

Criminal Justice Performance Measures

Performance measurement is the ongoing monitoring and reporting of program accomplishments and progress toward meeting pre-established goals. Performance measurement requires data collection.

Performance measures fall into two categories: **process measures** and **outcome measures**.

- Process measures are those that measure program implementation.
- Outcome measures are those that measure the results of a program or activity.

For all OCJS grants, keep the following in mind:

- Your application must have at least **one** process and **one** outcome measure. Numerous examples of process and outcome measures are provided in the following pages.
- Ensure that the measures you choose are relevant to the problem identified in your problem statement.
- Objectives should be measureable. They should be phrased in terms of an **increase**, a **decrease**, or **maintaining*** compared to a baseline number (e.g., statistics from the previous year). If no baseline exists, such as with a new program, state a numeric target/goal that would demonstrate success, and explain how you arrived at this target/goal and why it is reasonable and appropriate.

*Note:

- If you do not anticipate an increase or a decrease in your performance measure, it is ok to state that you will maintain the same results for the grant year.
- However, if you are requesting funding for the express purpose of increasing or decreasing some measurement (e.g., hiring additional staff to increase productivity, implementing a new strategy to reduce crime, providing additional training to increase knowledge, etc.) then it is expected you will frame your objective as an increase or a decrease.
- Data in your objectives can be reported as either a number or a percentage, depending on what makes more sense for your objective.
- All objectives should be met during the funded grant period.

Multi-Jurisdictional Task Forces

**See also performance measures under Law Enforcement Programs for relevant objectives.

Note: If appropriate, you may replace “increase” or “decrease” with “maintain” in the following objectives.

Process Objectives

Cases and warrants

- Increase by [Insert # or %] the number of [insert specific type of case, e.g., heroin] cases opened.
- Increase by [Insert # or %] the number of Title III investigations opened.
- Increase by [Insert # or %] the number of search warrants executed.

Community engagement

- Increase by [Insert # or %] the number of public drug education/awareness presentations or trainings given to area citizens, students, civic clubs, professionals, etc.
- Increase by [Insert # or %] the number of drug education or awareness programs provided by the drug task force.

Outcome Objectives

Crime/policing

- Decrease by [Insert # or %] the amount of [insert type of crime] occurring in the target area.
- Increase by [Insert # or %] the number of drug houses closed.
- Increase by [Insert # or %] the amount of [insert type of drug, firearms, other] seized.
- Increase by [Insert # or %] the number of [insert drug labs/distribution locations/marijuana grow operations] dismantled.

Prosecution

- Increase by [Insert # or %] the number of cases resulting in an indictment of mid – upper level traffickers (Felony Level I, II, and III).
- Increase by [Insert # or %] the number of convictions of [insert type of criminal cases].

Community engagement

- Increase by [Insert # or %] the number of crime tips provided to the drug task force using [insert how tip was received (phone, text, etc.)].

Law Enforcement Programs

**See also performance measures under Crime Prevention Programs for relevant objectives.

Note: If appropriate, you may replace “increase” or “decrease” with “maintain” in the following objectives.

Process Objectives

Equipment

- Increase by [Insert # or %] the number of [insert type of equipment] purchased for use by officers for [insert purpose of equipment].

Training

- Increase by [Insert # or %] the number of officers provided with [insert specific type of training].

Community engagement

- Increase by [Insert # or %] the number of [insert engagement/awareness/education events] provided by the agency to [insert target population of the event].
- Increase by [Insert # or %] the number of citizens involved in [insert type of crime prevention activity].

Policing

- Increase by [Insert # or %] the number of hours dedicated to [the type of activity, e.g., overtime, working a specific type of case, etc.].
- Increase by [Insert # or %] the number of [insert type of policing strategy(ies)] conducted to address [insert type of problem to be addressed] in the community.

Collaboration & planning

- Increase by [Insert # or %] the number of working group meetings consisting of [insert entities involved] held during the grant period.

Outcome Objectives

Equipment

- Decrease by [Insert # or %] the amount of funds spent on repairs to [type of equipment to be purchased].
- Decrease by [Insert # or %] the amount of time [insert type of equipment] spends out of commission due to needing repairs.

Training

- Increase by [Insert # or %] the number of officers reporting an increase in knowledge/awareness of [insert topic].

Community engagement

- Increase by [Insert # or %] citizen satisfaction with [insert law enforcement program or practice].
- Increase/decrease by [Insert # or %] residents' [fear of crime, perception of safety, etc.]

Policing

- Increase/decrease by [Insert # or %] the number of [type of crime] reported to police.
- Increase/decrease by [Insert # or %] the number of calls for service received.
- Decrease by [Insert # or %] law enforcement response time to calls for service.
- Increase by [Insert # or %] the number of solved cases.

Law Enforcement Equipment Programs

Process Objectives

- Increase by [insert #] the number of [insert type of equipment] purchased for use by the agency.
- Replace by [insert #] the number of old/outdated/malfunctioning [insert type of equipment] in use by the agency.

Outcome Objectives

- Decrease by [insert #] the amount of funds spent on repairs to [type of equipment to be purchased].
- Decrease by [insert #] the amount of time [insert type of equipment] spends out of commission due to needing repairs.
- Or some other objective that demonstrates the benefit of the equipment: Increase by [insert %] the amount of [insert equipment benefit] with [insert type of equipment].
 - e.g., 'increase by x% the amount of hard drive space with the new server'.

Crime Prevention Programs

Note: If appropriate, you may replace “increase” or “decrease” with “maintain” in the following objectives.

Process Objectives

Trainings and meetings

- Train [insert #] [staff/youth/students/adults/families/clients, etc.] in [insert name of training].
- Convene [insert #] community crime prevention [meetings/trainings] attended by law enforcement.

Client programming

- Serve [insert #] [youth/students/adults/families] with [insert name of practice/program].
- Serve [insert #] [classrooms/grade levels/buildings/districts] with [insert name of practice/program].
- Create [insert #] new matches between mentors and mentees in *quality relationships* measured with [insert name of measure].

Strategic planning

- Develop [insert #] strategic objectives to prevent crime with community members.

Outcome Objectives

Client

- [increase/decrease] an average score of [insert #] out of [insert highest #] on [insert name of measure].
- At least [insert #] [students/adults/clients, etc.] will have improved [insert outcome] measured by [insert name of measure].
- At least [insert %] [youth/adults/staff/community members] are *satisfied* or *very satisfied* with [insert name of practice/program].
- Decrease by [insert #] the recidivism rate of individuals.
- Decrease by [insert #] the number of juvenile court referrals.

Crime- and delinquency

- Decrease by [insert #] the number of specified crimes.
- Decrease the crime rate by [insert #] for [insert specified crimes].
- Decrease by [insert #] the number of [expulsions/out-of-school suspensions/emergency removals].

Perception of community safety and satisfaction

- Increase an average score of [insert #] out of [insert highest #] on a survey of community members' perceived level of safety.
- Increase an average score of [insert #] out of [insert highest #] on a survey of citizen satisfaction/resident attitudes toward law enforcement.

NOTE: The latter two objectives use a formal measure with a Likert-style scale. See for example COP's [Community Survey on Public Safety and Law Enforcement](#) or the City of Philadelphia's Smart Policing Initiative Community Survey

Corrections, Community Corrections & Reentry Programs

Note: If appropriate, you may replace “increase” or “decrease” with “maintain” in the following objectives.

Process Objectives

- Increase by [Insert # or %] the number of programming hours provided for [insert specific programming].
- Increase by [Insert # or %] the number of [insert specific types of services and programs] provided
- Increase by [Insert # or %] the number of clients served.
- Increase by [Insert # or %] the number of clients with complete case management plans.
- Increase by [Insert # or %] the number of clients provided with individual/group counseling.
- Increase by [Insert # or %] the number of clients provided with GED or High School courses.
- Increase by [Insert # or %] the number of clients provided with gender-specific programming.
- Increase by [Insert # or %] the number of clients provided with [insert any other programming/training].
- Increase by [Insert # or %] the number of clients provided with aftercare services.
- Increase by [Insert # or %] the number of random drug screens provided to clients.

Outcome Objectives

- Decrease by [Insert # or %] the number of jail bed days.
- Increase by [Insert # or %] the number of clients who obtain stable employment.
- Increase by [Insert # or %] the number of clients who receive their GED or high school diploma.
- Increase by [Insert # or %] the number of clients who successfully complete programming/treatment.
- Increase by [Insert # or %] the current level of client satisfaction with services being delivered.
- Decrease by [Insert # or %] the number of positive drug screens.
- Decrease by [Insert # or %] the number of clients who recidivate within one year of program completion.
- Increase by [Insert # or %] the amount of knowledge/awareness of community resources for the clients.

Victim Services Programs

Note: If appropriate, you may replace “increase” or “decrease” with “maintain” in the following objectives.

Process Objectives

Training

- Increase by [Insert # or %] the number of [insert type of training events] events to [insert type(s) of multi-disciplinary professionals and program-specific agencies] on [type of training content area].
- Increase by [Insert # or %] the number of [insert type(s) of multi-disciplinary professionals and program-specific agencies] professionals trained on [insert type of training content area].
- Increase by [Insert # or %] the number of trauma-informed trainings to [insert type(s) of multi-disciplinary professionals and program-specific agencies]
- Increase by [Insert # or %] the number of neurobiology of sexual assault trauma trainings for [insert type(s) of multi-disciplinary professionals and program-specific agencies]

Policy/Protocol

- Increase by [Insert # or %] the number of policies and protocols developed, substantially revised, or implemented during the reporting period.

Clients

- Increase by [Insert # or %] the number of clients served through [insert specify type of service].
- Increase by [Insert # or %] the number of [insert underserved population and/or limited English proficient individuals] provided with community resource information.
- Increase by [Insert # or %] the number of victims/survivors provided with resources (and/or services) to address barriers and increase access to economic justice needs (i.e. stable housing, employment, basic needs etc.).
- Increase by [Insert # or %] the number of victims/survivors (of domestic violence, dating violence, sexual assault, and stalking) who are provided with support groups.
- Increase by [Insert # or %] the number of victims/survivors who receive a safety plan.
- Increase by [Insert # or %] the number of victims/survivors who are provided legal services.
- Increase by [Insert # or %] the number of victims/survivors who receive referrals to [specify type of agency related to outcome of interest].
- Increase by [Insert # or %] the number of individuals who complete [specify program type] programming to [specify desired outcome].

Outcome Objectives

Training

- Increase by [Insert # or % or %] the knowledge level of [insert type(s) of multi-disciplinary professionals and program-specific agencies] and ensure coordinated community response for victims/survivors following training events.

- Increase by [Insert # or % or %] the knowledge level of [insert type(s) of multi-disciplinary professionals and program-specific agencies] and ensure trauma-informed responses for victims/survivors following training events.
- Increase by [Insert # or % or %] the number of individuals with increased knowledge of policies and protocols developed, substantially revised, or implemented during the reporting period.
- Increase by [Insert # or % or %] the knowledge of the neurobiology of sexual assault trauma in [insert type(s) of multi-disciplinary professionals and program-specific agencies] and ensure trauma-informed responses for victims/survivors of sexual assault trauma.

Clients

- Increase by [Insert # or % or %] the number of [insert underserved population and/or limited English proficient] who have access to community resources.
- Increase by [Insert # or % or %] the number of victims/survivors who have access to economic justice needs (i.e. stable housing, employment, basic needs etc.).
- Increase by [Insert # or % or %] the number of victims/survivors who demonstrate a decrease in feelings of isolation and self-blame.
- Increase by [Insert # or % or %] the number of victims/survivors who report increased feelings of safety as a result of services received.
- Increase by [Insert # or % or %] the number of victims/survivors who report having more strategies for enhancing their safety.

Courts, Defense, & Prosecution

Note: If appropriate, you may replace “increase” or “decrease” with “maintain” in the following objectives.

Process Objectives

- Increase by [Insert # or %] the number of clients served.
- Increase by [Insert # or %] the number of clients with complete case management plans.
- Increase by [Insert # or %] the number of clients who receive Medication Assisted Treatment.
- Increase by [Insert # or %] the number of clients receiving mental health/substance abuse treatment.
- Increase by [Insert # or %] the number of clients receiving [insert name of service or training].
- Increase by [Insert # or %] the number of random drug screens provided to clients.
- Increase by [Insert # or %] the number of clients with increased knowledge/awareness of community resources.

Outcome Objectives

- Decrease by [Insert # or %] the number of clients arrested for probation/parole violations.
- Increase by [Insert # or %] the number of clients who successfully complete programming/treatment.
- Decrease by [Insert # or %] the number of positive drug screens.
- Increase by [Insert # or %] the number of clients reporting they are *satisfied* or *very satisfied* with [insert name of practice/program].