

REPORT TO THE LEGISLATURE  
Pursuant to P.A. 252 of 2014  
Article V, Section 437(2)  
Goodwill Flip the Script Program

Sec. 437. (1) Funds appropriated in part 1 for Goodwill flip the script shall be distributed to a Michigan-chartered 501(c)(3) nonprofit corporation operating in a county with greater than 1,500,000 people for administration and expansion of a program which serves a population of persons aged 16-29. The expansion of the program shall be operational by November 1. The existing program to be expanded shall target those who are entering the criminal justice system for the first or second time and shall assist those individuals through the following program types:

- (a) Alternative sentencing programs in partnership with a local district or circuit court.
- (b) Educational recovery for special adult populations with high rates of illiteracy.
- (c) Career development and continuing education for women.

(2) The program selected shall report by March 30 to the department, the senate and house appropriations subcommittees on corrections, the senate and house fiscal agencies, the legislative corrections ombudsman, and the state budget director. The report shall include program performance measurements, the number of individuals diverted from incarceration, the number of individuals served, and outcomes of participants who complete the program.



SAFER COMMUNITIES STRONGER FAMILIES

Mid-Year Report

October 1, 2014 – March 30, 2015

Project Funded by

Michigan Department of Corrections

## **I. Overview**

Goodwill Industries of Greater Detroit's Flip the Script program launched the Safer Communities Stronger Families (SCSF) services in November 2014. Thanks to the investment of the Legislature and the Department of Corrections, the Flip the Script Program was expanded to create the Safer Communities Stronger Families program with three modules; Community Based Alternative Sentencing Program, Education Recovery Program for Special Adult Populations, and Beyond Jobs Women's Program.

The Flip the Script SCSF program targets individuals ages 16-29, entering the criminal justice system for the first or second time, to effect positive and productive quality of life enhancements; 1) alternative sentencing programs in partnership with a local district or circuit court, 2) educational recovery for special adult populations with high rates of illiteracy, and 3) career development and continuing education for women. A planned 1,035 individuals will be served by all Flip the Script programs, including 435 SCSF participant enrollments and 600 other grant funded non-SCSF participant enrollments, October 2014 through September 2015.

Goodwill Industries of Greater Detroit is encouraged by the enthusiasm and support received from the Michigan Department of Corrections Wayne County Probation Department team, Wayne County Third Circuit Court criminal justice officials and community partners who have embraced the expanded Flip the Script's service model Safer Communities Stronger Families initiative.

In late October 2014, upon approval from the state's finance department, the Flip the Script leadership team implemented additional staff recruitment and hire for the expanded services. Most team members were on board by November 2014.

Additionally, during November/December 2014 and through mid-January 2015, management scheduled 25 program informational presentations and implementation planning meetings with key partners to present the expanded program services, establish probationer selection criteria, systematic referral and communication process. Presentation meetings were conducted with:

- Third Judicial Circuit Court Criminal Division Judges
- Michigan Department of Corrections - Wayne County Office
- Wayne County Probation and Parole Offices

Overall, the ramp up period for the program expansion spanned nearly 90 days. All meetings added value to the Safer Communities Stronger Families service activities for efficient and effective implementation for probationers.

## **II. Services Implementation and Outcomes**

### **1. Community Based Alternative Sentencing Program**

This service component encompasses Flip the Script’s trademarked “*Rites of Passage*” life and social skills modules, academic and employability skills development, time-limited paid transitional work experience, and job placement and job retention services. The first cohort (46 individuals) entered program January 12, 2015 following their referral/intake process conducted in December 2014. Each individual is assigned a case manager to serve as a coach and facilitate needed wraparound services coordination. Upon program enrollment each individual engages in an extensive needs assessment within their initial four (4) weeks of program as a critical element of the “*Rites of Passage*” module. Personal needs are systematically addressed based on the probationers’ display of commitment, attendance and punctuality, and the consistency of their participation.

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Each individual developed an individual life sustainability plan with defined personal goals and objectives.

	PLANNED OUTCOMES 10/1/14 - 9/30/15	ACTUAL OUTCOMES 10/1/14 – 3/30/15
Number Individuals Diverted by Third Circuit Court		174
Number of Individuals Entered Program	185	91
Number of Program Completers	148	14
Number of Job Placements	103	2
Number of individuals currently in program		68
Number of individuals non-compliant with court mandate		9

The above actual outcomes reflect individuals at different phases of their diversionary program activities. Sixty-eight (68) individuals are currently enrolled in Flip the Script SCSF activities to complete services, including life skills and “*Rites of Passage*” module, preparation for short-term paid transitional work experience to develop soft skills and transferable work skills to improve chances for competitive, unsubsidized employment following program goals achievement.

Eighteen (18) individuals are active in GED preparation exercises. Nine (9) of 18 individuals have increased two grade levels since their TABE math/reading pre-test examination upon enrollment in December. Probationers who have improved their competency to take the Math and/or Reading segment of GED will be referred for the test in April. This is a remarkable accomplishment of the young men who have been enrolled only eight (8) weeks of training.

Twelve (12) individuals are engaged in coordinated job search activities with the Flip the Script employment services team. A new cohort will be scheduled to enter programs every eight (8) weeks to maximize enrollments to serve 185 individuals by August 2015.

Probation and parole officers are engaged with the participants and the Flip the Script team to support individual's goals achievement.

The Safer Communities Stronger Families service design was modest in the anticipated effect on individual's court ordered to attend GED preparation, to subsequently obtain their GED certificate. Probationers currently participating in GED preparation activities have overwhelmingly embraced the services.

For many participants for the first time since their early educational process many are embracing academics and the educational process. One only has to sit and to observe probationers to clearly see they are undergoing a positive transformation.

Probationers' enthusiasm, focus and cognitive thinking processes have been impacted even though many if not most still have lives entrenched in trauma, hunger and despair. In many cases unemployment is not their most pressing issue.

Most telling has been the large number of young men and women who braved the elements of brutal winter weather and unreliable public transportation to arrive each day for training with a positive attitude. Participants have demonstrated measureable academic progress, personal responsibility awareness, and enthusiasm for learning and improving their lives.

## 2. Education Recovery Program for Special Adult Populations

Education recovery day and evening programming will be fully implemented in April. Staff recruitment for this expansion service and referral/intake activities were conducted in February following planning meetings with the respective referral partners noted previously.

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Seventy-seven (77) individuals have been referred to enter program in April. The Flip the Script team has engaged one-on-one with individuals to ready for their program enrollment. All training will be open ended, offering flexibility for work and individual tutor support as needed.

	PLANNED OUTCOMES 10/1/14 - 9/30/15	ACTUAL OUTCOMES 10/1/14 – 3/30/15
Number of Individuals Entered Program	175	0 <sup>1</sup>
Number of Individuals achieving minimum two grade levels increase	140	0

<sup>1</sup> Seventy-seven (77) probationers are scheduled to enter education recovery program in April.

### 3. Beyond Jobs Women’s Program

This service component is designed to offer career development and continuing education for women, ages 16-29. The number of women diverted from incarceration, ages 16-29, has been significantly lower than planned. Discussions with correctional partners indicate the targeted age range limits the number of women eligible for referral due to many of the women who could benefit from program participation are older than age 29. Twelve (12) women have been diverted by Third Circuit Court for program participation. Ten (10) women have entered program. Efforts are underway with the Wayne County probation team to increase the number of women referrals for program. However, the age eligibility requirement may be a continuing challenge for referrals per the correctional partners who we rely upon for appropriate referrals.

	PLANNED OUTCOMES 10/1/14 - 9/30/15	ACTUAL OUTCOMES 10/1/14 – 3/30/15
Number Individuals Diverted by Third Circuit Court		12
Number of Individuals Entered Program	75	10
Number of Program Completers	60	2
Number of Job Placements	42	0
Number of Individuals Currently in Program		8

### **III. Future Program Focus – April 2015 to September 2015**

Safer Communities Stronger Families will continue to provide a “*boots on the ground*” systematic means of assisting probationers to overcome distraction and distractors on their way. Flip the Script’s Safer Communities Stronger Families model does not enable probationers, nor does it excuse criminal behavior, nor does Flip the Script’s methodology allow illiteracy and/or underachievement as a crutch, but rather Flip the Script SCSF is addressing it successfully through creative approaches to engage probationers.

The SCSF design emphasizes addressing immediate critical needs before attacking court ordered mandates, thus establishing meaningful relationships and peer group support has been a success early on with participants. Probationers have openly admitted to now changing their peer groups to “only include individuals looking for positive change, achievement versus trouble”.

Goodwill Industries of Greater Detroit’s Flip the Script has extended its partnerships with local Skill and Construction unionize labor officials, the City of Detroit Council President Brenda Jones’ Skill and Construction Trades Task Force, and several business partners including Meijer Corporation to cultivate employment and training opportunities for future successful program completers.

The Flip the Script - Center for Working Families service team working within the LISC and United Way funded grant will offer all probationers financial literacy, financial coaching and income support services as they prepare for employment.

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The Flip the Script service team will focus on achieving all SCSF planned program outcome goals during the April 2015 through September 2015 period, as increased number of individuals enter programs resulting in increased positive program completers, in collaboration with our judicial partners.

Program evaluation and customer satisfaction measurements will be conducted during the remaining six month contract period to measure overall service effectiveness and impact; employment, educational levels enhancement and recidivism.

GOODWILL INDUSTRIES OF GREATER DETROIT  
 FLIP THE SCRIPT PROGRAM  
 SAFER COMMUNITIES STRONGER FAMILIES (SCSF) PROGRAM  
 PLANNED OUTCOMES AND ACTUAL SERVICES SUMMARY

PROGRAM	PLANNED OUTCOMES 10/1/14 – 9/30/15	ACTUAL OUTCOMES 10/1/14 – 3/30/15
I. Community-Based Alternative Sentencing Diversionary Program		174
♦ Number individuals diverted by Third Circuit Court		91
♦ Number of individuals entered program	185	14
♦ Number of program completers	148	2
♦ Number of job placements	103	68
♦ Number of individuals currently in program		9
♦ Number of individuals non-compliant with court mandate		
2. Education Recovery – Special Population Basic Literacy Program		
♦ Number of Individuals entered program		0 <sup>1</sup>
♦ Number of individuals achieving minimum two grade levels increase	175	0
	140	
3. Beyond Jobs Women’s Program		
♦ Number individuals diverted by Third Circuit Court		12
♦ Number of individuals entered program	75	10
♦ Number of program completers	60	2
♦ Number of job placements	42	0
♦ Number of individuals currently in program		8
<b>TOTAL INDIVIDUALS ENTERED SCSF PROGRAMS</b>	<b>435</b>	<b>101</b>
<b>TOTAL INDIVIDUALS ENTERED OTHER FLIP THE SCRIPT PROGRAMS – NON SCSF</b> ~ Flip the Script - Base (80 enrollments), (Center for Working Families (92 enrollments), Welding Training (28 enrollments), Community Ventures (133 enrollments)	<b>600</b>	<b>333</b>
<b>TOTAL INDIVIDUALS SERVED – ALL FLIP THE SCRIPT PROGRAMS</b>	<b>1,035</b>	<b>434</b>

<sup>1</sup> Seventy-seven (77) probationers are scheduled to enter education recovery program in April.