



# The Prison Fellowship Prison Culture Assessment:

**TRANSFORMING PRISONS THROUGH  
VALUES-BASED ASSESSMENT**

Prison Fellowship® believes that prisons should foster character development and prepare individuals for successful contributions to society. Research underscores the profound impact of prison culture on the outcomes of both corrections professionals and prisoners, with the Good Citizenship Model® (GCM) emphasizing culture's crucial role in rehabilitation. Yet the prevailing culture within U.S. prisons often inhibits, rather than supports, positive change.

## DATA MEASUREMENT IN PRISON CULTURE TRANSFORMATION

The Prison Culture Assessment (PCA) offers a scientifically rigorous approach to understanding and transforming prison culture. Building on the GCM, the PCA measures how closely corrections professionals embody the Values of Good Citizenship (VGC): community, affirmation, productivity, responsibility, restoration, and integrity. These values form the foundation of a restorative culture that positively impacts outcomes for everyone within the facility.

## UNIQUE CAPABILITIES FOR DATA-DRIVEN CHANGE

The PCA stands out with these advantages:

- » **Theoretical Foundation:** The core of the PCA is grounded in the GCM for more guided analysis and interpretations.
- » **Shared Measurement:** Identical assessment items are employed with facility staff and a sample of prisoners, allowing for direct comparison of perspectives on culture status from subgroups within the culture, and for more inclusive and valid interpretations of data.
- » **Actionable Insights:** A secure, web-based PCA dashboard highlights strengths, pinpoints areas for focused improvement, and tracks progress over time.

- » **Integrated Well-being Data:** The accompanying Prison Fellowship Well-being Index (PF-WBI) provides complementary insights into the well-being of corrections professionals and/or prisoners.
- » **Integrated Staff Attitude Data:** The accompanying Prison Fellowship Corrections Professional Attitude Scale (PF-CPAS) provides additional information on staff's fundamental attitudes about prisoners and their potential for change, which has been found to impact both prisoner rehabilitation and staff well-being.

## EMPOWERING CORRECTIONAL LEADERS

With PCA results in hand, correctional leaders gain the tools to:

- » Proactively shape their prison culture in a values-driven manner and direction.
- » Target interventions where they will have the greatest impact.
- » Track progress and make data-driven decisions for lasting change.
- » Observe correspondence among PCA, PF-CPAS, and/or PF-WBI scores over time, based on an established relationship between culture status/quality and staff and prisoner well-being levels.

The PCA empowers prisons to shift their culture, ultimately enhancing outcomes for both corrections professionals and people who are incarcerated, ultimately leading to safer communities.