



The Prison Fellowship Corrections Professionals Attitude Scale:

**A POWERFUL NEW TOOL FOR ASSESSING STAFF PERSPECTIVES
AND PROMOTING REHABILITATIVE CULTURES**

The Prison Fellowship® Corrections Professionals Attitude Scale (PF-CPAS) measures where corrections staff members fall on a continuum between two prevalent perspectives on prisoners: rehabilitative/transformative versus punitive/retributive. Its development was inspired by research indicating that prison outcomes improve when prisoners are immersed in cultures perceived as supportive, authentic, and safe. In such environments, staff members exemplify prosocial and universally beneficial values and character attributes and demonstrate caring in their interactions with prisoners. These conditions create fertile ground for transformed identities and more enduring changes. Corrections professionals who operate from this perspective also benefit from greater resilience against stress.

KEY APPLICATIONS OF THE PF-CPAS

The PF-CPAS offers multiple applications in correctional settings:

- » **Assessing Education and Training Needs:** Determine where staff's orientation falls on a continuum that spans from rehabilitative to punitive. This informs the need for staff education or training on how to most effectively support productive transformations within prisoners during their incarceration.
- » **Evaluating Individual and Group Attitudes:** Assess the attitudes of individual staff members, groups, and entire staff populations. Identify areas for improvement and track changes over time in corrections professionals' perspectives on prisoners and their potential.
- » **Informing Hiring Decisions:** Provide insights to inform staff hiring processes. Help cultivate a workforce most ideally suited for promoting a rehabilitative culture. Benefit from the positive consequences of a healthy prison environment, such as lower staff stress, greater longevity, and reduced turnover.

EFFICIENT ADMINISTRATION AND SCORING

The PF-CPAS is designed to be simple and efficient to administer and to score, based upon multiple-choice style items that can be completed in 15 minutes or less. It can be delivered physically on paper questionnaires or digitally on phones or desktop computers using a secure, web-based application.

RIGOROUS DEVELOPMENT PROCESS

The PF-CPAS was created using a state-of-the-art item development and screening process that employed expert design, sample data collection from 12 states and prison systems, structural equation modeling, and various statistical criteria for item quality. Evidence supports the convergent and discriminant validity of the PF-CPAS's items, its factorial validity, and its high internal consistency reliability. These characteristics help ensure that the instrument provides reliable and accurate results.

INTEGRATION WITH PRISON FELLOWSHIP'S SUITE OF CULTURE ASSESSMENT TOOLS

- » The PF-CPAS can be administered independently or as part of Prison Fellowship's suite of culture assessment tools, which include a 5-scale Prison Culture Assessment (PCA) and 4-scale Prison Fellowship Well-being Index (PF-WBI). Used together, these tools provide a comprehensive, quantitative, and research-driven profile of the functioning and quality of prison culture.
- » This suite focuses on the collective embrace of socially functional, community-promoting, restorative, and rehabilitative prison cultures. Such cultures are associated with improved outcomes, such as enhanced staff-to-staff relations and staff-to-prisoner relations, elevated

prisoner program performance and engagement levels, increased staff and prisoner well-being, and reduced incident rates. These outcomes are essential for the success of many important correctional facility outcomes.

- » The PF-CPAS provides quantitative evidence of fundamental aspects of staff perspectives on prisoners, which can either undermine positive prison outcomes or bolster them, depending on a culture's current status. When used with the PCA and PF-WBI, the PF-CPAS contributes to a more comprehensive understanding of prison culture and staff attitudes. This empowers correctional leaders to make data-driven decisions and create environments that foster rehabilitation, transformation, and improved outcomes for all.