

# Use of Incentives and Sanctions to Promote Compliance with Supervision during Reentry: An Implementation Strategy

## PRESENTATION HANDOUT

### 3 FACTORS THAT HAVE DRIVEN POLICIES AND PRACTICES TO ENHANCE COMMUNITY SUPERVISION

- Conservation of Resources – reduce corrections costs and prison populations
- Uphold Public Safety – increase compliance → better outcomes
- Implementation of EBPs – research-informed decisions and better training



### BEHAVIORAL APPROACH AND OPERANT CONDITIONING

*“Most problem behaviors develop, are maintained, and change primarily through learning.”*

– Spiegler & Guevremont (2010)

\*Since behavior is primarily learned, it can be changed and manipulated through *reinforcements* and *punishments*\*

### KEY PRINCIPLES OF INCENTIVES AND SANCTIONS

- Certainty – offender must clearly know the responses from the outset
- Swiftiness – responses must be prompt and timely to when the offender’s behavior occurred
- Proportionality – responses must be appropriately applied to the offender’s behavior
- Fairness – responses must be perceived as fair and just by the offender
- Individualized – responses must consider the offender’s risk to reoffend and criminogenic needs

### APPLICATIONS OF INCENTIVES AND SANCTIONS

#### Non-Criminal Justice

Education  
Medical Field  
Workplace  
Substance Abuse Treatment

#### Criminal Justice

[DC Drug Intervention Program](#)

[HOPE](#)

[Delaware’s Decide Your Time](#)

[Wyoming ISP](#)

### WYOMING ISP STUDY

- Incentives were more effective than sanctions at changing behavior, but responses were most effective when incentives and sanctions were used *in conjunction with one another*
- Achieve a *high incentive-to-sanction ratio* in order to provide the best opportunity for success

### KEY COMPONENTS FOR AN EFFECTIVE IMPLEMENTATION STRATEGY



- 4:1 Ratio in Practice – adjust focus of supervision based on what is right versus what is wrong
- Targeted Behaviors – identify “target” behaviors and incorporate into supervision process
- Risk and Behavior – supervision should commensurate with risk
- Structured Discretion – be quick and timely; if you can’t be quick, be clear
- Perceptions Matter – be cognizant that people perceive responses differently
- Relationships Matter – it is important to have quality relationships with the offender
- Engage Key Community Stakeholders – all relevant parties must have a stake in decisions
- Organizational Culture – enhance knowledge and skills, assess attitudes and perceptions of staff
- Research/Evaluation – assess fidelity, measure outcomes, and create formal response structures