

Data-Driven Coaching

Empower Staff and Reduce Recidivism with Recidiviz's Outliers Tool

The Challenge

Probation, parole, and corrections officers have complex jobs. To succeed, they want to know how they're performing and which metrics leadership prioritizes. Yet, the traditional approach to coaching often relies on gut feelings rather than solid data. This lack of data-driven coaching has hindered the ability of supervisors to identify what's driving positive and negative outcomes. As a result, implementing best practices has been really challenging. For instance, in one Recidiviz state, leaders learned that one district generated 67% more supervision violations than the average district.

The Opportunity for Transformation

Recidiviz's Outliers tool offers a comprehensive solution by providing supervisors with insights on how individual staff perform across key metrics. By leveraging this tool, supervisors can now have fact-based conversations with their team, emphasize strengths and identify areas for improvement.

What Makes Outliers Effective

Data-Driven Coaching: Supervisors receive extensive, customized reporting on outcomes metrics. Now, supervisors can share feedback with officers more regularly than current performance review cycles to improve results.

For more information, contact molly@recidiviz.com. We'd be happy to connect you with a corrections leader for a conversation on how they've used Outliers to empower their staff.

Customizable Metrics: Outliers provides insightful metrics and comprehensive data to give supervisors and staff a clear understanding of performance and trends.

Examples of statistics:

- Custody downgrades
- Technical incarcerations
- Absconsions
- Critical caseload coverage
- Early discharges

Real Success Stories: An Idaho officer experienced a remarkable 40% decrease in absconsion rates after conducting coaching conversations based on Outliers findings.

Confidence to Drive Positive Change: States coast-to-coast are discovering opportunities to boost supervision success and tracking improvement over time. Uncover what's helping people complete supervision successfully, get stable housing and employment, and stay out of the system.

Testimonials Speak for Themselves: Summer Overberg, District Manager at Idaho Department of Correction, shares her success: "Outliers has been so helpful to me. Officers come to me saying that they have hard cases that cause worse outcomes for clients. Now, I have data to show patterns. Patterns that point to a need for improved rapport between clients and officers."