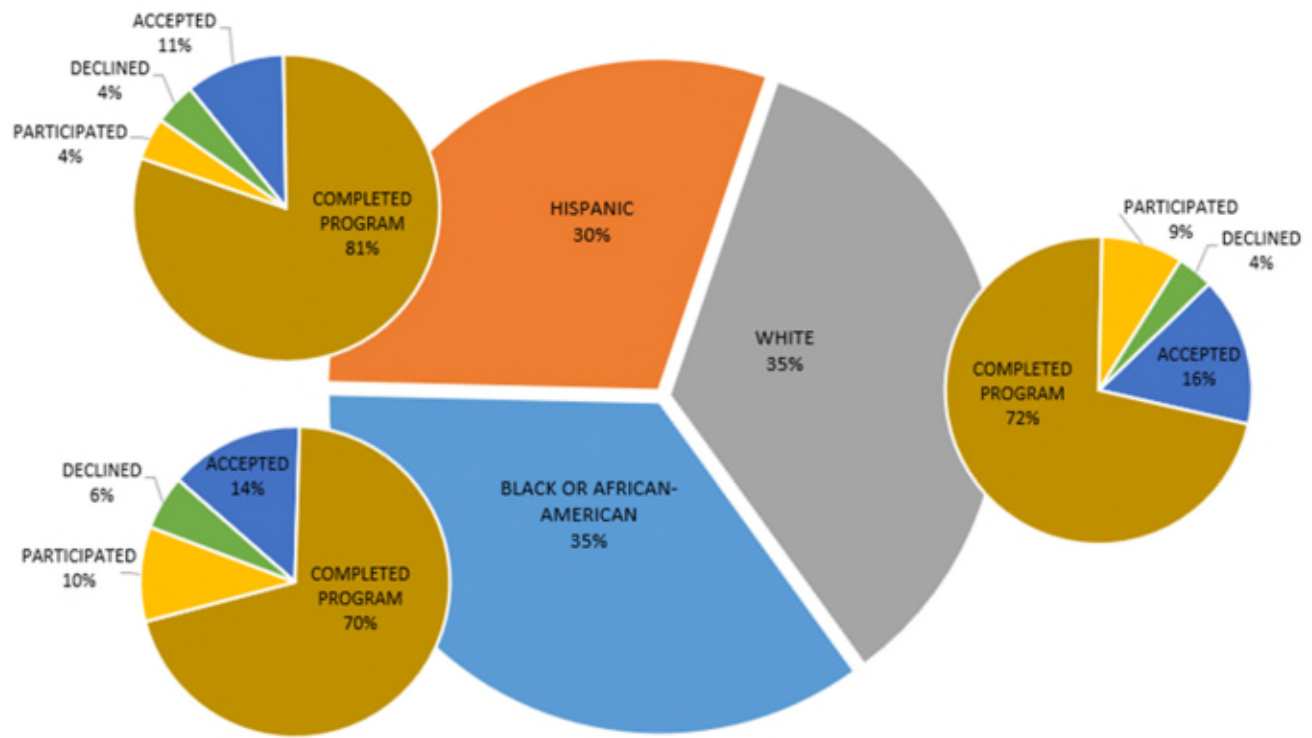
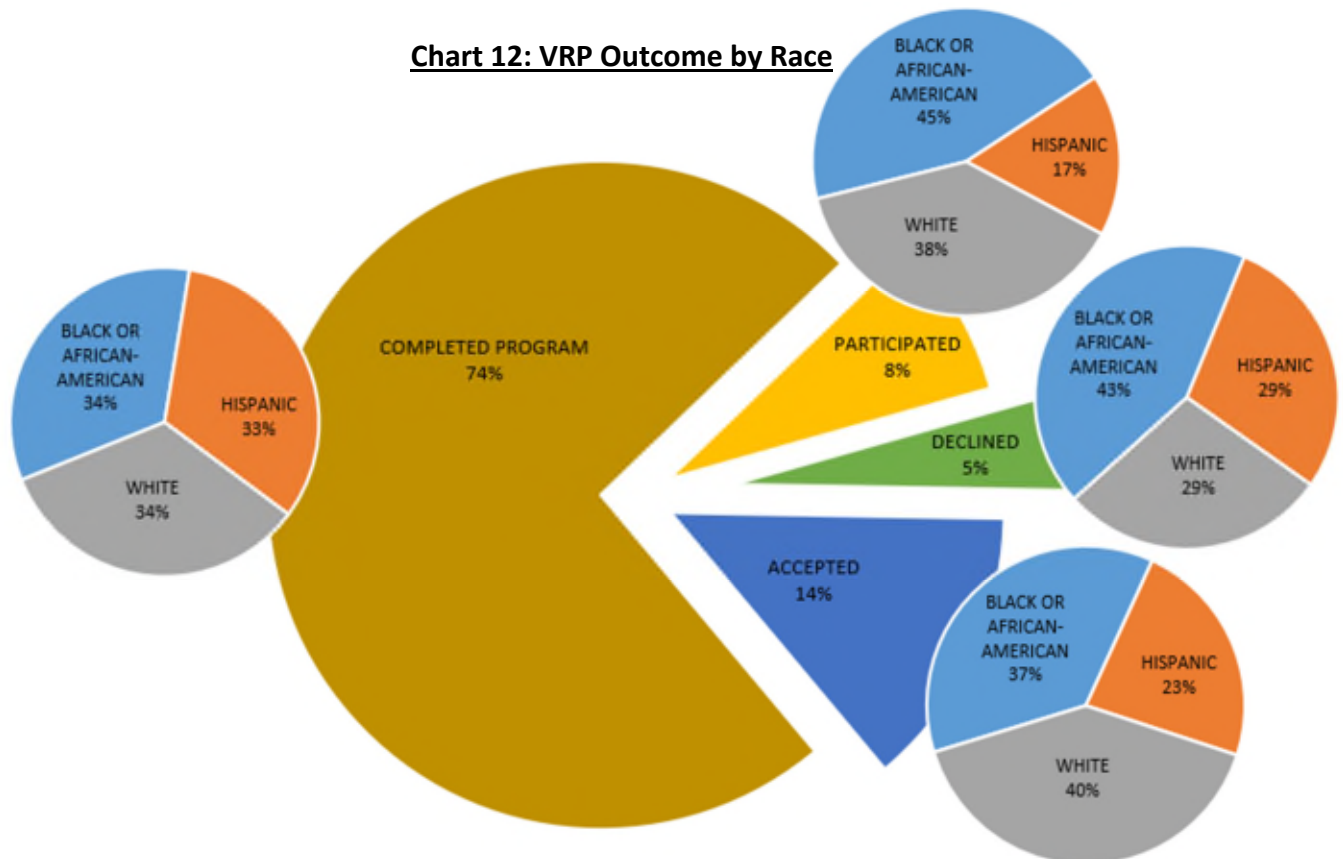
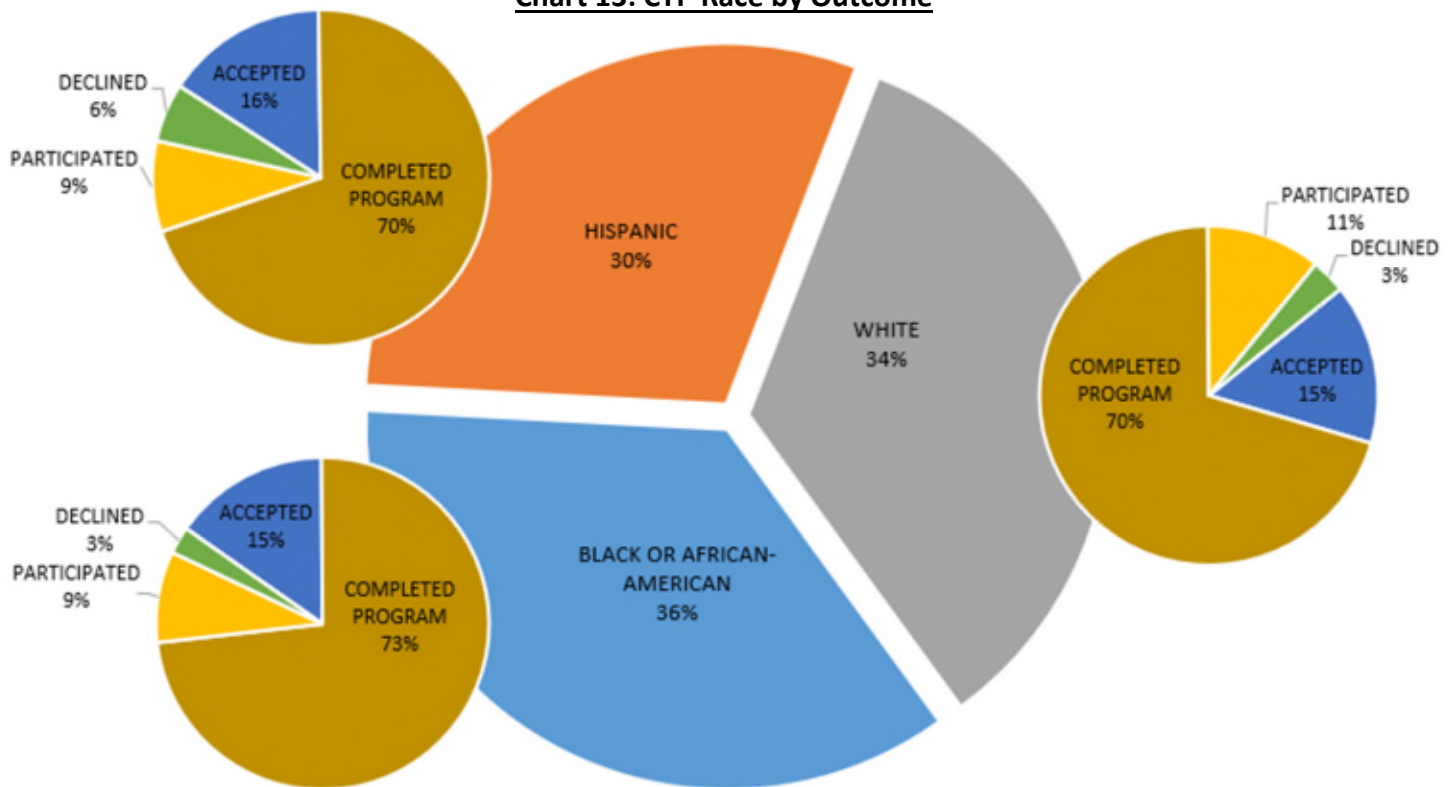
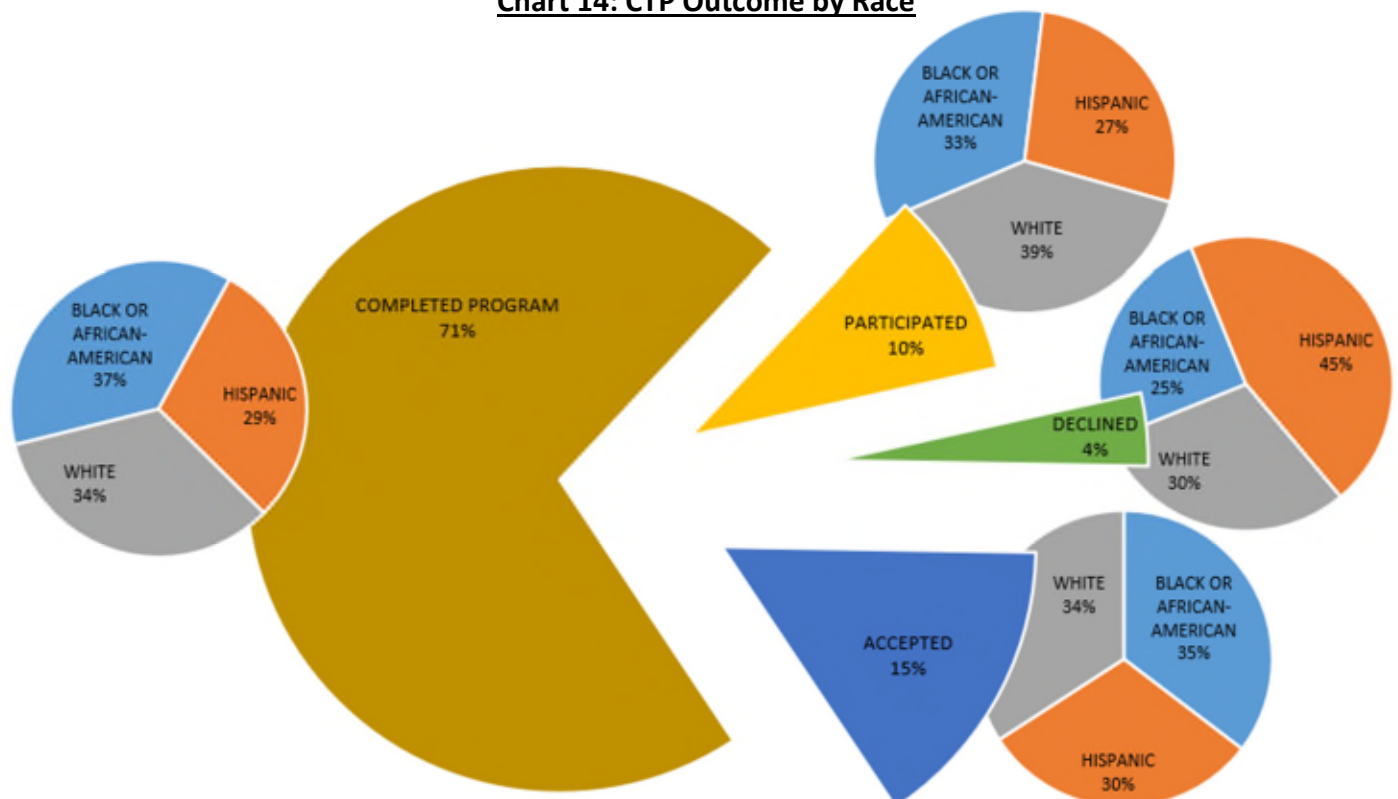
Chart 11: VRP Race by Outcome**Chart 12: VRP Outcome by Race**

Chart 13: CTP Race by Outcome**Chart 14: CTP Outcome by Race**



This brief was written and prepared by Kelly Paquin, Operations Analyst Manager.

Anger Need: incarcerated individuals who score Moderate or High on their need assessment (defined below) for the anger need area.

Anger Total Number Eligible: the sum of incarcerated individuals with an anger need, and those with a program override entry.

Completed: outcome issued when an incarcerated individual satisfactorily completed the program.

Correctional Recovery Academy (CRA): an intensive skill-based residential substance use treatment program located at four institutions. The CRA targets substance use and relapse prevention. The program utilizes rolling admissions and combines the elements of a therapeutic community's social learning approach with an advanced cognitive behavioral curriculum.

Criminal Thinking Need: incarcerated individuals who score Moderate or High on their need assessment (defined below) for the criminal thinking need area.

Criminal Thinking Total Number Eligible: the sum of incarcerated individuals with a criminal thinking need, and those with a program override entry.

Criminal Thinking Program: designed to focus on altering pro-criminal thinking patterns. The program focuses specifically on criminal sentiments and how to develop pro-social alternatives. The program assists the incarcerated individual in developing pro-social alternatives regarding past activities and associates.

Ineligible: outcome issued when an incarcerated individual has the need for corresponding programming, but is unable to participate in programming due to various reasons, such as length of time left to serve, or housing unit.

Knowledge in Recovery Program: designed to educate and raise awareness of the consequences of continued substance use and includes groups that are psycho-educational, consisting of didactic lectures, group discussions and skills practice. The curriculum is intended to meet incarcerated individuals where they are within their recovery while supporting safety.

Need Assessment: tool utilized by the MA DOC to identify individual criminogenic needs. The scores generated by the assessment dictate which programs incarcerated individuals are to be recommended to while informing the creation of a Personalized Program Plan.

No recommendation: incomplete program recommendations issued for eligible incarcerated individuals due to an incarcerated individual obtaining an early release via parole, or being transferred before a recommendation can be completed at one's prior facility.

Participated: outcome issued when an incarcerated individual participates in a program, but does not complete the program.

Participation Rate: the sum of the Completed and Participated.

Program Override Entry: when an incarcerated individual does not score moderate or high risk in a criminogenic need area based on their needs assessment, and a program recommendation is formulated by their Correctional Program Officer (CPO) due to evidence that the incarcerated individual can benefit from participating in such a program.

Refused: outcome issued when an incarcerated individual refuses to participate in programming.

Risk Assessment: tool utilized by the MA DOC to identify incarcerated individuals who are moderate or high risk to reoffend and to identify those who are eligible for further assessment regarding one's criminogenic needs.

Substance Use Need: incarcerated individuals who score Moderate or High on their need assessment (defined above) for the substance abuse need area, or score High on the Texas Christian University Drug Screen-II (TCUD-II), or Mild Disorder, Moderate Disorder, or Severe Disorder on the TCUD-V.

Substance Use Total Number Eligible: the sum of incarcerated individuals with a substance use need, and those with a program override entry.

Violence Reduction Program: a program targeting cognitions which contribute to violent behavior. The goal of the program is to decrease violent behavior and the likelihood of institutional disturbances. During the program, incarcerated individuals identify the specific cognitions which have led to their violent behavior. Once identified, they are taught pro-social strategies and skills to diminish the likelihood of continued violence.

Waitlist: outcome issued for incarcerated individuals who have yet to enroll in programming.