

NICJR MENU OF SERVICES



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GUN VIOLENCE REDUCTION

NICJR works with multiple jurisdictions across the country to develop, implement, and refine effective gun violence reduction strategies (GVRs) and community violence intervention (CVI) ecosystems. This work typically includes some or all of the following research, training, and technical assistance services. NICJR also creates custom offerings based on client needs.

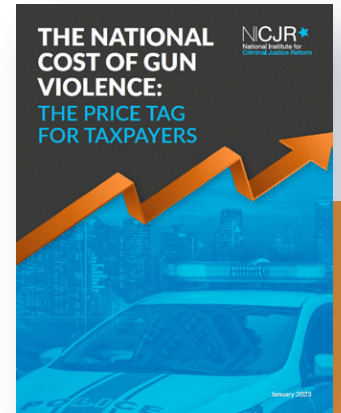


RESEARCH AND DATA MANAGEMENT SERVICES

Cost of Gun Violence Study

This analysis breaks down the specific governmental costs associated with each fatal and nonfatal shooting in a jurisdiction. NICJR has conducted a series of these studies in jurisdictions across the US, releasing findings in powerful, detailed infographic reports.

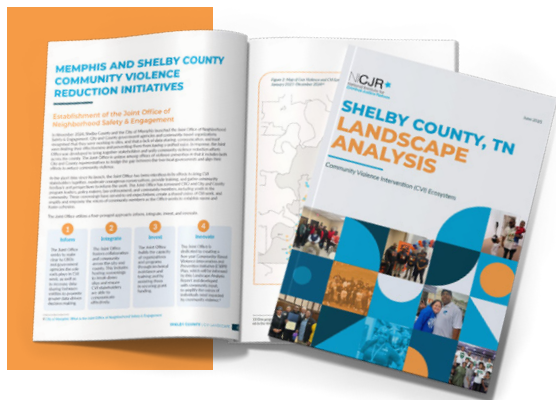
While much of the information required for this report is publicly available, some data will likely come from interviews with local stakeholders such as local law enforcement agencies, the coroner's office, and others. The jurisdiction must commit to identifying and connecting NICJR to the appropriate individuals who can provide the time and cost information necessary to calculate time and money spent responding to fatal and nonfatal shootings.



Violence Reduction Landscape Analysis

This report provides a comprehensive portrait of a jurisdiction's existing violence reduction ecosystem by examining both government and community-based resources to identify service gaps and opportunities for increased coordination and collaboration.

Research for this report requires interview participation from staff and leadership from key community-based organizations (CBOs) within the jurisdiction's violence reduction ecosystem. The jurisdiction will provide email introductions to leaders of local violence reductions agencies and initiatives, as appropriate based on local dynamics. NICJR requests that the jurisdiction provide feedback on the draft report within five business days of delivery.



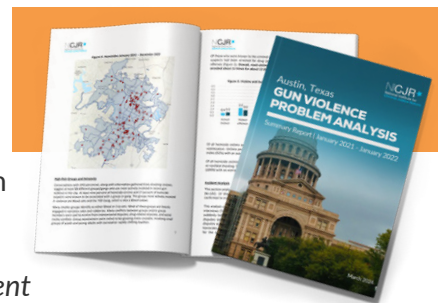
Gun Violence Assessment

This report offers a high-level overview of a jurisdiction's gun violence problem through analysis of publicly available data on the jurisdiction's fatal and nonfatal shootings in the past 12–24 months.



Gun Violence Problem Analysis

This report uses detailed data provided by a jurisdiction to examine fatal and nonfatal shootings in the past 12–24 months. This analysis identifies the specific nature of gun violence in the jurisdiction and the unique characteristics of groups and individuals at highest risk of being involved in gun violence, equipping the site to strategically focus interventions.



Conducting a GVPA requires substantial participation from local law enforcement agencies. This includes, but is not limited to, coordinating in-person meetings with individual officers or detectives and/or units to conduct a Group Audit; providing existing electronic shapefiles for geographic analysis of crew and/or shooting dynamics; coordinating interviews with detectives responsible for investigating fatal and nonfatal shootings for Incident Reviews; and providing RAP sheets and other information about criminal histories of shooting victims and suspects. NICJR requests that the jurisdiction provide feedback on the draft report within five business days of delivery.

Operational Assessment

NICJR conducts operational assessments to better understand the current state of the local office of violence prevention (OVP), including organizational infrastructure, staffing, funding and other resources, funding to local CBOs, and other partnerships. Through this assessment, NICJR identifies strengths, challenges, and gaps relative to a fully developed and implemented OVP. A final report detailing findings and recommendations to guide the transition is provided.

Research for this report will require interview participation from the office's staff. NICJR requests that the jurisdiction provide feedback on the draft report within five business days of delivery.

Data-Driven Performance Management Process

NICJR helps local jurisdictions to establish data-driven performance management processes. This includes defining goals the jurisdiction intends to achieve through its violence reduction efforts, along with performance measures and metrics. NICJR also supports jurisdictions in establishing a monthly meeting to review goals, performance measures, and metrics and hold partners accountable to achieving agreed-upon objectives.

Data Collection and Management Tool Identification and Development

NICJR helps local jurisdictions identify and implement data management systems that will both function best for the implemented programming and support the collection and management of data relevant to the identified goals, measures, and metrics. NICJR will also provide performance management report forms and data collection tools to this end, including forms and tools for staff development, program development, reporting, and data collection.

PLANNING SERVICES

Violence Reduction Strategic Plan Creation

NICJR supports the development of a comprehensive, community-wide violence reduction strategic plan by facilitating a series of planning meetings with a planning team; conducting research to inform the planning process and ensure that the needs and priorities of community members and other stakeholders are meaningfully represented in the plan; and based on the planning team's work, drafting, finalizing, and presenting the violence reduction strategic plan.

GUN VIOLENCE REDUCTION STRATEGY (GVRs) TECHNICAL ASSISTANCE

Director Support



Having a local director responsible for the management of GVRs is critical to its success. Throughout all of the activities described below, NICJR works closely with and helps to train the local GVRs coordinator or director to ensure that the GVRs model is implemented successfully and with fidelity to the jurisdiction's needs. NICJR also supports the director in building and maintaining partnerships, establishing a strong working relationship with local law enforcement, and implementing processes for continuous quality improvement.

Shooting Reviews



NICJR supports jurisdictions as they establish and/or refine a regular (weekly or bi-weekly) meeting of key law enforcement personnel including police, sheriff, jail, probation, parole, etc. In this meeting, staff review each shooting that has occurred since the previous meeting, discussing why the shooting occurred, who is known to have been involved, what gang and group dynamics may be at play, and whether there is risk for retaliation and by whom. Based on this discussion, staff identify groups and individuals on whom to focus interventions.

Coordination Meetings



NICJR also supports jurisdictions as they establish and/or refine regular Coordination Meetings. Immediately following each Shooting Review, the law enforcement liaison (or team) should meet with the managers of the community-based organizations tasked with engaging high-risk individuals and/or the local office of violence prevention to share information from the Shooting Review, including individuals identified as likely to retaliate or be retaliated against, to inform the development of plans for outreach and engagement.

Direct Communications



Once identified, individuals at very high risk should be informed of their risk and offered support. This direct and respectful communication is usually done in a group setting (Community Safety Meeting) or a small meeting with the individual (Individual Notification). NICJR supports the development and implementation of these communications.

Intensive Engagement / Life Coaching



Once individuals have been identified as being at very high risk of being involved in a shooting and directly and respectfully informed of their risk, they are then offered real and substantial services, supports, and opportunities—most importantly, intensive engagement with a life coach. NICJR supports the development of program protocols, equips the jurisdiction with management tools, and provides training and technical assistance to help staff become life coaches (See Training).

Focused Enforcement



For those individuals who continue to engage in violence, there is follow-up supervision and focused enforcement by police, probation, parole, and prosecutors. NICJR works with law enforcement to develop individual and group-specific plans as well as to develop performance metrics to successfully implement a focused enforcement effort that prioritizes gun violence and de-prioritizes minor offenses, producing the net effect of a reduced law enforcement footprint and increased public safety.

OFFICES OF VIOLENCE PREVENTION (OVP) TECHNICAL ASSISTANCE

Office Implementation Support

NICJR supports the development of new OVPs and helps jurisdictions focus on efforts that effectively reduce violence, support local community violence intervention organizations, manage a jurisdiction-wide strategy, and hold stakeholders accountable. NICJR provides this support through consistent coaching, technical assistance, and training to the Director of the Office of Violence Prevention and staff.

Community Violence Intervention (CVI) Workshop

This initial workshopping exercise allows a jurisdiction to begin thinking through and visioning its CVI ecosystem buildout. This visioning is often used to inform the development of a violence reduction strategic plan.

Communications and Public Relations Support

NICJR supports OVPs in developing a clear, compelling brand and cohesive communications and public relations strategy. NICJR also provides training and coaching to support strategy implementation.

OVP Conversion

NICJR supports program staff to support the transition into an OVP, with flexible TA that is tailored to the jurisdiction's priorities and responsive to emerging needs. It may focus on topics such as right-sizing the OVP, prioritizing internal initiatives, developing and deploying awareness campaigns as the Office launches, and understanding the evolution of the jurisdiction's community violence intervention ecosystem.



JUSTICE SYSTEM REFORM



JUSTICE SYSTEM REFORM TECHNICAL ASSISTANCE

Continuum of Care Design and Development

NICJR supports jurisdictions in developing and strengthening youth justice continuums of care anchored in the principles of positive youth justice. This tailored support can range from targeted, general TA to sustained, deep collaboration. It may include a combination of the following:



Systems Assessment
NICJR assesses a jurisdiction's current justice resources (both governmental and community), identifies gaps and challenges, and offers recommendations for improvement.



Program Design
NICJR supports the design of a comprehensive system of care. This support may include, but not be limited to, community engagement, policy and protocol development, and resource allocation planning.



Implementation Support
NICJR supports a jurisdiction as it implements justice system reform, including training staff, establishing channels for internal and cross-systems collaboration, establishing metrics and mechanisms to monitor progress, refining policies and protocols based on monitoring, and more.

Policy and Legislation Support

NICJR supports jurisdictions in developing and enacting policies and legislation that drive justice system reform.

Just and Safe Implementation Support

NICJR supports communities in becoming Just and Safe jurisdictions, including helping them to reduce the size of criminal justice agencies and refocus their work on nonfatal shootings and homicides; improve the outcomes of system-impacted youth and adults; and reinvest savings from a reduced system back into the communities most impacted by crime, violence, and incarceration.

DATA MANAGEMENT SERVICES

Data-Driven Performance Management Process

NICJR helps local jurisdictions to establish data-driven performance management processes. This includes defining goals the jurisdiction intends to achieve through its justice reform efforts, along with performance measures and metrics. NICJR also supports jurisdictions in establishing a monthly meeting to review goals, performance measures, and metrics and hold partners accountable to achieving agreed-upon objectives.

Data Collection and Management Tool Identification and Development

NICJR helps local jurisdictions identify and implement data management systems that will both function best for the implemented programming and support the collection and management of data relevant to the identified goals, measures, and metrics. NICJR will also provide performance management report forms and data collection tools to this end, including forms and tools for staff development, program development, reporting, and data collection.

TRAINING SERVICES

NICJR offers the following trainings. We are also able to develop custom trainings in response to client needs and priorities. All trainings may be offered in person or virtually; however, we strongly believe that trainings are most productive and impactful when offered in person.





GUN VIOLENCE REDUCTION STRATEGY

Gun Violence Reduction Strategy training supports individuals and organizations in strengthening essential skills to help interrupt the cycle of violence in our most vulnerable communities and build a sustainable strategy for gun violence reduction. This training can be offered in conjunction with NICJR research specific to a jurisdiction (for example, a Gun Violence Problem Analysis report), or as a stand-alone training in jurisdictions where a specific study has not yet been conducted.

Topics Covered

- Effective gun violence reduction strategies
- How to effectively serve those at highest risk of gun violence

Training Logistics

Gun violence reduction strategy programs can benefit various organizations and individuals serving individuals at high risk of participating in or being a victim of gun violence in the immediate future. The program is particularly beneficial for:

- Justice systems administrators and personnel
- Violence intervention staff
- Offices of violence prevention or other similar agencies

Training Duration: 1 day

Additional reading materials provided



INTENSIVE LIFE COACHING / CREDIBLE MESSENGER

NICJR offers Intensive Life Coaching training for community organizations and government agencies seeking to provide effective intervention to high-risk youth and young adults through a healing-centered environment. The training program supports participants in understanding the importance of developing authentic, trusting relationships with clients.

Topics Covered

- Key responsibilities of Life Coaches / Credible Messengers
- Effective outreach strategies
- Tools for developing and maintaining trusting relationships with clients
- Assessing client needs and strengths
- Developing a life plan
- Case management administration (case notes, case meetings, file reviews, etc.)
- Self-care and wellness strategies for direct-service staff

Training Logistics

This training can benefit various organizations, agencies, and individuals serving high-risk young people. The program is particularly beneficial for:

- Case management staff
- Violence intervention staff
- Street outreach workers
- Offices of violence prevention

Training Duration: 2 days

Workbook and additional reading materials are provided



SUPERVISORS

NICJR's Supervisors training equips team leaders with coaching techniques used to empower frontline staff engage and build trusting relationships with high-risk individuals. Additionally, the training focuses on the use of management tools to ensure quality service delivery, documentation, and data tracking as well as the implementation of monthly Case Conferences, monthly caseload reports, and regular field visits.

Topics Covered

- Key responsibilities of Life Coach Supervisor
- Key responsibilities of Outreach Supervisor
- Reviewing case notes and conducting file reviews
- Case Conferences (includes brief high-level reviews of all cases and an in-depth review of one case from each Life Coach)
- Client and/ or Referral Assignments
- Self-care and wellness strategies for direct-service staff
- Management tools (database management, caseload reports, data dashboard, Life Plan / Intake form, etc.)
- Conducting field visits

Training Logistics

This training can benefit various organizations, supervisors, and team leads serving high-risk individuals. It is particularly beneficial for:

- Credible messenger life coaches/ case managers or outreach supervisors
- Executive directors / program managers
- Offices of violence prevention program managers or supervisors

Training Duration: 1 day



HEALTHY, WEALTHY, & WISE TRAIN-THE-TRAINER

Healthy, Wealthy, & Wise (HWW) is a culturally relevant, trauma-informed cognitive behavioral therapy (CBT) program specifically developed to reach very high-risk youth and young adults through a healing-centered environment. The focus of the curriculum is to change the mentality that gives rise to destructive behaviors. NICJR's HWW Train-the-Trainer course equips key staff to implement the HWW curriculum.

Topics Covered

- Key elements of the transformative mentoring approach
- Leading culturally relevant CBT group sessions
- Facilitating the HWW curriculum
- Session outlines
- Strategies for successfully engaging participants
- Assessing participation and engagement

Training Logistics

HWW Train-the-Trainer programs can benefit various organizations and individuals serving high-risk young people. The program is particularly beneficial for:

- Credible messenger life coaches or case managers
- Violence intervention staff
- Offices of violence prevention

Training Duration: 2 days, plus follow-up implementation support

HWW curriculum, handouts, video links, journal recommendations, and additional reading materials provided



POSITIVE YOUTH DEVELOPMENT AND POSITIVE YOUTH JUSTICE

Positive Youth Development (PYD) is a strength-based, asset-based, and youth-involved development process informed by principles of restorative justice and designed to guide youth in reaching their full potential. NICJR's PYD and Positive Youth Justice training focuses on effective practices that specifically support justice-involved youth to develop appropriately and successfully into adulthood.

Topics Covered

- Introduction to the PYD approach
- Behaviors, skills, knowledge areas, and personal attributes needed by young people to be successful
- Youth outcomes in developmental terms
- The effect of trauma on youth development
- Strategies to engage high-risk youth
- PYD case planning (i.e., assessing core competencies and developing strategies for strengthening youth outcomes)
- Understanding risk and risk assessments, as well as needs and asset assessments
- History of the juvenile justice system
- Why deficit-based, punitive approaches to correct youth behavior are ineffective
- Case studies of youth justice systems that have implemented PYD

Training Logistics

NICJR has tailored its PYD training to meet the needs of various organizations and individuals serving high-risk young people, including:

- Probation officers
- Community-based organizations
- Law enforcement agencies
- School administrators
- Outreach workers

Training Duration: 1 day

Additional reading materials provided





STRENGTH-BASED PROBATION/PAROLE SERVICES

NICJR's Strength-Based Probation/Parole Services training utilizes the same principles of positive youth development, applied to adults. Like PYD, strength-based community corrections is an asset-based and client-involved approach to help guide clients in reaching their full potential. The training focuses on effective practices that specifically support clients in developing skills for a successful transition back into the community.

Topics Covered

- Introduction to the strength-based probation/parole services approach
- Behaviors, skills, knowledge, and personal attributes needed by clients to be successful
- Strategies to engage high-risk clients
- Case planning (i.e., assessing core competencies and developing strategies for strengthening client outcomes)
- Understanding risk and risk assessments, as well as needs and asset assessments
- Why deficit-based, punitive approaches to probation/parole services are ineffective
- Case studies of justice systems that have implemented strength-based services

Training Logistics

NICJR has tailored its Strength-Based Probation/Parole Services training to meet the needs of various agencies directly providing community supervision services, overseeing agencies that provide community supervision services, or working with individuals under supervision, including:

- Law enforcement and community corrections leadership
- Probation/parole officers
- Community-based organizations
- Government agencies and oversight committees

Training Duration: 1 day

Additional reading materials provided





EMOTIONAL INTELLIGENCE

NICJR partners with emotional intelligence consultant Derrick “DB” Bedford, creator of iNeverWorry, to incorporate emotional intelligence training into several of the programs outlined above. The training is particularly beneficial to enhance the PYD and HWW Train-the-Trainer programs.

According to iNeverWorry, emotional intelligence is a solution-based approach to managing stress and emotions. Participants in this training are introduced to these skills by way of innovative group exercises and by using an interactive personality instrument that decodes the various types of personalities we run across every day, in every situation.

Topics Covered

- Recognizing one’s own strengths as well as the strengths of others
- Better managing emotions and skillfully responding to the emotions of others
- Building rapport quickly with co-workers, clients, customers, family, and friends
- Listening to and speaking the language of other temperament groups
- Understanding how others process information for more effective communication
- Modifying communication styles to connect well with others

Training Logistics

This training is beneficial for a wide range of stakeholders, including but not limited to:

- Community-based organizations
- Offices of violence prevention and other similar agencies
- Law enforcement
- Justice systems administrators and personnel

Training Duration: 1 day

Additional reading materials provided



NICJR MENU OF SERVICES

unite. elevate. engage