Implementing Treatment Innovations for Client and Organizational Change

D. Dwayne Simpson
TCU Institute of Behavioral Research

Process of Client Change

Using
Engage & Commit
Begin Changes
Sustain Efforts
Quitting

Common across treatment settings!
Implementing Treatment Innovations for Client and Organizational Change
Dr. Dwayne Simpson
Institute of Behavioral Research (IBR)
Texas Christian University (TCU)

“The Role of the States”
PLNDP: Leadership Meeting
January 29-30, 2007, Tucson, AZ

3

“Process Model” for Treatment

Assessments for Client Needs & Progress

Users: Problem Severity & Treatment Readiness

Early Engagement
• Participation
• Therapeutic Relationship

Retention Threshold

Follow-up Outcomes
• Drug use
• Crime
• Social Functions

Early Recovery

Recovery Cycle

Changes in Thinking & Acting

Targeted Interventions (Behavioral & Cognitive)


Assessments of Client Needs/Progress

Needs & Motivation
• Desire for Help
• Trt Readiness
• Needs Index

CJ DATS
Criminal Justice Drug Abuse Treatment Studies

Engagement (during treatment)
• Trt Participation
• Trt Satisfaction
• Cnsl Rapport
• Peer Support
• Family Support

Change
• Thinking
• Acting

Social Functioning
• Hostility
• Risk Taking
• Social Consciousness

Psychological Functioning
• Self Esteem
• Depression
• Anxiety
• Decision Making
• Self Efficacy

FOR CJ Settings
Criminal Thinking
• Entitlement
• Justification
• Personal Irresponsibility
• Cold Heartedness
• Criminal Rationalization
• Power Orientation

Special Issue of Criminal Justice & Behavior (in press)

© 2007 TCU Institute of Behavioral Research, Fort Worth, Texas. All rights reserved.
IBR Web site: www.ibr.tcu.edu
Page 2 of 7
Implementing Treatment Innovations for Client and Organizational Change
Dr. Dwayne Simpson
Institute of Behavioral Research (IBR)
Texas Christian University (TCU)

**Program Differences in Client Functioning**
(Average scores for 3 Treatment Programs)

Joe, Broome, Rowan-Szal, & Simpson, 2002 (J Substance Abuse Treatment)

**Selection of Targeted Interventions**


© 2007 TCU Institute of Behavioral Research, Fort Worth, Texas. All rights reserved.
IBR Web site: www.ibr.tcu.edu
Sample of Interventions (with manuals)

- Getting Motivated to Change (for readiness)
- Contingency Management (for participation)
- Anger Management (for cognitive focusing)
- Criminal Thinking (for thinking patterns)

www.ibr.tcu.edu


Treatment Services & Environment

Organizational Functioning

**Motivation:**
- Program Needs
- Training Needs
- Pressures

**Resources:**
- Offices/Staffing
- Training
- Equipment

**ORC Survey Scales**

**Staff Attributes:**
- Growth
- Efficacy
- Influence
- Adaptability

**Climate:**
- Mission
- Cohesion
- Autonomy
- Communication
- Stress
- Change

**Treatment Environment**

Simpson, 2002; Lehman et al, 2002 (JSAT)

---

Climate: Cohesion

<table>
<thead>
<tr>
<th>Lowest</th>
<th>Mid-point (range 10-50)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>24</td>
</tr>
<tr>
<td>2</td>
<td>28</td>
</tr>
<tr>
<td>3</td>
<td>28</td>
</tr>
<tr>
<td>4</td>
<td>31</td>
</tr>
<tr>
<td>5</td>
<td>33</td>
</tr>
<tr>
<td>6</td>
<td>36</td>
</tr>
<tr>
<td>7</td>
<td>37</td>
</tr>
<tr>
<td>8</td>
<td>37</td>
</tr>
<tr>
<td>9</td>
<td>39</td>
</tr>
<tr>
<td>10</td>
<td>39</td>
</tr>
<tr>
<td>11</td>
<td>39</td>
</tr>
<tr>
<td>12</td>
<td>39</td>
</tr>
</tbody>
</table>

12 programs at TCU Workshop

TCU/NF-ATTC Survey (April 2001)
Implementing Treatment Innovations for Client and Organizational Change

Dr. Dwayne Simpson
Institute of Behavioral Research (IBR)
Texas Christian University (TCU)

“Evidence-Based” Innovations

Organizational Readiness
- Motivation
- Resources

Implementation Process
- Training
  - Relevance
  - Quality
- Adoption
  - Decisions
  - Actions
- Implementation
  - Effectiveness
  - Feasibility
- Routine Practice
  - Services
  - Outcomes

Program Improvement

Treatment Environment
- Staff Attributes
- Staff Climate

Simpson & Flynn (in press in JSAT); Simpson, 2002 (JSAT)

Program Needs, Functioning, & Innovation Implementation

Strategic Planning

Training Workshop A
- Workshop B
- Workshop C

Evaluation (WEVAL)

Changes (WAFU)

Functioning (ORC/CEST-1)

Functioning (ORC/CEST-2)

Training needs & readiness predict staff responses to training

Level of program functioning predicts staff responses to training

Quality of training & staff responsiveness predict client functioning

Simpson, Joe, & Rowan-Szal (in press)
Implementing Treatment Innovations for Client and Organizational Change
Dr. Dwayne Simpson
Institute of Behavioral Research (IBR)
Texas Christian University (TCU)