Phoenix Gang Intervention –Program Logic Model for Gang Prevention and Intervention Program

TARGET POPULATIONS/ THEORY	STRATEGIES/ ACTIVITIES	IMMEDIATE OUTCOMES	INTERMEDIATE OUTCOMES	FINAL OUTCOMES

Training
24 Hour training to prepare program staff members to deliver each intervention component

Staff attend training and are prepared to deliver intervention programming with high fidelity

Pre-Contemplation (residents are unwilling to change, unaware, resistant, or in severe denial)
- Activities – *using MET/MI techniques, group contact, and brief workbooks and materials* -- to engage residents, enhance motivation and receptiveness

- Staff begins to build trust, and identify and reduce resistance to the programming
- Residents identify life goals

Contemplation (residents participate, but there is still some denial and/or resistance)
- Activities – *using MET/MI techniques, group contact, and brief workbooks and materials* -- to increase self-awareness and emotional recognition; realistic assessment of current lifestyle; identify values, goals, and risk factors

- Active participation in programming
- Resident is aware of feelings
- Resident can identify alternative life options
- Residents sign "Contract #1" to agree to participate in the program

Intensive gang interventions based on cognitive-behavioral, motivational enhancement, and social learning philosophies will reduce the resistance to behavioral change and decrease antisocial behaviors, including gang activity

Preparation (residents participate, use program materials, talk, although some resistance remains)
- Activities – *using MET/MI techniques, group contact, and brief workbooks and materials* -- aimed to identify what needs to be changed in the offender's life; testing new ideas and learning new skill sets; understanding gang involvement issues

- Residents demonstrate insight into behavior
- Identify and begin to address specific issues relating to gang involvement
- Demonstrate understanding of social and communication skills
- Residents sign "Contract #2" to agree not to participate in future gang activities

Action (residents actively pursue new skills and can address significant issues and feelings)
- Activities – *using MET/MI techniques, group contact, and brief workbooks and materials* -- designed to practice new skills; actively change negative behavioral patterns; address issues and techniques for building self-efficacy and healthy relationships

- Residents demonstrate repeatedly successful coping with variations on their highest risk situations
- Demonstrate competence in a range of specific assertion skills, refusal skills, resistance skills, resiliency skills, and violence avoidance
- Evidence of self-efficacy in counseling

Maintenance (residents prepare to return to the community, remain honest and continue to practice new skills)
- Prepare, review, and revise detailed post-release relapse prevention plans
- Develop action plans dealing with family, friends, and former gang after release

- Demonstrated understanding of and active participation in programming
- Development of employment readiness, post-release, recidivism, and relapse prevention plans
- Commitment to post-release plans

Decrease in risk factors targeted by program, including:
- Anger management
- Life skills
- Impulse management
- Problem solving/self-regulation skills
- Thinking skills
- Communication skills
- Substance abuse education
- Goal setting skills
- Development of personal safety nets
- Victim empathy
- Gender/cultural identity development
- Employability skills
- Recreation and leisure time skills
- Family involvement

- Residents internalize program messages
- Residents recognize the negative consequences associated with gang involvement
- Residents stay committed to prosocial behavior
- Residents utilize their new assertion, refusal, resistance, and resiliency skills, and generalize them across situations
- Decrease in violence and substance use in residential facility
- Residents follow their action plans

- Decrease in post-release gang involvement
- Decreased prevalence and incidence of recidivism
- Decreased prevalence and incidence of post-release substance use
- Increased compliance with drug testing
- Decreased post-release infractions of probation regulations and requirements
- Active participation in post-release treatment/ counseling/support groups activities as required

GOALS:
60% of offenders who complete program will not be re-arrested for criminal offense for one-year following completion

75% of offenders who complete program will not be re-arrested or receive probation/parole violations for gang related offenses for one-year following completion

90% of offenders that complete program will have demonstrated competencies in job readiness skills