

The Evidence-Based Decision Making Initiative
A Roadmap for Phase II
(Preparing to Implement the EBDM Framework)

Core Activities	Likely Action Steps (Others may be added, where needed)	By the end of the Phase II, the EBDM Site will have...
Build a genuine, collaborative policy team.	<ul style="list-style-type: none"> • Administer a policy team collaboration survey (one or more times). • Establish ground rules and operating norms. • Develop a shared vision statement. • Articulate roles and responsibilities of team members. • Develop “One Less” individual statements and a team document that reflects these statements. • Take other steps to build/enhance the collaborative climate of the policy teams. 	<ul style="list-style-type: none"> • a highly functioning collaborative policy team. • a shared vision for the criminal justice system. • a track record of meaningful team accomplishments.
Build individual agencies that are collaborative and in a state of readiness for change.	<ul style="list-style-type: none"> • Administer an agency-based collaboration survey (one or more times). • Engage staff in the EBDM initiative in specific, purposeful ways (e.g., establish an internal working team to collect information, provide input, and assist in specific objectives). • Develop specific action items to address learnings from the survey. 	<ul style="list-style-type: none"> • agencies that demonstrate a collaborative climate and readiness for change. • an engaged staff that provides meaningful, ongoing input into evidence-based policy and practice changes.
Understand current practice within each agency and across the system.	<ul style="list-style-type: none"> • Develop a system map. • Conduct policy/practice assessment around each decision point to determine the use of evidence-based practices/decision making and continuous quality improvement (CQI) competencies. • Gather baseline data. • Identify strengths/challenges and targets of change. 	<ul style="list-style-type: none"> • a full understanding of the basis upon which decisions are made at key points within and across agencies. • a set of agreed-upon strengths. • a set of agreed-upon targets for change.

<p>Understand and have the capacity to implement evidence-based practices.</p>	<ul style="list-style-type: none"> • Administer a knowledge survey to the policy team and agency staff. • Assess staff skills in core competency areas. • Develop specific strategies to augment knowledge and competencies, where needed. 	<ul style="list-style-type: none"> • a common understanding of the research (and its limitations) across all relevant agencies/staff. • an understanding of the implications of these findings for future policy and practice.
<p>Develop logic models.</p>	<ul style="list-style-type: none"> • Develop a system model. 	<ul style="list-style-type: none"> • sound and testable logic models at the system level.
<p>Establish performance measures, determine outcomes, and develop a system scorecard.</p>	<ul style="list-style-type: none"> • Agree on key definitions (e.g., “recidivism,” “probation violation”). • Develop scorecard items/outcomes. • Identify performance measures. • Assess data system capacity/collection methods. • Build capacity, where needed. 	<ul style="list-style-type: none"> • a set of agreed-upon performance measures that will enable an objective, empirical evaluation of the effectiveness of the justice system agencies in achieving their agreed vision. • benchmarks against which longer-term outcomes can be measured. • methods to collect and analyze data on an ongoing basis to inform policy and practice. • a systemwide scorecard
<p>Engage and gain the support of a broader set of stakeholders and the community.</p>	<ul style="list-style-type: none"> • Conduct a public opinion survey. • Compile information/a clear set of messages the team and individual stakeholders can use to inform and engage the community. • Define the desired role of the community in justice system activities. • Identify individuals/groups within the community who are appropriate for outreach. 	<ul style="list-style-type: none"> • a strategy for engaging additional stakeholders and the community in meaningful dialogue about the vision/goals of the justice system, the state of knowledge and research, and the system’s performance in achieving these goals.
<p>Develop a strategic action plan for implementation.</p>	<ul style="list-style-type: none"> • Conduct an analysis of potential barriers to implementation. • Develop a plan of action for implementing specific policy and practice changes—who, what, when, where, how. 	<ul style="list-style-type: none"> • a clear, specific, measurable plan for implementing policy and practice changes that advance evidence-based decision making and further support the achievement of the justice system’s vision and goals.