

# RSAT Promising Practices Guidelines: 2025 Learning Community Series

---

## Program Design

Wednesday, April 23, 2025

Bureau of Justice Assistance (BJA)







Residential Substance Abuse Treatment (RSAT)  
Program for State Prisoners

Training and Technical Assistance Resource

*This project was supported by grant No.15PBJA-22-GK-01132-RSAT awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the SMART Office, and the Office for Victims of Crime. Point of view or opinions in this document are those of the author and do not represent the official position or policies of the United States Department of Justice.*



# Housekeeping

	<b>This event is being recorded:</b> Audio is now broadcasting	01
	<b>Audio is provided through your computer speakers or headphones:</b> Your line is automatically muted.	02
	<b>If you have issues with your speakers:</b> Close out of Zoom, when you reconnect, check your audio options before joining.	03
	<b>Live Captioning is Available:</b> Click the CC Live Transcription button to show and hide captions during today's event.	04
	<b>Chat:</b> Click the Chat icon to open the Chat panel.	05
	<b>Need help or have questions for our presenters?</b> Please type in the Q&A box!	06



# RSAT Promising Practices Guidelines: 2025 Learning Community Series

---

## Program Design

Wednesday, April 23, 2025

Bureau of Justice Assistance (BJA)

Residential Substance Abuse Treatment (RSAT)  
Program for State Prisoners

Training and Technical Assistance Resource

*This project was supported by grant No.15PBJA-22-GK-01132-RSAT awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the SMART Office, and the Office for Victims of Crime. Point of view or opinions in this document are those of the author and do not represent the official position or policies of the United States Department of Justice.*



# Learning Objectives

**Upon completion of this webinar, the participant will be able to:**

1

Define prosocial in both psychological and criminological terms.

2

Provide three examples of prosocial programming.

3

Explain the basic qualities of evidence-based treatment planning.

# Today's Agenda

---

- Presentation by RSAT-TTA staff
- Best Practice Highlight
  - Kosciusko County Jail, IN
  - Arizona Department of Corrections
- Breakout Discussion
- Open Q&A

# RSAT-TTA Presenter



**Samatha Kossow, MPP**

Research Associate

Advocates for Human Potential, Inc.

---

# Today's Topic

# Program Design

PPG Section Reference

Section III.A. pg. 11

Section III.E. pg. 16

## Program Length, Separateness, and Urinalysis

### In Prisons

- Program length of **6 to 12 months**
- Periodic/random drug testing (at entry, throughout program, post-program while remaining in custody)
- Program participants are set apart from the general population (BJA uses term “therapeutic community”)

### In Jails

- Program length of at least **3 months**
- Periodic/random drug testing (at entry, throughout program, post-program while remaining in custody)
- **Make every effort** for program participants to be set apart from the general population



# Program Design

**PPG Section Reference**  
Section V.C. pg. 30

## Treatment Planning

Based upon  
screening and  
assessment results

Incorporate  
collaboratively  
developed goals

Specific,  
measurable goals

Include reentry  
planning needs

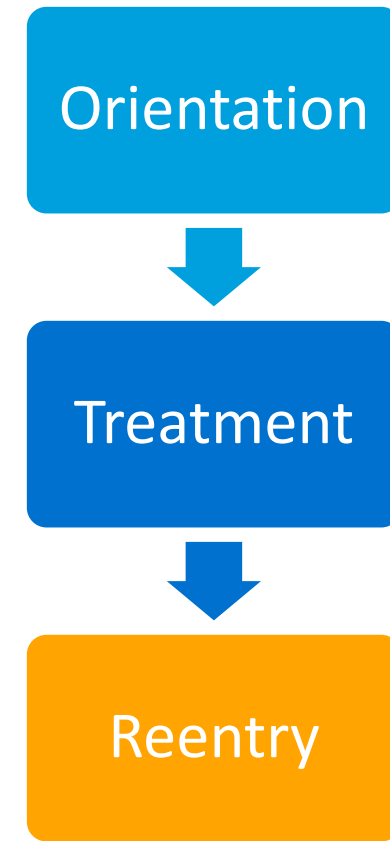
Should be revisited  
(and revised as  
needed) on a  
regular basis

# Program Design

**PPG Section Reference**  
Section III.B. pg. 11

## Program Progression

- RSAT programming should be offered in phases.
- Phase progression should be based upon participants having reached behavioral and recovery milestones.
- Policies and agreements to ensure participants can complete the minimum treatment time.



---

## What does “prosocial” mean? What does it look like to *be* prosocial?

- **Developmental/Psychological Definition:** social behavior that benefits others (i.e., helping, volunteering, and contributing)
- **Criminological Definition:** To follow social and legal norms (i.e., law-abiding behavior and commitment to employment, educational goals, and family roles).



## Prosocial Programming

- Residential SUD treatment participants should be involved in positive, prosocial programming beyond treatment and clinical groups.
- Prosocial programming should account for the majority of the participants' day.
- Examples: meditation, exercise classes, faith-based gatherings, peer led AA/NA, holiday activities, celebrations, therapeutic community jobs/committees.

### How is Time Split Each Day?

Facility needs (count, chow, movement, rec)

Treatment (groups, classes, one-on-one)

Structured Prosocial Time

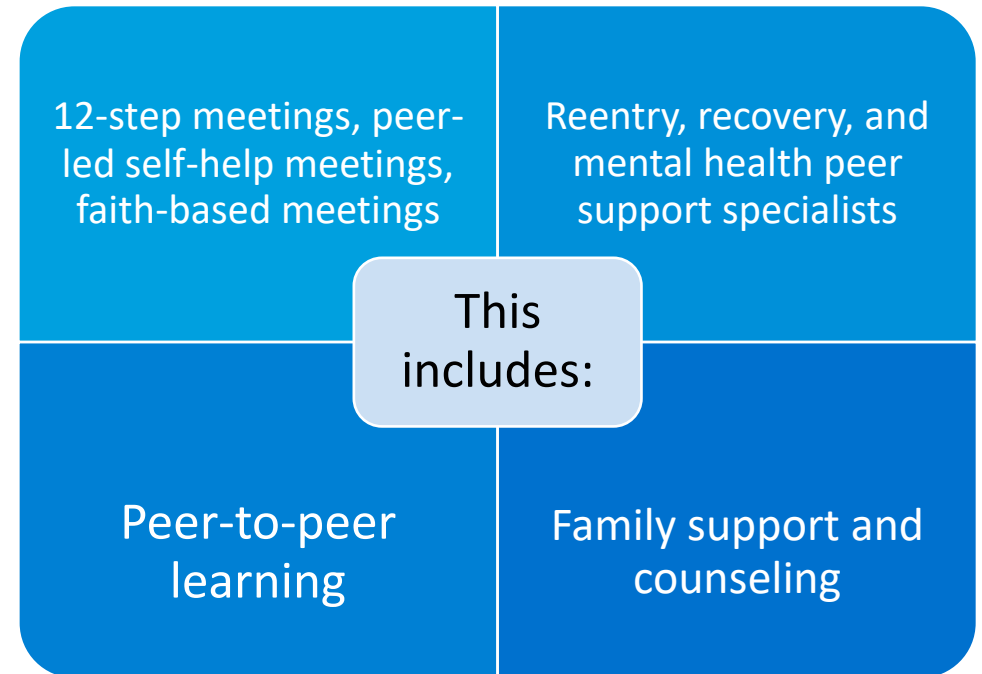
Personal Time

# Program Design

**PPG Section Reference**  
Section III.D. pg. 13

## Prosocial Peers

- Residential SUD treatment programs should help participants connect to community resources, mobilize family and prosocial peers, and develop a prosocial peer network.
- Incarcerated peers have a role in treatment settings distinct from that of staff.



---

# Facility Best Practice Highlight

# RSAT Community Best Practice Expert

**Casey Trombley, LMHCA**

Jail Chemical Addiction Program  
Coordinator

Kosciusko County Jail, IN

# About the Facility

## Kosciusko County Jail

- Facility Capacity - 305 inmates
- Majority Caucasian and Hispanic. 90% men and 10% women in our custody.
- RSAT Program
  - 8-10 participants per RSAT class
  - Program was implemented in 2019. 18 classes have completed the program.
  - The program is 16 weeks with focus half on recovery skills and half on life skills. participants are expected to do weekly individual and group therapy. All classes or activities are run by volunteers from the community.





# Kosciusko County Jail

## Responding to Community Needs



- Program launched in 2019 to address **high recidivism** and lack of recovery support.
- Since implementation: **jail population** and **overdose rates have decreased**.
- Entirely volunteer-led, with **strong community buy-in**.
- Graduates maintain relationships with community volunteers for **ongoing support post-release**.
- Some graduates return to lead classes and **mentor** current participants.

# Kosciusko County Jail

## Program Design

- Use of volunteers and community partners
- Community service
- Resource time
- Life Skills
  - Banking/financial literacy
  - Cooking and healthy eating
  - Job readiness

	5/8 MONDAY	5/9 TUESDAY	5/10 WEDNESDAY	5/11 THURSDAY	5/12 FRIDAY
6:00 AM	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
6:30 AM	HW / Clean / Get Around	HW / Clean / Get Around	HW / Clean / Get Around	HW / Clean / Get Around	HW / Clean / Get Around
7:00 AM	Self - Lead Rec. Time	Self - Lead Rec. Time	Self - Lead Rec. Time	Self - Lead Rec. Time	Self - Lead Rec. Time
7:30 AM	Self - Lead Rec. Time	Self - Lead Rec. Time	Self - Lead Rec. Time	Self - Lead Rec. Time	Self - Lead Rec. Time
8:00 AM	Self-Reflection Hour - Writing Time - 3 Goals for the day	Self-Reflection Hour - Writing Time - 3 Goals for the day	Co-Dependence Group - Cheryl	Self-Reflection Hour - Writing Time - 3 Goals for the day	Co-Dependence Group - Cheryl
8:30 AM	Self-Reflection Hour - Writing Time - 3 Goals for the day	Self-Reflection Hour - Writing Time - 3 Goals for the day	Co-Dependence Group - Cheryl	Self-Reflection Hour - Writing Time - 3 Goals for the day	Co-Dependence Group - Cheryl
9:00 AM	Group Counseling - MRT	Individual Sessions	Criminal Conduct and Substance Abuse Treatment Group	Book Club Time - Fellowship Missions	Community Service Time
9:30 AM	Group Counseling - MRT	Individual Sessions	Criminal Conduct and Substance Abuse Treatment Group	Book Club Time - Fellowship Missions	Community Service Time
10:00 AM	Group Counseling - Process Group	Individual Sessions	Criminal Conduct and Substance Abuse Treatment Group	Anger Management Class	Community Service Time
10:30 AM	Group Counseling - Process Group	Individual Sessions	Lunch / Quiet Time	Anger Management Class	Community Service Time
11:00 AM	Lunch / Quiet Time	Lunch / Quiet Time	Lunch / Quiet Time	Anger Management Class	Lunch / Quiet Time
11:30 AM	Lunch / Quiet Time	Lunch / Quiet Time	Lunch / Quiet Time	Lunch / Quiet Time	Lunch / Quiet Time
12:00 PM	Lunch / Quiet Time	Parenting Class - Lindsay Foster	Healthy relationships - Beaman Home	Mentor/Mentoree Time	Grief Workbook Time
12:30 PM	Lunch / Quiet Time	Parenting Class - Lindsay Foster	Healthy relationships - Beaman Home	Mentor/Mentoree Time	Grief Workbook Time
1:00 PM	Fitness	CR	Healthy relationships - Beaman Home	Resource Time (ID's, BC, Ins.)	Grief Workbook Time
1:30 PM	Fitness	CR	Healthy relationships - Beaman Home	Resource Time (ID's, BC, Ins.)	KHRA Class
2:00 PM	GED Class	WAIT - Melanie	GED Class	Resource Time (ID's, BC, Ins.)	KHRA Class
2:30 PM	GED Class	WAIT - Melanie	GED Class	LCB - Kyra, Alice, Austin	KHRA Class
3:00 PM	Banking Class - Allison Berger	Life Skills Class	GED Class	LCB - Kyra, Alice, Austin	
3:30 PM	Banking Class - Allison Berger	Life Skills Class	GED Class	Yoga	
4:00 PM	Dinner	Life Skills Class	Dinner	Yoga	Dinner
4:30 PM	Dinner	Life Skills Class	Dinner	Cooking Class - Carly	Dinner
5:00 PM	Seeking Safety		Dinner	Cooking Class - Carly	Dinner
5:30 PM	Seeking Safety		Dinner		Dinner
6:00 PM	NA - Self Lead		NA - Self Lead	Healthy Eating - Monica	NA - Self Lead
6:30 PM	NA - Self Lead		NA - Self Lead	Healthy Eating - Monica	NA - Self Lead
7:00 PM	Tv Time / HW	Tv Time / HW	Tv Time / HW	Healthy Eating - Monica	Tv Time / HW
7:30 PM	Tv Time / HW	Tv Time / HW	Tv Time / HW	Tv Time / HW	Tv Time / HW
8:00 PM	Tv Time / HW	Tv Time / HW	Tv Time / HW	Tv Time / HW	Tv Time / HW

# RSAT Community Best Practice Expert

**Lee Neil**

Program Manager

Arizona State Prison

Manzanita Unit

# About the Facility

## Arizona State Prison Complex (ASPC) Manzanita Unit RSAT



- 485 max capacity
- Population demographics
  - 39% White
  - 16% Black
  - 35% Mex Am
  - 1% Mex Nat
  - 4% Others
- Houses 5 different populations
  - RSAT (Buildings 1-3)
  - SMI Program (Building 4A)
  - 2nd Chance (Building 4B)
  - Medical (Building 5)
  - Hospice (Building 6)



# ASPC - Tucson/Manzanita



## RSAT Program Therapeutic Communities

- **Program Start Date:** June 21, 2021
- **Designated Beds:** 270
- **Program Type:** Therapeutic Community
  - Recovery houses are safe, healthy, family-like, substance-free living environments centered on peer support and recovery services.
- **Unique Features:**
  - Voluntary participation
  - Peer-led structure with staff oversight
  - Structured accountability (community meetings, committees, crews)



# ASPC - Tucson/Manzanita

## Path to Best Practice - History

Developed in response to the need for structured rehabilitation for justice-involved individuals with substance use disorders.

Evolved from traditional punitive models to a treatment-based Modified Therapeutic Community (MTC) approach.

Informed by principles of cognitive-behavioral therapy, pro-social modeling, and Maslow's Hierarchy of Needs.

## Path to Best Practice - Overview of Current System of Implementation

- **Model:** Residential Substance Abuse Treatment (RSAT) using a Modified Therapeutic Community.
- **Philosophy:** “Living in Recovery” by making better choices and adopting healthy, pro-social lifestyles.
- **Method:** “Community as method” – peer accountability, community structure, and role modeling.
- **Participants:** Incarcerated individuals with substance use disorders and Peer Support Specialists
- **Staff Involved:** Program managers, counselors, correctional officers, and RSAT community leaders.
- **Policies/Timelines:** Standardized structure including phases of treatment, group therapy, job roles, and behavioral expectations.
- **Supervision:** Program staff and DOC personnel provide supervision and support for peer-led accountability processes.

# ASPC - Tucson/Manzanita

## Path to Best Practices - Challenges Faced

1

**High rates of recidivism** and relapse due to lack of structured treatment.

2

**Limited engagement** of incarcerated individuals in meaningful change.

3

**Disruptive prison environments** with minimal focus on recovery or pro-social behavior.

4

**Lack of internal community structure** to reinforce behavioral expectations.



# ASPC - Tucson/Manzanita

## Path to Best Practices - Decision-Making and Buy-In Process

- Developed through collaboration between **DOC leadership, behavioral health experts, and grant administrators.**
- Evidence-based practices integrated into DOC's **operational and reentry priorities.**
- **Staff training** and facility-specific **orientations** fostered understanding and buy-in.
- **Participant feedback and success stories** encouraged further program investment.



## Path to Best Practices – Unintended Outcomes



### Positive:

- **Improved facility culture** with increased mutual respect and personal accountability.
- Enhanced peer **leadership** and inmate **self-esteem**.
- **Safer and more secure environments** for staff and residents.

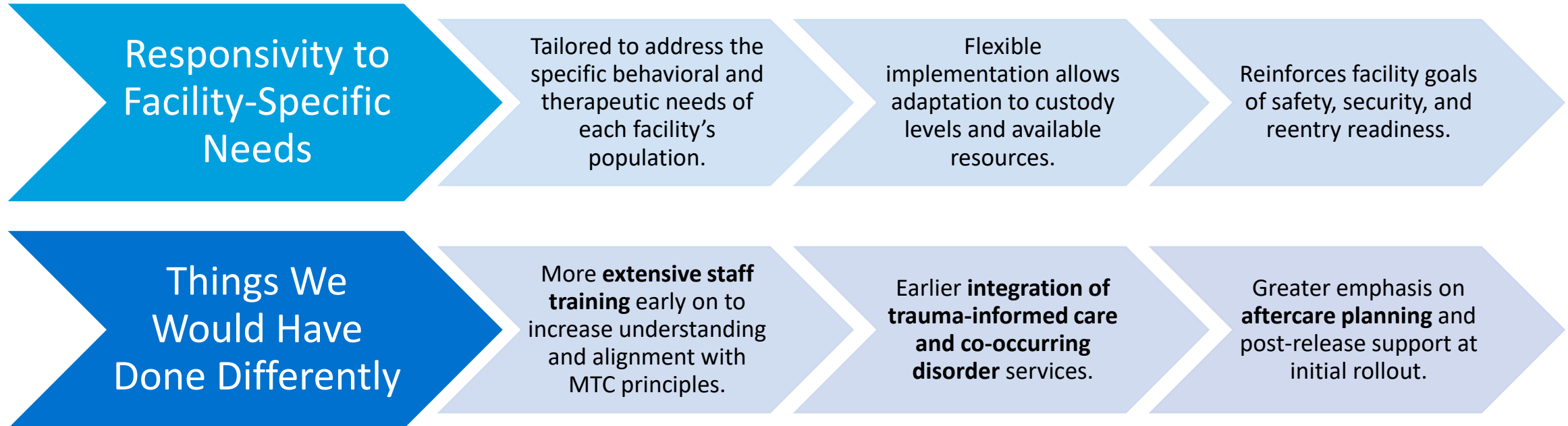


### Negative:

- Adjusting custody operations to accommodate therapeutic needs initially required **policy adaptations**.
- **Resistance** from some staff or incarcerated individuals unfamiliar with MTC concepts.

# ASPC - Tucson/Manzanita

## Path to Best Practices



# ASPC - Tucson/Manzanita

Title	Location	SuperVisor
Lifer Group	Modular 1	RSS [REDACTED]
THRIVE Veterans Round Table	Library	[REDACTED]
Folklore and Wonder Tales (Great Courses)	Modular 1	Mentor [REDACTED]
Customs of the World (Great Courses)	Classroom 1	
Hospitality Committee	Library	RSS [REDACTED]
Sanitation Committee	Library	RSS [REDACTED]
Recreation Committee	Library	RSS [REDACTED]
Arts & Crafts Committee	Library	RSS [REDACTED]
Special Events Committee	Library	RSS [REDACTED]
Terror of History (Great Courses)	Modular 2	
Yoga	Modular 2	RSS [REDACTED]
Lifelong Health (Great Courses)	Modular 1	[REDACTED]
Commercial Driver's License Training	Classroom 3	[REDACTED]

Mentor Training	Modular 2	[REDACTED]
Beginning Spanish	Modular 1	[REDACTED]
Wellbriety	Modular 2	RSS [REDACTED]
Gardening on a Budget	Modular 1	Mentor [REDACTED]
Culinary Theory	Modular 2	[REDACTED]
Effective Reasoning & Argumentation	Modular 2	[REDACTED]
U of A Gardening Class	Classroom 3	
Computer Skills	Classroom 1	[REDACTED]
Recovery Fitness	Modular 2	RSS [REDACTED]
Recovery Fitness	Modular 2	RSS [REDACTED]
The Art of Conflict Management	Classroom 3	RSS [REDACTED]
Celebrating Recovery	Modular 1	
Personal Excellence - 14B	Classroom 1	[REDACTED]
The Journey - 14A	Classroom 1	RSS [REDACTED]
RSAT Pathfinders	Modular 1	RSS [REDACTED]
Substance Use - 14A	Classroom 3	RSS [REDACTED]
Ted Talks	Modular 1	[REDACTED]
Building Self Esteem	Modular 1	[REDACTED]

---

# Breakout Session

# Breakout Session

## Structure and Discussion Questions

- Two breakout rooms – Jails and Prisons
- ~25 minutes of discussion
- Report back to the group after
- **Discussion Questions**
  - How is the daily schedule of your RSAT program structured?
  - How do participants progress through the program?
  - **Jails:** Do you engage with community partners for programming?
  - **Prisons:** Do you leverage peers to support programming?

---

# Breakout Session – Report Back

## Open Q&A

**What questions do you have for:**

RSAT-TTA staff

Facility practice highlight presenter

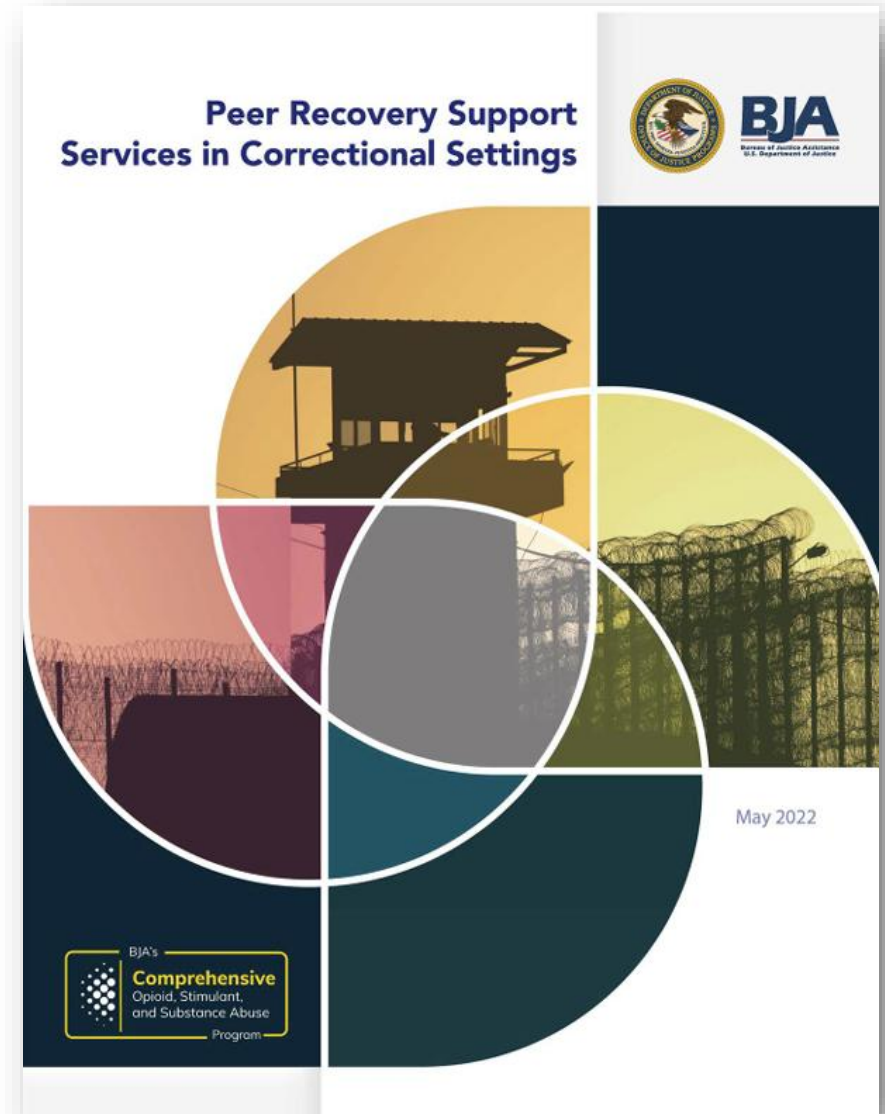
Larger RSAT community





# Additional Resources

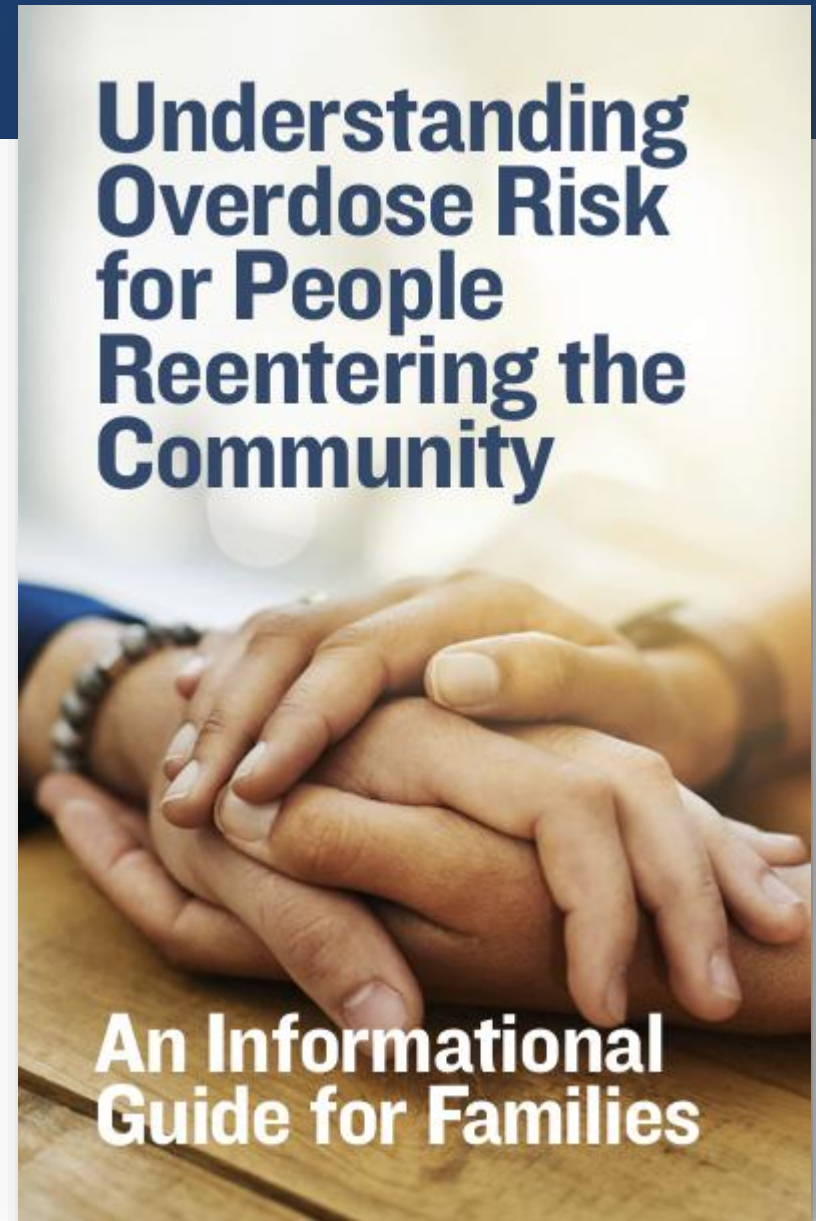
## Peer Recovery Support Services in Correctional Settings



[https://www.rsat-tta.com/Files/Altarum\\_PRSS\\_in\\_Correctional\\_Settings](https://www.rsat-tta.com/Files/Altarum_PRSS_in_Correctional_Settings)

# Additional Resources

- **BJA Resource:** [Understanding Overdose Risk for People Reentering the Community: An Informational Guide for Families](#)
- **COSSUP Brief:** [Facilitating Successful Reentry Through Peer Recovery Support Services](#)



---

# Contact Information

## **Sam Kossow, MPP**

Research Associate

Advocates for Human Potential, Inc.

[skossow@ahpnet.com](mailto:skossow@ahpnet.com)

## **Casey Trombley, LMHCA**

Jail Chemical Addiction Program  
Coordinator

Kosciusko County Jail, IN

[ctrombley@kosciusko.in.gov](mailto:ctrombley@kosciusko.in.gov)

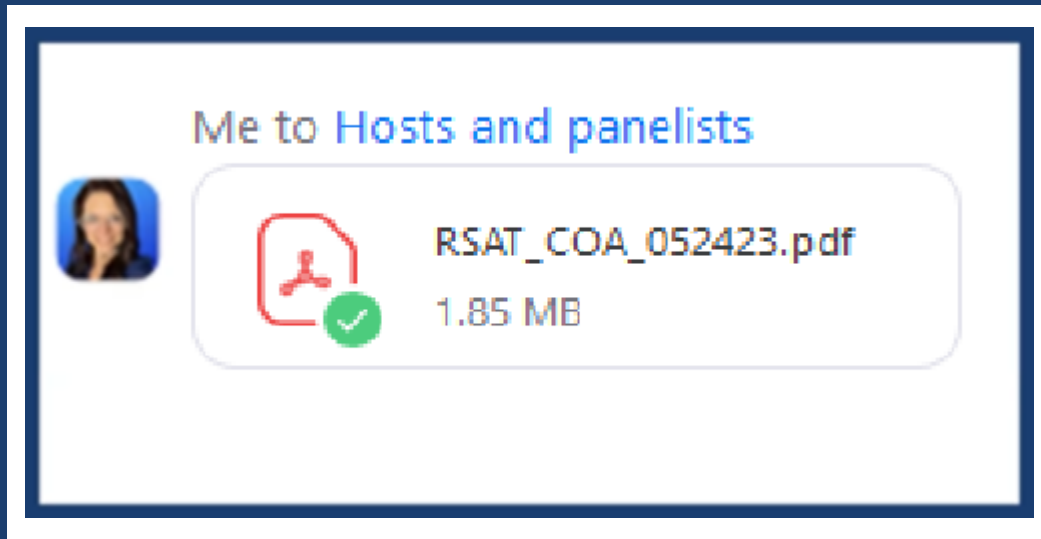
## **Lee Neil**

Program Manager

Arizona Department of Corrections

[lnel@azadc.gov](mailto:lnel@azadc.gov)

You can download the certificate of attendance from the chat.





# CERTIFICATE OF CONTINUING EDUCATION



1 Continuing Education Hour (CEH) approved by NAADAC, the Association of Addiction Professionals



Pass 10-question quiz with 7 correct answers



Download certificate upon completion of the quiz

**April 23, 2025** RSAT webinar CEH quiz link:

<https://survey.alchemer.com/s3/8280691/April-23-2025-RSAT-Webinar-CEH>

# Upcoming in this Series

- Treatment Principles Wednesday, May 14
- Treatment Interventions Wednesday, May 28
- Continuing Care and Reintegration Wednesday, June 11
- Program Administration Wednesday, June 25
- Facility-Level Interventions Wednesday, July 9

# CONTACT



<http://www.rsat-tta.com>



[rsattta@ahpnet.com](mailto:rsattta@ahpnet.com)