



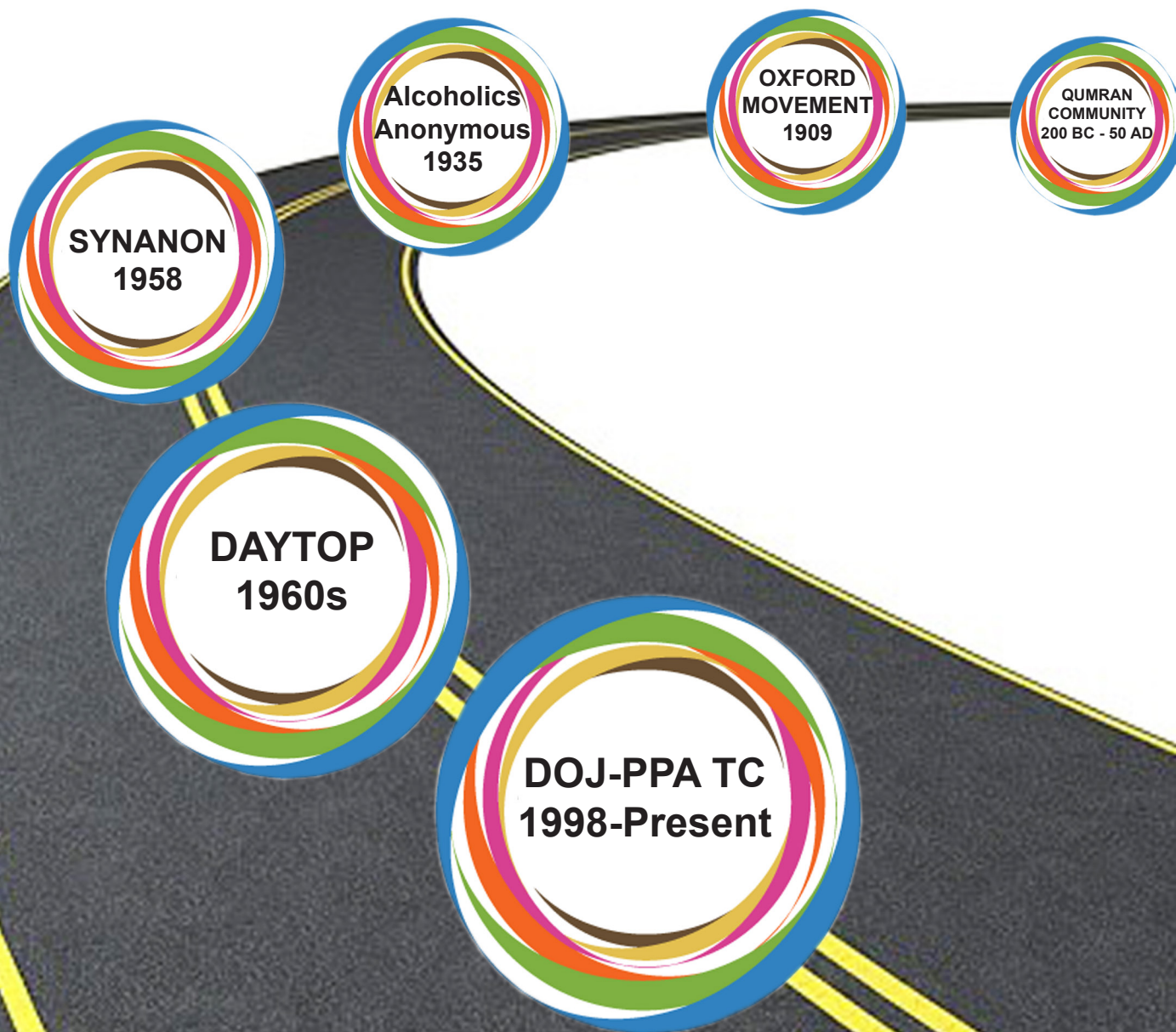
Therapeutic Community Modality

Therapeutic Community (TC) in the DOJ-PPA program for rehabilitation of offenders is a Self-Help Social Learning Treatment Modality that uses the TC Family/Community of staff (PPOs and VPAs) and clients as the primary therapeutic vehicle to foster behavioral and attitudinal change. Its rules and norms, shared beliefs, tools and processes combine to enable clients to actively work toward their individual goals for “right living.”

Held in a community-based non-residential setting, it addresses clients’ individual and group needs through a holistic/multi-disciplinary range of activities/interventions within the five (5) treatment categories: Relational/Behavior Management, Affective/Emotional-Psychological, Cognitive/Intellectual, Spiritual, and Psychomotor/Vocational-Survival Skills.

It integrates RJ principles and practices, and mobilizes involvement of the general public through the VPAs.

Origins





Therapeutic Community Modality

Historical Highlights

DOJ-PPA TC JOURNEY	PERIOD	BRIEF DESCRIPTION
Introduction of the TC Modality	1998-2004	Agency officials/ employees attended TC trainings held in the Philippines by DAYTOP International and the US Narcotics Law Enforcement Agency. This was followed by Basic TC Trainings conducted by regional offices.
Initial Implementation	1999-2005	<p>The Agency adopted its TC Mission and Vision Statements.</p> <p>The 1st Implementers' Guide was issued for Phase 1 of the program.</p> <p>TC was considered a special project; its use was encouraged but not officially required.</p> <p>Around 50% of field offices tried using TC on an "experimental" basis, with varying objectives, durations, and program components.</p> <p>Logistics were mostly from Local Government Units.</p>



Behavior Shaping Tools





REHABILITATION PROGRAM

Therapeutic Community Modality

DOJ-PPA TC JOURNEY	PERIOD	BRIEF DESCRIPTION
Realignment and Harmonization	2006-2012	<p>The Realigned TC Program was developed in an effort to bring coherence and a common direction to diversify TC implementation in the field. Its highlights include:</p> <ul style="list-style-type: none"> • Uniform program objectives, phases and other components • Issuance of 4 Manuals with session plans for Phases 1-4 • Initial inclusion of RJ, VPA Involvement, and Family Support Group in the program structure • 1st National TC Enhancement Training and Basic TC Trainings for VPAs • Funding from regional budgets, LGUs, DDB and other entities • Official adoption of DOJ-PPA TC Cardinal Rules • Continuing program and materials development, including formulation of the 17th TC Unwritten Philosophy which is <i>"Nurture nature for our future"</i> • Strengthening program monitoring thru the Integrated Quarterly Performance Report (IQPR), field officers' Parole and Probation Administration Performance Evaluation System (PPAPES) , and RDs/ARDs' Career Executive Service Performance Evaluation System (CESPES) • Implementation in all field offices



Essential Elements of TC

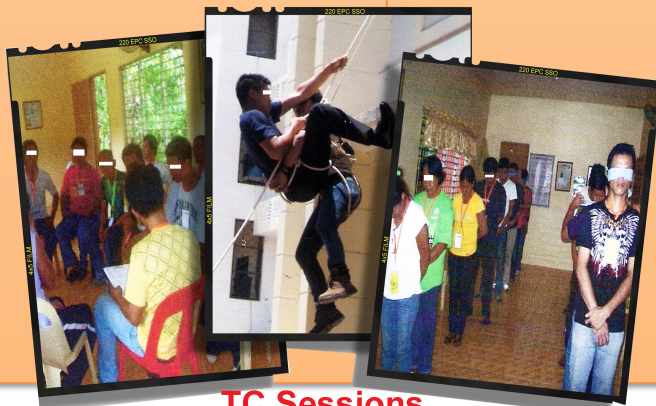


REHABILITATION PROGRAM



Therapeutic Community Modality

DOJ-PPA TC JOURNEY	PERIOD	BRIEF DESCRIPTION
Utilizing TC through an Integrated Ladderized Approach	2013 - Beyond	<p>Therapeutic Community Ladderized Program (TCLP) integrates TC tools, norms, principles and methods with probation and parole requirements, implemented in progressive phases within the non-residential community-based setting of the Agency's rehabilitation program of clients.</p> <p>Program content is greatly enhanced, while its duration is shortened. In totality, the length of the Core Program (Phases I – III) is reduced from 54 months or 4 ½ years under the Realigned TC Program to 26 months or 2 ½ years in the TCLP.</p> <p>The ladderized approach provides:</p> <ul style="list-style-type: none"> • More active involvement of clients and families • Success milestones <ul style="list-style-type: none"> Level 1 = Abbreviated Treatment Program (ATP) 1st Level of Certificate of Completion (COC) Level 2 = ATP 2nd Level COC Level 3 = ATP 3rd Level COC Level 4 = Core Program Diploma Level 5 = TC Strength Award




TC Sessions



REHABILITATION PROGRAM


Therapeutic Community Modality

DOJ-PPA TC JOURNEY	PERIOD	BRIEF DESCRIPTION
<p>TC Family Day</p> 		<p>Various program components are redefined:</p> <ul style="list-style-type: none"> • Phase objectives, criteria, sessions and reinforcing activities to match treatment categories; • Alternative schedules to fit shortened program duration; and • Phase requirements to conform with clients' supervision period. <p>Different elements are aligned:</p> <ul style="list-style-type: none"> • Treatment categories vs. Agency critical goals for clients' rehabilitation <ul style="list-style-type: none"> ➤ Relational/ Behavior Management ➤ Affective/Emotional – Psychological ➤ Cognitive / Intellectual ➤ Spiritual ➤ Psychomotor / Vocational – Survival Skills • TC Hierarchical Structure vs. field office organizational setup • Clients' assessments and planning processes vs. probation and parole conditions and procedures

REHABILITATION PROGRAM

Therapeutic Community Modality



DOJ-PPA TC JOURNEY	PERIOD	BRIEF DESCRIPTION
		<ul style="list-style-type: none"> Organizational values vs. TC norms <ul style="list-style-type: none"> ➤ PERFORMANCE with Team work, Resourcefulness and innovativeness ➤ PROFESSIONALISM with Role Modeling and Professional Excellence ➤ ACCOUNTABILITY with Responsibility, Honesty and Integrity <p>Publication of manuals:</p> <ul style="list-style-type: none"> Volume I: Implementers' Guide. This consists of four books, namely: <ul style="list-style-type: none"> ➤ Preparatory Phase and Phase I – Orientation ➤ Phase II – Primary Treatment ➤ Phase III – Immersion ➤ Phase IV – Integration Volume II: Manual on Policies and Guidelines for Program Implementation <p>Altogether, the DOJ-PPA TC Ladderized Program seeks to give clients sustainable foundations for life after probation or parole, empower Probation and Parole Officers, and raise the application of the treatment modality to higher professional standards.</p>

**Psychomotor
Treatment
Category**



Underlying Therapeutic Community Principles



By the end of this decade, TC shall have become the corporate culture of DOJ-PPA, permeating its plans, programs and practices, and confirming its status as a model component of the Philippine Correctional System.

To promote human and social transformation among ourselves and among our clients.

Beliefs

Belief in the
Higher power

Individual
must take
responsibility

Inherent
goodness of
man

Man can
change
and unfold

Group can
foster change

Therapeutic Community Modality

TC Philosophy

I am here
because there is no refuge, finally, from myself.
Until I confront myself
in the eyes and hearts of others.
I am running
Until I suffer them to share my secrets.
I have no safety from them.
Afraid to be known.
I can know neither myself nor any other;
I will be alone.
Where else but in our common ground,
can I find such a mirror?
Here, together,
I can at last appear clearly to myself
not as the giant of my dreams,
nor the dwarf of my fears,
but as a person, part of the whole,
with my share in its purpose.
In this ground, I can take root and grow,
not alone anymore, as in death,
but alive- to myself and to others.

Richard Beauvais

TC Unwritten Philosophy

- No free lunch
- You can't keep it unless you give it away
- You alone can do it, but you can't do it alone
- Responsible love and concern
- Honesty
- Trust in your environment
- Humility
- Pride in quality
- What goes around comes around
- To be aware is to be alive
- To understand rather than be understood
- Personal growth before vested status
- Act as if
- Compensation is valid
- Be careful what you ask for, you might just get it
- Forgiveness
- Nurture nature for our future

Behavior Shaping Tools Essential Elements

Essential Elements

- Active Participation
- Membership Feedback
- Role Modelling
- Collective Formats for Guiding Individual Change
- Shared Norms and Values
- Structure and Systems
- Open Communication
- Individual and Group Relationships
- Unique Terminology

Hierarchy of Behavior Shaping Tool

↑
Increase in severity

Banishment
General Meeting
Chair
Learning Experience
Verbal Haircut
Deal With
Speak To
Talk To

↑
Decrease in frequency



The TCLP integrates TC tools, norms and methods with probation and parole requirements, implemented in progressive phases within the non-residential community-based setting of the DOJ-PPA rehabilitation program for clients.

It provides clients with success milestones through graduated completion criteria, and aims for more active involvement of clients and their families.

The TCLP has redefined program components. Several elements have been aligned, including organizational core values with TC norms, TC hierarchical structure with field office organizational structure, and clients' assessments and planning processes with probation and parole conditions and procedures.

Altogether, the TCLP seeks to give clients sustainable foundations for life after probation or parole, empower implementers, and raise the application of the TC modality to higher professional standards.

REHABILITATION PROGRAM

Therapeutic Community Modality



Treatment Categories

- Relational/Behavior Management
- Affective/Emotional-Psychological
- Cognitive/Intellectual
- Spiritual
- Psychomotor/Vocational-Survival Skills

Cardinal Rules

- No drugs, no alcohol
- No sex or sexual acting out
- No violence or threat of violence
- No stealing
- No criminal activity

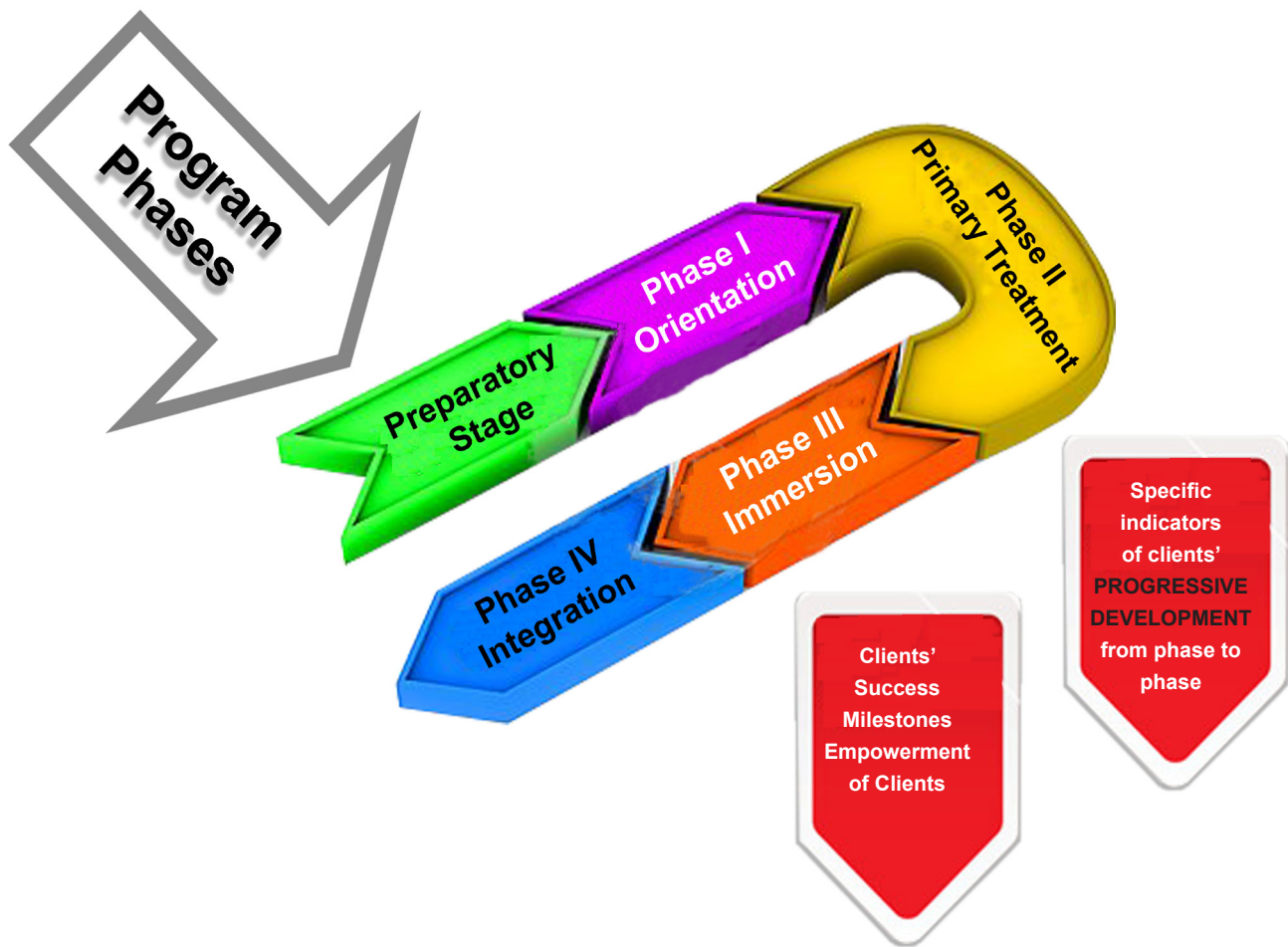
Integration of
RESTORATIVE JUSTICE
principles and processes in
the treatment program

INTEGRATION of **TC** tools,
norms and methods with
probation/parole
procedures and
requirements

Strong **FAMILY** support
Meaningful **VPA**
involvement



**Psychomotor/
Vocational-Survival Skills**



PREPARATORY STAGE

Description:

This stage corresponds to the sixty-day investigation period for petitioners for probation, parole or executive clemency. As part of the investigation, the assigned officer accomplishes the intake interview using the Worksheet, and secures additional relevant information through other investigation procedures. The Investigation Officer's (IO's) findings, together with the results of Client's Needs and Problem Checklist, will provide the initial general assessment that will, in turn, be used as a basis for preparation of Client's Personal Development Plan if probation/parole is recommended.

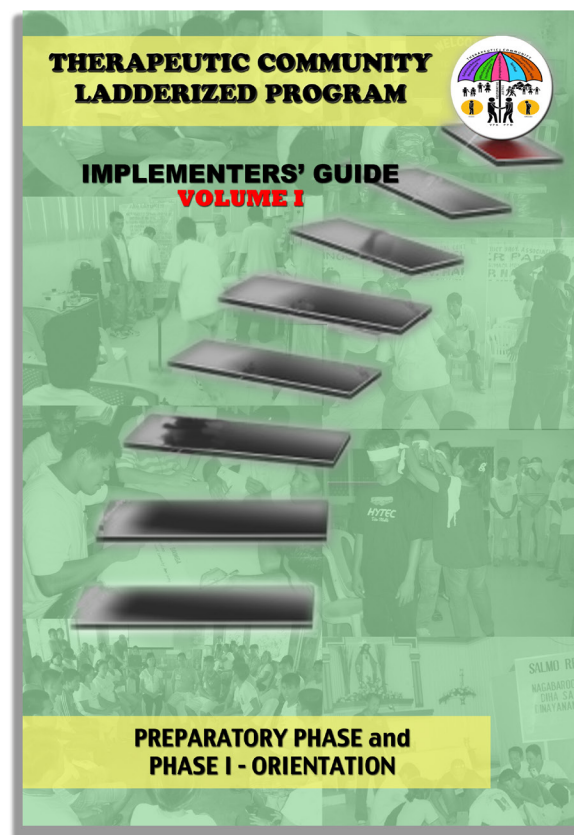
It is at this stage that the IO and CPPO/OIC should aim to create in the client and his/her family a mind-set of cooperation and support for the former's rehabilitation program. This is done by giving clear information about probation/parole requirements during intake and field interviews, followed by a more comprehensive program overview in the introductory Briefing. In the process, the IO and CPPO/OIC raise client's awareness of his /her obligations under the program, as well as secure commitment to participate and a pledge of support from the family.

Therapeutic Community Modality

Objectives:

By the end of this stage:

- Clients shall have accomplished the first Needs and Problems Checklist and initial Personal Development Plan, together with the IO.
- Clients shall have committed to comply with the conditions of their probation/parole, and to participate in the TC Program.
- Problems that may hinder clients' participation in the TC program shall have been identified and addressed (ex.: expenses, work, absences, literacy, etc.).
- Clients, family members and VPAs shall have attended the Introductory Briefing during the investigation period or within the 1st month of supervision.
- The Local Government Units Chief Executive and/or officials shall have been informed and invited to the Introductory Briefing.



Criteria for Entry into Phase I:

- My Needs and Problems Checklist (MNPC) accomplished
- MPDP initially accomplished
- Client committed in the PDP to comply with the conditions of probation/parole, and to participate in the TC Program
- Client and family member(s) attended Introductory Briefing
- Client's family expressed commitment to support his/her participation in the TC Program

PHASE I - ORIENTATION

Description:

Build Foundation

Client is assimilated into the TC culture during this phase. He/she acquires understanding of the program, philosophy and beliefs of TC, his/her role in the hierarchical structure, and rules to be observed as a TC Family member.

Client is familiarized with the TC unique terminology and introduced to the Behavior Shaping Tools with opportunities to practice, as well as actually uses the basic ones.

The process of enculturation also generates self-awareness, challenges denials, and begins client's journey to self-responsibility and accountability.

The phase culminates with drawing up his/her Behavior/Attitude/Traits/Habits (BATH) Plan and BATH Contract, and making an assessment of his/her progress through the Checklist for Promotion to Phase II.



Objectives:

By the end of this phase, clients shall have:

Relational/Behavior Management

- Complied with probation/parole conditions
- Used pull-ups, affirmations, elaboration and other behavior shaping tools
- Refrained from use of prohibited drugs
- Established bonding and trust with the TC Family
- Involved some family members in their rehabilitation activities

Affective/Emotional-Psychological

- Shown good grooming
- Begun to accept responsibility for their personal change

Cognitive/Intellectual

- Identified personal strengths and weaknesses and resolved to change specific negative behaviors and attitudes
- Acquired knowledge of the TC concepts, tools and processes

Spiritual

- Applied at least one TC Unwritten Philosophy
- Developed insights on their rehabilitation program through reflections
- Demonstrated understanding and appreciation of the TC Philosophy
- Expressed insights on their faith in God as the primary source of help in order to change

Psychomotor/Vocational-Survival Skills

- Demonstrated responsibility through performance of assigned tasks

Criteria for Promotion:

Relational/Behavior Management

- Complied with conditions of probation/parole
- Completed 100% of TC Phase I sessions
- Performed an assigned role or participated in the required number of Morning Meetings
- Tested negative for prohibited drugs prior to promotion
- Became a member of the TC Family
- Client's family member (s) involved in pertinent Phase I sessions and/or reinforcing activities

Affective/Emotional-Psychological

- Improved and maintained hygiene and good grooming
- Declared their commitment to carry out their BATH Plan and BATH Contract

Cognitive/Intellectual

- TC Terminologies understood and used

Spiritual

- Used an Unwritten Philosophy to express concern for a TC brother or sister
- Accomplished at least 50% of required reflections
- Quoted and explained some lines of the TC Philosophy



Psychomotor/Vocational-Survival Skills

- Performed the duties of their position in the TC Hierarchical Structure
- Participated in required reinforcing activities
- Reviewed and/or modified MPDP formulated in the Preparatory Stage
- Prepared a Road Map to Success prior to termination of probation/parole

PHASE II - PRIMARY TREATMENT

Description:

Focus and Develop

The focus of primary treatment is to effect behavioral change and develop client initiative and self-discipline. Through constant application of TC values and with regular use of TC tools, clients manifest a socially acceptable behavior and live an addiction-free lifestyle.

Equipped with basic literacy and employable skills and imbibed with TC values and precepts, clients become more productive members of their community, gender sensitive, environment-conscious, and economically empowered.

Objectives:

By the end of this phase, clients shall have:

Relational/Behavior Management

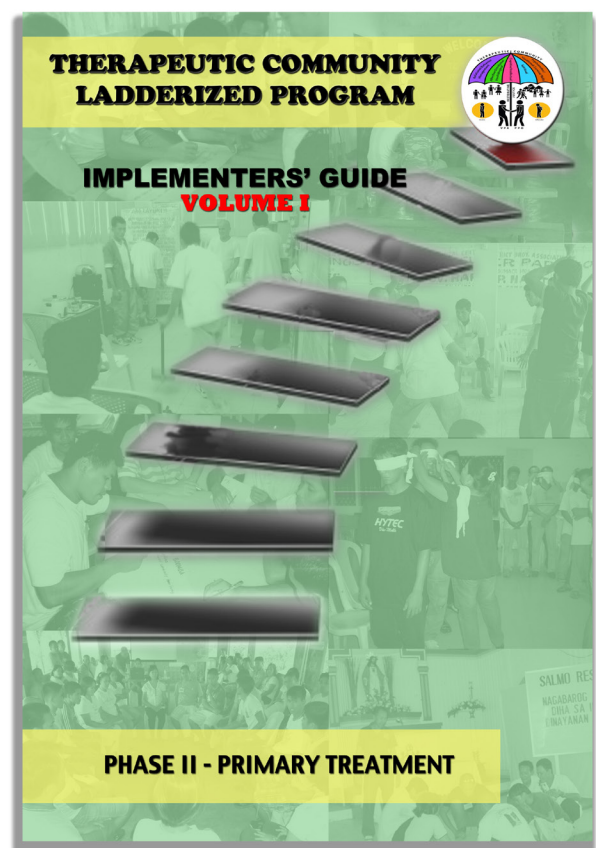
- Continued to comply with probation/parole conditions
- Demonstrated socially acceptable behavior
- Become familiarized with behavior shaping tools and applied them appropriately
- Become aware of and applied correct practices on environment issues
- Developed awareness of civic duties and responsibilities
- Refrained from use of prohibited drugs
- Identified triggers for relapse
- Understood and applied the concept of RJ and endeavored to reconcile with the victim and community

Affective/Emotional-Psychological

- Identified, accepted and respected personal feelings, and dealt with them appropriately
- Expressed realizations and insights into their behavior, attitudes and values
- Become familiarized with TC healing tools and applied them appropriately

Cognitive/Intellectual

- Gained awareness and knowledge of gender issues
- Acquired and/or enhanced literacy skills





Spiritual

- Understood TC Ups and applied them
- Memorized and explained the TC Philosophy
- Affirmed their faith in God as the primary source of help in order to change

Psychomotor/Vocational-Survival Skills

- Sought and assumed responsibilities
- Identified and developed employable skills

Criteria for Promotion:

Relational/Behavior Management

- Substantially complied with probation/parole conditions
- Actively attended at least 80% of TC Phase II sessions, including mandatory sessions
- Participated in environment-related activities
- Rendered at least two community services
- Participated in RJ processes as needed
- Tested negative for prohibited drugs prior to promotion
- Used at least two appropriate Behavior Shaping Tools (BST) to demonstrate concern

Affective/Emotional-Psychological

- Developed good feelings about self and others as manifested in reflections, counseling, encounters, peer confrontation, behavior, attitude, appearance, and interaction with others

Cognitive/Intellectual

- Attended gender-related TC sessions
- Acquired needed basic literacy skills

Spiritual

- Memorized and explained the TC Philosophy
- Accomplished at least 70% of required reflections

Psychomotor/Vocational-Survival Skills

- Developed employable skills
- Learned to perform other roles/tasks satisfactorily in the TC Hierarchical Structure
- Participated in required reinforcing activities
- Substantially achieved MPDP for Phase II, including at least 50% of BATH Contract
- Prepared a Road Map To Success prior to termination of probation/parole

Therapeutic Community Modality

PHASE III - IMMERSION

Description:

Internalize and Apply

Phase III is a vital link between Phases II and IV. During this phase, clients apply their learnings from Phase II and are now internalizing the TC precepts and beliefs. In the process, clients become mature and responsible, endeavoring to fulfill their duties to their families and community.

Immersion in this phase is viewed as a total plunge into the TC program precepts and beliefs to bring about positive change in attitude and behavior. Clients undergo a difficult but sustained change that would need assistance of legitimate support groups to prevent relapse.

These, together with established self-sufficiency and utilization of skills and intellectual capacity, will lead them to become economically productive, contented and stable.

Clients' successful performance during this period makes them ready for the fourth and last phase which is Integration.

Objectives:

By the end of this phase, clients shall have:

Relational/Behavior Management

- Continued to substantially comply with probation/parole conditions
- Developed harmonious relationship with the family and community
- Identified legitimate social support groups for relapse prevention
- Continued endeavoring to reconcile with the victim

Affective/Emotional-Psychological

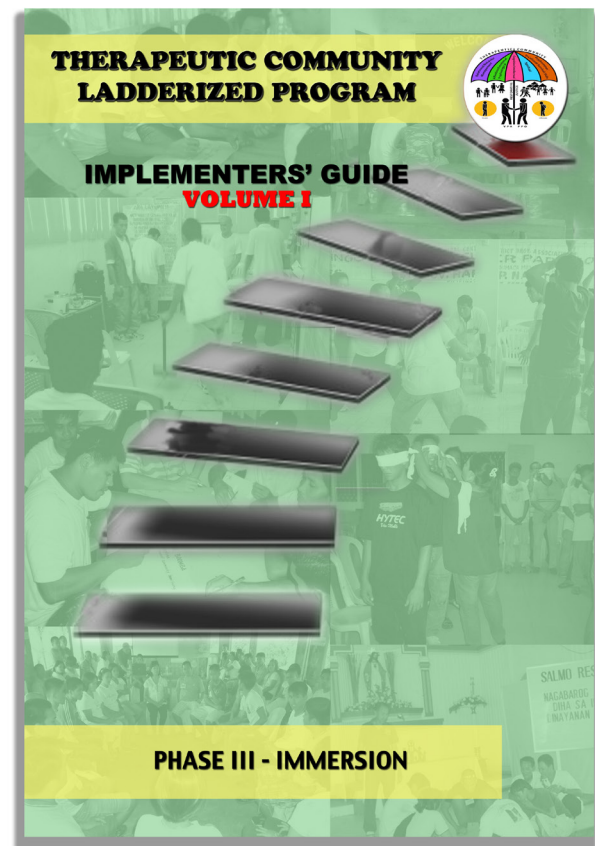
- Developed a sense of responsibility and maturity
- Learned to deal with issues leading to relapse
- Manifested positive personal change
- Managed critical life challenges

Cognitive/Intellectual

- Sustained basic literacy skills and/or developed other thought processes

Spiritual

- Attained genuine spiritual enhancement
- Internalized the TC precepts and belief system





Psychomotor/Vocational-Survival Skills

- Enhanced/utilized employable skills and/or engaged in other productive pursuits to increase self-sufficiency
- Demonstrated initiative and resourcefulness in performing functions in the Hierarchical Structure

Criteria for Promotion:

Relational/Behavior Management

- Substantially complied with probation/parole conditions
- Attended at least 90% of TC Phase III sessions, including mandatory sessions
- Addressed and managed family conflicts and developed/maintained harmonious family relationships
- Developed peaceful relationships with members of the community
- Been oriented in activities of legitimate social support groups and identified those which they can join
- Continued openness/sincere participation in the RJ process
- Demonstrated concern for fellowmen thru community service
- Acted as big brothers/sisters to new members
- Assumed a lead role in behavior shaping processes (ex. Morning Meeting moderator, Peer Confrontation leader, Static Group leader) at least two times
- Satisfactorily met family and community responsibilities
- Tested negative for prohibited drugs prior to promotion

Affective/Emotional-Psychological

- Practised newly learned coping skills for relapse issues
- Portrayed enhanced personal attitude and behavior

Cognitive/Intellectual

- Enhanced basic literacy skills and/or developed ability to analyze and discern

Spiritual

- Practised values and moral principles and able to recognize God's important role in an individual's life
- Accomplished at least 80% of required reflections
- Known by heart and practised the TC Philosophy and principles of right living

Psychomotor/Vocational-Survival Skills

- Secured lawful means of employment and/or engaged in other income-generating activities
- Participated in required reinforcing activities
- Substantially achieved MPDP for Phase III, including at least 70% of BATH Contract
- Prepared a Road Map to Success prior to termination of probation/parole

Therapeutic Community Modality

PHASE IV - INTEGRATION

Description:

Live and Sustain

It is in the INTEGRATION PHASE that client is expected to consistently behave in a responsible manner both in the family and in the community without the direct supervision of a Probation and Parole Officer.

In this phase, client manifests sustained positive changes in behaviors and attitudes that make him/her a TC strength and a role model to his/her fellow clients.

It is also during this phase that client sustains lawful means of livelihood, applies adequate literacy skills, and deals with others in positive ways, thus making him/her a productive member and an asset of the community.

Objectives:

By the end of this phase, clients shall have:

Relational/Behavior Management

- Continued to substantially comply with probation/parole conditions
- Maintained harmonious relationship with the family and community
- Become a role model to other clients
- Maintained peaceful relationship with the victim

Affective/Emotional-Psychological

- Manifested sustained positive changes in behavior and attitude
- Recognized that personal change is a continuing process even without supervision

Cognitive/Intellectual

- Attained and applied adequate functional literacy

Spiritual

- Continued to practise the TC precepts and belief system

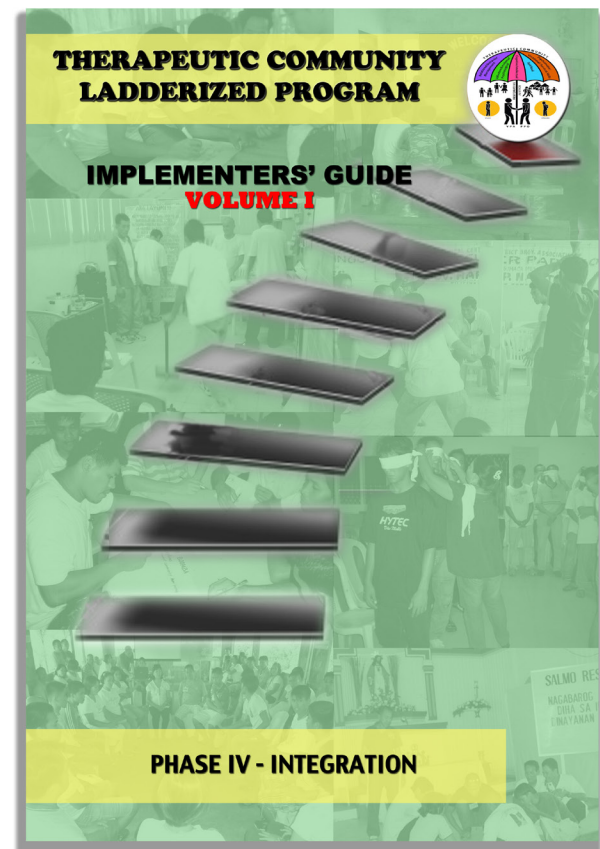
Psychomotor/Vocational-Survival Skills

- Become economically independent

Criteria for Graduation:

Relational/Behavior Management

- Substantially complied with probation/parole conditions
- Attended at least 90% of TC Phase IV sessions, including mandatory sessions
- Manifested sustained peaceful relationship with the victim and community. (If reconciliation not previously attained, made amends with the victim and community through RJ processes.)
- Participated in socio-civic activities in the community
- Joined appropriate support groups in the community





Therapeutic Community Modality

Relational/Behavior Management (Continuation)

- Assumed a lead role in behavior shaping processes at least four times
- Participated as strength in one or more RJ processes for other clients
- Lived a vice-free and drug-free lifestyle
- Complied with at least 80% of the RJ contract (as needed)

Affective/Emotional-Psychological

- Shown sustained positive changes in behavior and attitude

Cognitive/Intellectual

- Pursued academic or vocational/technical courses
- Satisfactorily manifested the ability to discern right from wrong
- Applied appropriate thought processes to cope with daily life challenges (e.g. solving problems, weighing consequences, identifying options, etc.)

Spiritual

- Behaved in a morally upright manner
- Accomplished at least 90% of required reflections

Psychomotor/Vocational-Survival Skills

- Spent wisely and saved part of their income
- Secured a stable means of livelihood to support themselves
- Supported their families substantially (if needed)
- Participated in required reinforcing activities
- Substantially achieved MPDP for Phase IV, including at least 80% of BATH Contract
- Prepared a Road Map to Success prior to termination of probation/parole

Criteria for TC Strength:

- Consistently exhibited exemplary compliance with the requirements for promotion/graduation
- Acted as facilitators in one or more TC and/or RJ processes
- Showed exemplary behavior and performance in carrying out their duties in the Hierarchical Structure and in their job, if employed
- Acted as role models and big brothers/sisters to other clients
- Accomplished at least 90% of required reflections in applicable phases
- Actively participated in worthwhile community activities/service/support group(s)
- Acted as resource persons/coordinators in some reinforcing activities
- Achieved other significant or outstanding accomplishments

