

REPORT: Rating the Colorado Community Corrections Standards

In 2008, the State of Colorado Division of Criminal Justice (Office of Community Corrections) developed and facilitated a formal process to rate the Colorado Community Corrections Standards (CCCS). This report briefly describes the rating process and summarizes the overall results.

Subject Matter Expert Panel

The Office of Community Corrections (OCC) assembled a panel of Subject Matter Experts (SME) to rate the standards. The SME panel consisted of representation from community corrections providers, boards, referral agencies, oversight agencies, and the Governor's Community Corrections Advisory Council. The SME panel members are as follows:

Carl Blesch – Division of Criminal Justice
Mindy Miklos – Division of Criminal Justice
Glenn A. Tapia – Division of Criminal Justice
Christine Schmid – Division of Criminal Justice
Valarie Schamper – Division of Criminal Justice
Carolyn Sullivan – Division of Criminal Justice
Paul Isenstadt – COMCOR, Inc
Sharon Detter – COMCOR, Inc
Mike Holland – Correctional Management, Inc
Sally Skyver – Colorado Department of Corrections
Ken Gaipa – Addiction Research and Treatment Services – Peer I
Greg Mauro – 2nd Judicial District – Community Corrections Board
Matt Sullivan – Mesa County Community Corrections
Cindy Talkington – Correctional Alternative Placement Services

Honorable Christopher C. Cross from the Arapahoe County Court was also present in observation of the rating process. Judge Cross observed the process as Chair of the *Performance, Standards, and Certification Subcommittee* of the Governor's Community Corrections Advisory Council. **Paul Isenstadt** is also an appointed member of the Council and the *Performance, Standards, and Certification Subcommittee*.

Rating Process

The OCC developed a formal rating process to be used by the SME panel. Prior to the actual administration of the rating process, the OCC pilot-tested the scale with internal staff in order to determine its efficiency and application to the project goals. After some revisions to the scale and dimensions, the rating process was finalized for administration.

Dimensions

The standards were rated individually across three dimensions. The executive leadership of the Colorado Department of Public Safety conceptualized these three dimensions as prominent dimensions applicable to the Colorado community corrections system. The three dimensions and their working definitions were as follows:

- 1) Public Safety - Protection of the safety of the community, staff, and offenders
- 2) Offender Treatment - Achieving or facilitating successful treatment or rehabilitative outcomes
- 3) Offender Management - Effectively and efficiently monitoring offender behavior and behavioral progress

Rating Scale

For each of the three dimensions, the standards were rated on a 5-point scale. The SME panel was instructed to rate each standard and its effect on each dimension. The standards were rated individually using the following scale:

- 0 points – No Effect
- 1 points – Minimal Indirect Effect
- 2 points – Moderate Indirect Effect
- 3 points – Moderate Direct Effect
- 4 points – Significant Direct Effect

The SME panel members were given a worksheet to rate the standards over two weeks prior to the meeting date. The worksheet is attached as Appendix A.

Rating Procedures

The SME panel met on March 11, 2008 to formally rate the standards. Panel members were instructed to independently rate the standards prior to the meeting and to document their initial ratings without conferring with other SME members. This was done so that each panel member could document their own professional opinion of the standard without external influence of other members.

Before discussing their scores at the meeting, the SME panel members were sensitized to several types of errors that are common in evaluative processes. They were given brief training on each of the following rating errors:

- HALO EFFECT – Tendency to rate several or all measures based on an overall impression or judgment on one factor. A conscious effort must be made to rate each measure independently, not allowing other factors to improperly influence the rating.
- LENIENCY and STRINGENCY EFFECTS – Tendencies to rate all measures low or high. Both errors will cause a tight grouping of programs and will not result in the desired variance in scores necessary for differentiating the performance of programs.
- CENTRAL TENDENCY EFFECT – Tendency to use only the middle portions of the rating scales. Has the same effect as leniency and stringency effects.
- CONTRAST EFFECT – Tendency to under- or over-rate a measure or program because of a strong or weak showing of a previous measure or program.
- CHANGE IN RATING STANDARDS – This is due to evaluator fatigue or a diminishing recollection of earlier measures.
- CONTAMINATION ERROR – Making inaccurate ratings due to an evaluator's insufficient or vague understanding of the performance measures.
- PERSONAL BIAS – Can prevent objective ratings if the evaluator allows conscious or subconscious prejudices and attitudes about different stereotypes or idiosyncratic perceptions to affect his/her judgment.
- SNAP JUDGMENTS – Based only ratings made in the first part of the evaluation and then attending only to those elements that confirm this initial judgment.
- IMBALANCE TOWARD NEGATIVE RATINGS – Tendency to place more weight mentally on the negative aspects of the performance measures. It is important to integrate both positive and negative information into the proper perspective and balance. This does not, however, require an even or proportional balance of negative and positive ratings.

After the brief training, the SME panel reported their individual scores, which were subsequently entered into a database. In cases where raters had divergent opinions among their scores, they were required to discuss their professional opinions to justify their ratings. They were allowed to change their ratings based on the group discussion if they felt appropriate. However, the raters were not required to reach formal consensus on their individual ratings. The purpose of this was to capture the different perspectives of the group based on the diversity of their backgrounds and role in the overall community corrections system. The strength of the standards rating procedure lies within the overall group rating process and not within any individual rater's scores.

Rating Results

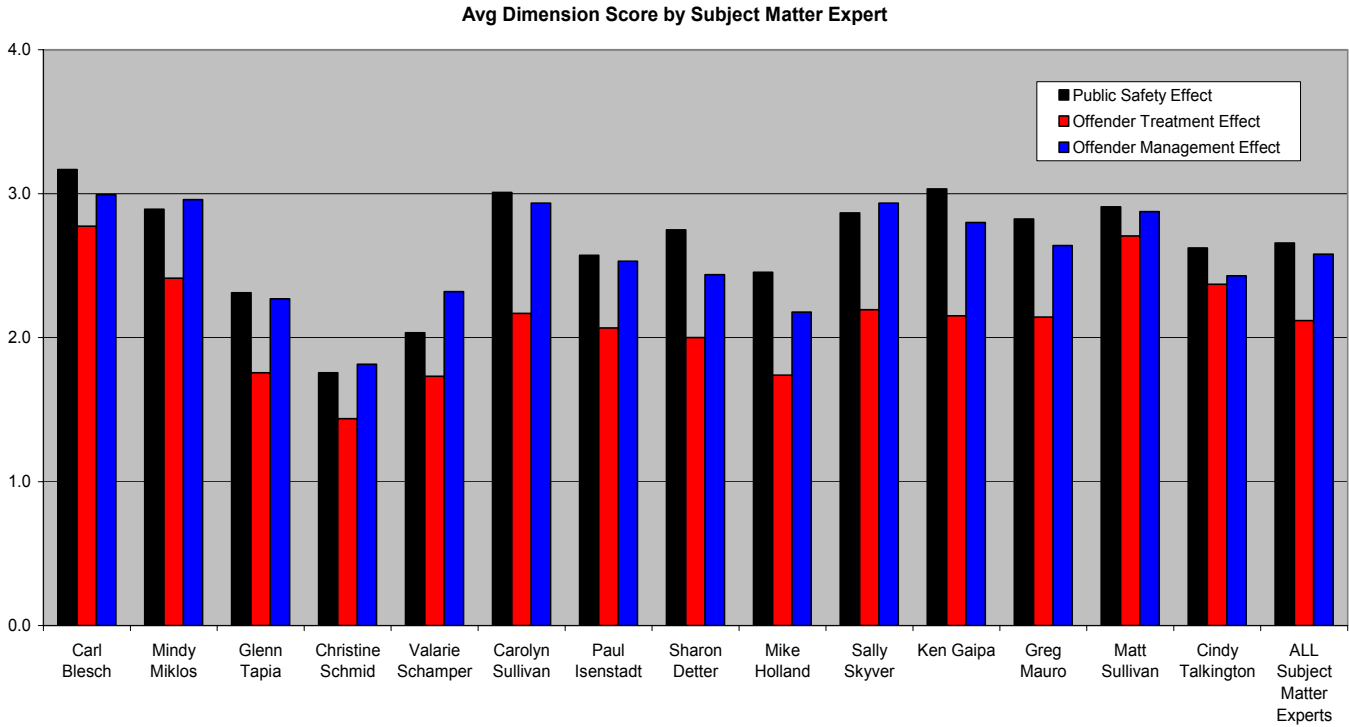
Subject Matter Expert Tendencies

After rating each of the standards, the data was analyzed to report the tendencies of each individual rater. This was done in order to determine if any individual rater had a bias toward or against any particular dimension. Table A and Figure A report the average score for each of the three dimensions across all 14 raters.

Table A – Average Raw Score for Each Dimension (By Subject Matter Expert)

	Public Safety Effect	Offender Treatment Effect	Offender Management Effect
Carl Blesch	3.2	2.8	3.0
Mindy Miklos	2.9	2.4	3.0
Glenn Tapia	2.3	1.8	2.3
Christine Schmid	1.8	1.4	1.8
Valarie Schamper	2.0	1.7	2.3
Carolyn Sullivan	3.0	2.2	2.9
Paul Isenstadt	2.6	2.1	2.5
Sharon Detter	2.7	2.0	2.4
Mike Holland	2.5	1.7	2.2
Sally Skyver	2.9	2.2	2.9
Ken Gaipa	3.0	2.2	2.8
Greg Mauro	2.8	2.1	2.6
Matt Sullivan	2.9	2.7	2.9
Cindy Talkington	2.6	2.4	2.4
ALL Subject Matter Experts	2.7	2.1	2.6

Figure A – Average Raw Score for Each Dimension (By Subject Matter Expert)



Based on the data, each individual SME Panel Member had different somewhat different average scores. However, the relative profile each member generated with respect the average scores per dimension was identical. Specifically, each panel member rated the Public Safety and Offender Management Dimension similarly, and higher, than the Offender Treatment Dimension. Based on the data, it can be concluded that the SME panel tendencies speak to the perceived effects of the standards on the dimensions rather than on any rater’s individual bias toward or against any particular dimension.

Weighted Values

The OCC assigned weights to each of the three dimensions. Table B shows the weighted values for each dimension:

Table B – Weighted Values for Each Dimension

Dimension	Weighted Value	Percent of Total Score
Public Safety Effect	5	41.6%
Offender Treatment Effect	4	33.3%
Offender Management Effect	3	25.0%

The SME panel individual scores were for each dimension were weighted according to the values in Table B. The weighted scores were then averaged across all raters for each dimension. The weighted and averaged dimension scores were then summed to create a total score for each standard as follows:

$$\begin{aligned} &\text{Average Weighted Score (Public Safety Effect)} + \\ &\text{Average Weighted Score (Offender Treatment Effect)} + \\ &\underline{\text{Average Weighted Score (Offender Management Effect)}} = \\ &\text{Total Score} \end{aligned}$$

The minimum possible Total Score for each standard is 0 points. The maximum possible Total Score for each standard is 48 points.

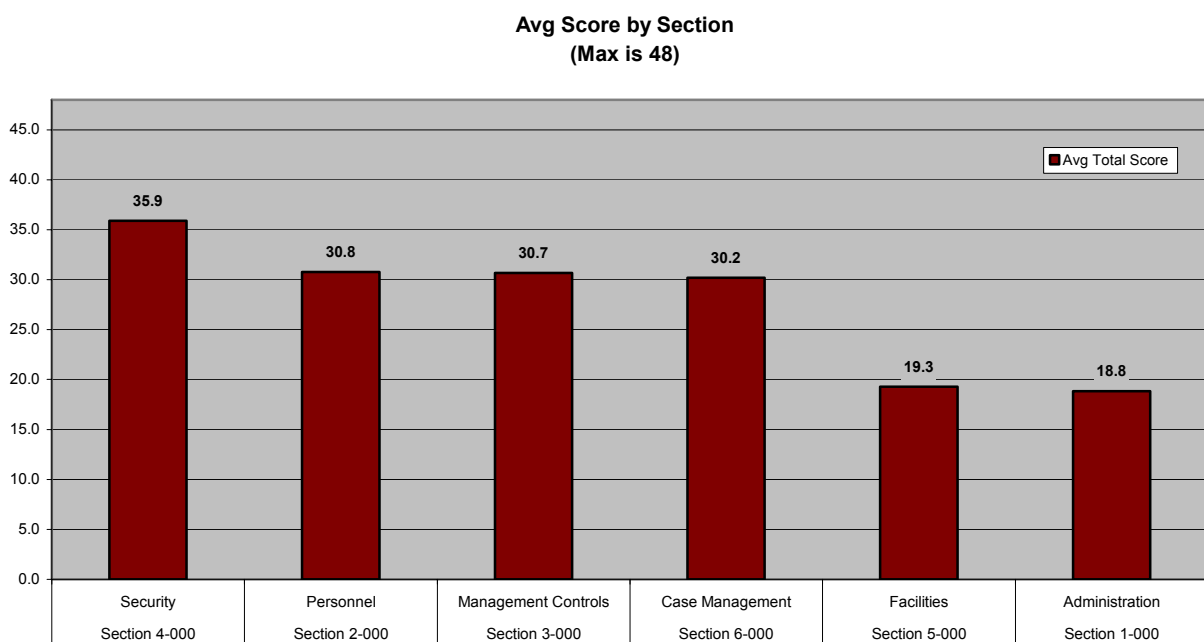
Results by Standard Group

The CCCS are organized into six (6) sections according to their content. The data was analyzed to report the average score per standard section. Table C and Figure C report the scores by section

Table C – Average Scores by Standard Section

	Avg Total Score
Section 4-000 - Security	35.9
Section 2-000 - Personnel	30.8
Section 3-000 - Management Controls	30.7
Section 6-000 - Case Management	30.2
Section 5-000 - Facilities	19.3
Section 1-000 - Administration	18.8

Figure C – Average Scores by Standard Section



Results by Standard

The data was analyzed to report the overall results by each standard. Table D reports the total score for each standard and is sorted from highest total score to lowest total score.

Table D – Total Scores by Standard (Sorted)

Legend:

PSE	OTX	OMGT
<i>Public Safety Effect</i>	<i>Offender Treatment Effect</i>	<i>Offender Management Effect</i>

ID	Standard	Avg Raw Score			Avg Weighted Score			OVERALL (Sum of Weighted)
		PSE	OTX	OMGT	PSE(W)	OTX(W)	OMGT(W)	
3-080	Supervision of Sex Offenders	3.93	3.93	3.86	19.64	15.71	11.57	46.93
4-110	Interim Urine Samples	3.79	3.86	3.86	18.93	15.43	11.57	45.93
4-080	Substance Abuse Testing	3.86	3.64	3.86	19.29	14.57	11.57	45.43
4-130	BA's and UA's For Alcohol	3.64	3.71	3.79	18.21	14.86	11.36	44.43
4-160	Random Off-Site Monitoring	4.00	3.07	3.86	20.00	12.29	11.57	43.86
2-070	Ethical Relationships	3.64	3.57	3.64	18.21	14.29	10.93	43.43
6-100	Supervision Plan	3.21	3.86	3.79	16.07	15.43	11.36	42.86
2-090	Drug Free Work Place	3.79	3.36	3.50	18.93	13.43	10.50	42.86
6-150	Offender Treatment	3.43	3.79	3.50	17.14	15.14	10.50	42.79
6-090	Assessments	3.21	3.93	3.64	16.07	15.71	10.93	42.71
2-100	Staff Orientation Training	3.57	3.29	3.64	17.86	13.14	10.93	41.93
4-040	Medication	3.36	3.57	3.57	16.79	14.29	10.71	41.79
6-070	Weekly Meetings	3.21	3.57	3.71	16.07	14.29	11.14	41.50
4-100	Entry Urine Samples	3.29	3.50	3.57	16.43	14.00	10.71	41.14
3-220	Non-Residential Level of Supervision	3.79	2.86	3.43	18.93	11.43	10.29	40.64
4-220	Contraband	3.93	2.43	3.71	19.64	9.71	11.14	40.50
6-160	Referrals to Qualified Tx Providers	2.86	3.79	3.64	14.29	15.14	10.93	40.36
2-040	Background Check	3.64	3.14	3.14	18.21	12.57	9.43	40.21
4-090	Confirming Positive Test Results	3.29	3.36	3.43	16.43	13.43	10.29	40.14
6-110	Review of Offender Progress	2.79	3.64	3.64	13.93	14.57	10.93	39.43
2-140	Case Manager Education	3.21	3.29	3.36	16.07	13.14	10.07	39.29
4-150	Isolation/Observation Of Offenders	3.79	2.50	3.43	18.93	10.00	10.29	39.21
4-170	Passes	3.86	2.36	3.50	19.29	9.43	10.50	39.21
3-120	Disciplinary Hearings	3.43	2.79	3.57	17.14	11.14	10.71	39.00
2-110	Staff Annual Training	3.21	3.29	3.21	16.07	13.14	9.64	38.86
3-190	Self-Audits - Operation & Programming	3.14	3.21	3.29	15.71	12.86	9.86	38.43
3-010	Policy and Procedure Manual	3.29	3.00	3.29	16.43	12.00	9.86	38.29
6-080	Chronological or Progress Notes	2.64	3.50	3.64	13.21	14.00	10.93	38.14
4-210	Recording Authorized Absences	3.93	1.79	3.79	19.64	7.14	11.36	38.14
4-171	Furloughs	3.64	2.36	3.43	18.21	9.43	10.29	37.93
4-161	Job Search Accountability	3.64	2.14	3.64	18.21	8.57	10.93	37.71
4-120	Exit Urine Samples	3.21	2.93	3.21	16.07	11.71	9.64	37.43
4-240	Security Staff Staffing Pattern	3.86	1.86	3.50	19.29	7.43	10.50	37.21
6-130	Employment Services	2.79	3.29	3.36	13.93	13.14	10.07	37.14
4-180	Surveillance Of Offenders	3.93	1.79	3.36	19.64	7.14	10.07	36.86
4-140	Record Keeping - Sub Abuse Testing	2.93	3.07	3.29	14.64	12.29	9.86	36.79
4-260	Escape	4.00	1.50	3.57	20.00	6.00	10.71	36.71

ID	Standard	Avg Raw Score			Avg Weighted Score			OVERALL
		PSE	OTX	OMGT	PSE(W)	OTX(W)	OMGT(W)	(Sum of Weighted)
2-080	Notification of Criminal Conduct	3.57	2.57	2.86	17.86	10.29	8.57	36.71
6-120	Movement of Offenders	2.64	3.29	3.36	13.21	13.14	10.07	36.43
3-020	Monthly Staff Meetings	2.93	2.93	3.21	14.64	11.71	9.64	36.00
4-200	Random Headcounts	3.93	1.43	3.43	19.64	5.71	10.29	35.64
2-151	Security Staff Education	3.21	2.57	3.00	16.07	10.29	9.00	35.36
3-210	Documentation	3.07	2.79	2.93	15.36	11.14	8.79	35.29
4-050	Staff Response To Medical Emergencies	3.57	1.93	3.21	17.86	7.71	9.64	35.21
2-150	Program Administrator Education	2.93	2.86	2.93	14.64	11.43	8.79	34.86
3-110	Family/Community Activities	2.57	3.29	2.71	12.86	13.14	8.14	34.14
6-010	Case Record	2.57	3.00	3.00	12.86	12.00	9.00	33.86
6-220	Driving Privileges	3.64	1.50	3.21	18.21	6.00	9.64	33.86
3-090	Victim Notification	3.86	1.57	2.57	19.29	6.29	7.71	33.29
3-130	Grievance/Appeals Procedure	2.64	2.50	3.36	13.21	10.00	10.07	33.29
6-060	Assignment of Case Manager	2.43	2.86	3.21	12.14	11.43	9.64	33.21
4-030	Health Inventory	2.86	2.50	2.93	14.29	10.00	8.79	33.07
3-060	Program Compliance	2.71	2.79	2.79	13.57	11.14	8.36	33.07
3-030	Acceptance Criteria	3.00	2.57	2.57	15.00	10.29	7.71	33.00
2-160	Volunteers	2.64	2.71	2.71	13.21	10.86	8.14	32.21
6-170	Termination/Transfer Summary	2.57	2.93	2.50	12.86	11.71	7.50	32.07
4-010	Offender Advisement	2.64	2.07	3.14	13.21	8.29	9.43	30.93
2-130	Training Events	2.57	2.43	2.57	12.86	9.71	7.71	30.29
4-190	Use of Physical Force	3.43	1.29	2.57	17.14	5.14	7.71	30.00
6-040	Release of Information	2.00	3.14	2.43	10.00	12.57	7.29	29.86
2-152	Staff Age Requirement	2.57	2.36	2.50	12.86	9.43	7.50	29.79
6-140	Educational Review	2.07	2.86	2.64	10.36	11.43	7.93	29.71
3-160	Offender Time Credits	2.07	2.29	3.21	10.36	9.14	9.64	29.14
6-180	Offender Budget	1.93	2.50	2.93	9.64	10.00	8.79	28.43
3-180	Systematic File Review	2.07	2.50	2.64	10.36	10.00	7.93	28.29
3-170	Incident Notification	3.50	0.86	2.43	17.50	3.43	7.29	28.21
4-230	Work Stoppages	3.07	1.14	2.71	15.36	4.57	8.14	28.07
3-200	Organized Information Collection	2.14	2.21	2.57	10.71	8.86	7.71	27.29
2-120	Ancillary and Administrative Training	2.36	2.00	2.43	11.79	8.00	7.29	27.07
6-030	Confidentiality of Case Records	1.86	2.71	2.21	9.29	10.86	6.64	26.79
3-070	Receiving Offenders	2.71	1.71	2.07	13.57	6.86	6.21	26.64
2-060	Performance Appraisals	2.21	2.00	2.36	11.07	8.00	7.07	26.14
4-250	Transportation of Offenders by Staff	3.07	0.93	2.21	15.36	3.71	6.64	25.71
1-020	Mission Statement	2.29	2.00	2.07	11.43	8.00	6.21	25.64
5-140	Access to Nutritional Meals	2.14	1.93	2.36	10.71	7.71	7.07	25.50
3-230	Administrative Review	2.14	1.93	2.36	10.71	7.71	7.07	25.50
5-100	Separate Space	1.79	2.43	2.29	8.93	9.71	6.86	25.50
3-100	DNA Testing	3.71	0.50	1.50	18.57	2.00	4.50	25.07
1-040	Fiscal Operations	2.07	2.00	2.14	10.36	8.00	6.43	24.79
4-060	First Aid/CPR Certification	3.21	0.93	1.64	16.07	3.71	4.93	24.71
6-190	Financial Transactions	1.57	1.93	2.86	7.86	7.71	8.57	24.14
6-020	Separate Medical Files	1.64	2.14	2.21	8.21	8.57	6.64	23.43
3-150	Referral Agency Reports	1.93	1.79	2.21	9.64	7.14	6.64	23.43

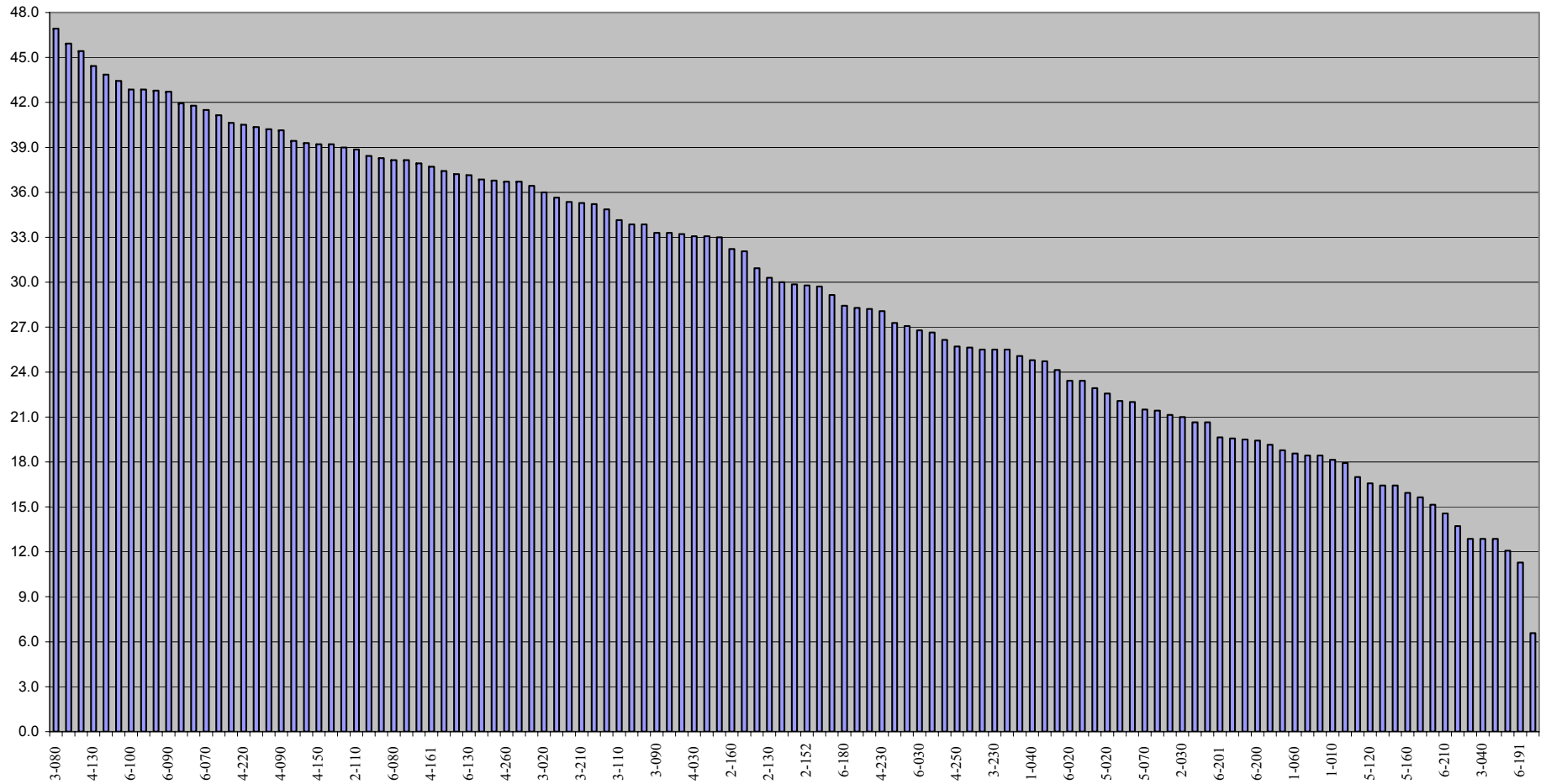
ID	Standard	Avg Raw Score			Avg Weighted Score			OVERALL
		PSE	OTX	OMGT	PSE(W)	OTX(W)	OMGT(W)	(Sum of Weighted)
2-010	Personnel Policies	2.21	1.57	1.86	11.07	6.29	5.57	22.93
5-020	Compliance with Fire Authority	3.43	0.50	1.14	17.14	2.00	3.43	22.57
2-020	Job Descriptions	1.93	1.71	1.86	9.64	6.86	5.57	22.07
5-150	Property and Safety	2.14	1.21	2.14	10.71	4.86	6.43	22.00
5-070	Conducting Fire Drills	3.21	0.29	1.43	16.07	1.14	4.29	21.50
4-020	Intake Interview	2.14	0.86	2.43	10.71	3.43	7.29	21.43
5-130	Health and Sanitation Codes	2.36	1.00	1.79	11.79	4.00	5.36	21.14
2-030	Equal Employment	1.86	1.64	1.71	9.29	6.57	5.14	21.00
5-040	Automatic Sprinkler System	3.36	0.43	0.71	16.79	1.71	2.14	20.64
5-050	Fire Alarm and Detection System	3.36	0.43	0.71	16.79	1.71	2.14	20.64
6-201	Phased Restitution Collection	1.00	2.00	2.21	5.00	8.00	6.64	19.64
5-110	Visitation Space	1.50	1.36	2.21	7.50	5.43	6.64	19.57
4-070	Offender Property	1.93	0.86	2.14	9.64	3.43	6.43	19.50
6-200	Restitution	0.93	1.93	2.36	4.64	7.71	7.07	19.43
3-140	On/Off Grounds Count	2.14	0.71	1.86	10.71	2.86	5.57	19.14
5-060	Storage of Hazardous Materials	3.14	0.29	0.64	15.71	1.14	1.93	18.79
1-060	Insurance	2.07	1.14	1.21	10.36	4.57	3.64	18.57
3-050	Screening Criteria re: Discrimination	1.50	1.50	1.64	7.50	6.00	4.93	18.43
6-202	Child Support Enforcement	0.93	1.79	2.21	4.64	7.14	6.64	18.43
1-010	Legal Entity	1.79	1.29	1.36	8.93	5.14	4.07	18.14
5-010	Building/Zoning Codes	2.71	0.50	0.79	13.57	2.00	2.36	17.93
1-030	Organizational Chart	1.29	1.36	1.71	6.43	5.43	5.14	17.00
5-120	Toilets, Basins, Showers	1.36	1.00	1.93	6.79	4.00	5.79	16.57
5-090	Minimum Floor Space	1.50	1.00	1.64	7.50	4.00	4.93	16.43
5-080	First Aid Manual and Medical Supplies	2.43	0.43	0.86	12.14	1.71	2.57	16.43
5-160	Housecleaning Assignments	1.00	1.07	2.21	5.00	4.29	6.64	15.93
1-050	Independent Fiscal Audit	1.43	1.21	1.21	7.14	4.86	3.64	15.64
6-050	Storage of Case Records	1.36	1.29	1.07	6.79	5.14	3.21	15.14
6-210	Contract Approval	1.21	1.00	1.50	6.07	4.00	4.50	14.57
5-170	Offender Bedding	1.21	0.79	1.50	6.07	3.14	4.50	13.71
2-050	Personnel File	1.07	1.07	1.07	5.36	4.29	3.21	12.86
3-040	Written Response To Referral Agencies	1.14	0.93	1.14	5.71	3.71	3.43	12.86
5-030	Flame Retardant Mattress and Pillow	2.29	0.14	0.29	11.43	0.57	0.86	12.86
1-070	Annual Report	0.93	1.00	1.14	4.64	4.00	3.43	12.07
6-191	Limited Power of Attorney	0.86	0.57	1.57	4.29	2.29	4.71	11.29
2-051	Employee Medical Records	0.57	0.50	0.57	2.86	2.00	1.71	6.57

Table E reports basic descriptive statistics regarding the CCCS ratings. Figure E also shows a graphical distribution of scores for all 119 standards. It can be gleaned from the data that the distribution of scores across all standards was normal given very similar mean and median scores. It can also be deduced that the SME panel used the entire scale given a wide range of scores based on a 48-point possible total score.

Table E – Descriptive Statistics

Mean Score	29.49	Lowest Score	6.57
Median Score	29.86	Highest Score	46.93
Standard Deviation	9.67	Range	40.36

Figure E – Distribution of Scores for all Standards



Using intervals of one standard deviation from the mean as a marker, Tables F1 through F5 show bands of scores for the CCCS.

Table F1 – Band A (Two Standard Deviations Above the Mean)

ID	Standard	Total Score
3-080	Supervision of Sex Offenders	46.93
4-110	Interim Urine Samples	45.93
4-080	Substance Abuse Testing	45.43
4-130	BA's and UA's For Alcohol	44.43
4-160	Random Off-Site Monitoring	43.86
2-070	Ethical Relationships	43.43
6-100	Supervision Plan	42.86
2-090	Drug Free Work Place	42.86
6-150	Offender Treatment	42.79
6-090	Assessments	42.71
2-100	Staff Orientation Training	41.93
4-040	Medication	41.79
6-070	Weekly Meetings	41.50
4-100	Entry Urine Samples	41.14
3-220	Non-Residential Level of Supervision	40.64
4-220	Contraband	40.50
6-160	Referrals to Qualified Tx Providers	40.36
2-040	Background Check	40.21
4-090	Confirming Positive Test Results	40.14
6-110	Review of Offender Progress	39.43
2-140	Case Manager Education	39.29
4-150	Isolation/Observation Of Offenders	39.21
4-170	Passes	39.21

Table F2 – Band B (One Standard Deviation Above the Mean)

ID	Standard	Total Score
3-120	Disciplinary Hearings	39.00
2-110	Staff Annual Training	38.86
3-190	Self-Audits - Operation & Programming	38.43
3-010	Policy and Procedure Manual	38.29
6-080	Chronological or Progress Notes	38.14
4-210	Recording Authorized Absences	38.14
4-171	Furloughs	37.93
4-161	Job Search Accountability	37.71
4-120	Exit Urine Samples	37.43
4-240	Security Staff Staffing Pattern	37.21
6-130	Employment Services	37.14
4-180	Surveillance Of Offenders	36.86
4-140	Record Keeping – Sub Abuse Testing	36.79
4-260	Escape	36.71
2-080	Notification of Criminal Conduct	36.71
6-120	Movement of Offenders	36.43
3-020	Monthly Staff Meetings	36.00
4-200	Random Headcounts	35.64
2-151	Security Staff Education	35.36
3-210	Documentation	35.29
4-050	Staff Response To Medical Emergencies	35.21
2-150	Program Administrator Education	34.86
3-110	Family/Community Activities	34.14
6-010	Case Record	33.86
6-220	Driving Privileges	33.86
3-090	Victim Notification	33.29
3-130	Grievance/Appeals Procedure	33.29
6-060	Assignment of Case Manager	33.21
4-030	Health Inventory	33.07
3-060	Program Compliance	33.07
3-030	Acceptance Criteria	33.00
2-160	Volunteers	32.21
6-170	Termination/Transfer Summary	32.07
4-010	Offender Advisement	30.93
2-130	Training Events	30.29
4-190	Use of Physical Force	30.00
6-040	Release of Information	29.86
2-152	Staff Age Requirement	29.79
6-140	Educational Review	29.71

Table F3 – Band C (One Standard Deviation Below the Mean)

ID	Standard	Total Score
3-160	Offender Time Credits	29.14
6-180	Offender Budget	28.43
3-180	Systematic File Review	28.29
3-170	Incident Notification	28.21
4-230	Work Stoppages	28.07
3-200	Organized Information Collection	27.29
2-120	Ancillary and Administrative Training	27.07
6-030	Confidentiality of Case Records	26.79
3-070	Receiving Offenders	26.64
2-060	Performance Appraisals	26.14
4-250	Transportation of Offenders by Staff	25.71
1-020	Mission Statement	25.64
5-140	Access to Nutritional Meals	25.50
3-230	Administrative Review	25.50
5-100	Separate Space	25.50
3-100	DNA Testing	25.07
1-040	Fiscal Operations	24.79
4-060	First Aid/CPR Certification	24.71
6-190	Financial Transactions	24.14
6-020	Separate Medical Files	23.43
3-150	Referral Agency Reports	23.43
2-010	Personnel Policies	22.93
5-020	Compliance with Fire Authority	22.57
2-020	Job Descriptions	22.07
5-150	Property and Safety	22.00
5-070	Conducting Fire Drills	21.50
4-020	Intake Interview	21.43
5-130	Health and Sanitation Codes	21.14
2-030	Equal Employment	21.00
5-040	Automatic Sprinkler System	20.64
5-050	Fire Alarm and Detection System	20.64

Table F4 – Band D (Two Standard Deviations Below the Mean)

ID	Standard	Total Score
6-201	Phased Restitution Collection	19.64
5-110	Visitation Space	19.57
4-070	Offender Property	19.50
6-200	Restitution	19.43
3-140	On/Off Grounds Count	19.14
5-060	Storage of Hazardous Materials	18.79
1-060	Insurance	18.57
3-050	Screening Criteria re: Discrimination	18.43
6-202	Child Support Enforcement	18.43
1-010	Legal Entity	18.14
5-010	Building/Zoning Codes	17.93
1-030	Organizational Chart	17.00
5-120	Toilets, Basins, Showers	16.57
5-090	Minimum Floor Space	16.43
5-080	First Aid Manual and Medical Supplies	16.43
5-160	Housecleaning Assignments	15.93
1-050	Independent Fiscal Audit	15.64
6-050	Storage of Case Records	15.14
6-210	Contract Approval	14.57
5-170	Offender Bedding	13.71
2-050	Personnel File	12.86
3-040	Written Response To Referral Agencies	12.86
5-030	Flame Retardant Mattress and Pillow	12.86
1-070	Annual Report	12.07
6-191	Limited Power of Attorney	11.29

Table F5 – Band E (Three Standard Deviations Below the Mean)

ID	Standard	Total Score
2-051	Employee Medical Records	6.57

Appendix A Rating Sheet

Subject Matter Expert Rating Sheet for Colorado Community Corrections Standards

<u>Name of Subject Matter Expert</u>	
Title	
Agency	

Instructions:

Using the 5-point scale below, please rate each standard with respect to its impact or effect on each of the 3 dimensions (*Public Safety Effect, Offender Treatment Effect, and Offender Management Effect*).

- 0 = No Effect
- 1 = Minimal Indirect Effect
- 2 = Moderate Indirect Effect
- 3 = Moderate Direct Effect
- 4 = Significant Direct Effect

We will be recording and discussing these ratings at the meeting. However, it is important that your independent and individual “first impression” rating is recorded before group discussion.

EXAMPLE:

ID	Standard	Public Safety Effect	Offender Treatment Effect	Offender Management Effect
1-010	Legal Entity	2	1	3
1-020	Mission Statement	4	4	3
1-030	Organizational Chart	3	2	2
1-040	Fiscal Operations	1	2	2
1-050	Independent Fiscal Audit	3	2	3
1-060	Insurance	0	1	1
1-070	Annual Report	0	2	1

ID	Standard	Public Safety Effect	Offender Treatment Effect	Offender Management Effect
1-010	Legal Entity			
1-020	Mission Statement			
1-030	Organizational Chart			
1-040	Fiscal Operations			
1-050	Independent Fiscal Audit			
1-060	Insurance			
1-070	Annual Report			
2-010	Personnel Policies			
2-020	Job Descriptions			
2-030	Equal Employment			
2-040	Background Check			
2-050	Personnel File			
2-051	Employee Medical Records			
2-060	Performance Appraisals			
2-070	Ethical Relationships			
2-080	Notification of Criminal Conduct			
2-090	Drug Free Work Place			
2-100	Staff Orientation Training			
2-110	Staff Annual Training			
2-120	Ancillary and Administrative Training			
2-130	Training Events			
2-140	Case Manager Education			
2-150	Program Administrator Education			
2-151	Security Staff Education			
2-152	Staff Age Requirement			
2-160	Volunteers			
3-010	Policy and Procedure Manual			
3-020	Monthly Staff Meetings			
3-030	Acceptance Criteria			
3-040	Written Response To Referral Agencies			
3-050	Screening Criteria re: Discrimination			
3-060	Program Compliance			
3-070	Receiving Offenders			
3-080	Supervision of Sex Offenders			
3-090	Victim Notification			
3-100	DNA Testing			
3-110	Family/Community Activities			
3-120	Disciplinary Hearings			
3-130	Grievance/Appeals Procedure			
3-140	On/Off Grounds Count			
3-150	Referral Agency Reports			
3-160	Offender Time Credits			
3-170	Incident Notification			

ID	Standard	Public Safety Effect	Offender Treatment Effect	Offender Management Effect
3-180	Systematic File Review			
3-190	Self-Audits of Operations and Programming			
3-200	Organized Information Collection			
3-210	Documentation			
3-220	Non-Residential Level of Supervision			
3-230	Administrative Review			
4-010	Offender Advisement			
4-020	Intake Interview			
4-030	Health Inventory			
4-040	Medication			
4-050	Staff Response To Medical Emergencies			
4-060	First Aid/CPR Certification			
4-070	Offender Property			
4-080	Substance Abuse Testing			
4-090	Confirming Positive Test Results			
4-100	Entry Urine Samples			
4-110	Interim Urine Samples			
4-120	Exit Urine Samples			
4-130	BA's and UA's For Alcohol			
4-140	Record Keeping For Substance Abuse Testing			
4-150	Isolation/Observation Of Offenders			
4-160	Random Off-Site Monitoring			
4-161	Job Search Accountability			
4-170	Passes			
4-171	Furloughs			
4-180	Surveillance Of Offenders			
4-190	Use of Physical Force			
4-200	Random Headcounts			
4-210	Recording Authorized Absences			
4-220	Contraband			
4-230	Work Stoppages			
4-240	Security Staff Staffing Pattern			
4-250	Transportation of Offenders by Staff			
4-260	Escape			
5-010	Building/Zoning Codes			
5-020	Compliance with Fire Authority			
5-030	Flame Retardant Mattress and Pillow			
5-040	Automatic Sprinkler System			
5-050	Fire Alarm and Detection System			
5-060	Storage of Hazardous Materials			
5-070	Conducting Fire Drills			
5-080	First Aid Manual and Medical Supplies			

ID	Standard	Public Safety Effect	Offender Treatment Effect	Offender Management Effect
5-090	Minimum Floor Space			
5-100	Separate Space			
5-110	Visitation Space			
5-120	Toilets, Basins, Showers			
5-130	Health and Sanitation Codes			
5-140	Access to Nutritional Meals			
5-150	Property and Safety			
5-160	Housecleaning Assignments			
5-170	Offender Bedding			
6-010	Case Record			
6-020	Separate Medical Files			
6-030	Confidentiality of Case Records			
6-040	Release of Information			
6-050	Storage of Case Records			
6-060	Assignment of Case Manager			
6-070	Weekly Meetings			
6-080	Chronological or Progress Notes			
6-090	Assessments			
6-100	Supervision Plan			
6-110	Review of Offender Progress			
6-120	Movement of Offenders			
6-130	Employment Services			
6-140	Educational Review			
6-150	Offender Treatment			
6-160	Referrals to Qualified Treatment Providers			
6-170	Termination/Transfer Summary			
6-180	Offender Budget			
6-190	Financial Transactions			
6-191	Limited Power of Attorney			
6-200	Restitution			
6-201	Phased Restitution Collection			
6-202	Child Support Enforcement			
6-210	Contract Approval			
6-220	Driving Privileges			