# Prison Reentry Initiative Outcome Training

October 5, 2017 9:00 a.m. – 2:00 p.m.



# Background

- Greater Baton Rouge Area
- Communities are strengthened
  - People begin to see themselves as resources
  - Marshal their talents and talents of others to solve problems
- Keys to self-sufficiency
  - Basic Needs
  - Healthcare
  - Education
- Focus on the disadvantaged
  - Sick and disabled
  - Indigent
  - Formerly incarcerated





# Networking

- Name
- Organization
- Parish(es) Served
- One service **you** provide
- One service **you need a partner** to provide



# Objectives

At the end of today's training, participants will:

- 1. Be able to identify how their work contributes to the Prison Reentry Initiative Results.
- 2. Be able to identify a project for which they will seek funding.
- 3. Leave with a strong result statement for their project.





The Investor



The Funder	The Investor
Focuses on mission, values and priorities	Is clear on results sought from the investment





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Sees the proposal as the predictor of success	Knows the difference between what you write and what you actually do





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Gets and grades proposal	Answers three questions:  What are we buying?  Chances we will get it?  Best use of money?
Sees the proposal as the predictor of success	Knows the difference between what you write and what you actually do
Forgets what you promise and demerits for late reports	Remembers what you promise and focuses on ROI and your learning

# Three Big Investor Questions

- 1. What results are we buying?
- 2. How likely is it?
- 3. Is this the best possible use of Foundation funds?





## Partner Benefits

- Easier to understand the investments the Foundation wants to make and if a project clearly contributes to the Foundation's desired results
- Builds your capacity to define, track and communicate results
- Creates a higher level of dialogue around projects internally and externally

Success is determined based on results achieved and learnings applied.





# Guiding Documents

Strategic Map Results Trails Guidelines



Strategy

Reduce recidivism through a continuum of care that fully prepares incarcerated individuals for successful reentry

**How We Contribute** 

- System Change Grants
- - Campaigns

**Focus** 

**Awareness** 

**Education** 

Capacity

Collaboration

Policy &

**Practice** 

Change

Desired Results

Incarcerated and Formerly Incarcerated Individuals know about and choose to participate in reentry programs

D.A.s. Judges. Sheriffs. Wardens. Probation and Parole **Officers** agree to change priorities from 'hard on crime' to 'smart on crime'

**Citizens** accept the formerly incarcerated as good community members and neighbors and vote for policy makers that support quality reentry

**Employers** understand the benefits to their business and the community of hiring the formerly incarcerated

Prison, Probation and Parole staff; Reentry Service **Providers**; Faith-Based Providers; Volunteer Mentors; and Health and Mental Health Providers:

- have the capacity and resources to support quality reentry and apply best practices
- collaborate with each other to create a seamless continuum of high quality reentry support

**Employers** hire and support the unique needs of the formerly incarcerated and confirm the benefits to their business

**D.A.s and Judges** use alternative responses for lower level offenses, apply structured sentencing best practices, and share data in a consistent way

**Sheriffs and Wardens** allocate knowledgeable staff to apply reentry best practices and agree to collect data in a consistent way

**State lawmakers** promote effective legislation and legislative reform that supports positive reentry outcomes

**Impact** 

Dramatic reduction in the percentage of the formerly incarcerated who return to prison and to increase the cost savings to the community with their successful re-integration.

- Direct Service Grants Capacity Building Grants
  - Public Awareness
- Initiative Coordination





#### Strategy

Reduce
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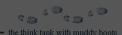
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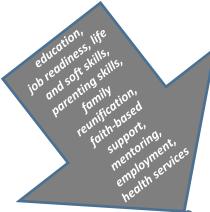
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#### **Result Trail for: Incarcerated and Formerly Incarcerated**

Desired Results: Successfully Reenter The Community

Become aware of reentry services and choose to participate

- Agree to reentry plan objectives, services, and actions while incarcerated and up to 3 years post incarceration
  - Begin to build new capacities and increase readiness resources

Demonstrate new skills or capacity including: job readiness; social, family and spiritual supports; housing; mental health or substance abuse recovery; medication and treatment support; and financial obligations and parenting skills

- Demonstrate resources required for success, including medications and connection to ongoing health and mental health treatment, complying with probation and parole and continue pursuing reentry plan objectives including housing, employment, spiritual practice, recovery, and family re-unification
  - Confirm changes in behavior have led to stable life conditions (health care, housing, recovery, employment, social and spiritual supports)
    - ▶ Maintain stable life conditions for at least 6 months
      - Successfully reintegrate into the community for at least 3 years after incarceration

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# Geography

- Greater Baton Rouge Area
  - Ascension
  - East Baton Rouge
  - East Feliciana
  - Iberville
  - Livingston
  - Pointe Coupee
  - St. Helena
  - St. James
  - West Baton Rouge
  - West Feliciana





# Exercise: Plot Your Result(s) On The Trail(s)

- We have 10 different colored Post-Its to represent each parish.
- Write your name on the sticky note pad and a brief description of your project.
- Place your sticky note on the Result Trail that best matches the results you anticipate for the project.





## Our Approach

Three types of investments within this Initiative:

- Direct Service (Programmatic)
  - What positive gains will occur for individual participants or communities?
- Capacity & Collaboration Building
  - How will your organization and/or other organizations be different?
  - What will this enable you and others to do better?
  - How will collaboration improve effectiveness or efficiency while improving results for returning citizens?
- 3. Systems Change
  - How will your work inform change on a macro-level, including influencing policy or changing service provider practices?



## Our Focus

The Foundation seeks to support efforts that focus in one or more of these areas:

- Increasing the awareness and education not only of the incarcerated and formerly incarcerated but also of district attorneys, sheriffs, wardens, probation and parole officers, employers and community members to support positive reentry;
- Building the capacity and collaboration between and among prison, probation and parole staff; reentry service providers; faith-based providers; volunteer mentors; and health and mental health care workers to increase the quality and availability of reentry supports and services; and
- Facilitating **policy and practice changes** by district attorneys, judges, sheriffs, wardens, state lawmakers and employers to support positive reentry.





# Our Operating Principles

The Foundation reviews each proposal with respect to available funds and responses to three overarching questions:

- 1. What results are we buying?
- 2. How likely is it that this applicant can achieve the results they are proposing?
- 3. Is this the best possible use of Foundation funds given other opportunities before us?





## Investments

While the projects to be supported by this Initiative should be long-term in nature, investments will be made in one-year increments.

Partners will be expected to report on progress and participate in learning sessions quarterly.

Opportunities for additional support will be provided to partners who make meaningful progress toward the Prison Reentry Initiative's results.





# Results-Focused Applications

Programmatic
Capacity and/or Collaboration Building
Systems Change

## **Application Sections**

- Organizational Information
- Proposal Intent and Participants
- Results
- Tracking to Success
- Key People and Groups
- Attachments





## Results

18. Indicate in a <u>Results Statement</u> the changes in behavior or condition you expect your participants to achieve.





- 1. How do you define success, meaning the results of your services/project?
- 2. How do you **know for sure** when success has been achieved?
- 3. How do you know, throughout your project, that you have enough time and money remaining to achieve the success you have defined?









 We trained 100 employers on the benefits of hiring formerly incarcerated individuals





- We trained 100 employers on the benefits of hiring formerly incarcerated individuals
- ➤ 10 employers trained hired one formerly incarcerated individual and employed them for 6 or more months





- We trained 100 employers on the benefits of hiring formerly incarcerated individuals
- I counted 60 participants in our program who learned stress management and yoga techniques
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- ➤ 40 participants reported engaging in yoga practices 30 minutes a day, 3 times per week and managing their anger, 8 weeks after the program was concluded





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 We distributed 4,000 flyers and had 300 people participate in our reentry community engagement initiative

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- ➤ 15 of 25 mentors to incarcerated and formerly incarcerated individuals have been engaged for 6 or more months





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# 4 Steps To Creating A Clear Result Statement





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1. Identify the **change in behavior** you seek for your core participants





# **Step 1**: Identify the **change in behavior** you seek for your core participants

- Unemployed
- Isolated from family and community



In poor health





# **Step 1**: Identify the **change in behavior** you seek for your core participants

- Unemployed
- Isolated from family and community



In poor health

- Employed
- Reconnected with family and community supports
- Connected to needed health providers





# 4 Steps To Creating A Clear Result Statement

- 1. Identify the **change in behavior** you seek for your core participants
- 2. Specify the **degree of change** you consider a success





# **Step 2**: Specify the degree of change you consider to be success

Employed

 Reconnected with family and community supports



 Connected to needed health providers



# **Step 2**: Specify the degree of change you consider to be success

Employed

 Reconnected with family and community supports



 Connected to needed health providers

- Gained and maintained living wage employment for 6 months
- Connects with 3 family or community members 1 or more times per week
- Maintains compliance with healthcare treatment plan for 6 months





# 4 Steps To Creating A Clear Result Statement

- 1. Identify the **change in behavior** you seek for your core participants
- 2. Specify the **degree of change** you consider a success
- 3. Estimate **how many** participants will be impacted or changed and **by when**





# **Step 3**: Estimate **how many** participants will be impacted or changed and **by when**

When choosing the number of participants you will try to reach, consider the following:

- Review similar projects and results
- Modify numbers based on the challenges facing participants
- Assess new and potential participants





# 4 Steps To Creating A Clear Result Statement

- 1. Identify the **change in behavior** you seek for your core participants
- 2. Specify the **degree of change** you consider a success
- 3. Estimate **how many** participants will be impacted or changed and **by when**
- 4. Express your result in a structured statement





#### **Content Portions:**

- What change
- To what degree
- By how many participants
- By when





#### **Content Portions:**

- What change
- To what degree
- By how many participants
- By when

```
By ___(specific date), of the ___(# of participants) we serve, ____(# to achieve) will ____(change in behavior or condition).
```





#### **Content Portions:**

- What change
- To what degree
- By how many participants
- By when

By 12/31/17, of the 66 returning citizens we serve, at least 44 will connect with 3 family or community members 1 or more times per week and gain and maintain employment for 6 months.





#### **Content Portions:**

- What change
- To what degree
- By how many participants
- By when

By 12/31/17, of the 66 returning citizens we serve, at least 44 will connect with 3 family or community members 1 or more times per week and gain and maintain employment for 6 months.





### Results

19. How will you verify the changes in behavior and condition for your participants? What information or evidence will you use to confirm the change has occurred?



- Existing data or measuring instruments
- Easy to obtain documents
- Observations and reports by others OR in some cases self-reported behaviors





# Exercise: Draft Your Own Result Statement

- Review the formats presented and choose the best structure for your project.
- Use the worksheet in your folder to draft a target statement for your project.
  - What does success look like?
  - How do you know when you have gotten there?
  - How do you know you have enough time and resources remaining to get there?





### Results

20. What Prison Reentry Initiative Results do you expect your target population to achieve?

Programmatic	Capacity/Collaboration	Systems Change
Incarcerated & Formerly Incarcerated	Prison Staff, Probation & Parole Officers, Reentry Service Providers, Faithbased Providers, Volunteer Mentors, & Health and Mental Health Providers	District Attorneys & Judges
Employers		State Lawmakers
Community Members		Sheriffs, Wardens, Probation & Parole Officers
		Employers





## Tracking to Success

- 21. What are the core elements of your project that are critical to participants achieving the stated results?
- 22. How will you track success during the grant period? Define quarterly participant milestones you will use to manage progress, and the quarterly key activities you or others will take to help participants accomplish each milestone.





### What is a Milestone?

- Milestones help you track what is important to ensure those you serve are on the road to success.
- Milestones show progression toward the Target Results and need to be structured in such a way that you can't hit the Target without achieving the milestones along the way.
- Milestones help you manage your program and your interaction with your participants. They are the points at which you can tell which of your participants are making progress and who is falling behind.





### Milestones

Target: By 12/31/2017, I will lose 20 pounds.

**Key Activities** 

**Milestones** 

Exercise 30 min 3x/wk

Track food intake

5 pounds lost

Sign up for weight loss program

10 pounds lost

5 servings of fruits and vegetables

Research weigh loss programs

**Attend Meetings** 





Consider this basic flow of participant milestones (M) that predict success:

- 1. Participants show up and commit to the program
- 2. Participants engage and begin to benefit
- 3. Participants demonstrate initial success
- 4. Participants demonstrate stronger success

Target Participants achieve the program target





Consider this basic flow of participant milestones (M) that predict success:

- 1. 50 Participants show up and commit to the program
- 2. 40 Participants engage and begin to benefit
- 3. 30 Participants demonstrate initial success
- 4. 15 Participants demonstrate stronger success

Target 10 Participants achieve the program target





Consider this basic flow of participant milestones (M) that predict success:

- 1. 50 Participants sign up for weight loss program
- 2. 40 Participants attend weekly meetings for 1 month
- 3. 30 Participants lose 5 pounds
- 4. 15 Participants lose 10 pounds

Target 10 Participants lose 20 pounds





### Common Elements of Good Milestones:

- Reflect key achievements as a result of the major activities being undertaken
- Happen over time not simultaneously
- Reflect a 'response' or achievement progress in regular intervals
- Are time bound
- Define all key accomplishments that are anticipated prior to the result being achieved for the time period





A mentoring program for returning citizens that assists in reducing isolation and increasing problem solving skills.

- 1. 30 agree to program goals and sign contract
- 2. 25 demonstrate new skills and use for 1st time w/in 30 days
- 3. 20 engage in mentoring relationship for 6 or more months
- 4. 15 confirm mentoring has reduced isolation and helped in solving one or more problems within the past 3 months

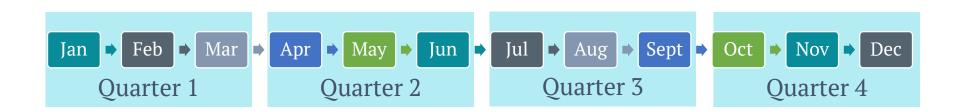
Target 10 confirm mentoring resulted in stabilizing life conditions





# Exercise: Draft Your Own Milestones

Think through your project and begin drafting the major achievements your participants will hit along the way to your desired result.







# Characteristics of Desired Projects

### Favorable projects will:

- Be designed to produce and verify specific changes in systems, organizations and participants that directly contribute to the results we seek in the respective focus areas;
- Achieve more than one Prison Reentry Initiative result;
- Be effectively implemented and ultimately continued without our funding;
- Be **replicable** and can be shared with other organizations looking to produce similar results; and
- Use evidence-based practices and strategies and/or offer clear results.





## Three Burning Questions

- What are we buying?
- What are the chances we'll get it?
- Is this the best investment before us?





## **Application Tips**



- Focus on your main participant impact
- Be succinct and complete
- Be clear about what project funds will do
- Clarify how you will get to the project results
- Use all resources provided





# Next Steps

Timeline
Online Application
Assistance

## 2017 Application Timeline

October 5 Applicant Orientation

Applications available online

October 20 First Drafts Due by noon

Oct 30-Nov 3 Technical Assistance Sessions

November 17 Applications Due by noon

Nov 29-Dec 1 Site Visits

December 29 Applicants Notified

January 1 Programs Begin



# Accessing the Application www.hawilsonfoundation.org

#### **HUEY AND ANGELINA WILSON FOUNDATION**

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#### Helping the people of Rouisiana

The Huey and Angelina Wilson Foundation's mission is to enhance Louisiana's communities, and in particular the greater Baton Rouge area, by supporting philanthropic initiatives and programs that improve the lives of its citizens.

The Foundation funds efforts in the areas of Human Services, Healthcare, Education and Prison Reentry, which positively impacts and strengthens the organizations and institutions that address the underlying causes of problems rather than treating symptoms.

HUMAN SERVICES HEALTHCARE

ARE EDUCATION

PRISON RELEASE



#### News & Announcements

#### \*Prison Reentry Initiative\*

The Wilson Foundation is excited to announce that it has established a multiyear **Prison**Reentry Initiative beginning January 2016.

READ MORE ▶

#### **Interim and Final Reporting**

For 2014 fall grant recipients, final reports were due September 30, 2015.

For 2015 spring grant recipients, interim reports were due September 30, 2015.

If you have not submitted your reports, please do

#### Grantmaking Process

Our 2015 fall grant cycle proposal deadline has passed. We are currently in the review process. Award announcements will be mailed out in early November.

FIND OUT MORE ▶



#### HUEY AND ANGELINA WILSON FOUNDATION

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OUR APPROACH CURRENT PARTNERS REPORTING

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#### Prison Reentry Initiative

The Wilson Foundation has supported prison reentry programming since its inception, recognizing that incarcerated and formerly incarcerated individuals are members of the community who oftentimes need support and services to become productive members of society. In the past, the Foundation supported reentry programs that focus on education, job readiness, life and soft skills training, financial literacy, parenting and family reunification. While we will continue to support such integral programs, we have adopted a more strategic, comprehensive approach that will provide a greater, more thoughtful source of support for reentry services, as well as policy and advocacy work. With Louisiana having the highest incarceration rate in the world, the Foundation believes that this historically underfunded area should be a top priority.

The Foundation launched a multi-year Prison Reentry Initiative, beginning January 2016 in the Greater Baton Rouge area. The Foundation's strategy relies on bringing together various stakeholders, including officials at all levels of the criminal justice system, lawmakers, direct services providers, faith-based providers, mental health care workers, employers, volunteer mentors, and the community's citizenry, and facilitating a collaborative approach based on shared data and results-driven learning to minimize and overcome the current challenges related to prison reentry.

The Reentry Initiative seeks to create a continuum of care of support that engages incarcerated persons earlier in the process, and stays with individuals longer after they are released to better support their reintegration back into their communities. The Foundation's ultimate goal is to create a dramatic reduction in the percentage of formerly incarcerated residents that return to prison and to increase in the cost-savings associated with successful reintegration. To do this, the Reentry Initiative looks to support efforts that focus on one or more of the following areas:





OUR APPROACH CURRENT PARTNERS REPORTING APPLICANT RESOURCES via the link below and is available only during the months of October and November prior to the grant cycle application deadline.

\*It is strongly recommended you read the Prison Reentry Initiative Grant Guidelines prior to accessing the application.

#### \*Important 2016 Dates:

- · Application training will be held October 6th from 9:00 a.m. 4:00 p.m.
- . Drafts of the grant application will be due October 21st by 4:30 p.m.
- . The final grant application deadline is November 18th by 4:30 p.m.
- · Award notifications will be sent on December 30th by 4:30 p.m.

\*Please check your typing. This is the information that will be used on all of your organizational documents and presented to the Foundation Board of Trustees.

\*Be sure to add @hwilson.org, @rinstitute.org, and mail@grantapplication.com to your email program's "safe senders" list to ensure you receive all communications.

To access the online Prison Reentry Initiative application click here.



To re-access the working draft of your application, click here.

For assistance on the Reentry Initiative, please contact Tristi Charpentier at (225) 292-1344 or tristi@hwilson.org.







Contact Us Help Huey And Angelina Wilson Foundation

#### Eliaibility Ouiz

Congratulations! You are now on the Huey and Angelina Wilson Foundation online grant application

At the Huey and Angelina Wilson Foundation, we view every Prison Reentry Initiative grant application in terms of the ways in which your efforts will ultimately help the incarcerated and formerly incarcerated achieve success. We are, therefore, less focused on your specific activities, the order in which they occur, or who is doing them. They are important as the input, but they are the means, not the end. We want to know who or what will be different as a result of your efforts.

#### Before you Begin

Please read the Huey and Angelina Wilson Foundation Prison Reentry Initiative Guidelines which are located at www.hawilsonfoundation.org/prisonreentry.

We strive to keep this simple, but we know questions will arise. We are here to help. Please contact us for guidance or assistance.

- \*\* Please check your typing. This is the information that will be used on all of your organizational documents and presented to the Foundation Board of Trustees.
- \*\* Click the check mark icon to spell check your narrative, if applicable.
- \*\* Click the "i" icon for examples throughout the application.
- \*\* Feel free to copy and paste as needed from any original or previous documents you may have created.
- \*\* Please use numbers or asterisks instead of bullets.
- \*\* Be sure to enter results into the focus area for which you are requesting funding.

receive all system communications.

Yes, I have read the guidelines No, I have not read the guidelines

NOTE: Add managgrantappiication.com and while son.org to your safe senders list to ensure you





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#### **Eligibility Quiz**

Which of the following best describes the project for which you are seeking funding:

- <u>Direct Service (Program Support)</u>: Projects selected for direct service investments will answer the question What positive gains will occur for individual participants or communities? Projects include new or existing programs that work directly with incarcerated or formerly incarcerated individuals, employers, or community members to achieve results.
- 2. Capacity & Collaboration Building: Projects selected for capacity and collaboration building investments will answer the questions How will your organization and/or other organizations be different and what will this enable you and/or them to do better? How will collaboration improve effectiveness or efficiency while improving results for incarcerated and formerly incarcerated individuals' lives? Projects include efforts that strengthen the existing capacity and/or collaboration of reentry organizations to achieve results.
- 3. <u>Systems Change:</u> Projects selected for systems change investments will answer the question How will your work inform change on a macro-level, including influencing policy or changing service forts, research and advocacy efforts that lead to positive changes by state and local lawmakers in tuding district attorneys, judges, sheriffs,

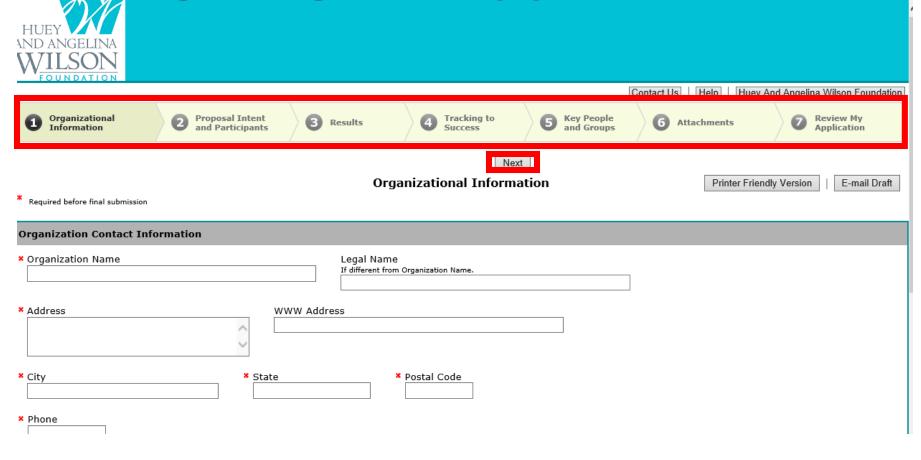
positive changes by state and local lawmakers it wardens, and probation and parole officers.

Select One-

Direct Service (Program Support) Capacity & Collaboration Building Systems Change



## Navigating the Application





## Navigating the Application

Organizational Background
* 1. What is your organization's mission and vision?  Guidance: Mission is what you do, and vision is the end state you wish to achieve. Describe how your mission gives you focus and guides your actions and decisions.
* 2. Please provide a brief history of your organization. <u>Guidance:</u> Please be sure to include the following: number of years in service, number of employees, number of volunteers, number of board members, and number of participants served annually.
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* 3. What is your total organizational budget? <u>Guidance:</u> In dollars, indicate the total annual budget for your most recently completed fiscal year.
4. Does your organization use a fiscal agent or another organization?  If yes, check the box and answer Question 5. If no, skip Question 5 and move to the next page.
5. What is the name, Tax ID and address of your fiscal agent?
Guidance: Provide the official name and mailing address for your fiscal agent along with the nine-digit US Tax ID number of the 501(c)(3) non-profit organization for which you are making this application.





## Navigating the Application





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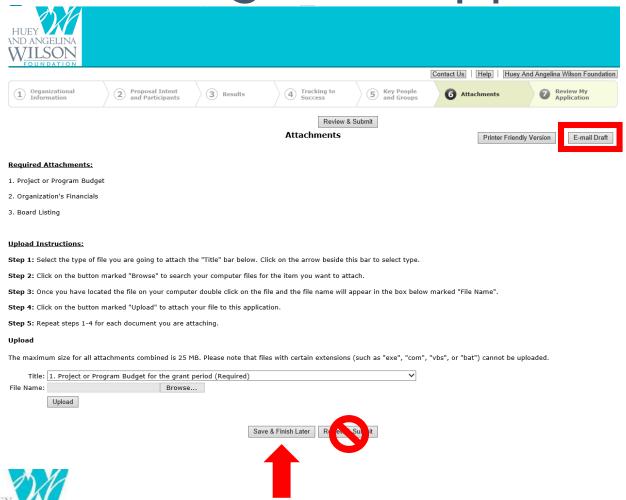


## **Applicant Portal**





## **Emailing Your Application**



Applicants must email a draft to

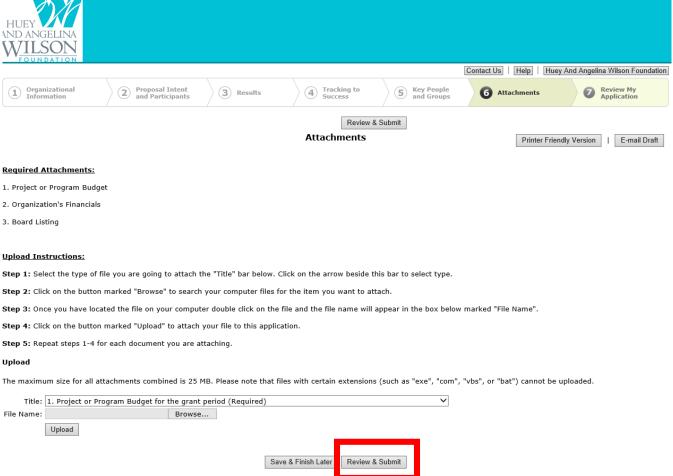
tristi@hwilson.org by October 20.

This can be done from the last page of the application or the Applicant Portal as shown on the previous slide.

DO NOT select review and submit until after all revisions have been made. Final application deadline is

November 17

## Submitting Your Final Application





Final application submission by November 17.

## **Next Steps**

- Online application is available on our website at <u>www.hawilsonfoundation.org</u>.
- Complete a draft application, save it and email it to
   Tristi Charpentier at <a href="mailto:tristi@hwilson.org">tristi@hwilson.org</a> no later than
   10/20/17. Do not submit the application at this stage!
- Receive written, phone or in-person assistance by 11/10/17.
- Once you receive feedback, you will submit your final proposal no later than 11/17/17 (Friday before Thanksgiving).
- Selected Site Visits 11/29/17 through 12/1/17.
- Receive notifications no later than 12/29/2017.

### **Contact Information**

Tristi Charpentier
Initiative Manager
Huey and Angelina Wilson Foundation
Tristi@hwilson.org
225-292-1344

