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Results of the Correctional
Institutions Environmental Scale:
Maryland and Connecticut
Treatment and Rehabilitation
for Addicted Prisoners Programs

Working Paper

NCJRS

NOV 7 1988

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July 11, 1980

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Introduction

The Treatment and Rehabilitation for Addicted Prisoners (TRAP) programs have been developed to provide treatment for drug abusing offenders. The TRAP programs attempt to improve the coordination of treatment services delivery for offenders while incarcerated and on parole; improve the information base for use in parole hearings, plans and supervision; decrease the use of illicit drugs by inmates placed on parole through the program; and decrease recidivism rates among program participants and graduates.

In order to achieve these results, the TRAP programs are designed to provide a treatment program for offenders while they are residing in the institution and then continue this program while they are on parole. Hence, the program consists of an "Institutional Treatment Phase" and "Community Corrections Phase." This report addresses only the period of time when TRAP inmates receive treatment within the confines of a penal institution, the "Institutional Treatment Phase."

Wenk and Moos (1972) highlight the elements that characterize life in a "total institution" (Goffman, 1961) when they state:

The quality of this institutional life is determined by both the attributes of the people and the environment and the resulting interactions.

One means of obtaining information about the "quality" of institutional life within a TRAP program, and to make a partial determination as to whether the program is meeting the clients' needs, is to ask all participants--staff and inmates--about their

perceptions of the program. The Correctional Institutions Environmental Scale (CIES) has been selected and used for this purpose.

No pretense is made that the CIES provides a comprehensive view of the institutional treatment phase of the TRAP programs. Nor, can one "validate" responses to the CIES. The resulting social profiles, however, can be compared with a national normative sample, as will be indicated later in this report.

This report presents the staff and inmate perceptions of the Maryland and Connecticut TRAP programs' social environments. More specifically, this report will address the following:

1) How do the participants perceive their social climate? 2) Does the participant's role reflect the climatal assessment? 3) What do the participants conceptualize as the "ideal" program? 4) How does this "ideal" vary from their perception of the "real" environment? 5) What areas of the program's climate are assessed as possibly needing change? 6) How do the two state TRAP programs differ in their "environmental profiles"?

The Instrument

The Correctional Institutions Environmental Scale (CIES) was developed by Rudolf Moos (1975) to assess the social climate of correctional institutions. The concepts upon which the scale evolved include the idea that social environments do vary, "that vastly different social environments can be characterized by common or similar dimensions" (Moos, 1975) and that environments are made up of "presses." A press "facilitates or impedes the efforts of an individual to attain a particular goal" (ibid).¹

¹The concept of the environmental press is derived from the work of Henry Murray (1938).

The scale is designed to measure the environmental press on three dimensions: Relationship Dimensions, Treatment Program Dimensions and System Maintenance Dimensions of penal facilities. For each dimension there are three subscales (see Table 1). The scale measures the environment as the participants perceive it, not as an observer might see it. Thus the CIES asks questions about the usual patterns of behavior within the participants' program. The results are two consensual interpretations, or "profiles," of the program's social milieu (ibid).

Studies on the CIES

The CIES has been widely used to study prison environments (Moos, 1975) as well as prison and treatment programs (Wexler and Lostlen, 1978; Wexler and Chin, 1979).

Jesness (1972) has used the CIES in a comparative analysis of two juvenile institutional treatment programs. Issues addressed were the initial impact of the program, the effects of the program on the social environment after a period of two years, and the similarities and differences between the two institutions' social environments.

Addressing the social effects of an incentive program, Wenk and Frank (1973) have also used the CIES. Their major finding highlights the impact of the overall or total social climate of the institution. The social environment of the incentive program was found to be interdependent within the institution as a whole. Wilkinson and Reppucci (1973) have used the CIES similarly to measure the effects of a token economy on the social climate of correctional cottages. The findings suggest that the program has

Table 1*

CIES Subscale Descriptions

Relationship Dimensions

- | | |
|-------------------|---|
| 1. Involvement | <i>measures how active and energetic residents are in the day-to-day functioning of the program, i.e., interacting socially with other residents, doing things on their own initiative, and developing pride and group spirit in the program.</i> |
| 2. Support | <i>measures the extent to which residents are encouraged to be helpful and supportive towards other residents, and how supportive the staff is towards residents.</i> |
| 3. Expressiveness | <i>measures the extent to which the program encourages the open expression of feelings (including angry feelings) by residents and staff.</i> |

Treatment Program Dimensions

- | | |
|---------------------------------|--|
| 4. Autonomy | <i>assesses the extent to which residents are encouraged to take initiative in planning activities and take leadership in the unit.</i> |
| 5. Practical Orientation | <i>assesses the extent to which the resident's environment orients him towards preparing himself for release from the program. Such things as training for new kinds of jobs, looking to the future, and setting and working towards goals are considered.</i> |
| 6. Personal Problem Orientation | <i>measures the extent to which residents are encouraged to be concerned with their personal problems and feelings and to seek to understand them.</i> |

System Maintenance Dimensions

- | | |
|---------------------------|---|
| 7. Order and Organization | <i>measures how important order and organization is in the program, in terms of residents (how they look), staff (what they do to encourage order) and the facility itself (how well it is kept).</i> |
| 8. Clarity | <i>measures the extent to which the resident knows what to expect in the day-to-day routine of his program and how explicit the program rules and procedures are.</i> |
| 9. Staff Control | <i>assesses the extent to which the staff use measures to keep residents under necessary controls, i.e., in the formulation of rules, the scheduling of activities, and in the relationships between residents and staff.</i> |

* Reproduced from Moos, 1975, p. 41.

had positive effects on the social environment. Assessing the effects of community volunteers on the social environment of a penal unit and a treatment program, the Bucks County Department of Corrections (1974) has reported that generally over a three year period the volunteers have had a positive effect on the social environment. The third year's profile has indicated, however, that the effects of the highly publicized Attica incident did effect the climatal perceptions of the inmates. Thus, the third year's profile was more negative than the second.

The State of Kentucky (1973) has used the CIES to evaluate five penal institutions. The results of this study highlight an inverse relationship between institutional security and positive assessments of the social climate; as the institution's security increases the inmates' positive perceptions of the environment decrease. Thus, maximum security institutions have received a more negative CIES assessment than other types of penal institutions.

In an evaluation of a nonvoluntary substance abuse program, Wexler and Chin (1979) used the CIES to assess the social environment. The findings indicate that both the staff and the inmates perceive the nonvoluntary treatment program as being more Treatment and Relationship oriented than the average penal institution. In a similar study where the staff consisted of ex-offenders with substance abuse histories, the Minnesota Commission on Crime Prevention and Control (1974) has found a high degree of "support" among the residents and by the staff for the residents. The program has been perceived as being highly oriented towards the

"practical."

The CIES has been used by Lane (1977) to evaluate the social climate of three Virginia penal institutions for males. The study's focus concerns the correctional officers' perceptions. Lane reports that positive evaluations of the institutions' social environment are correlative with the hierarchical structure of the corrections systems; that is the top administrators assess their facility more favorably than those in lower status positions.

Thus, the CIES has been used widely to assess impact of treatment and/or new programs on the social environment, to evaluate the effects of a program, to reveal relationships that affect the social environment, and to gain a better understanding of how the participants perceive their social environment.

Methodology of this Study

For the purpose of this study, the 36 - item CIES (Form S) is used to assess the social environment of the Maryland and Connecticut TRAP institutional programs. Form S consists of 36 true/false statements (four items for each subscale). A "true" response indicates that the individual perceives the behavior in question as being present or encouraged by the social environment. "False" indicates that the behavior in question is not encouraged by the social environment (Jesness, 1972). For each subscale, a mean score is calculated. This score represents the consensual perception of that facet of the social environment. Thus, a high subscale mean would indicate a strong environmental press in that area. For example, a score of 3.5 on "autonomy" indicates that "autonomy" is perceived

by the group as being highly emphasized or encouraged. These means scores are generally presented in parentheses in this report.

In both programs, TRAP staff and inmates were asked to complete two versions of the CIES, one which assesses the "real" social climate and one which depicts an "ideal" climate.

Figure 1 (page 11) and Figure 5 (page 22) portray the TRAP programs' "real" social environments as perceived by the resident staff and inmates. To elucidate the programs' climates further, both programs' "real" profiles are compared with a national normative sample (see Figure 4, page 19 and Figure 8, page 30). This affords the opportunity to determine the extent to which the Maryland and Connecticut TRAP programs are above or below the national normative sample's average in emphasis on each of the nine program areas (Moos, 1975).

The normative sample consists of 51 units in 26 correctional facilities, located in 14 states with widely varying programs, types of inmates and institutional levels of security. And as indicated by Moos (1975, p. 63):

Since a broad range of adult programs were included, the results are probably generally representative of the social climate conditions in adult correctional facilities.

On each graph (Figure 4 and Figure 8) the mean for this national reference group is represented by a standard score of 50. The mean subscale scores of the Maryland and Connecticut programs have been converted to standard resident scores and then are graphically represented to facilitate comparison with the

national sample.¹

In order to assess the TRAP inmates' and staffs' perception of an "ideal" program, the 36 - item Short Form of the CIES has been reworded following Moos' instructions. The "ideal" profile highlights the goals and value orientations of each group. The profiles are depicted in Figure 2 (page 13) and Figure 6 (page 23) using mean raw scores for each subscale.

Exploring further the social environments of each TRAP program, Figure 3 (page 16) and Figure 7 (page 27) portray the satisfactions and possible changes that inmates and/or staff might make to form a more "ideal" program. Scores are obtained by subtracting the "real" mean subscale score from the "ideal" mean subscale score for each subscale (see Moos, 1974). The horizontal line across the profile (a score of 0) indicates that no change is desired. Scores below this line (negative scores) indicate the respondents would like a decrease of emphasis in this area. Scores above this line (positive scores) indicate that respondents would like an increase of emphasis in this area. For example, a score of -2 on "staff control" indicates the respondents' desire for a decrease of emphasis on "staff control" in their program's social environment (ibid).

Lastly, a comparison of the two State's program profiles is presented. The comparison provides an assessment of the programs' similarities and differences in social climate.

¹As suggested by Moos (1974, p. 19) "to facilitate the direct comparison of residents (inmates) and staff perceptions of a particular correctional program, we usually plot both resident (inmates) and staff mean unit scores against resident norms."

Assessment of Maryland

TRAP Participants

Housed in two dormitory style buildings in a minimum security setting, the Maryland TRAP program is designed to accommodate sixty male inmates.

The "average" inmate is black, in his twenties, single, and has had eight to eleven years of education (see Table 2).

As a part of the program, the CIES is administered to those inmates who have been in the program for four to six months. Both the "real" and the "ideal" version of the CIES are administered in a group testing environment; at this time the inmates are reassured that the completed forms will remain anonymous. Of the 128 eligible inmates, 117 have completed the "real" version and 100 have completed the "ideal" version of the CIES. The Maryland TRAP inmate profile is based upon these perceptions.

The CIES staff profile is based upon the perceptions of 13 staff members who have been involved with the TRAP program for four months or longer. This includes administrative, treatment, and custodial/security staff. The two versions of the CIES are given to the eligible staff members to take at their leisure. They are reassured that their completed forms will remain anonymous. Thus, the staff profile is based upon these perceptions.

Maryland TRAP "Real" and "Ideal" Social Environment

The inmates and staff of the Maryland TRAP program have similarly assessed the program's "real" social environment (Figure 1); however, differences in perceptions appear when

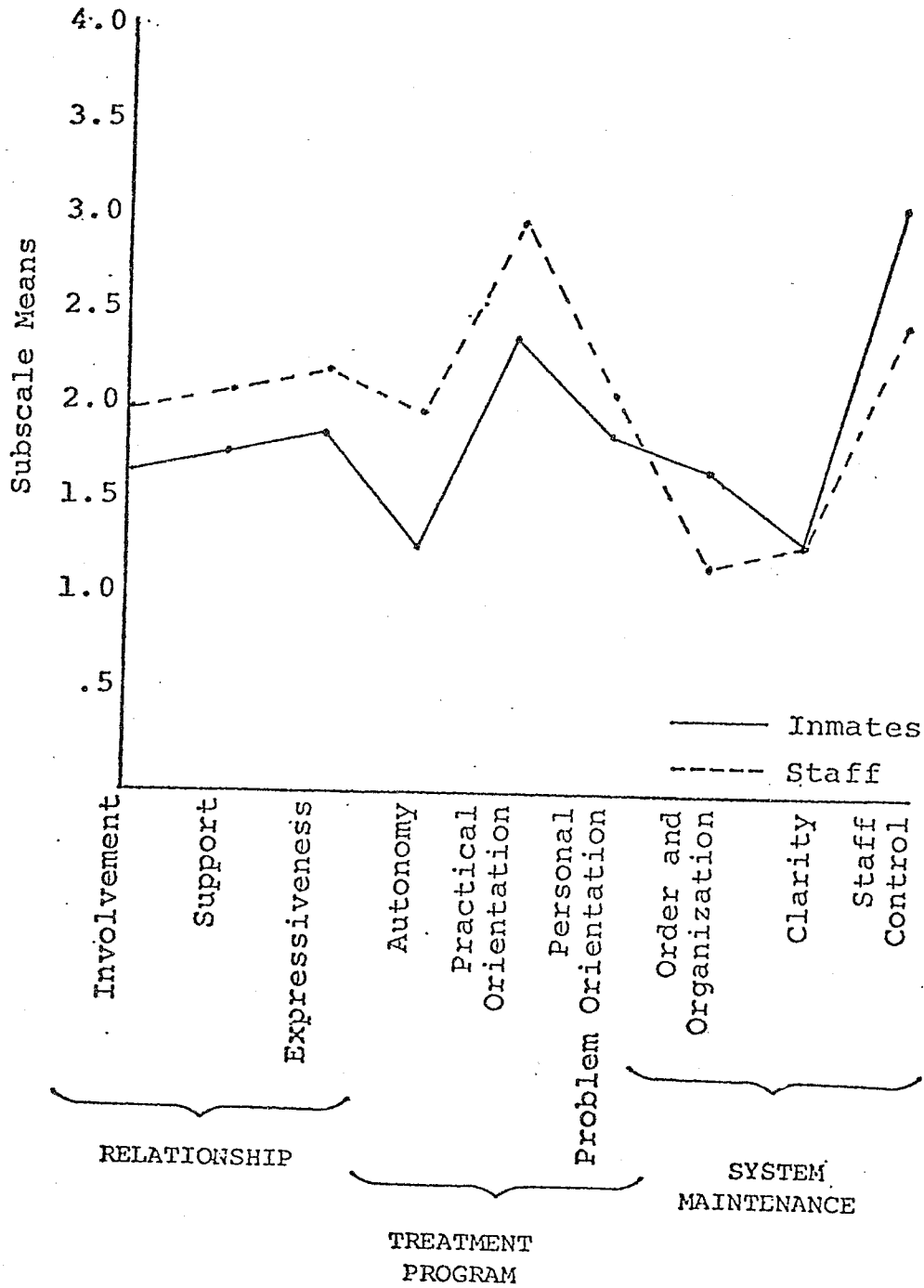
Table 2
 Maryland Inmate Characteristics
 (percentage)*

CHARACTERISTICS	PERCENT
<u>Age</u>	
23 or younger	16
24 to 27	42
28 to 31	21
32 or older	21
<u>Race/Ethnicity</u>	
White	20
Black	72
Hispanic	3
Other	4
<u>Marital Status</u>	
Never married	63
Married	15
Separated/divorced	22
<u>Highest Educational Grade Achieved</u>	
7th grade or less	3
8th to 11th	50
High school graduate	33
Some college	13

* Figures rounded; based on n= 119.

Figure 1

Maryland TRAP: CIES Real Profile for Staff and Inmates



describing the "ideal" program environment (Figure 2).

To summarize the results more briefly and highlight the ensuing patterns, we have arbitrarily assigned the mean subscale scores to three categories: 1) "high" in perceived emphasis (mean scores 4.0 - 2.8), 2) "medium" in perceived emphasis (mean scores 2.7 - 1.4), and 3) "low" in perceived emphasis (mean scores 1.3 - 0). The results for staff and inmates appear in Table 3.

"Real Profile"

As shown in Table 3, the staff and inmates indicate a difference in perception when reporting the "highest" emphasis or press in the program's social environment. The inmates indicate that "staff control" (3.1) receives more emphasis than any other program component (the range of inmate subscale mean scores is 3.1 - 1.3). The staff indicate that "practical orientation" receives more emphasis than any other program component (the staff subscale range is 3.0 - 1.2). However, as shown in Table 3, the staffs' and inmates' perceptions are not that dissimilar. The inmates indicate that the second strongest emphasis or environmental press is on "practical orientation" (2.4) and the staff report perceiving "staff control" (2.5) as the second strongest environmental press.

As expected, the staff perceive the social climate more positively than the inmates (see Moos, 1975). This is reflected in the "medium" category of Table 3, where the two groups' perceptions of the program's environment are similar, but the staffs' scores are higher.

One of the "lowest" degrees of environmental emphasis perceived by both staff and inmates is reported for "clarity"

Figure 2

Maryland TRAP: CIES Ideal Profile for Staff and Inmates

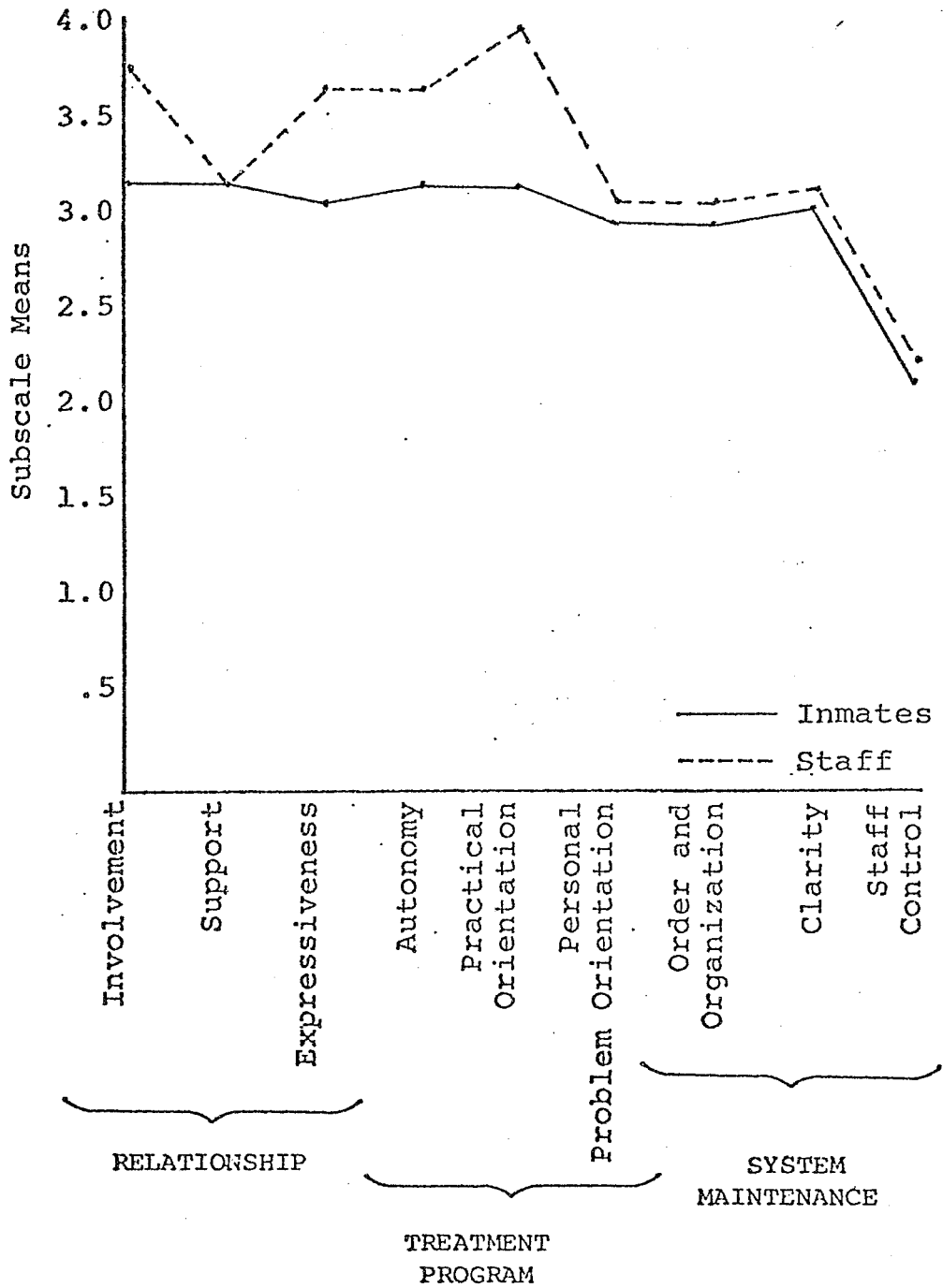


Table 3
 Maryland: Perceived Emphasis on
 "Real" and "Ideal" Social Environment
 Staff
 (mean subscale scores)

DIMENSIONS	SUBSCALES	HIGH		MEDIUM		LOW	
		Real	Ideal	Real	Ideal	Real	Ideal
<u>Relationship</u>	Involvement		3,8	2,0			
	Support		3,2	2,1			
	Expressiveness		3,7	2,2			
<u>Treatment Program</u>	Autonomy		3,7	2,0			
	Practical orientation	3,0	4,0				
	Personal problem orientation		3,1	2,1			
<u>System Maintenance</u>	Order and organization		3,1			1,2	
	Clarity		3,2			1,3	
	Staff control			2,5	2,3		

Inmates
 (mean subscale scores)

DIMENSIONS	SUBSCALES	HIGH		MEDIUM		LOW	
		Real	Ideal	Real	Ideal	Real	Ideal
<u>Relationship</u>	Involvement		3,2	1,7			
	Support		3,2	1,8			
	Expressiveness		3,1	1,9			
<u>Treatment Program</u>	Autonomy		3,2			1,3	
	Practical orientation		3,3	2,4			
	Personal problem orientation		3,0	1,9			
<u>System Maintenance</u>	Order and organization		3,0	1,7			
	Clarity		3,1			1,3	
	Staff control	3,1			2,2		

(1.3). The inmates also indicate that "autonomy" (1.3) is only emphasized to a small degree. The staff differ in their perception and allot this variable a score of 2.0. Also, the staff indicate that they perceive a low degree of emphasis on "order and organization" (1.2), whereas the inmates report perceiving a greater degree (1.7).¹

"Ideal Profile"

As shown in Table 3, page 14, the staffs' and inmates' conceptions of an "ideal" program are similar. Both groups similarly assess "staff control" as requiring a medium degree of environmental emphasis (2.3 and 2.2 respectively). Further, both groups indicate that their "ideal" program would emphasize the remaining variables to a "high" degree. However, the staff and inmates differ in their patterns of emphasis. The staff indicate that, ideally, "involvement" (3.8), "expressiveness" (3.7), "autonomy" (3.7), and "practical orientation" (4.0) would receive the most emphasis. The inmates indicate almost no differentiation and therefore, ideally, would highly emphasize all remaining components. Note that the range for inmates is 3.0 - 3.3 when "staff control" is excluded.

"Real" - "Ideal" Program Discrepancies

Figure 3 depicts the changes that inmates and/or staff might make to form a more "ideal" program (see Moos, 1975).

Both the inmates and the staff indicate that they would like to see some changes in the Maryland TRAP program. As portrayed in Table 4, both groups agree on the direction of change desired in each subscale. But the two groups do not concur on the exact

¹As Moos (1975; p. 321) highlights "Residents and staff do not necessarily share a 'mutual reality of events.'"

Figure 3

Maryland TRAP: CIES Real-Ideal Program Discrepancies as Perceived by Staff and Inmates

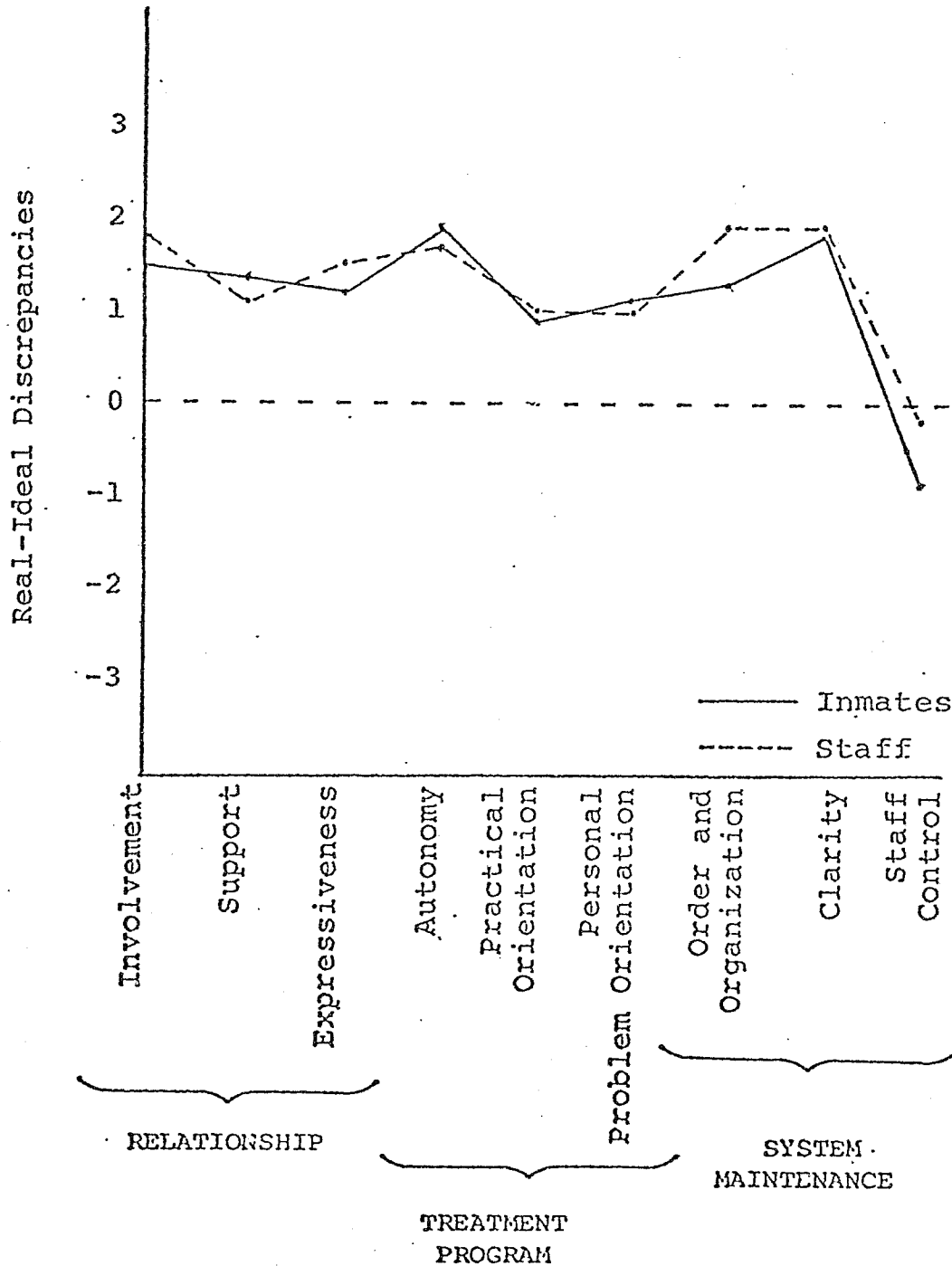


Table 4

Maryland: "Real" & "Ideal" Program Discrepancies*

DIMENSIONS	SUBSCALES	STAFF	INMATES
<u>Relationship</u>	Involvement	1.8	1.5
	Support	1.1	1.4
	Expressiveness	1.5	1.2
<u>Treatment Program</u>	Autonomy	1.7	1.9
	Practical orientation	1.0	.9
	Personal problem orientation	1.0	1.1
<u>System Maintenance</u>	Order and organization	1.9	1.3
	Clarity	1.9	1.8
	Staff control	-.2	-.9

* A positive score indicates a desire for an increase of emphasis in that area; a negative score indicates a desire for a decrease of emphasis.

degree of change in emphasis. Both groups essentially indicate that to form a more ideal program they would increase the emphasis on "involvement", "autonomy", and "clarity."

Real Profile Compared with the Resident National Norms

In order to compare Maryland's TRAP program with the national normative sample, the mean subscale scores of both the staff and inmates have been converted to standard scores. As noted, a standard score of 50 represents the mean for this national reference group. When compared to the average social climate conditions, Maryland's TRAP program is perceived by the inmates and staff as being above average on six of the nine subscales (see Figure 4).

The perceptions of both the TRAP inmates and staff on "clarity" is slightly below average when plotted against the national norm. But, overall, the participants' assessment of their environment is generally above the national norm with an emphasis on "practical orientation" and "staff control".

Assessment of Connecticut

TRAP Participants

Housed on two sites, the Connecticut TRAP program is designed to accommodate a total of 75 male inmates. The Connecticut program encompasses inmates in a medium/maximum and a minimum security prison.

The "average" participant is black, in his twenties, single and has had eight to 11 years of education (see Table 5).

The CIES is administered to those who have been in the program for four to six months. Both the "real" and "ideal" versions of the CIES are administered in a group testing environment. The

Figure 4

Maryland TRAP: CIES Real Profile for Staff and Inmates Converted to Normative Prison Standard Scores

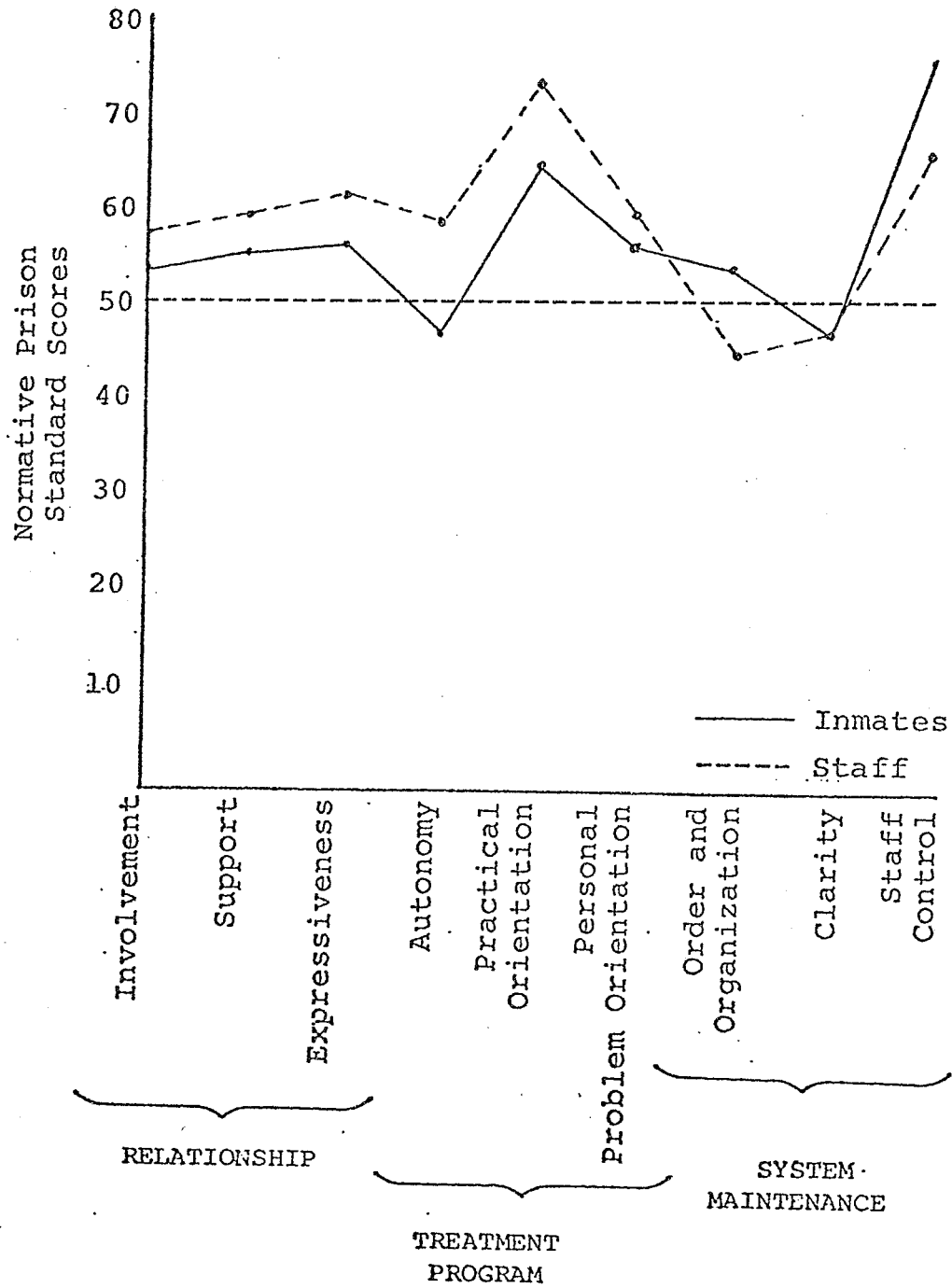


Table 5
 Connecticut Inmate Characteristics
 (percentage) *

CHARACTERISTICS	PERCENT
<u>Age</u>	
23 or younger	22
24 to 27	38
28 to 31	30
32 or older	11
<u>Race/Ethnicity</u>	
White	22
Black	59
Hispanic	16
Other	3
<u>Marital Status</u>	
Never married	54
Married	32
Separated/divorced	14
<u>Highest Educational Grade Achieved</u>	
7th grade or less	11
8th to 11th	51
High school graduate	32
Some college	5

* Figures rounded; based on n= 37.

inmates are assured of the anonymity of their completed forms. Of the 43 inmates who were eligible, 43 inmates have completed the "real" version and 37 inmates have completed the "ideal" version. The Connecticut TRAP inmate profile is based upon these perceptions.

The CIES staff profile is based upon the perceptions of 16 staff members who have been involved with the TRAP program for four months or longer at the time of scale administration. This includes administrative, treatment, and custodial/security staff. Both the "real" and "ideal" versions of the CIES are administered to eligible staff in one group sitting. Assurance is given concerning anonymity; that is, they are informed no names or numbers will be used to identify completed forms.

Connecticut TRAP "Real" and "Ideal" Social Environment

The inmates and staff of the Connecticut TRAP program vary in their perceptions of the program's "real" social environment (Figure 5); the "ideal" program's environment is perceived more similarly (Figure 6).

To summarize the results more briefly and highlight the ensuing patterns, we have arbitrarily assigned the mean subscale scores to three categories: 1) "high" in perceived emphasis (mean scores 4.0 - 2.8), 2) "medium" in perceived emphasis (mean scores 2.7 - 1.4), and 3) "low" in perceived emphasis (mean scores 1.3 - 0). The results for staff and inmates appear in Table 6 .

"Real Profile"

As expected, the staff perceive the program's social environment more positively than the inmates (see Moos, 1975). The staffs' subscale scores range between 3.9 - 2.4, whereas

Figure 5

Connecticut TRAP: CIES Real Profile for Staff and Inmates

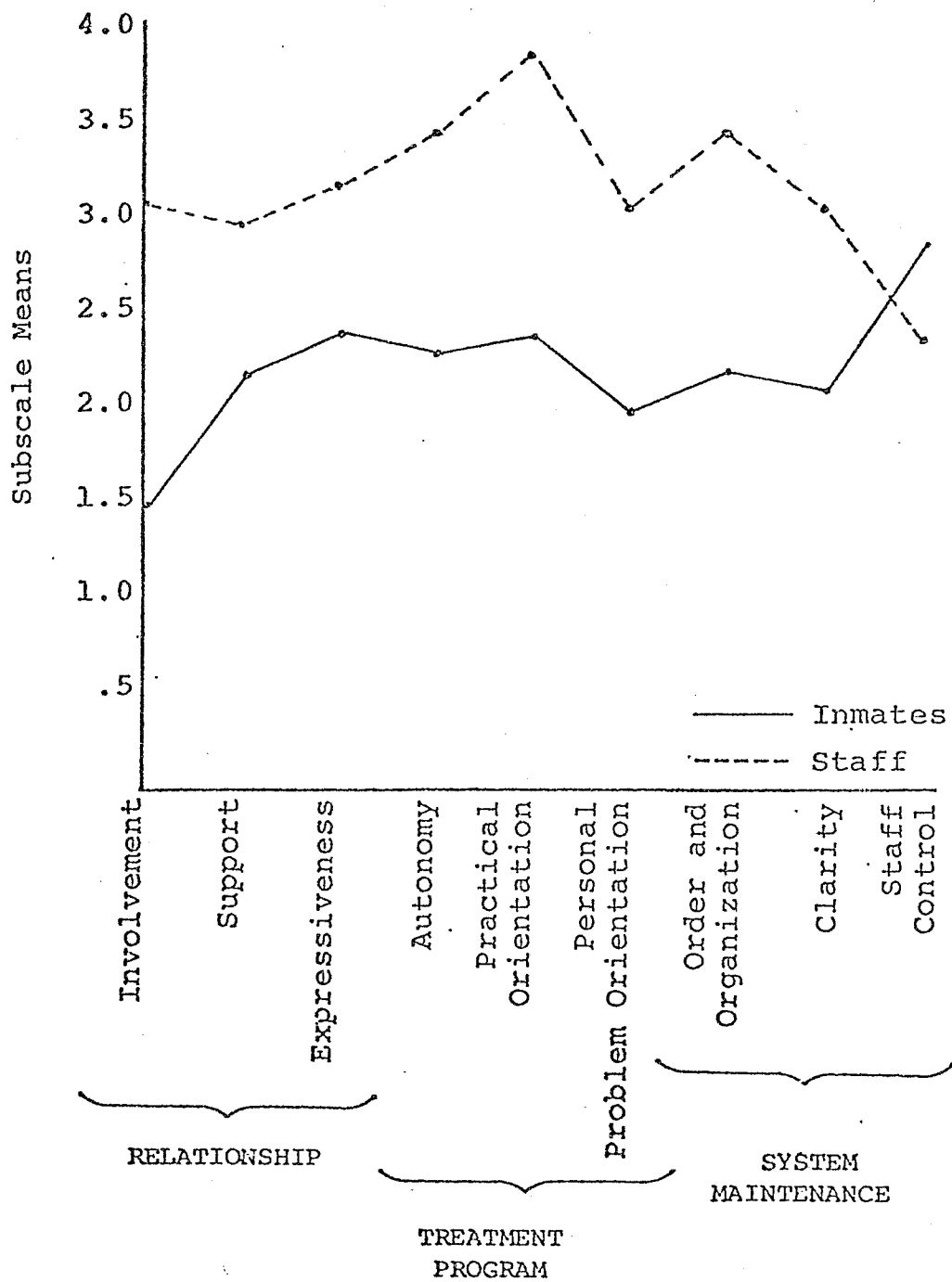


Figure 6

Connecticut TRAP: CIES Ideal Profile for Staff and Inmates

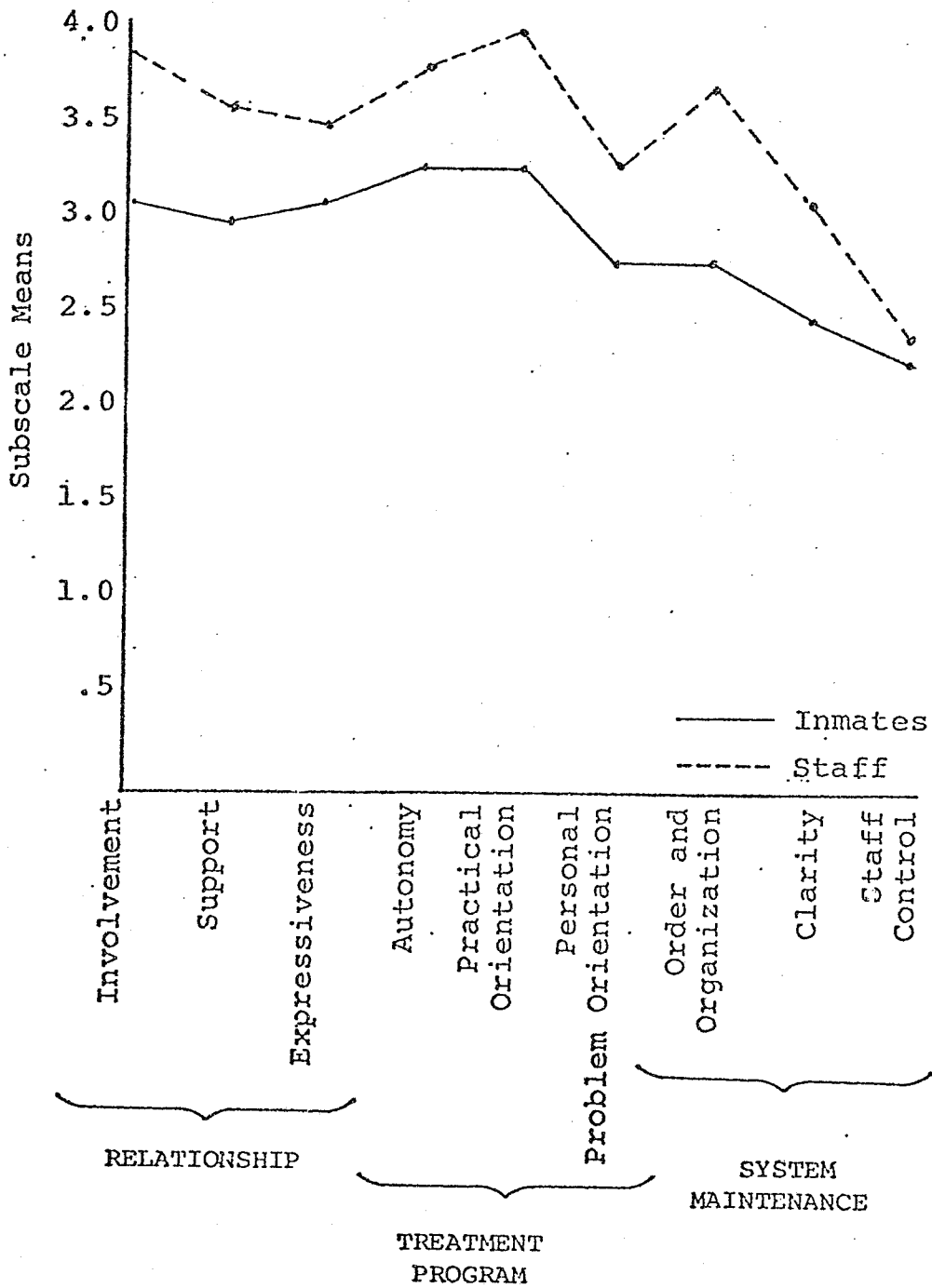


Table 6
 Connecticut: Perceived Emphasis on
 "Real" and "Ideal" Social Environment
 Staff
 (mean subscale scores)

DIMENSIONS	SUBSCALES	HIGH		MEDIUM		LOW	
		Real	Ideal	Real	Ideal	Real	Ideal
<u>Relationship</u>	Involvement	3.1	3.9				
	Support	3.0	3.6				
	Expressiveness	3.2	3.5				
<u>Treatment Program</u>	Autonomy	3.5	3.8				
	Practical orientation	3.9	4.0				
	Personal problem orientation	3.1	3.3				
<u>System Maintenance</u>	Order and organization	3.5	3.7				
	Clarity	3.1	3.1				
	Staff control			2.4	2.4		

Inmates
 (mean subscale scores)

DIMENSIONS	SUBSCALES	HIGH		M IUM		LOW	
		Real	Ideal	Real	Ideal	Real	Ideal
<u>Relationship</u>	Involvement		3.1	1.5			
	Support		3.0	2.2			
	Expressiveness		3.1	2.4			
<u>Treatment Program</u>	Autonomy		3.3	2.3			
	Practical orientation		3.3	2.4			
	Personal problem orientation		2.8	2.0			
<u>System Maintenance</u>	Order and organization		2.8	2.2			
	Clarity			2.1	2.5		
	Staff control	2.9			2.3		

the inmates' subscale scores range between 2.9 - 1.5 (see Table 6).

When comparing the two groups' environmental assessments, the staff and inmates perceptions differ; the staff perceive the environment as emphasizing "practical orientation" (3.9), "autonomy" (3.5) and "order and organization" (3.5). They perceive the social environment as minimally emphasizing "staff control" (2.4, their lowest score). The inmates, on the other hand, perceive the environment as emphasizing "staff control" (2.9, their highest score), "expressiveness" (2.4), and "practical orientation" (2.4). Their lowest perceived press is reportedly on "involvement" (1.5). This is consistent with Moos' (1975, p. 321) statement that "residents (inmates) and staff do not necessarily share a 'mutual reality of events.'"

"Ideal Profile"

The inmates' and staffs' portrayal of an "ideal" program at first glance appears to be dissimilar. The staff indicate that they would emphasize each dimension more than the inmates would in an ideal program. But - Moos (1975) reports that generally staff are more positive about "ideal" correctional programs than are the residents. Therefore, aside from being more positive, the staff profile is similar to the inmates' in most of the program areas.

The staff indicate that their "ideal" program would emphasize "involvement" (3.9), "practical orientation" (4.0), "autonomy" (3.8) and "order and organization" (3.7). The staffs' "ideal" program would emphasize (in rank order) Treatment Program.

Dimensions, Relationship Dimensions and System Maintenance Dimensions.

The inmates indicate that their ideal program would emphasize "involvement" (3.1), "expressiveness" (3.1), "autonomy" (3.3) and "practical orientation" (3.3). Like the staff the inmates' "ideal" program, emphasizes (in rank order) Program Dimensions, Relationship Dimensions and System Maintenance Dimensions.

Both groups agree that "staff control" (2.4 staff, 2.3 inmates) should be a component in the environment, but receive the least amount of environmental emphasis.

"Real" and "Ideal" Program Discrepancies

Figure 7 illustrates the changes that inmates and/or staff might make the form a more "ideal" program (see Moos, 1975).

The Connecticut TRAP staff indicate an overall satisfaction with the program's social environment (see Table 7). Seven of the scores are close to zero or are zero, indicating that no change is desired. The staff indicate that a slight increase in emphasis on "involvement" (.8) and "support" (.6) may make the program more "ideal"; however, the desired change is slight and suggests a general satisfaction with the existing TRAP program.

The inmates indicate a desire for change on all nine subscales. The degree of desired change varies with the variables assessed (see Table 7). The inmates indicate that a more "ideal" program would place a greater emphasis on "involvement" (1.6), and the Treatment Program variables--"autonomy" (1.0), "practical orientation" (.9), and "personal problem orientation" (.8). The inmates also indicate that a more "ideal" program would slightly

Figure 7

Connecticut TRAP: CIES Real-Ideal Program Discrepancies
as Perceived by Staff and Inmates

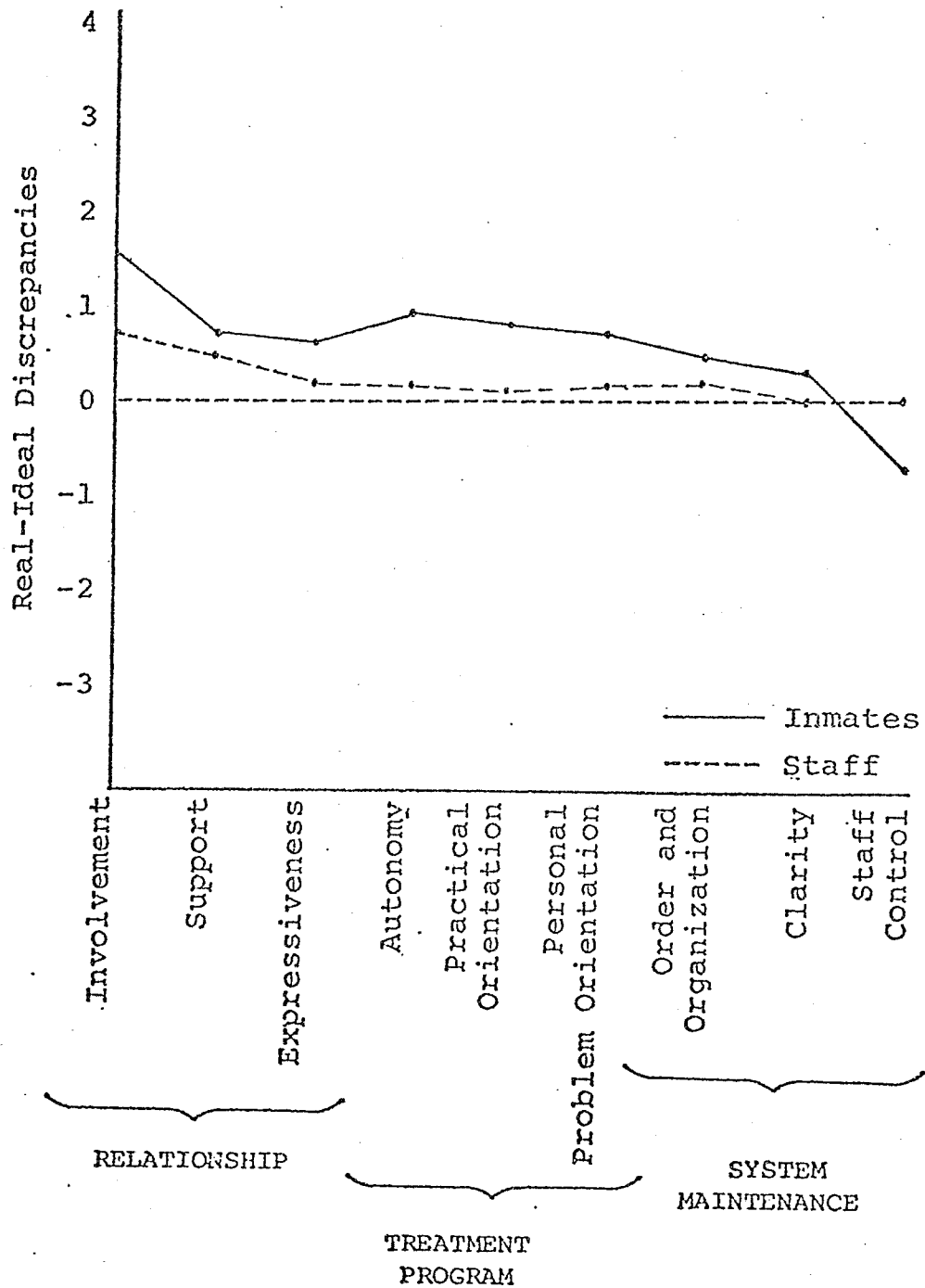


Table 7

Connecticut: "Real" & "Ideal" Program Discrepancies*

DIMENSIONS	SUBSCALES	STAFF	INMATES
<u>Relationship</u>	Involvement	.8	1.6
	Support	.6	.8
	Expressiveness	.3	.7
<u>Treatment Program</u>	Autonomy	.3	1.0
	Practical orientation	.1	.9
	Personal problem orientation	.2	.8
<u>System Maintenance</u>	Order and organization	.2	.6
	Clarity	0	.4
	Staff control	0	-.6

* A positive score indicates a desire for an increase of emphasis in that area; a negative score indicates a desire for a decrease of emphasis.

increase the emphasis on "order and organization" (.6) and slightly deemphasize "staff control" (-.6).

Overall the staff indicate a satisfaction with the program's social climate. Both the staff and inmates signify a desire to place more emphasis on "involvement." The inmates indicate in, general, that a little more treatment emphasis, especially on "autonomy", is desired.

Real Profile Compared with Resident National Norms

In order to compare Connecticut's TRAP program with the national normative sample, the mean subscale scores of both the staff and inmates have been converted to standard scores. As noted, a standard score of 50 represents the mean for the national reference group.

When compared to the average penal environment, Connecticut's TRAP program is above the norm on all nine subscales (see Figure 8). The staff's profile indicates a more positive perception of their program's social environment, as previously noted.

The inmates' indicate that their perception of "involvement" (51.5), when plotted against the national norm, is about average. Within their program, the inmates perceive "staff control" (73.5) as receiving the strongest environmental "press" (the range is 51.5 - 73.5); when compared with the "average" penal institution's environment, "staff control" is above average in emphasis.

The staff perceive the strongest "press" as being "practical orientation" (90) and, when compared to the national norm, "practical orientation" is portrayed as being significantly above the "average" environment in emphasis. "Staff control" (66) is perceived by the staff as being the least emphasized program component (see Table 8). However, when plotted against the norm, it is deemed as above average in environmental emphasis (see Figure 8).

Figure 8

Connecticut TRAP: CIES Real Profile for Staff and Inmates Converted to Normative Prison Standard Scores

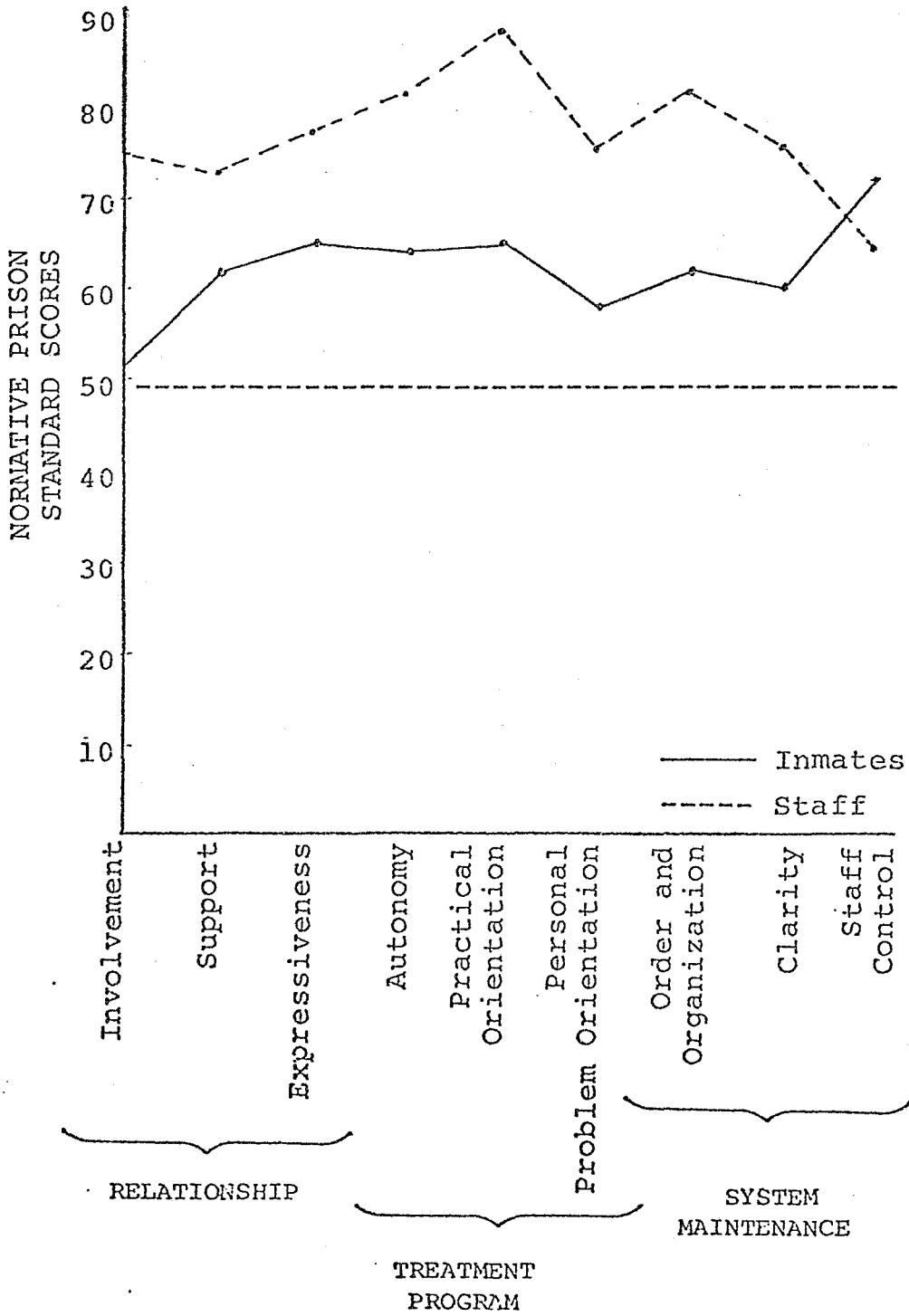


Table 8

Connecticut TRAP as Compared
with National Normative Sample
(standard subscale scores)*

SUBSCALES	INMATES	STAFF
<u>Relationship Dimensions</u>		
Involvement	51.5	77
Support	63	75
Expressiveness	66	79
<u>Treatment Program Dimensions</u>		
Autonomy	64.5	83.5
Practical orientation	66	90
Personal problem orientation	59	77
<u>System Maintenance Dimensions</u>		
Order and organization	63	83.5
Clarity	61	77
Staff control	73.5	66

* 50 equals the average subscale score of the national normative sample.

In sum, the Connecticut TRAP program's social climate, when compared with the national norms', is portrayed as an environment that encourages all environmental dimensions more than the "average" penal institution. The inmates perceive "staff control" (73.5), "expressiveness" (66) and "practical orientation" (66) as being the most emphasized; the staff perceive "practical orientation" (90), "autonomy" (83.5) and "order and organization" (83.5) as having the most environmental thrust.

Summary

An inspection of the CIES "real" profiles for the two States reveals varying degrees of similarities and differences in staff and inmate perceptions across the nine subscales.

In general, the Connecticut TRAP program's "real" profile indicates that its participants perceive the social environment as having more emphasis or "environmental press" on each subscale than the typical penal institution. The Maryland TRAP program profile, when compared with the national norm indicates an above average emphasis on six of the nine subscales; "autonomy," "order and organization", and "clarity" are reported as being slightly below the norm.

Assessing Relationship Dimensions, the Connecticut inmates perceive their environment as having more emphasis on "autonomy" (63) and "expressiveness" (66) than the Maryland inmates (56 and 57, respectively). The perception of emphasis on "involvement" is slightly higher in the Maryland assessment (54.5) than in the Connecticut (51.5) assessment.

The staffs' perception of their programs' environmental press vary more widely in degrees of emphasis. The Connecticut staff perceive all three variables within the Relationship category more positively than the Maryland staff. Assessing "involvement," Connecticut staff perceive their program to be much more involvement oriented (77) than the Maryland staff perceive their program (59). Note that the Maryland inmates' perception is more similar to their staffs' perception; Connecticut staff differ from the inmates' assessment (77 and 51.5, respectively).

Addressing the Treatment Program Dimensions, the Connecticut TRAP inmates report perceiving a greater emphasis on "autonomy" (64.5) in their environment than the Maryland TRAP inmates report perceiving in theirs (48). The scores of both inmate groups indicate that they perceive the same degree of "practical orientation" (66) in their programs' environments. Similarly, both groups assess the degree of "personal problem orientation" in their TRAP environment as being about the same (Connecticut 59 and Maryland 57.5).

The staff of Connecticut's TRAP program perceive their "social environment" more positively than the Maryland TRAP staff. Both groups perceive their programs to be Treatment Program oriented. Both indicate that "practical orientation" receives the strongest environmental "press" (Connecticut 90 and Maryland 75). Connecticut and Maryland staff agree that their programs' emphasis on all three subscales is greater than the typical penal institution's.

Focusing on the System Maintenance Dimensions, the inmates of both programs perceive "staff control" as being most highly

emphasized (Maryland 77 and Connecticut 73.5). "Clarity" is assessed by Maryland inmates as being low in emphasis (48) whereas, Connecticut inmates assess their program as having more emphasis in this area (61). The inmates' perceived degree of "order and organization" is higher in Connecticut than in Maryland (63 and 54.5, respectively).

The staff in Connecticut perceive their "social climate" as emphasizing "staff control" less than any other program variable (66). The Maryland staff indicate that they perceive this area as having the second strongest press in their program ("practical orientation" 75, "staff control" 67.5). Thus, the Maryland TRAP staff perceive "staff control" as a major ingredient in the social milieu. When comparing the two staffs' perceptions of "clarity" and "order and organization," the Connecticut staff perceive their environment more positively (77 and 83.5 versus 46 and 48 in Maryland).

When reporting their idea of an "ideal" program, inmates from both State programs indicate a similar conception (see Table 9). The major difference between the two groups' assessments indicates that the Maryland inmates' profile emphasizes a greater degree of program "clarity" than Connecticut's.

The staff of both programs report similar concepts of an "ideal" program (see Table 9). The Connecticut staff indicate they would place a greater degree of emphasis on "support" than Maryland staff (3.6 and 3.2, respectively) and a greater degree of emphasis on "order and organization" (3.7 and 3.1, respectively). Overall both programs' staff would place the least amount of emphasis on "staff control" and the greatest amount of empha-

Table 9
 Ideal Mean Subscale Scores for
 Inmates and Staff of Both Programs

	Inmates		Staff	
	Connecticut	Maryland	Connecticut	Maryland
Involvement	3.1	3.2	3.9	3.8
Support	3.0	3.2	3.6	3.2
Expressiveness	3.1	3.1	3.5	3.7
Autonomy	3.3	3.2	3.8	3.7
Practical Orientation	3.3	3.3	4.0	4.0
Personal Problem Orientation	2.8	3.0	3.3	3.1
Order and Organization	2.8	3.0	3.7	3.1
Clarity	2.5	3.1	3.1	3.2
Staff Control	2.3	2.2	2.4	2.3

sis on "practical orientation."

In summary, the participants of TRAP perceive their programs' social milieu as promoting a practical orientation (preparing the inmate for release, goal setting, job training, and education). Both groups indicate that there is an above average emphasis on staff control. Ideally, the participants conceptualize a program which is Treatment oriented and de-emphasizes "staff control." The staff of the Connecticut TRAP program perceive their program as doing just that (see Table 6, p. 24). The inmates, however, report perceiving an emphasis on "staff control" as well as Treatment variables. This lack of congruence in perception may be an inherent aspect of the asymmetric relationship between staff and inmates.¹ Thus, it may be explained by inferring that the staff are not aware of the inmates' perceptions (see Moos' discussion of the two cultures staff and inmates, 1975). In general, the staff of the Connecticut program are consistently more positive than the inmates in their perceptions.

The Maryland staff are not consistently more positive than the inmates. In contrast with Connecticut, their profile is more similar to their inmates' profile. It is possible that

¹According to Parsons (1975) certain social roles are based upon inequality, i.e., are "asymmetric relationships." For example, the role of a staff member, based upon authority, power, prestige and responsibility for those under his jurisdiction, is superior and different from an inmate whose role is to cooperate with the superior (staff) in the alleviation of his condition (as a drug abusing offender). Thus, each has his own perspective which guides the interactions of their relationship.

the patterns of communication and social interaction have resulted in a congruence of environmental perceptions; or it is possible that the inmates are internalizing their staffs' values because of strong staff influence (see Moos, 1975).

More research is necessary in the understanding of social climatal assessments. The profiles in this report can be used to assist the staff in the formation of a more ideal program and are a source of perceptual feedback. The profiles obtained in this assessment indicate that the TRAP programs are providing an environment which is, for the most part, above the national norm on CIES variables. Overall, the profiles reveal that the TRAP programs have "social environments" that encourage "practical orientation," "expressiveness" and are influenced by "staff control." Thus, the programs are deemed by their participants as being supportive of the expression of feelings, future oriented, stressing practicality and are influenced by the staffs' authority.

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