

CRITICAL ISSUES IN MANAGING WOMEN OFFENDERS

September 7-12, 1997 Longmont, Colorado

Evaluation Report

Submitted by:
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Technical Assistance Report # 9715601

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DAILY FEEDBACK COMMENTS

MONDAY, SEPTEMBER 8, 1997

Most Interesting/Helpful

- Group work- including critical issues.
- It was most interest to hear about the history of women in jails over the years.
- Interacting with colleagues from other states; presentation on history; smaller break-out session.
- Group discussion on critical issues-Why. It clarified the issues and more importantly we saw some solutions.
- Most interesting - history piece.
- Most helpful about the day was the last program because it was an exchange of ideas and we were not rushed. Many of the other segments seemed rushed.
- Hearing about other programs in other areas of the country.
- Statistics/Information from A. Ault; history from Kay Harris.
- Interacting with participants.
- Most helpful was small group discussion about critical issues.
- Ms. Smiths presentation and Ms. Harris' presentation were equally informative and interesting. Both imparted information which was new to me and also set a proper tone for this weeks seminar. Excellent general information.
- Brenda Smiths presentation tied a variety of seemingly unrelated issues together in a way I had not envisioned. She was very knowledgeable and articulate.
- It has been very interesting to listen to all the diverse individuals who are empowering me to continue my passion of working in the Criminal Justice field.
- Small group meetings.
- Brenda William's presentation was interesting and thought provoking. Made me re-examine my role in Criminal Justice.

- Most helpful- both speakers. However, there was not enough time to ask questions of them. They seemed too rushed and almost apologized for hurrying. Interaction with others is interesting and helpful but a lot of this takes place socially anyway (meals etc).
- The History was interesting and I would be very interested in the handout.
- Knowing and learning about background and/or experiences of conference participants; Breakout session very helpful; Knowledgeable Facilitators held our attention and were excellent presenting the program.
- History segment- I learned a lot of new information that will be helpful.
- Dr Ault's presentation using audio projection was informative- humor allowed easier absorption. Additionally, comments of Brenda Smith were generally enough to encompass all areas in room, i.e. community corrections, jails, courts, etc.
- Small group discussion- easier to interact.
- Interaction between all of the components of criminal justice. It is very important that we connect with each other since our goals are the same. The breakout group was most interesting.
- What was most helpful was the input from different settings i.e. jails, prisons, courts and communities. This was true because a networking among these agencies helps not to duplicate services and also helps make existing services more effective.
- I found the introduction session helpful to both familiarize myself with the participants and have a frame of reference for the direction of the training. I also found the sessions on the history and issues surrounding the female offender population extremely informative. Handouts on each of the sessions would be very helpful. I greatly appreciate the opportunity to be involved in such an important topic.
- Good information was provided in thought provoking format. The manual will be a great resource back home.
- Why Women Offenders.
- History and Dr. Ault's presentation although both were rushed and could have used handouts with each. A good, thought-provoking day, all in all.
- I'm thrilled to be here and anxious to keep it going.

Least Interesting/Helpful

- History of Correction's response to Women Offenders.
- I found the History interesting but I found the "poor me" attitude of women put in jail least interesting.
- Connected least with Panel presentation.
- Nothing really, I did question whether History of Women - may have been biased somewhat to make gender points and then maybe another viewpoint.
- Respondents did not really respond to information presented.
- I connected the least with the history portion but that could have much to do with it being right after lunch and a low energy point along with a darkened room.
- Do history in AM not right after lunch with lights out. Set tables where all can fade the front.
- Probably the History, It was interesting but I feel that I appreciated it less than the group.
- The History- too much information to absorb and relate.
- Ault's presentation was least important to me since I have had similar presentation in the past.
- Panel presentation did not-add much to my experience- or base of knowledge.
- I find panels, in general, to be less helpful than in-depth individual presentations.
- Dr Ault's presentation.
- Slide projection after lunch and a day of travel made it difficult to stay awake.
- Panel discussion after speakers- most of information could be covered elsewhere.
- History of Corrections - dark room immediately after lunch.

- I would have preferred the group work on issues to have occurred earlier in the day, or the following morning. I think that would be a good opportunity to tap into higher energy levels.
- Lengthy, rushed presentation after lunch.
- Putting a full typed page on an overhead screen does not work.
- Historical perspective - only because I had already heard this presentation.

TUESDAY, SEPTEMBER 9, 1997

Most Interesting/Helpful

- I appreciate the staffs flexibility in changing schedules etc.; Information session with Dr Martin was very helpful. Dr Covington was a challenge although I do not agree with her opinions about many issues: 1)So much of what we call "treatment" really isn't; 2)There is a huge difference between case management and treatment outcomes.
- Powerful day, made more so by faculty's ability to alter schedule.
- The entire day was excellent! Dr Covington was enlightening. Incarcerated women offered tremendous insight.
- Stephanie- excellent speaker. Enjoyed guest presentations, it's good for people to hear stories- "reality therapy"; Like starting on time and stopping on time. Good day, no complaints.
- Presentation from Dr. Stephanie was outstanding, as were the other presenters. I would like to see her back again.
- Dr. Covington's presentation was so moving I am speechless. What a challenge to all of us! This was something not to be missed.
- The opportunity to see two real inmates was insulting. I can only imagine how they felt. Our time could have been better spent with Ms. Covington
- The entire day was excellent, don't change a thing.
- Stephanie's session was very good. Enjoyed her insights in addition to her substantive knowledge. Women who were incarcerated added depth to the day. It was definitely good to have Stephanie come back to help with debriefing.

- Suggestion: Speakers name tags have a red dot or ribbon, something to designate who they are; also program organizer's name tags indicating function and position.
- Excellent day of training! Everything discussed will assist me with program development back at my home site. I also appreciate the flexibility of the faculty in providing this training experience.
- Ms Covington is one dynamic speaker.
- Everything today was exceptional - I would suggest that you enlarge and reorder the handouts from Stephanie. They were hard to read and follow, also the colored paper is hard to photocopy for later use. Great Job!
- Stephanie's presentations were very powerful and helpful. It impacted upon my thinking and I expect to use much of her ideas to make some change in my area.
- Today best session! Stephanie is a strong presenter. Enjoyed two young ladies from Institution.
- The visit by the inmates was most helpful. Their visit afforded us the opportunity to look at the needs of the female offender and to address their needs.
- This was a great day! Stephanie Covington provided us with excellent information; genuine discussion, grace and style. I think she could play a bigger role - provide her more time. The women offenders provided the face/name /history on the focus of the seminar.
- Stephanie Covington was exceptional.
- Who are the Women. Women and Substance Abuse: Creating an effective Response. Stephanie Covington was exceptional.
- Great presentations. Task at hand presents a bigger challenge than I initially thought. Can we spend additional time with specific plan of action?
- The woman offender piece was super as is Stephanie. Would be nice to do Information piece in morning then put Stephanie and women together. I like the fact that you all were so flexible.

Least Interesting/Helpful

- We still need cookies!
- Have longer time for incarcerated women and divide participants to smaller groups to talk with them.
- Program organizers have name tags which designate title/function and positions; speakers have special designations to identify them.
- I would suggest not do research portion after lunch. I would like to hear something about determining where and what makes people bottom out and truly participate in treatment.
- Stephanie strong presenter but need not to have Information Systems-too technical, right after lunch.
- It would be wonderful if staff and presenters participated with our group gatherings at lunch. We miss your presence.
- The schedule attempts to crowd too much information into the allotted time slots-some presenters seem rushed.
- Spend additional time with specific plan of action.
- Room too crowded- we're on top of each other.

WEDNESDAY, SEPTEMBER 10, 1997

Most Interesting/Helpful

- The session on "who are the Women" was very helpful.
- I liked breaking out into functional groups. It seems more direct and concrete.
- I enjoyed the session on "Realities, Guiding Principles and Promising Practices, Part I." The opportunities to interact with members of the group was excellent.
- Small groups were interesting when different disciplines were together.
- At small discussion groups, participants monopolized time, not everyone had an opportunity to express their ideas.

- Enjoyed both small group exercises. Felt presentation on courts especially interesting for my state and jurisdiction.
- The group work on jail issues was most beneficial.
- The small group work promoted marvelous discussions and many were insights- both this morning and this afternoon.
- Enjoyed panels- best to have all participate in presentations rather than pressure on one or two people. Another great day!
- Enjoyed the mix of disciplines this morning- What Worked.
- PM discussions helpful.
- The group work was great! Not enough time devoted to first group project, enjoyed learning predominant issues for each group and promising practices.
- What Worked- small group discussions were more helpful than group presentations.
- Excellent interactive sessions! Dr. Martin's stuff was really good.
- What Worked was particularly useful. Teri's piece was helpful in terms of substantive information.
- Enjoyed group work with other segments of criminal justice systems. Each gave different perspectives.

Least Interesting/Helpful

- The group work around "weaving" was not sufficiently defined or clarified. It made the process more difficult not having a clear goal, maybe the goals were too big for time allotted.
- Don Andrews' material was not on target for women offender programming.
- Faculty members- make sure everyone wishing to talk is allowed to do so.
- Could change tables just for a different setting.
- Morning small group was not as helpful as PM groups- it seemed to lack focus.

- “Threads” exercise needs work; instructions vague, group should be instructed to chose reporters up front.
- Much of today seemed more tedious and less exciting.
- Facilitators of small groups need to watch dominating and talking too long/ too much!
- AM session was not particularly relevant, PM somewhat slow.

THURSDAY, SEPTEMBER 11, 1997

Most Interesting/Helpful

- This afternoon session was very helpful, informative in regards to what others are doing, particularly since it is not State funded - good presentation.
- Good creative exercises this afternoon involving participants: stimulating questions that are pertinent for my area. You forced me (gently) to ask and respond to important issues that I had not given much thought to in the past.
- Information Ann Jacobs shared was very good. It would have enhanced the session if she had allowed more audience participation during the two-hour segment.
- It was a fulfilling day. The group exercise was beneficial, yet fun to do. It was interesting to hear common language amongst all groups. I enjoyed Ann’s presentation. It was informative, also she is very knowledgeable and believes in what she does!
- Breakout presentations were good team building exercises. Also, theme identification.
- Ann Jacobs was the highlight of the day for me. She was so articulate in her presentation on the complexity of putting a comprehensive program together given the number and diversity of funding streams.
- Ann Jacobs presentation was excellent. It was comprehensive and summarized all areas discussed yesterday afternoon and this morning: I am grateful.
- The group presentation’s on **each** of the interest areas was very informative and effective. It’s important to hear about viewpoints from people who actually work the job.

- I found today's session to be very informative and the pace was perfect. I have no constructive criticism or any areas for improvement.
- Today's workshop continued to be stimulating, helpful and very worthwhile. The N.I.C. staff has offered personal suggestions that I hope to follow up on.
- Detailed discussions and listing the expectations from other agencies helped. It gives agencies a better understanding of the needs of the other agencies. It also helps to clarify thoughts and expand thinking, a holistic view of the problem: A better more realistic solution becomes possible.

Least Interesting/Helpful

- Last hour of session was not that useful since my teammates were exhausted and we did not really deal with the assignment. We had a cursory conversation.
- Please don't have lecture type presentations after lunch. We need action.
- Nice to preach 'openness,' flexibility, caring and broad vision in general, but this does not seem to be reflected in variety of the N.I.C. staff. We need more minority participants teaching.
- Would it be helpful to spend a little more time on what each person's job is. More time also on what agencies each collaborates well with, and those we struggle with. Maybe identify greatest issues other than dollars (concede everyone needs more).
- I find myself amazed at the lack of correlation between Criminal Justice agency participants and the legislature, not knowing what is developing in the area of corrections. Developing Judicial input in the discussion might be helpful. This is a potential topic for future seminars.
- Is it different to look at Policy makers and upper management in looking at the system? Don't the upper managers develop policy? Aren't they responsible for initiating implementation?
- Having good conversations cut short due to time keeping - a little too structured at times. The last exercise could have been much shorter - most people finished very early.
- I found the video quite unhelpful.

- I found the presentation by Dr Covington to be non-informed and judgmental. My understanding is that Dr Covington has never worked in a prison yet she had statements to make as to how evil, abusive, and destructive prisons are. Dr. Covington also asked for, and said that she felt safe in this group to share while at the same time she created anything but a safe environment to share for any male in the room as well as any jail staff. I expect that there is a forum that would be appropriate for Dr Covington to speak in but I do not believe that it was here. I appreciate the facilitators interest in trying to accommodate the wishes of the participants while retaining the integrity of the program around the time issues but I believe that trying to find some way to allow an afternoon off for sight seeing, R.& R., networking, or even sleeping, would go a long way towards decreasing people's restlessness. Besides the judges I don't believe any of us sit all day long. Perhaps the time requirements could be modified so that all programs to make that work.
- I would have liked to do the last hour with the same discipline participants: Could have used more time. Good exercise for small groups.

OVERALL SEMINAR EVALUATION - PARTICIPANT RATINGS

Participants were asked to rate each of the modules or seminar activities on a scale of 1-5 (1 -least, 5 most) with regard to their usefulness and the quality of the presentation or delivery. The following lists the average rating for each module on both dimensions. (See attached copy of rating form.)

MODULE/ACTIVITY	USEFULNESS	QUALITY
Welcome, Introductions, Review, Seminary Objectives, Agenda		4.5
Why Women Offenders (Allen Ault)		4.3
Why Women Offenders (Brenda Smith)		4.5
Panel Respondents on Why Women Offenders		3.9
History of Corrections: Response to Women offenders		4.1
Assessing Critical Issues (small group)		4.2
Women Offenders, Theories of Addiction Psychological Development		4.4
Types and uses of Information about Women Offenders		3.6
In their own Voices: a Dialogue with Incarcerated Women		3.0
Sentencing Goals & Women Offenders: Policy Issues & What Works		3.6
Sentencing Goals: Small Groups		3.7
Realities: Small Group Work & Report Out		4.4
Revisiting Systems Perspective		4.2
Linkages with the Community		4.1
Revisiting Critical Issues (Triad Groups)		3.9
Action Step Development		3.9
Take Home Plan to Make a Difference		4.4

OVERALL SEMINAR EVALUATION - PARTICIPANT FEEDBACK

Anything you would recommend we eliminate from the Seminar agenda?

- Panel on "Why Women Offenders" ; Triad group-time better spent working on our own.
- Theories of addiction; Types and Uses of Information about Women Offenders; Sentencing Goals.
- All of the information was useful, however, 45 minutes is about long enough.
- I was pleased with just about all of it. The information session was a little long but o.k.
- In the interest of time - "Why Women Offenders," Allen Ault, and "History of Corrections".
- History could be done with hand-out and verbal summary to tie to present.
- Some material was repetitious - could be reduced. Dr Covington was great, Allen Ault's talk should be expanded.
- None, keep training program intact.
- Great design, quite different from last year's planning committee. Good Job.
- Module on sentencing goals needs to be re-examined as to the purpose (outcome) desired to be better defined.
- When getting presenters remind them of the audience and be sensitive to what those individuals part of the world is.
- Weaving exercise or at least give clearer instructions.
- No - But Teri's portion could be shorter.
- The visit by the incarcerated offenders.
- Opening presentation by Allen Ault. While session had information and value, it did not clearly connect with the topic. It seems like it was a "men's" presentation with a few things on women thrown in.
- Too much time on data.
- Re-configure Teri's piece-shorten it or some other presentation.

Any topics or material you think should be added to future Critical issues in Managing Women Offenders?

- All important issues were covered.
- Material / Topics were all relevant
- Piece on cultural diversity, competency.
- Ethnicity issues; Transgender issues.
- You covered the substantive issues and blended in excellent management elements.
- More detail on relationship issues-how they play out in criminal activity especially non-substance abuse issues since that area was well covered.
- More “hands on” maybe having staff that work in corrections from the local area do a presentation for a ‘local flavor.”
- It may be helpful to include information or a presentation on a women’s program which focuses on “best practices” for women and incorporates a systemic approach.
- Nutrition.
- Cultural diversity and sensitivity.
- Training in women offenders who are in lesbian relationship and or relationship issues.
- Specific strategies for probation/parole caseloads-evaluation of programs.
- Segment on programs-overview.
- If 40% of women in state prisons are black but comprise only 13% of all women in this country, why is there no discussion of the effects of racism and ethnic bias on the crime rate?
- Perhaps some hard statistics on the # of women (staff and clients) working under care in U.S.
- Photos of facilities that have made design modifications for women would be helpful.

- Staff/Inmate relations; Promoting inmate responsibility.
- Invite political representation.
- More material on cultural diversity.
- An expert in treatment facilities.
- More minority women in group and even minority males in roles a faculty, facilitators, presenters, and participants; A broader base of geographical representation.
- More seminars that are discipline specific.

Do you have any suggestions for improving Seminar delivery?

- Bring in politicians as participants.
- Dr. Ault's slides went too quickly. Some overheads were too small to read. Keep small groups to same orientation. Eliminate large, heavy binders. Encourage facilitators to be open to other points of view-most were but a few seemed to ignore or cut-off opposing views re personal agendas.
- Some of the presentations such as "Linkages" could be shortened and details could be given in a written form.
- Harris presentation needed better AV's , clean up slides. Excellent material, though.
- More racial and cultural diversity in the faculty. More discussion of cultural diversity in the presentations.
- Need "action*" after lunch, no lecture-type presentations. Redo data collection. Use Elaine for all data collection.
- More work space. When tables were rearranged it was difficult to use work books because of crowding.
- Use Powerpoint as a visual aid, it's different and entertaining. Pass out this form at the beginning of the seminar so we don't forget the first day or so.
- Interaction was helpful but there was too much emphasis - meal time, etc. allow for discussion so that formal class time could be reduced. Follow up seminar for participants.

- I am very impressed with the staff, particularly how well you compliment each other. Talk about “weaving,” you ladies work so well together. Thanks for being a fiber in my life. That fiber will never be broken.
- More structured and clear cut guidelines for group discussions.
- More time be given to individual groups.
- Format was great.
- Make sure you instruct group to choose reporters before exercise begins.
- Facilitators should have a strong grasp of the focus of breakout groups and assist group in staying on track or in understanding the assignment. I do not believe this was always the case-particularly with the small group session held after Dr. Martin’s presentation.
- Stephanie Covington was challenging and informative. Her opinions on corrections were, however, not really constructive even though in an odd way she motivated several participants to further discuss her ideas (with great animation, I might add).
- Plan a “fun” activity.
- More diversity in presenters-only one women of color out of eight as faculty. More women of color, diversity in participants.
- Involve minority leadership in the development of the curriculum.
- Dr. Martin was difficult to listen to. Dr. Covington needs to work more closely with prison people to better understand the culture--she is overly empatic in her vision. She needs to allow people to express their thought, even if she disagrees whe alienated many which is unfortunate because she is so “on target” with her passion.

Do you have any comments regarding the length, start/stop times of the Seminar?

- Start and stop times seemed appropriate. Don’t lengthen the seminar.
- Shorten to four days. Start/stop appropriate. Flexibility is important.
- Three days should do.

- Length is perfect-long enough for commitment, not so long as to lose interest.
- Shorten. . . time devoted to Dr. Covington too great. It was an interesting talk but not convinced the subject required that much time. The breaks were too frequent and too long.
- Five days is good. Perhaps one early afternoon release to enjoy the surroundings.
- Length was very appropriate-wouldn't lengthen or shorten.
- Length seemed appropriate given the breath of information provided.
- Program length was ideal.
- Could be shortened if staff workshops reduced.
- No, it was great.
- Appropriate time. Requires very focused attention. Materials presented after lunch should be lighter and more interactive rather than lecture.
- Too long-four days would be better; too many breaks.
- Time was just right. Enough time to relax, get away from job issues and to allow process to develop and focus upon seminar.
- Length is about right; 4:30 PM is a good time to stop to allow time to relax before dinner.
- Five days seemed good. Still, good use an afternoon off for R & R. Breaks were good and times worked so long as we're out by 4:00 PM. Dinner should be later.
- It could be shortened to 3 1/2 days. It seemed like everyone was getting information "overload" by day four. Start/stop times were well planned.
- Three and one half days seems appropriate.
- About right.
- There is a lot of material for the time allocated. Not sure how to reconcile that.
- Shorten to 3-4 days. Shorten with one afternoon off.

Did you find the conference site, hotel accommodations, and logistical support for travel adequate?

- Yes - 16 responses
- Excellent, Fine, Very Good, Great - 6 responses
- Logistical support for travel to/from hotel not adequate.
- Didn't like having to pay for ground transportation.
- Everything great except no bathtubs in the hotel.
- Hotel excellent-although a hotel in Estes Park would be great.
- The hotel and training center are both excellent facilities that help to make the week very comfortable. The food is a little heavy and supper is served rather early but we all found our own ways to adapt

General Comments:

- The social on Sunday night was a good idea to get to know who was here.
- There might be an interest from participants to pay a fee to the NIC library to have the participant books and other materials shipped to their work rather than trying to pack them in a suitcase.
- Very helpful, interesting, lively.
- Great job!
- Overall the conference was exceptional--great faculty and great participants.
- Encourage participation from all participants. Few people monopolized most discussion time. Most people appeared to be "know it all" - no need to learn. If that is the case, why come to a seminar.
- Bring back people from each discipline as adjunct faculty and do a piece that is discipline specific for each area. Then bring everyone (seminar participants) back and see the results. Publish a piece on "What Works-Best Practices" that would have a more public audience.
- I have learned and have been changed. I will carry this information into my daily work-in program reviews, new projects, and staff development at the very least. But I think my learning about women's issues will have far greater impact. I can't say specifically how, but I know that this experience will result in

tangible and energetic new practices on behalf women offenders. Once again, NIC has, through this opportunity, performed a critically important service for the criminal justice practitioner.

- I have nothing but praise for format, content and delivery of the seminar. Stephanie was excellent, a highlight for me. Very professional, motivating staff, atmosphere.
- Exceptionally valuable information for male administrators. The women probably know most of this material already.
- Nice mix of participants. Seminar obviously well planned and thought out. Liked offenders being on program-please add an offender who is older and one who had done more time/more than one commitment.
- Well designed and organized program. The quality of the lectures was excellent. The written material was also very fine quality.
- This was an excellent seminar. The interaction with all parties was extremely valuable.
- Maybe add a trip-sightseeing.
- Very productive conference.
- Would like to see a reunion of this group. I do strongly believe that we all "wove" the cloth of hope/ "ASHA."
- Enjoyed myself and was very impressed by the staff, presenters and the other professionals from all over the States.
- It was helpful and interesting to meet other players in the criminal justice system. Some of the presenters were insightful and thought provoking. It was a very good experience for me.
- The small groups are very effective in sharing information. It would be a good idea to give action items to small functional-area groups. This would further conversation and possibly provide guidance.

- Would like to have a program just for prison wardens of women's facilities to share policies, procedures, legal issues, pressures, etc. Sandra Bamhill would make a great presenter on these issues. Minal should have been allotted more time to share her experiences.
- I really enjoyed and benefited from: 1)History of Corrections' Response to Women Offenders; 2)Women and Substance Abuse: Creating Effective Response; 3)Who are the Women: Their Voices; 4)Realities Guiding Principles and Promising Practices; 5)Focus on Community Corrections; 6)Linkages with the Community; and all the group activities.

EVALUATION SUMMARY

Summary of Participant's Ratings/Comments

No attempt was made by this evaluator to collate participant ratings or comments by criminal justice disciplines for purposes of this report. Because of the small number of participants in each group (except community corrections) and the basic rating scale, it would be inappropriate to try to make inferences about their ratings and opinions as a subgroup. To have listed comments by discipline would have, in some instances revealed the identity of the individual and result in a loss of unanimity. The following observations are provided upon review of participant ratings and comments.

1. Of the seventeen modules/activities listed on the participant rating form, eleven received an average rating of 4.0 or higher (on a 5 point scale with 5 as highest) regarding usefulness. Participants gave 'Welcome, Introductions...' and "Why Women Offenders (B.S.)" and "Take Home Plans" the highest average ratings with scores of 4.6, 4.4, and 4.4 respectively. The lowest average ratings regarding usefulness went to "Panel Respondents: Why Women Offenders" and "Sentencing Goals" with average rating of 3.6 for each.
2. With exception of three, Participant ratings of the quality of presentation/facilitation on each of the modules matches or slightly exceeds their generally positive ratings on usefulness. In two modules, both with ratings over 4.0, the lag in average rating for quality of presentation was no greater than two tenths of a point.

3. Overall, daily feedback from participants varied in terms of what was considered most and least interesting or helpful. It was not uncommon to find that a module or activity listed most interesting by some participants could also be listed as least interesting to another respondent. What appears to be a direct conflict of opinion is more likely a matter of preferential differences and diversity of background, experience and position represented in the participant body.
4. Participants offered a range of opinion in response to Dr. Covington's module. Generally there was appreciation for her knowledge and presentation of the subject matter. Some rated it as the "highlight" of the program. Others objected, however, to her opinions about the incompatibility of jail/prison incarceration and the provision of an effective therapeutic, gender-responsive treatment milieu. They also reacted negatively to her "overly emphatic" manner and an unwillingness to air other points of view.
5. Generally, participants appreciated the opportunity to work in small groups (functional groups the most, the triad groups least) but had strong opinions that the groups required clearer instruction and facilitation.
6. Participants were sensitive to the quality of A/V aids and usage during modules. There were consistent in their request for effective overheads and hardcopy handouts.
7. There were many comments in support of more active and interactive sessions following lunch.
8. There were many feedback comments that throughout the program presenters were rushed and there wasn't enough time to ask questions of presenters or for group interaction.
9. Participants were divided in their opinion about the length of the program. Many felt the five days appropriate for the content and process. Others felt that it could be shortened.
10. There were several comments about the lack of racial, ethnic, cultural diversity represented among staff and faculty. There were also comments to that effect regarding the collective participant profile. No comments provided regarding balance of gender represented at the seminar.
11. Participant comments regarding the hotel, conference site, and logistical support were generally positive ranging from adequate to great to excellent. There were a few comments about the tight fit in the meeting room, the timing of the evening meal (too early) and suggestions about having the option to mail manuals/materials home.

Consultant Observations/Suggestions

The following are the opinions of this consultant drawn from my own perspective and past involvement with this program as well as based on my interpretation of participant's evaluation and comment.

1. This program (September 7-12, 1997) was, overall, successful. If one reviews the Seminar goals and objectives and considers the depth and quality of the "Take-Home Plans to Make a Difference," as well as the consistently positive ratings from participants, it worked! I think the program was particularly effective regarding the subject of "gender responsivity," More than I thought possible on any given day, I think the message got across about the need for a policy perspective regarding women offenders at least as it comes to viewing the criminal justice process as inter-related system.
2. There are aspects of the program that warrant and deserve re-examination in an effort to further hone and improve future seminars. Among others, I would suggest the following:
 - Re-examine the seminar goals regarding the balance of policy vs. program perspectives; consider composition of participant body, and alignment of module content.
 - Look at the flow of modules/activities within each day and throughout the program re: transition, balance of cognitive and more visceral activity, level of interaction, mode of instruction/learning, energy level, etc.
 - Within each module, develop sharper delineation of objectives and relationship to overall seminar goals and principle themes. Clarification of purpose and products expected with each small group work session.
 - Strategies for achieving greater diversity in faculty and participant composition.

CRITICAL ISSUES IN MANAGING WOMEN OFFENDERS

September 7 - 11, 1997

Your assistance in completing this form will contribute to planning future seminars. Please rate each module in terms of its usefulness for you and the overall quality of the presentation/facilitation. Thanks.

	USEFULNESS					QUALITY				
	NOT				VERY	POOR				EXCEL- LENT
Welcome, Introductions, Review, Seminar Objectives, Agenda	1	2	3	4	5	1	2	3	4	5
Why Women Offenders [Allen Ault]	1	2	3	4	5	1	2	3	4	5
Why Women Offenders [Brenda Smith]	1	2	3	4	5	1	2	3	4	5
Panel Respondents on Why Women Offenders	1	2	3	4	5	1	2	3	4	5
History of Corrections: Response to Women Offenders	1	2	3	4	5	1	2	3	4	5
Assessing Critical Issues [small group]	1	2	3	4	5	1	2	3	4	5
Women Offenders, Theories of Addiction, Psychological Development, etc.	1	2	3	4	5	1	2	3	4	5
Types & Uses of Information about Women Offenders	1	2	3	4	5	1	2	3	4	5
In Their Own Voices: a Dialogue with Incarcerated Women	1	2	3	4	5	1	2	3	4	5
Sentencing Goals & Women Offenders: Policy Issues & What Works	1	2	3	4	5	1	2	3	4	5
Sentencing Goals: Small Groups	1	2	3	4	5	1	2	3	4	5
Realities: Small Group Work & Report Out	1	2	3	4	5	1	2	3	4	5
Revisiting Systems Perspective	1	2	3	4	5	1	2	3	4	5
Linkages with the Community	1	2	3	4	5	1	2	3	4	5
Revisiting Critical Issues [Triad Groups]	1	2	3	4	5	1	2	3	4	5
Action Step Development	1	2	3	4	5	1	2	3	4	5
Take Home Plan to Make a Difference	1	2	3	4	5	1	2	3	4	5

Anything you would recommend we eliminate from the Seminar agenda?

Any topics or material you think should be added to future Critical Issues in Managing Women Offenders?

Do you have any suggestions for improving the Seminar delivery? Facility? Presentation formats? Visual Aids? Facilitation?

Do you have any comments or suggestions regarding the length (5 days)? Should the Seminar be shortened or lengthened? Were start/stop times each day appropriate?

Did you find the conference site, hotel accommodations, and logistical support for travel adequate?

General Comments:

Your functional area: _____

Thank you.