Phoenix Gang Intervention – Program Logic Model for Gang Prevention and Intervention Program

**TARGET POPULATIONS/THEORY**

- Intensive gang interventions based on cognitive-behavioral, motivational enhancement, and social learning philosophies will reduce the resistance to behavioral change and decrease antisocial behaviors, including gang activity.

**STRAATEGIES/ACTIVITIES**

- **Training**
  - 24 Hour training to prepare program staff members to deliver each intervention component

- **Pre-Contemplation** (residents are unwilling to change, unaware, resistant, or in severe denial)
  - Activities – using MET/MI techniques, group contact, and brief workbooks and materials – to engage residents, enhance motivation and receptiveness
  - Decrease in risk factors targeted by program, including:
    - Anger management
    - Life skills
    - Impulse management
    - Problem solving/self-regulation skills
    - Thinking skills
    - Communication skills
    - Substance abuse education
    - Goal setting skills
    - Development of personal safety nets
    - Victim empathy
    - Gender/cultural identity development
    - Employability skills
    - Recreation and leisure time
    - Family involvement

- **Contemplation** (residents participate, but there is still some denial and/or resistance)
  - Activities – using MET/MI techniques, group contact, and brief workbooks and materials – to increase self-awareness and emotional recognition; realistic assessment of current lifestyle; identify values, goals, and risk factors
  - Decreased prevalence
  - Decreased release infractions of probation regulations and requirements
  - Increased compliance with drug testing
  - Decreased post-release infractions of probation regulations and requirements
  - Active participation in post-release treatment/counseling/support groups activities as required

- **Preparation** (residents participate, use program materials, talk, although some resistance remains)
  - Activities – using MET/MI techniques, group contact, and brief workbooks and materials – aimed to identify what needs to be changed in the offender’s life; testing new ideas and learning new skill sets; understanding gang involvement issues

- **Action** (residents actively pursue new skills and can address significant issues and feelings)
  - Activities – using MET/MI techniques, group contact, and brief workbooks and materials – designed to practice new skills; actively change negative behavioral patterns; address issues and techniques for building self-efficacy and healthy relationships
  - Residents demonstrate repeatedly successful coping with variations on their highest risk situations
  - Demonstrate competence in a range of specific assertion skills, refusal skills, resistance skills, resiliency skills, and violence avoidance
  - Evidence of self-efficacy in counseling

- **Maintenance** (residents prepare to return to the community, remain honest and continue to practice new skills)
  - Prepare, review, and revise detailed post-release relapse prevention plans
  - Develop action plans dealing with family, friends, and former gang member

**IMMEDIATE OUTCOMES**

- Staff attend training and are prepared to deliver intervention programming with high fidelity
- Staff begins to build trust, and identify and reduce resistance to the programming
- Residents identify life goals

**INTERMEDIATE OUTCOMES**

- Active participation in programming
  - Resident is aware of feelings
  - Resident can identify alternative life options
  - Residents sign “Contract #1” to agree to participate in the program

- Residents demonstrate insight into behavior
  - Identify and begin to address specific issues relating to gang involvement
  - Demonstrate understanding of social and communication skills
  - Residents sign “Contract #2” to agree not to participate in future gang activities

- residents demonstrate repeatedly successful coping with variations on their highest risk situations
- Demonstrate competence in a range of specific assertion skills, refusal skills, resistance skills, resiliency skills, and violence avoidance
- Evidence of self-efficacy in counseling

**FINAL OUTCOMES**

- Residents internalize program messages
  - Residents recognize the negative consequences associated with gang involvement
  - Residents stay committed to prosocial behavior
  - Residents utilize their new assertion, refusal, resistance, and resiliency skills, and generalize them across situations
  - Decrease in violence and substance use in residential facility

- Residents follow their action plans

**GOALS:**

- 60% of offenders who complete program will not re-arrest for criminal offense for one-year following completion
- 75% of offenders who complete program will not re-arrest for probation violations for gang related offenses for one-year following completion
- 90% of offenders that complete program will have demonstrated competencies in job readiness skills

- Decrease in post-release gang involvement
- Decreased prevalence and incidence of recidivism
- Decreased prevalence and incidence of post-release substance use
- Increased compliance with drug testing
- Decreased post-release infractions of probation regulations and requirements
- Active participation in post-release treatment/counseling/support groups activities as required