

Improving Public Safety by Positively Changing Lives

Cognitive Behavioral Interventions - Fidelity

Fact Sheet
October 2025



Evaluating

1000+ facilitators
evaluations

Evaluation tool used in
multiple CBIs

Training

\$300,000 savings
200+ staff trained

T4C Master Trainers
Decision Points Trainers

Coaching

Individual – goal-oriented
and strength-based
System – collaborative small
group learning

Data Sharing

Individual – monthly and
six-month snapshots
Supervisor – monthly and
six-month snapshot
Leadership – six-month
snapshot

About

The Cognitive Behavioral Interventions Fidelity unit positively impacts the Department's mission of improving public safety by supporting facilitators' delivery of high-fidelity interventions. The Fidelity unit also:

- Provides quality assurance and continuous quality improvement to support fidelity implementation of targeted CBIs.
- Supports 60 dedicated facilitation specialists responsible for teaching CBIs in the prison and community setting by training, coaching, and evaluating.
- Adapts to requests from internal stakeholders to provide consultation for implementing continuous quality improvement processes.

Supporting CBIs

We maintain a data tracking system for facilitator evaluations in the following programs. This information is utilized to develop booster training, inform strength-based and goal-oriented coaching, and provide the capability to share data with staff throughout the chain of command. Data is collected on the following CBI programs:

Thinking For a Change (T4C)

Incorporates research from cognitive restructuring theory, social skills development, and the learning and use of problem-solving skills. T4C is implemented in both prison and community environments.

Moving On

Gender-specific programming integrating strength-based, trauma-informed, and relation theory, located at both women's facilities.

Beyond Violence

Gender-specific program integrating trauma-informed approach for women who have committed a violent crime, located at both women's facilities.

Decision Points (DP)

Open group, short-term CBI with a focus on teaching two concepts and four steps to increase participants' ability to stay out of trouble. DP is implemented in both prison and community environments.

Train

The CBI Fidelity Unit has provided T4C training to 200 department staff since 2015. The typical cost for outsourcing this type of training is approximately \$15,000. By having staff certified to train the trainers, unit staff can provide training on an "as needed" basis, allowing for greater responsiveness to the need, thus resulting in substantial cost-saving measures. In December 2022, unit staff were certified to train Decision Points facilitators. Since receiving their certification, they have trained over 40 department staff to facilitate this program.



Coach

CBI Fidelity unit staff are trained in a variety of coaching techniques that focus on a strength-based approach designed to meet the facilitator where they're at and identify reasonable next step(s) to help them improve. Staff take a neutral and non-objective approach to the work and rely on both their working relationship and data to help guide facilitator growth. Coaching sessions can be in person, over the phone, virtually, or in the moment, depending on the facilitator's request.

Data reports are provided to facilitators and their supervisors monthly and every six months. The CBI Fidelity Unit staff also produces a high-level data report for administration to help guide decision-making and resource allocation. Staff will also meet 1:1 with newly trained facilitation staff to provide an overview of support services before any evaluations occur.

For more information:

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