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POLICY SCIENCES GROUP  
MEDIATION PROGRAM SURVEY  
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# Survey of Oklahoma Probation and Parole Officers

## Preliminary Analysis

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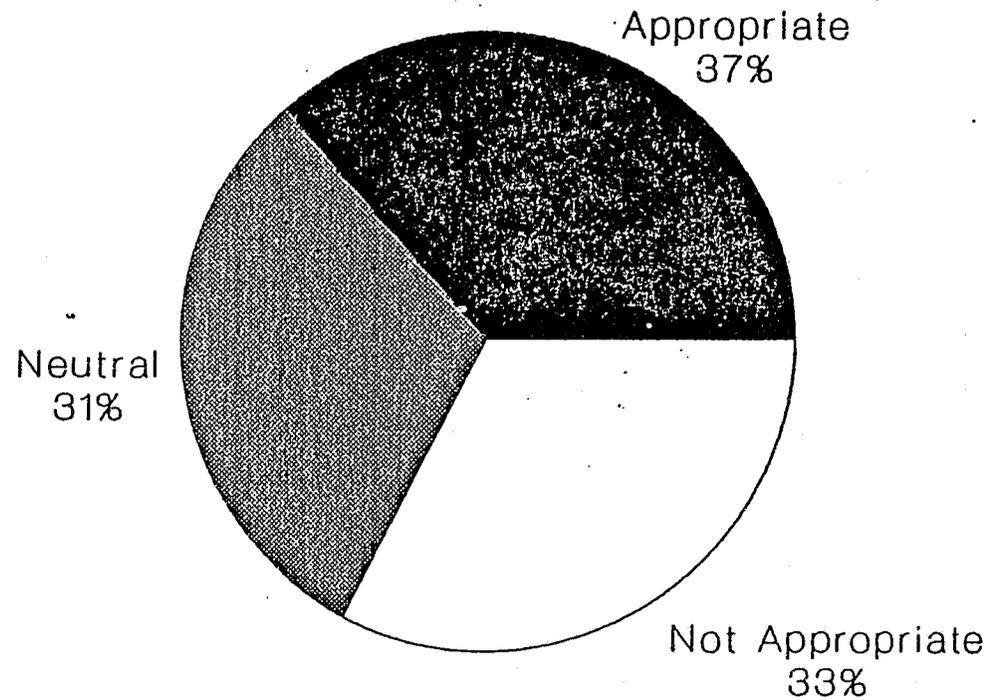
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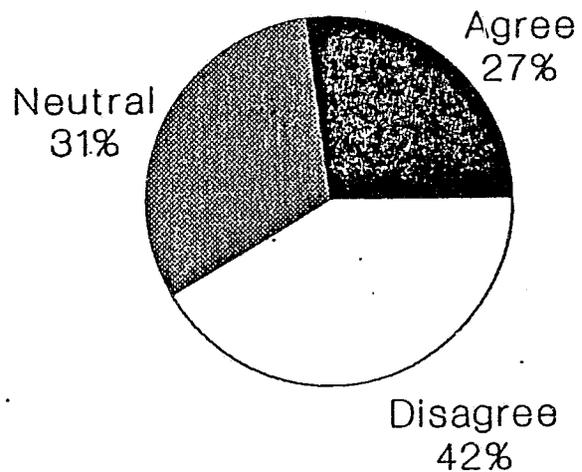
# Survey of Oklahoma Probation & Parole Officers

Total Population	296
Response Rate	60%
Number Responding	179
Average Age	35 years
Average Length Of Employment	5 1/2 years
Sex	
Male	63%
Female	36%
Race	
White	83%
Black	9%
Other	8%
Education	
Bachelors	82%
Masters	16%
Doctorate	2%

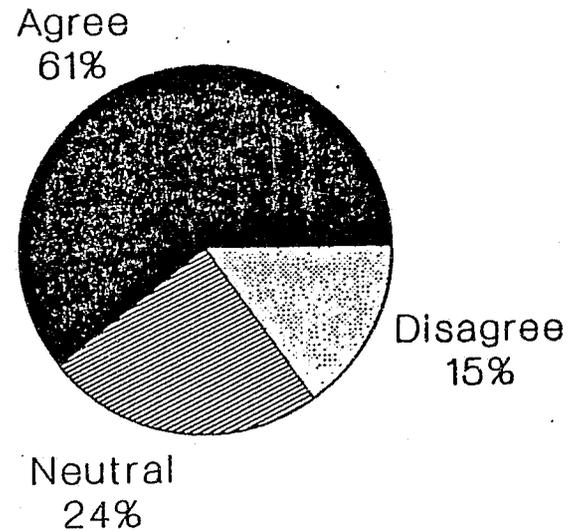
# Is Risk/Needs Instrument Appropriate for Deciding Level of Supervision?



# The Instrument VS Subjective Assessment

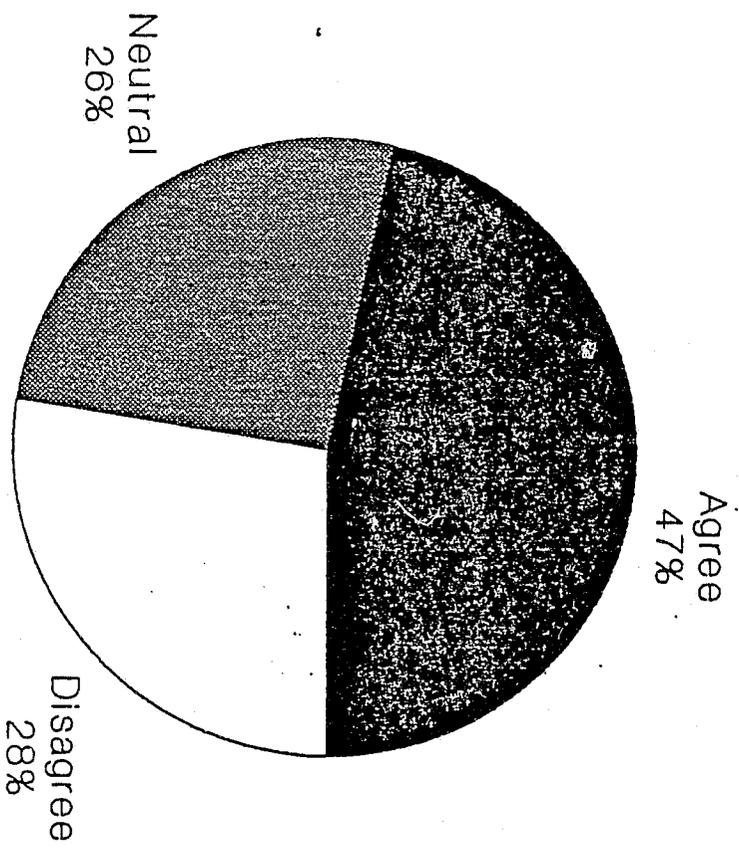


Instrument Better  
than Subjective

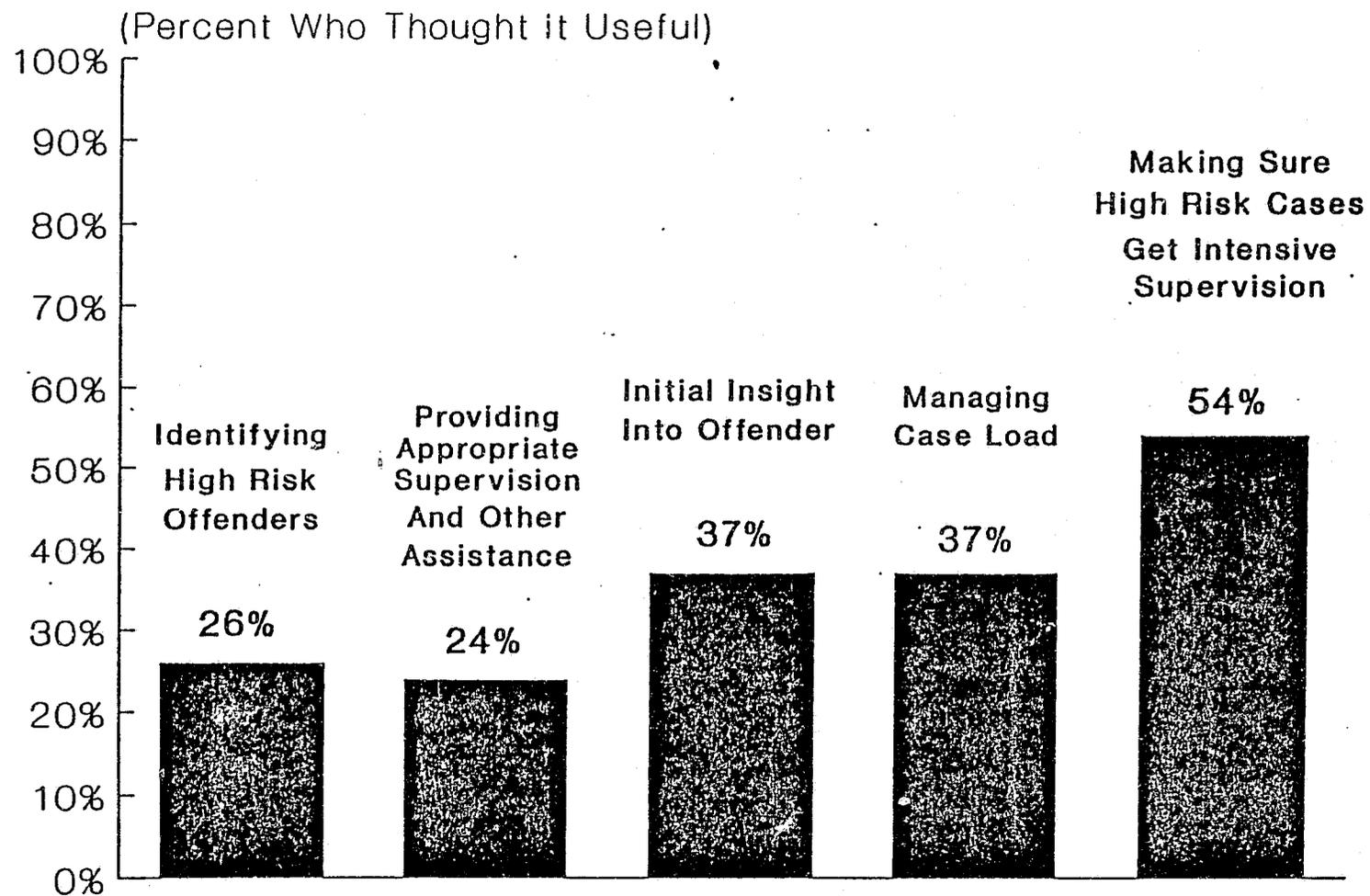


Officer's Knowledge  
Better than Instrument

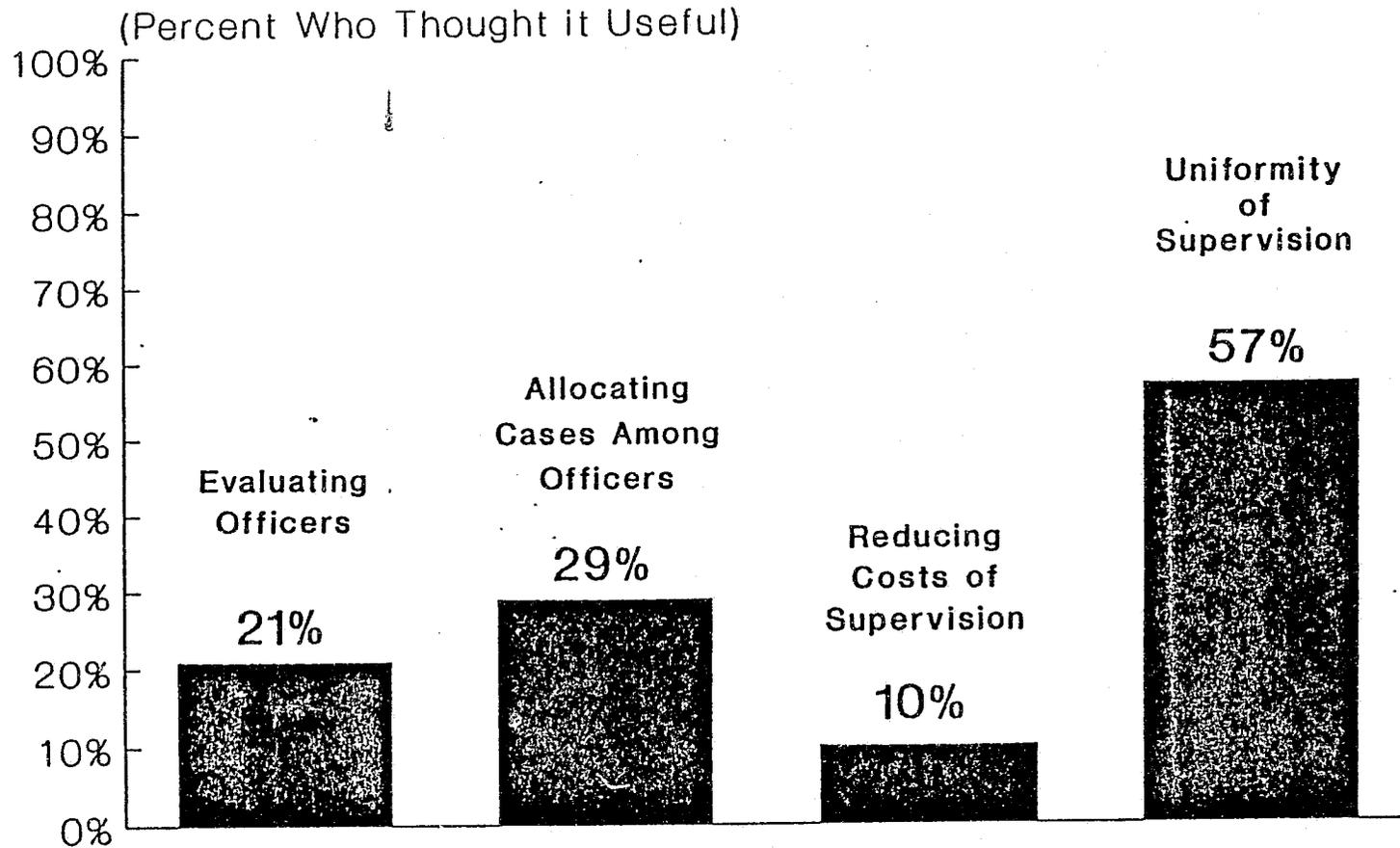
# Instrument is a Helpful Tool



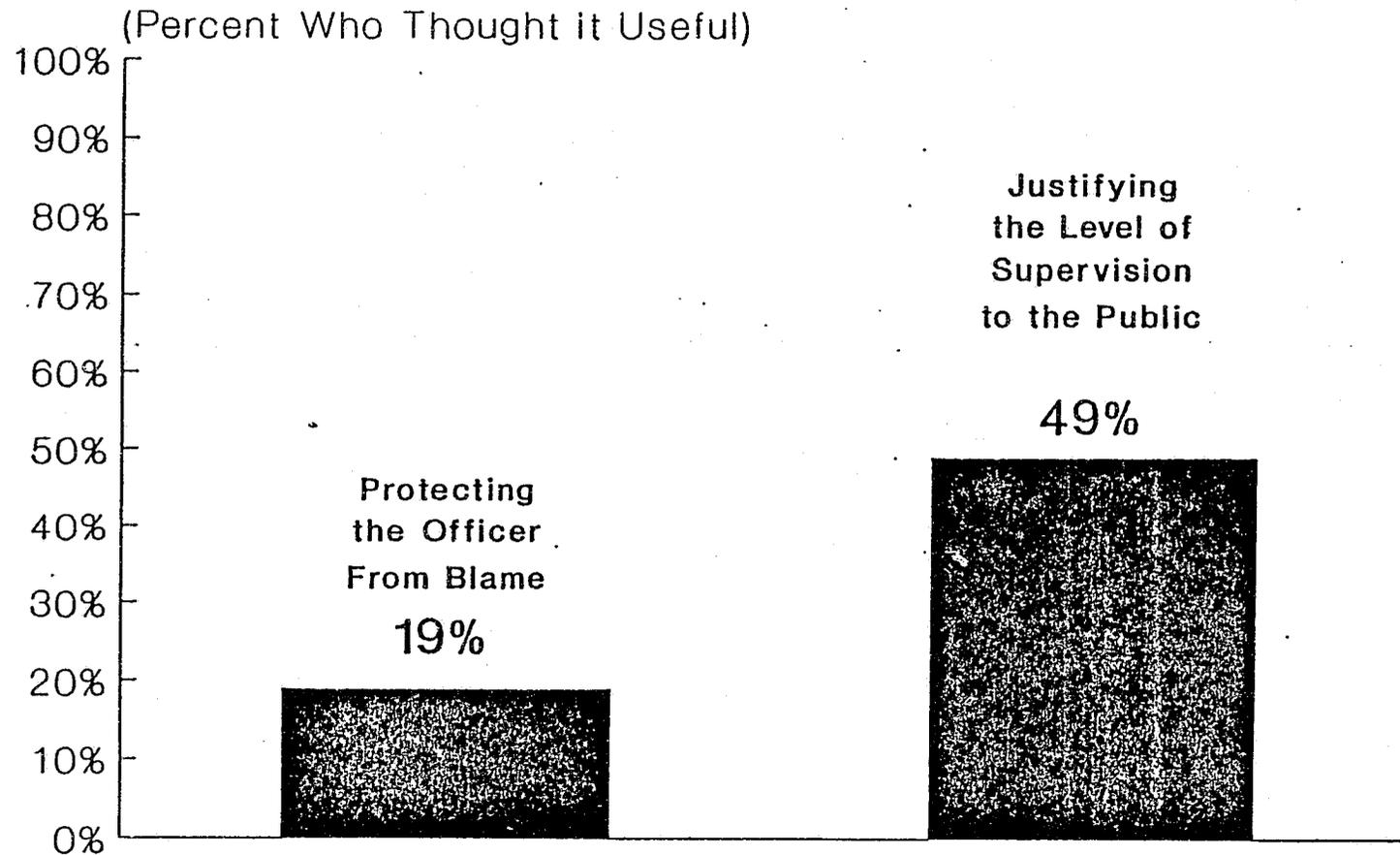
# Usefulness in Their Job



# Usefulness for Supervisors and the System



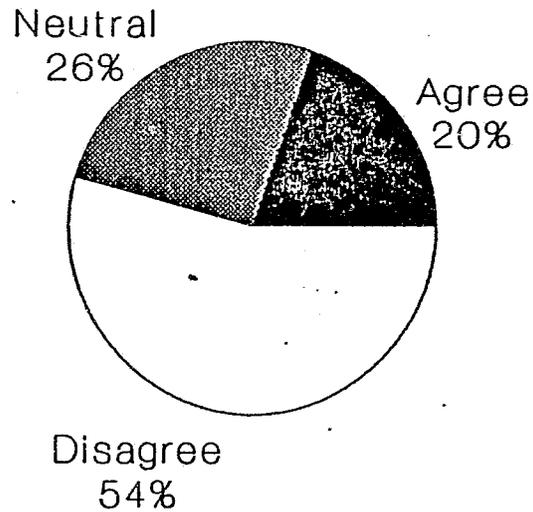
# Usefulness When Facing the Public



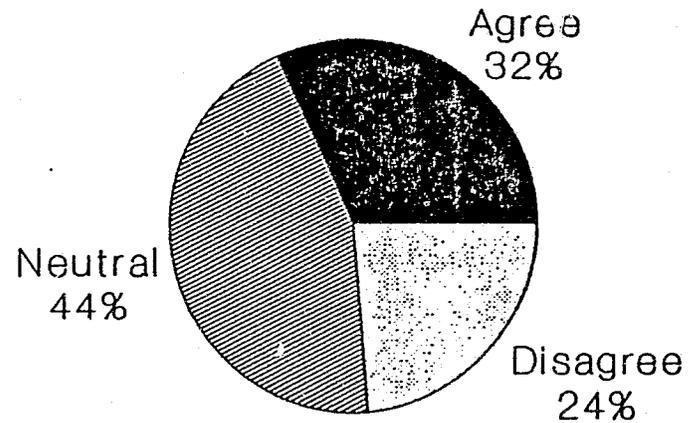
# Ways the Instrument Is Useful

- Useful in Justifying the Level of Supervision to the public
- Useful in Making Sure High Risk Cases Get Intensive Supervision
- Useful in Providing Uniformity of Supervision

# Reasons For Using The Instrument

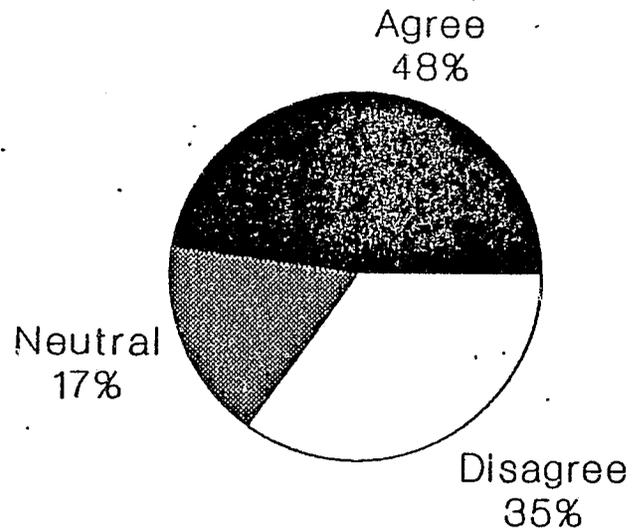


Professionalism

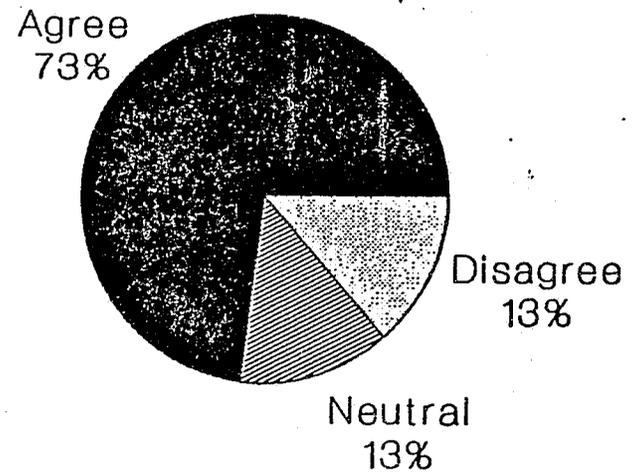


Research Shows it  
is Effective

# Reasons For Using the Instrument

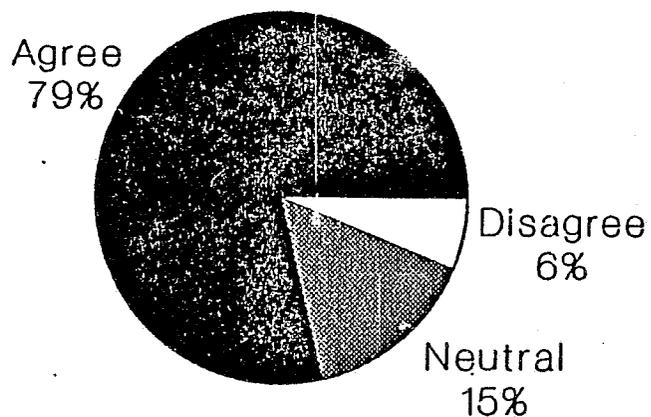


It Is Required

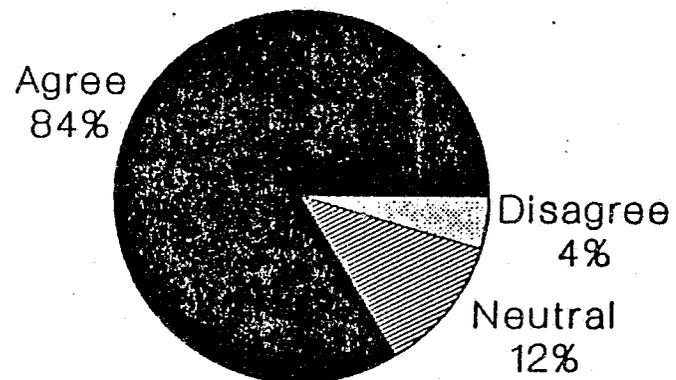


Supervisors Expect It

# Reasons For Using The Instrument

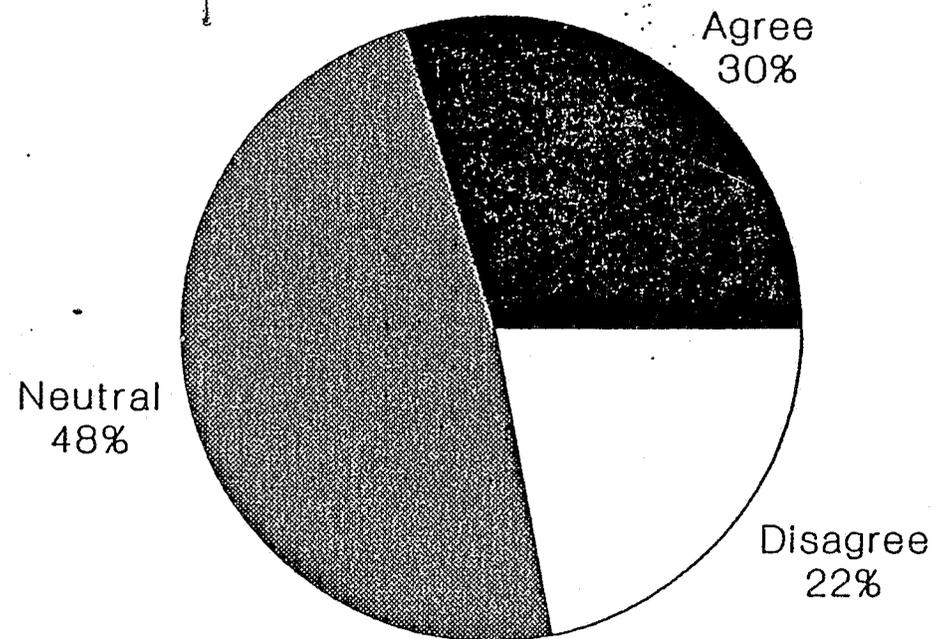


Supervisors Look  
More Favorably

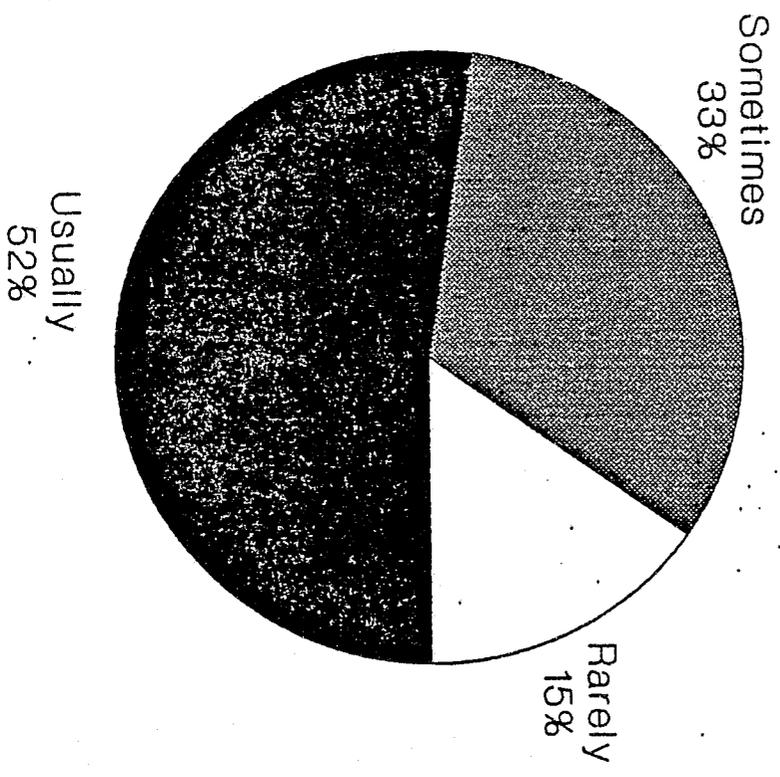


Negative Employee  
Evaluation

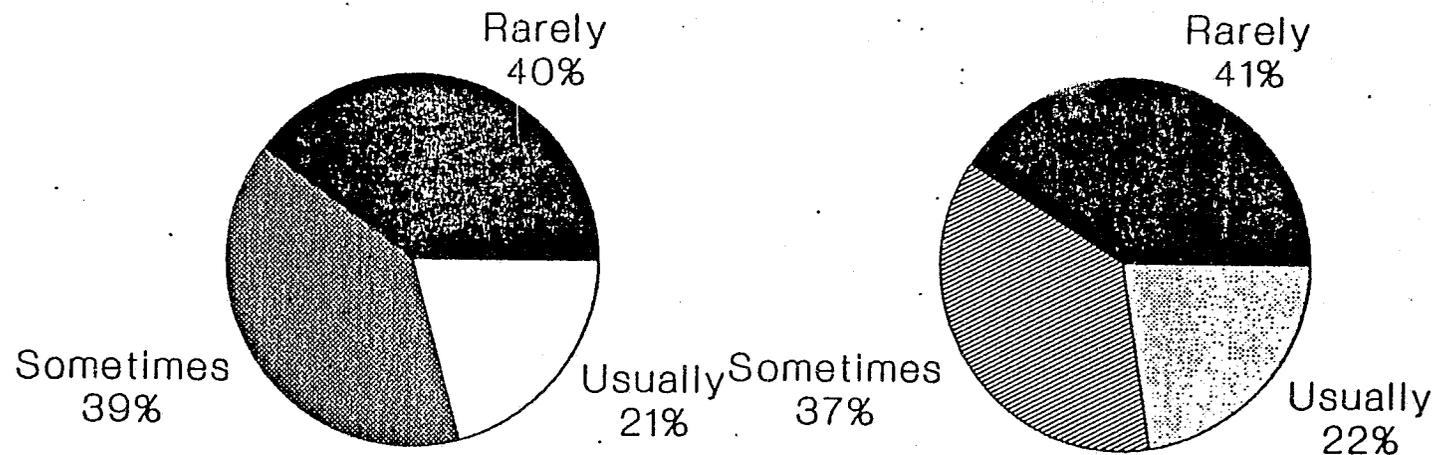
# The Instruments were Imposed from Above; Officers Not Involved



# Are Instruments Being Used as They Were Intended?



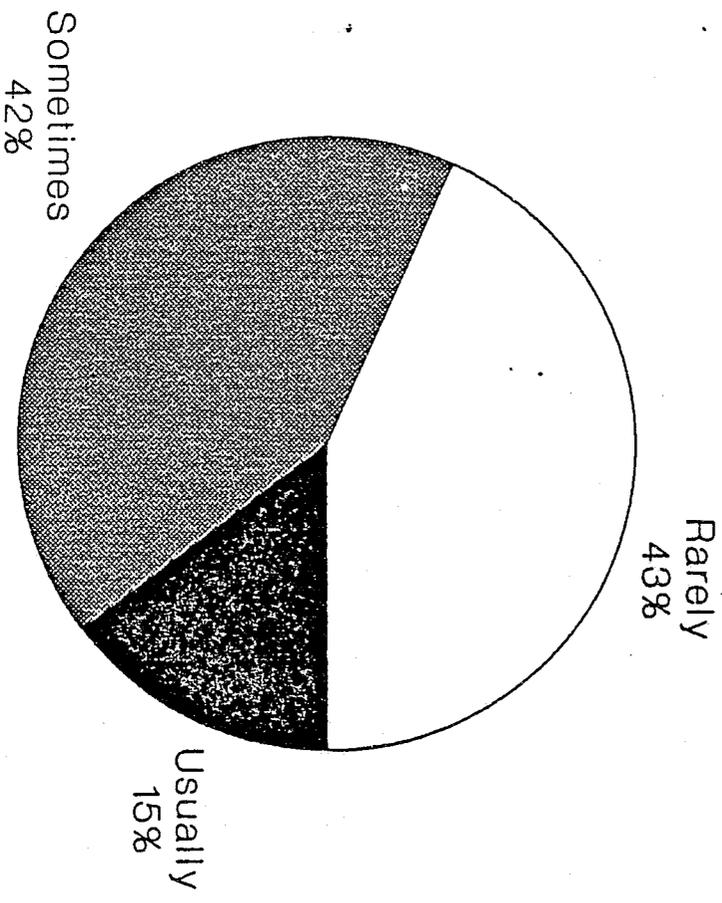
# Manipulation of the Instrument



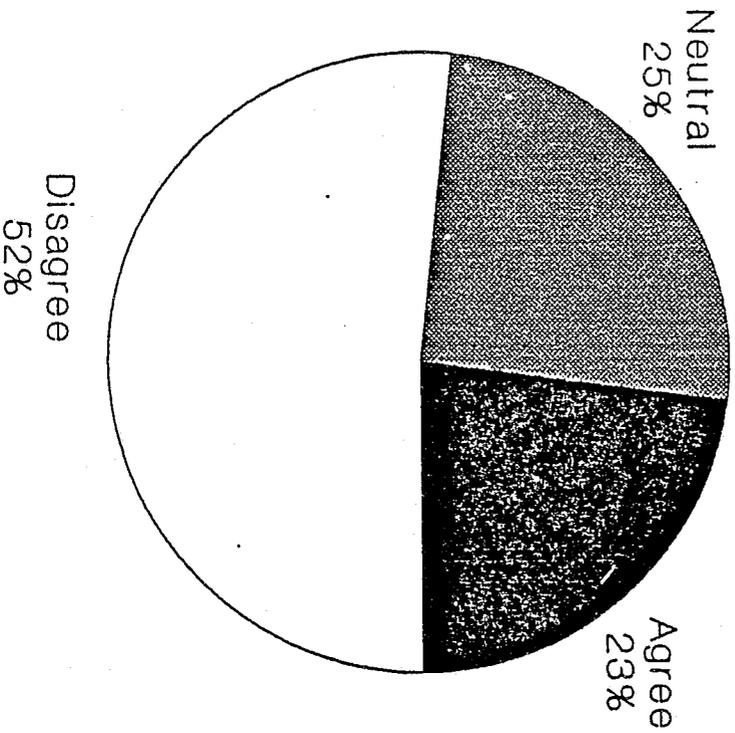
Score Incorrectly to  
Obtain Desired Level

Score Incorrectly to  
Manage Caseload

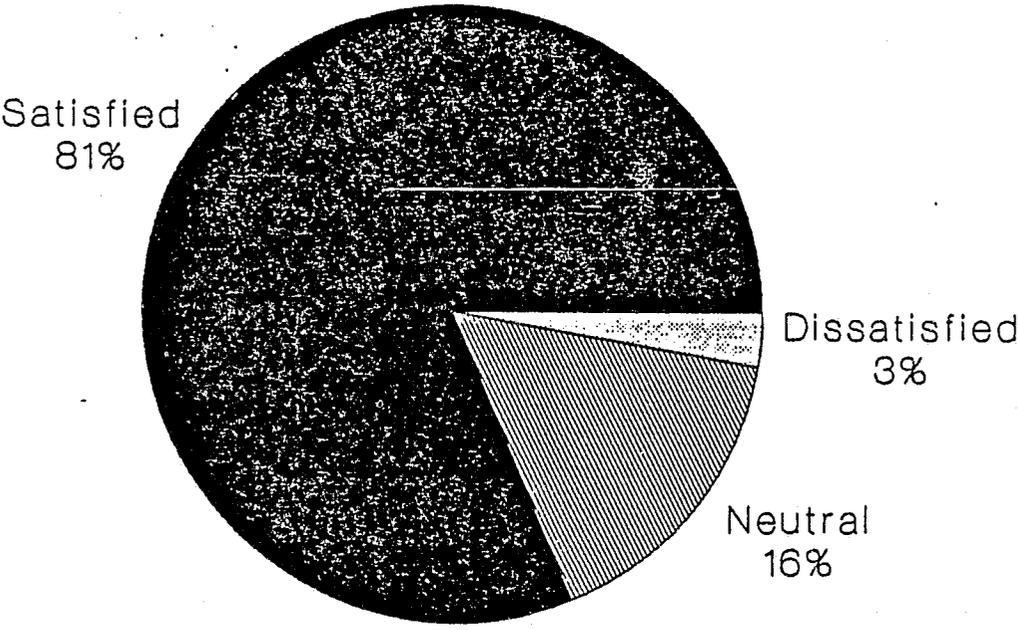
# Avoid Override Process, Just See Client More Often



# System Would Be Better Without the Risk/Needs Instrument



# Job Satisfaction

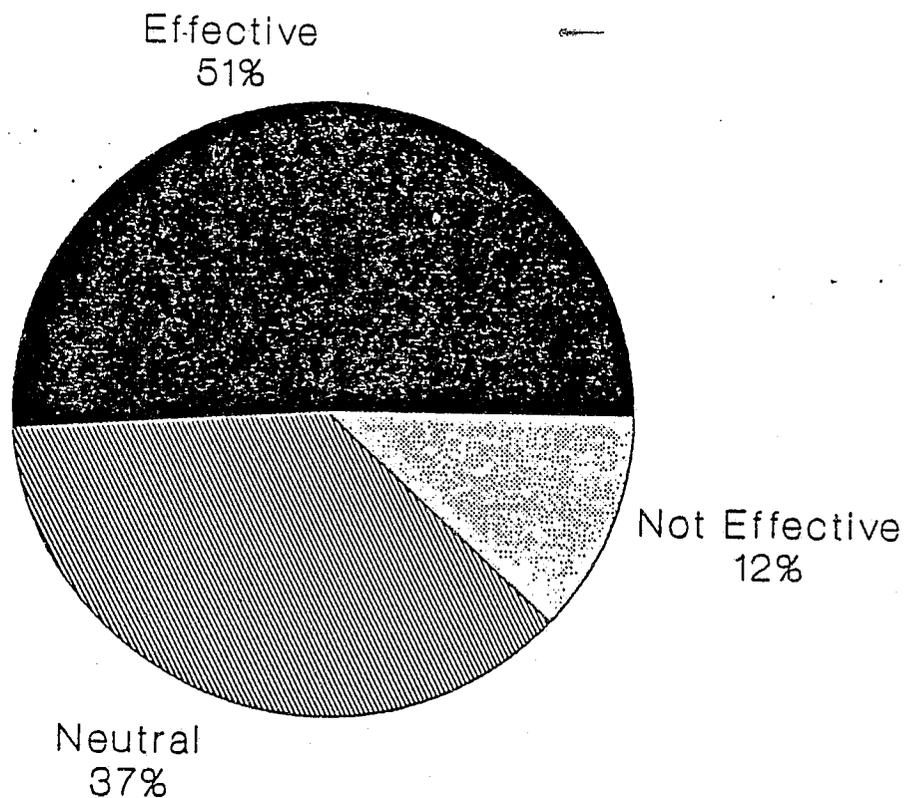


Perceived  
Helpfulness  
of the  
Instrument

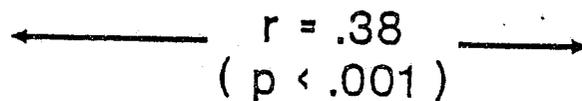
← NO RELATIONSHIP →

Job  
Satisfaction

# Job Effectiveness



Perceived  
Helpfulness  
of the  
Instrument



Job  
Effectiveness

# Awareness of the Ways the Instrument is Useful

Justifying Level  
of Supervision  $r = .21$  ( $p < .01$ )  
to the Public

.2129 .004

Making Sure  
High Risk Cases  $r = .52$  ( $p < .001$ )  
Get Intensive  
Supervision

Perception of  
the Instrument  
as Helpful Tool

.5244 .000

Providing  
Uniformity of  $r = .35$  ( $p < .001$ )  
Supervision

.3494 .000

# Awareness of Attributes

Logical	$r = .56$ ( $p < .001$ )	.5613 .000
Sensitive To Community	$r = .43$ ( $p < .001$ )	.4322 .000
Complete	$r = .41$ ( $p < .001$ )	.4111 .000
Sensitive to Offender Needs	$r = .38$ ( $p < .001$ )	.3805 .000
Appropriate Weights	$r = .37$ ( $p < .001$ )	.3717 .000
Accounts for Uncertainty	$r = .31$ ( $p < .001$ )	.3134 .000
Consistent With Moral Principles	$r = .27$ ( $p < .001$ )	.2768 .000
Allows Judgement	$r = .26$ ( $p < .001$ )	.2573 .001

Perception  
of Instrument  
as Helpful Tool

# Increasing Perceptions of Helpfulness

Believe Training Adequate  $r = .15$  ( $p < .03$ )  
(30% believe training inadequate)

*.1503 .04*

Familiar With Research on Assessment  $r = .12$  ( $p < .07$ )  
(53% not at all familiar)

Perception of Instrument as Helpful Tool  
*.1232 .101*

Aware of Local Research  $r = .18$  ( $p < .01$ )  
(9% Aware of Local Research)

*.1851 .013*