

EVIDENCE-BASED "*PATHWAYS*"  
CERTIFICATE & CERTIFICATION  
PROGRAMS



HOW TO BECOME AN EVIDENCE-  
BASED PROFESSIONAL &  
ORGANIZATION: Core & Advance  
Skills for Human & Justice Services

AUGUST 16 - 18, 2017

ATLANTA, GEORGIA, USA



Pathways Program  
Resources

Core & Advance Skills

Practitioners

Leadership

Implementation

eLearning

Faculty Support

Peer Networking

Software & Web Tools

JOYFIELDS  
INSTITUTE FOR  
EVIDENCE-BASED  
PROFESSIONALS

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## THE EVIDENCE-BASED PROFESSIONAL

In its FY18 budget the White House, "...couples calls for sizable spending cuts with language encouraging agencies to engage in evidence-based evaluation". It also recommends "that centralized agency evaluation offices play an important role in an infrastructure that can develop and sustain agency capacity to build and use evidence." If you have been thinking about becoming evidence-based, as an organization and as a practitioner, this is the program for you! In 3 days, learn how to put you and your team in a position to quickly build internal capacity for;

1. evaluating work you do and becoming evidence-based as an organization and practitioner
2. producing uncommon outcomes with clients you serve, and
3. building professional capacity and setting course for a thriving career

Whether you are just starting out or are further along, our evidence-based organization (EBO) and evidence-based practitioner (EBP) workshops help propel your success by providing simple, easy to follow frameworks others have applied to successfully become, and remain evidence-based. It is packed with education, practical skills, tools and resources for adapting and enhancing what you already are doing - not dismantle it. It can help shorten the time it will take and significantly reduce your investment of time and money.

**Day-1** is a full day general session combine which covers organizational and practitioner elements. It introduces the various components of the evidence-based organization and practitioner, their roles, and how they all work together for the greater good and sustainability of the organization, its employees and customers it serves.

**Days-2 & 3** choose from;

- **Professional Track-1:** Organizational and Leaderships teams
- **Professional Track-2:** Practitioners and Client-facing Teams
- **Final couple hours of Day-3** is dedicated to teams' action-planning

Following the program, participants will also receive;

- Up to 2 hours of follow-up with our faculty after the workshop to get guidance, answer questions, review and help shape your action plan
- Membership in evidence-based professionals community
- A package offer that includes an organizational self-assessment and report card
- Access ground-breaking enterprise class software tools

### PROGRAM DETAILS

Joyfields Institute offers this highly effective hands-on program on skills ranging from basic to advance implementation. Virtually all who attended this program graduated, created an actionable plan they themselves could implement, and many have become certified evidence-based organizations and professionals. All attendees rate the program as having met or exceeded their expectations!

Participants earn their Certificate of Achievement. They also cumulate continuing education training hours toward Certification as Evidence-based Professionals and Organization.

Pre-approved participants who previously attended the core skills course, and are ready to proceed with implementation, may register to attend the 2-day implementation program only on August 17-18 where the focus will be on developing their strategic and implementation action plan. Agencies are encouraged to attend as teams to help with adoption and transition.

**PROGRAM OUTLINES - PLEASE CHOOSE TRACK-1 OR -2**

**TRACK-1**

**BECOMING AN EVIDENCE-BASED ORGANIZATION: CORE SKILLS & PLANNING FOR IMPLEMENTATION**

Evidence-based policies, programs, and practices have become required aspects of organizations striving for effectiveness and sustainability. Overall, Evidence-Based Organizations (EBO's) consistently demonstrate the ability to achieve desired outcomes through effective problem-solving and informed decision-making. In doing so, they use research evidence and data to drive decisions and to develop innovative approaches to delivering services. Their overall goal is to increase the likelihood that the agency and its clients will achieve desired outcomes.

**PROGRAM DETAILS**

The upcoming workshop lays the foundation for realizing the greatest promise these approaches hold both for achieving enduring client outcomes and for consistently reaching and exceeding the expectations of stakeholders and funding providers. Agencies are encouraged to attend as teams, as this will help accelerate the adoption and transition toward becoming an EBO.

**I. Making the case for evidence-based reform and the framework for becoming an evidence-based organization**

- a. Increasing accountability
- b. Declining resources, increasing cost
- c. Steady or rising number of health, human and justice services recipients
- d. Increasing offender populations; ongoing recidivism
- e. Expanding technology
- f. Expanding evidence-based knowledge

**II. Knowledge and use of evidence-based “nuts and bolts”**

- a. Evidence-based policies, programs, and practices
- b. Evidence-based principles
- c. Evidence-based management
- d. Evidence-based organizations

**III. Demonstrating effective leadership**

- a. Qualities of effective leaders
- b. Leadership versus management
- c. Empowering staff
- d. Leadership philosophy

**IV. Understanding organizational culture and assessment**

- a. Organizational culture in practice
- b. Characteristics of effective organizations

- c. Staff of effective organizations
- d. Organizational assessment: Why, how, and by whom?

**V. Engaging in strategic planning and performance measurement**

- a. Ineffective and effective strategic planning
- b. Linking organizational vision and mission to agency activities and outcomes
- c. Using data for problem analysis and needs assessment
- d. Accountability for results through performance measurement

- e. Ensuring program fidelity and continuous quality improvement
- f. From performance measurement to program evaluation

**VI. Enhancing organizational capacity and sustainability**

- a. Building internal and external support
- b. Use results early, often, and in multiple ways
- c. Ongoing role of leadership and management
- d. Adapt and reassess over time
- e. Marketing your success
- f. Strategic funding and grant writing

Agencies are encouraged to attend as teams to help accelerate the adoption and transition toward becoming an EBO.

## VII: Advance Skills for Strategic Planning & Implementation

Having learned the framework for becoming an Evidence Based Organization (EBO), we'll move to the next stage and plan for implementation. This program will provide the help you need to develop your agency-specific strategy and action plans for becoming an EBO, complete with tools and resources for assessing where you are and what to do next.

Participants will be guided and will collaborate as a team to produce strategic and action plans that will focus on the five major components of EBO development. They will use workshop time to develop their agency-specific strategic and action plans.

This session will address the common problems associated with moving from a training environment to the implementation and evaluation of evidence-based organizational change efforts.

\* It is desirable that 4 to 5 workshop participants attend from each agency, with at least one laptop computer available for group use.

Participants will be given the opportunity to develop;

- A plan for infusing trauma informed practices, and evidence based work into the strategic plan of the agency
- An appreciation for ethical issues, and current and emerging considerations for human services
- Strategic and action plans for EBO development
- An EBO vision and mission
- Organizational goals and objectives, centered on the 5 key aspects of EBO development
- Action steps to be taken to carry out the strategic plan. These action steps will specify responsible individuals, time-frames, and resources needed

Agencies are encouraged to attend as teams. This will help accelerate the adoption and transition toward becoming an EBO.

### DAILY AGENDA-AT-A-GLANCE

7:00am	Registration, Continental Breakfast, Networking
8:30	Workshop Begins
10:00 – 10:15	Am Break
10:15	Workshop Resumes
12:00-1:00 Pm	Lunch
1:00	Workshop Resumes
2:30 - 2:45	Pm Break
2:45	Workshop Resumes
4:30	Workshop Day Concludes Daily (Final Day Concludes At 3:30 PM)

### WHAT OTHERS HAVE SAID

“Becoming a CEBO has been beneficial in multiple ways. It has helped us with successful grant writing, building a donor base for fund development, and in recruiting and hiring qualified staff. Most importantly though, we have seen successful outcomes for our clients and their families. It is exciting to hear our staff now talk about success stories with their clients, interest in new training opportunities, and future programs and services related to emerging research and best practices.”

“Remember you will never have a perfect plan, put something in place and just get started!”

“We have raised the level of service to those we supervise by providing better rehabilitative opportunities, increasing public safety, and accountability to victims.”

“Becoming a CEBO has benefited our organization by “clearly” signaling to those we work with what our values are and what is required if you collaborate with us. It has also raised our standing with our Board of Supervisors and Law Enforcement partners.”

## TRACK-2

### BECOMING AND EVIDENCE-BASED PRACTITIONER: CORE & ADVANCE SKILLS FOR WORKING WITH CLIENTS

This program has been developed as formal education for practitioners in the human and justice services fields related to helping people acquire or strengthen the ability to perform critical life functions necessary to thrive in any life domain. The object of this training moves us in the evidence based direction as practitioners to help us be useful in any situation as they help people improve and move forward with their lives vs punishing or “rehabilitating”.

#### PROGRAM OUTLINE

It is the next step of our efforts to standardize the process for becoming professionals able to confidently and efficiently provide services and supports to clients through the application of skills characterized as evidence based “common elements”. In a world of countless “evidence based” approaches, the aim of this course is to teach practitioners the core elements for being both evidence based and strength centered. The Common Elements in EBP demonstrate a shift from Diagnostic Driven, Clinically Driven, and Problem Driven Approaches to “Partnering” as an advanced skill.

“Partnering” is a term that operationalizes a deeper knowledge and skillful application of sophisticated facilitation skills by the practitioner. In effect this advances the skills of the practitioner beyond expert knowledge of disorders and their remedies to a level of facilitation that impressively enables the person being served to benefit from the contact moment, in any method, program or practice.

#### Program Goals and Objectives

Participants in the program will receive formal education in how to help their clients regain or strengthen their ability to perform critical life functions necessary to thrive in any life domain and ultimately be skillful in the application of evidence based and strength centered approaches. They will also be in a position to;

**Module-1:** Learn how to plan for continued personal and professional development following formal education. Going beyond just formal degrees and licenses and learning what to do to insure their continued professional development.

**Module-2:** Get a clearer more advanced understanding of “Evidence based” practice, programs and treatment/service plans - beyond the typical introductory and moderate definitions. What kinds there are, their meaning, what they are for, how they work, why they important, how you do them, etc.

**Module-3:** Be able to distinguish between EB and intuitive. Move toward recognizing and making use of that which is intuitive in practice.

**Module-4:** Learn to be able to test and discover the value of intuitive practice in order to determine when and how to use it. Practice based evidence. How to make use of intuition they possess and move those activities toward becoming evidence based

**Module-5:** Be in a position to evaluate and rate own practice for fidelity and efficacy

**Module-6:** Be in a position to develop a plan to improve own practice using the results of a self-evaluation. Make use of the plan developed to improve their practice.

**Module-7:** Learn the various EBP’s and their uses in all practice. Learn which are specific to your domain and work to specialize in the use of one or more for their particular domain.

**Module-8:** Gain fundamental working knowledge of more than 2 or more evidence based approaches that are relevant to their specific domain, learn how they fit together as part of the larger whole.

**Module-9:** Be in a position to design and document practices in a manner that helps them adjust the fluid step by step logical process, demonstrate the development and adjustment of treatment/service plan in order to facilitate the recovery process. Practitioners must document the way that they practice and understand its purpose to evolve the plan from the beginning to the end, have it show up in a certain way that connects to the reason for plan, its process and the adjustments for plan to achieve the intended outcome.

**Module-10:** Path an annual training and staff development programs for evidence based practices to deepen the knowledge of methods and of the theoretical background for the use of evidence based approaches. Membership in a professional group to foster professional engagement and ongoing development.

## WHY ATTEND?

- Get there quicker, and for less with faculty-guided do-it-yourself approach
- Eliminate costly mistakes with affordable expert review of your plans and progress
- Receive up to 2 Hours of free post event consulting support to help you get there quicker
- Get listed online and demonstrate a commitment your stakeholders can see
- Access a rich library of online eLearning resources to ramp-up your capacity building efforts
- Use enterprise software tools to track and report work you are doing

## WHO SHOULD ATTEND?

Executives and staff at youth and adult human services and justice services settings including:

- |   |  |   |
|---|--|---|
| - Case Management & Coordination Teams                    | - Court Administrators                                 | - Safety Officers                             |
| - Behavioral Healthcare & Substance Abuse Teams           | - Mental Health and Prevention Center Professionals    | - Nurse Care Professionals                    |
| - Probation, Parole & Community Corrections personnel     | - Community Services Organizations, Services Providers | - Prevention staffs                           |
| - Clinical Directors & Staff, Social Workers & Counselors | - Resident populations staffs                          | - Housing & Workforce Specialists             |
| - Sheriff's departments                                   | - Training departments                                 | - Psychologists, Psychiatrists and Therapists |
|   | - Government Agencies                                  | - Pastoral counselors                         |
|   | - Disability Management Professionals                  | - Researchers & Planners                      |
|   |  | - Pre-Release Specialists                     |

## CERTIFICATE & CONTINUING EDUCATION TRAINING HOURS

**Joyfields Institute CE:** Approved for CE hours. Instruction by eminent evidence-based programs trainer organization. Upon completion of the course, participants will receive a certificate as evidence of your accomplishment and status as a practitioner who has acquired specific new skills. Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Social Workers & Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by Society for Evidence-Based Professionals (EBP Society). Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Certified Evidence-Based Professional:** Approved for CE hours. Joyfields Institute is an approved education provider by Society for Evidence-Based Professionals (EBP Society). Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Licensed Alcohol & Drug Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Substance Abuse Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

**Professional Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by the National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

**California State Standards & Training for Corrections:** Approved for CE training hours. Joyfields Institute is a approved California State Standards and Training for Corrections (STC) education provider.

## FACULTY

### **David L. Myers, PhD, Professor & Director, Criminal Justice PhD Program, University of New Haven, & Author, “How to Become an Evidence-based Organization (EBO)”**



Dr. David L. Myers, PhD, is a Professor and Director of the Criminal Justice PhD Program in the Henry C. Lee College of Criminal Justice and Forensic Sciences at the University of New Haven. He previously was a Professor with the Department of Criminology and Criminal Justice at Indiana University of Pennsylvania (IUP), where he worked from 1998-2016. He earned his PhD in 1999 from the University of Maryland, Department of Criminology and Criminal Justice, and previously received a Master of Science in Administration of Justice and a Bachelor of Science in Criminal Justice from Shippensburg University.

Dr. Myers has taught more than 25 different courses at the undergraduate, masters, and doctoral levels, specializing in classes on research methods and quantitative analysis, juvenile justice and delinquency, and criminal justice policy, planning, and evaluation. He has published three books (most recently *Becoming an Evidence-Based Organization: Demonstrating Leadership and Organizational Growth*, Joyfields Institute for Professional Development, 2013) and over 35 journal articles, book chapters, or other scholarly works. His scholarship has appeared in such journals as *Criminology and Public Policy*, *Crime & Delinquency*, *Youth Violence and Juvenile Justice*, and *Criminal Justice and Behavior*.

Dr. Myers has presented more than 60 papers at national and regional conferences and is currently the Editor of *EBP Quarterly*, an online journal published by Joyfields Institute and the Evidence-Based Professionals Society, as well as Editor of *Routledge Studies in Juvenile Justice and Delinquency*. He previously served for 11 years as Editor of *Criminal Justice Policy Review* (a peer-reviewed journal published by Sage Publications) and is a member of the Editorial Board of *Youth Violence and Juvenile Justice*. He has received a number of grants and contracts to support his research, including funding from the Pennsylvania Commission on Crime and Delinquency and the Bureau of Justice Assistance.

Dr. Myers previously served as the Dean's Associate in the IUP School of Graduate Studies and Research; the Interim Vice Provost for Research and Dean of Graduate Studies at IUP; the Interim Executive Director of the IUP Research Institute; and the Interim Director of the IUP Murtha Institute for Homeland Security. In the community, he has served as Chairperson of Indiana Area Communities That Care; President of the Board of Directors of Big Brothers Big Sisters of Indiana County; and Advisor to Kids on Campus of Big Hearts Little Hands.

### **Mark Lewis, LMSW, MCSW, MINT, EBP Implementation Specialist, Author, “Motivational Interviewing: Core Skills for Durable Behavioral Change”**

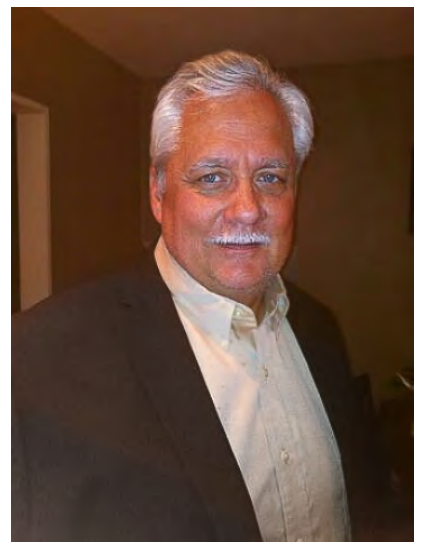
Mr. Mark Lewis is best described as a person who is focused on staff development and training for the purpose of improving the moment of contact between a practitioner and the individual receiving services. His trainings are known for depth of knowledge and effectiveness in providing clear influence on the participating practitioners' skills. His experience includes case management, treatment, supervision, staff development, and management of adult and juvenile justice programs including a very specialized program for Parolee-Sex Offender Alcoholics and Addicts.

Mr. Lewis began his career as a Law Enforcement and Corrections Specialist in the United States Air Force. During his 10 years of service Mr. Lewis performed as a Law Enforcement Supervisor and later as a Master Instructor in the Air Force Police Academy. Following the Air Force he completed a Bachelors Degree in Psychology at the University of Michigan, and the Masters of Clinical Social Work at Michigan State University. He is a Licensed Master Social Worker (LMSW) and a member of the International Motivational Interviewing Network of Trainers (MINT), and carries advanced credentials in other evidence based practices.

In 33 years of practice Mr. Lewis has worked in various public and private human services programs and held positions ranging from clinical therapist, case-manager, director of operations for a national managed care company, director of utilization management, and contract negotiator. Currently Mr. Lewis holds a position with the Michigan Department of Community Health where he is responsible for the implementation and sustainability of evidence-based practices and best practice across the public health system.

Mr. Lewis is also an adjunct professor at the Oakland University School of Medicine, the University of Michigan-School of Social Work, and the Wayne State University-School of Medicine-Department of Psychiatry-Research Division.

As a Joyfields Institute Associate Faculty Mr. Lewis leads the staff development and training activities, systems and process design improvements and leadership enhancement practice.



**ACCOMMODATIONS, REGISTRATION FEE, INTERNATIONAL PARTICIPANT'S**

All training activities will take place on the premises of our campus host hotel located at the fabulous;

**DoubleTree by Hilton Atlanta-Buckhead**

3342 Peachtree Road, NE  
Atlanta, GA 30326  
Tel: 404-231-1234

Located in Atlanta's upscale Buckhead township community, this landmark complex features a one-acre pedestrian park, offices, restaurants, retail and high-rise residential towers. The DoubleTree by Hilton Hotel Atlanta - Buckhead is the community's first hotel to practice green and sustainable initiatives. Stroll through the landscaped park with fountains, statues and benches. Take the complimentary shuttle to locations within 3 miles of the hotel. Walk a few blocks to find shopping at Lenox Square and Phipps Plaza, Atlanta's premier malls.

We have negotiated a Group Room Rate of \$135 per night plus taxes and fees. This room block expires July 15th, or when our room block is used up.



**How to reserve your room:** Participants are responsible for making own accommodation arrangement. Please make your reservations by contacting the hotel directly.

- **Telephone:** Please Call the hotel directly at (866)-912-2053. You must mention the Group Code "JFI" to take advantage of the negotiated rate.
- **Online:** Use the following online reservations link. Copy the entire link url over onto your browser;  
<http://doubletree.hilton.com/en/dt/groups/personalized/A/ATLBHDT-JFI-20170815/index.jhtml>

If you need immediate assistance, please contact our office at +1(770)409-8780 or, send email with details to [yvette@joyfields.org](mailto:yvette@joyfields.org).

3-Day Program	
Number registrants	Rate/Person (\$)
• <b>Individual Price</b>	\$995.00
• <b>Discount Group/Team Rate</b>	
2-3	\$895.00
4+	\$795.00

2-Day Implementation Only	
Number registrants	Rate/Person (\$)
• <b>Individual Price</b>	\$695.00
• <b>Discount Group/Team Rate</b>	
2-3	\$595.00
4+	\$495.00



EVENT REGISTRAION FORM

Workshop Name: \_\_\_\_\_ Dates: \_\_\_\_\_

AUTHORIZING MANAGER

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ IPC/Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

ATTENDEE #1

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

ATTENDEE #2

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

ATTENDEE #3

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

ATTENDEE #4

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

REGISTRATION FEE CALCULATION

Single attendee: \$ \_\_\_\_\_ X 1 \$ \_\_\_\_\_

Team of 2 - 3 \$ \_\_\_\_\_ X \_\_\_\_\_ \$ \_\_\_\_\_

Team of 4 or more \$ \_\_\_\_\_ X \_\_\_\_\_ \$ \_\_\_\_\_

SUBTOTAL \$ \_\_\_\_\_

ADD MEMBERSHIP (circle one)

Individual Plan - \$100 | Team Plan - \$700 | Enterprise Plan - \$1600 \$ \_\_\_\_\_

Existing Member, subtract 10% (-) \$ \_\_\_\_\_

PAY GRAND TOTAL \$ \_\_\_\_\_

PAYMENT METHODS (circle one):  Credit Card  Wire  Check  Bill Me  PO # \_\_\_\_\_

Credit Card Name (circle one):  MC  VISA  AMEX  DISCOVER

Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Mail Checks Payable To Joyfields Inc To: 5805 State Bridge Road, Suite G255 | Johns Creek, GA 30097

Fax Completed Form to +1(678) 605-0271

Scan Email to info@joyfields.org.

For more information call: 770-409-8780