



REWIRE⁴ by Roca

Stage 1: 18 Month Evaluation Report

1/1/23 - 06/30/24



Stage 1: Evaluation Report

Major Findings

- Public safety officers experience a high degree of professional stress, and this stress sometimes manifests in behaviors.
- Officers have a strong understanding of the impact of stress and trauma, but generally lack skills and strategies to effectively manage these challenges
- Officers consistently reported that they found Rewire4 to be interesting, relevant, and helpful in developing skills to manage stress and improve mental resiliency.
- Rewire4 also helps officers gain a better understanding of the importance of empathy.
- There is preliminary evidence to suggest that Rewire4 improves emotional regulation in officers, especially in crisis or stressful situations.
- There is no major loss of quality of instruction or fidelity of Rewire4 when taught by internal agency instructors, provided they are properly trained.

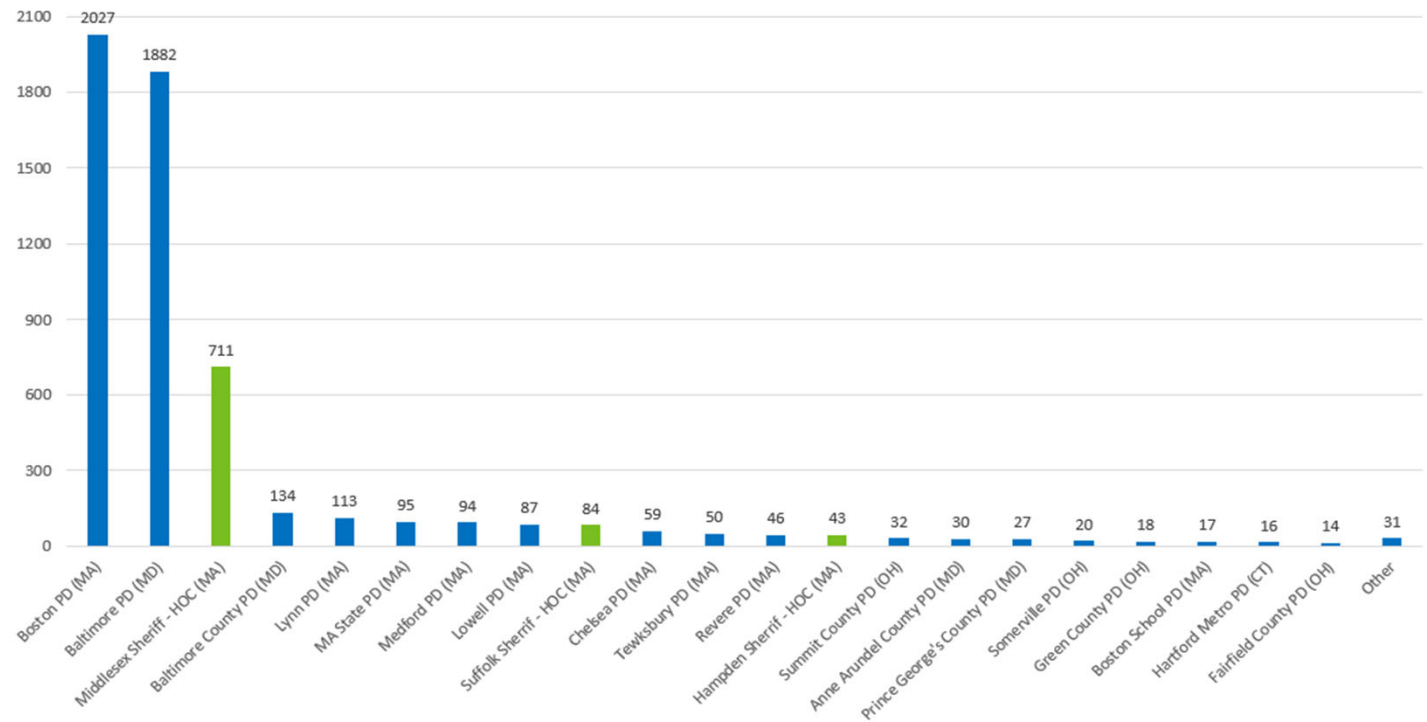


Stage 1: Evaluation Report

Officers Attending Rewire4

5,630 Trained

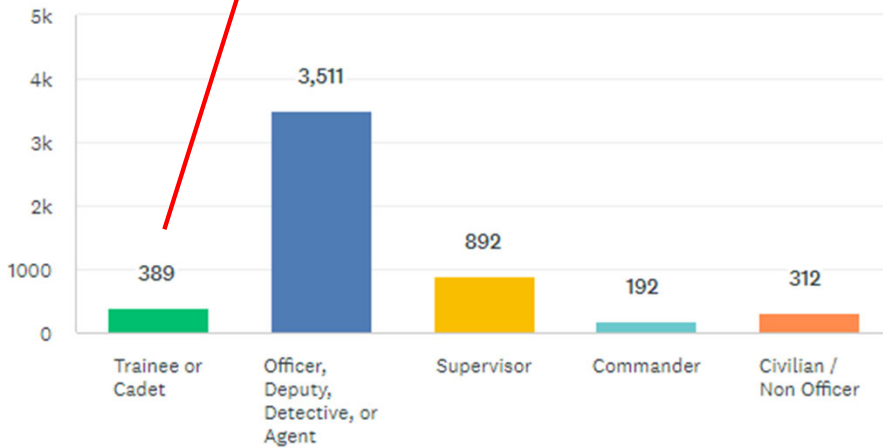
- Over 21 Different Agencies
- 4,792 Police Officers
- 838 Correctional Officers



Stage 1: Evaluation Report

Demographics

Boston PD: 139
 Baltimore PD: 24
 Lynn PD: 3
 Chelsea PD: 1
 Middlesex HOC:
 69 Hampden HOC:
 43
 Suffolk HOC: 12



Rank

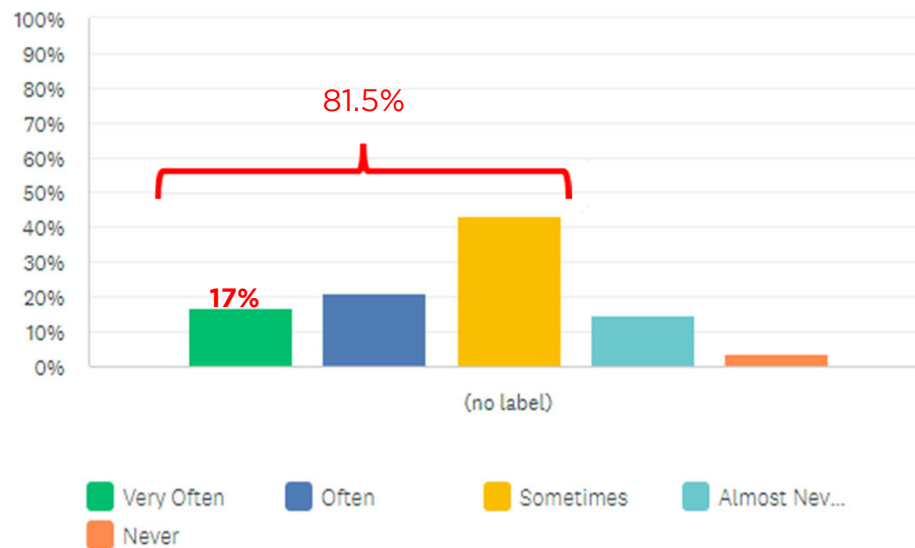
Demographic	Pre-Test (5528)	Course Evaluation (5313)	Post-Test 3 Months (253)	Post-Test 6 Months (202)
Gender				
Male	78.13	76.87	69.05	75.12
Female	18.69	18.84	24.06	18.41
Other	0.43	0.28	0.00	0.50
Prefer Not to Respond	2.75	4.01	6.35	5.97
Race and Ethnicity				
White	55.84	55.14	44.84	47.52
Black	24.81	25.08	30.95	31.19
Asian or Asian American	2.39	2.40	2.78	1.49
American Indian or Alaskan Native	0.27	0.28	0.79	0.99
Native Hawaiian / Pacific Islander	0.14	0.13	0.40	0.00
Multi Racial	4.13	3.79	5.56	3.96
Other	6.59	6.47	3.97	8.42
Prefer Not to Respond	5.81	6.70	10.71	6.44
Spanish, Hispanic, or Latino	14.72	14.59	10.40	14.00
Age				
20 to 29 Years	15.58	15.88	6.35	6.93
30 to 39 Years	33.57	33.43	20.24	21.29
40 to 49 Years	25.52	25.45	29.37	30.69
50 to 59 Years	20.68	20.27	32.14	32.67
60+ Years	3.89	3.82	9.52	4.95
Prefer Not to Respond	0.76	1.15	2.38	3.47
Years of Service				
0 to 3 Years	20.25	20.84	9.56	10.50
4 to 10 Years	24.09	24.07	9.96	13.00
11 to 15 Years	11.96	12.47	12.75	13.00
16 to 20 Years	14.01	14.43	17.53	17.00
20+ Years	28.72	28.19	48.61	45.00
Prefer Not to Respond	0.97	0.00	1.59	1.50
Current Rank				
Trainee or Cadet	7.23	7.35	0.40	0.00
Officer, Deputy, Detective, Agent	66.27	66.30	56.57	64.85
Supervisor	16.97	16.84	26.29	23.76
Commander	3.73	3.36	7.97	7.92
Other	5.80	5.89	8.76	3.47



Stage 1: Evaluation Report

Officers Experience a High Degree of Professional Stress

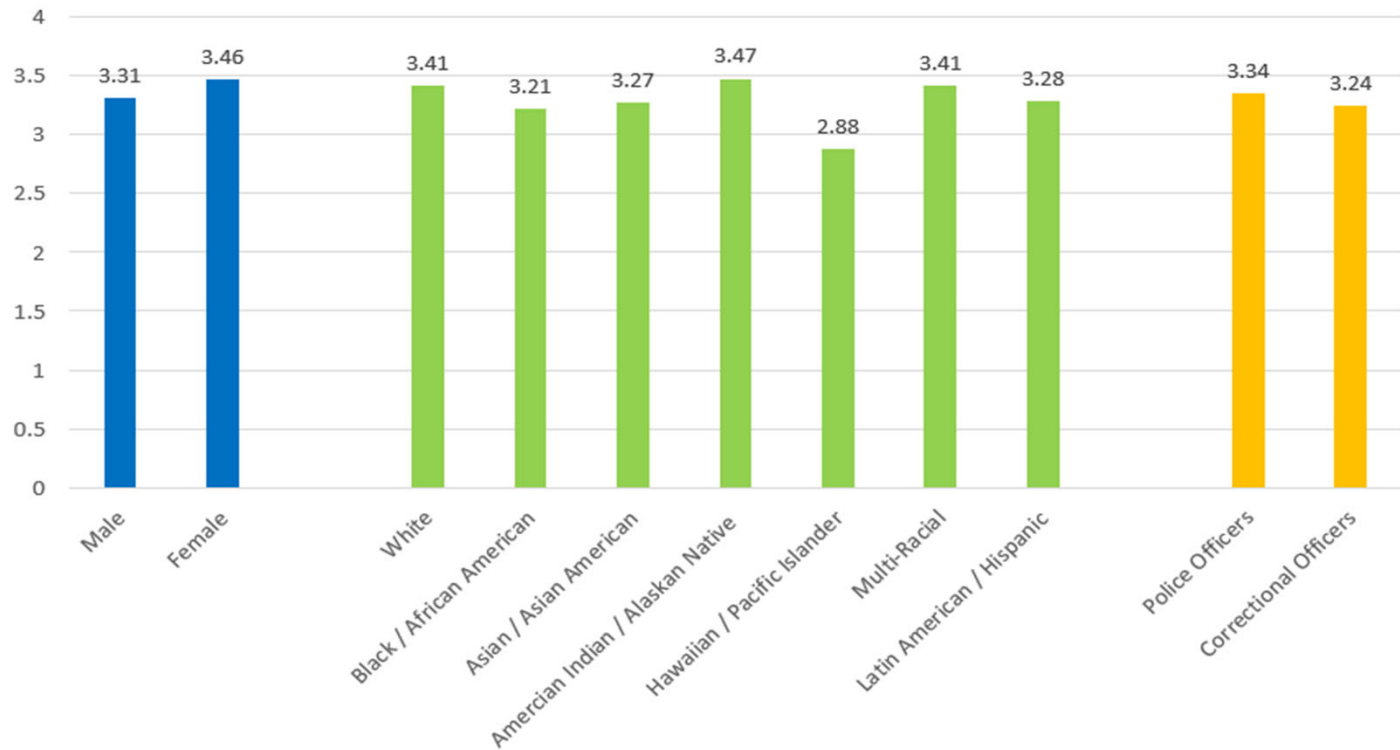
Over the past 3 months, how often have you felt highly irritated or stressed about your job?



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Officers Experience a High Degree of Professional Stress

Over the Past 3 Months How Often Have You Felt Highly Irritated or Stressed About Your Job



Weighted Averages Based on 5 Point Likert Scale: 5-Very Often, 4-Often, 3-Sometimes, 2-Almost Never, 1-Never



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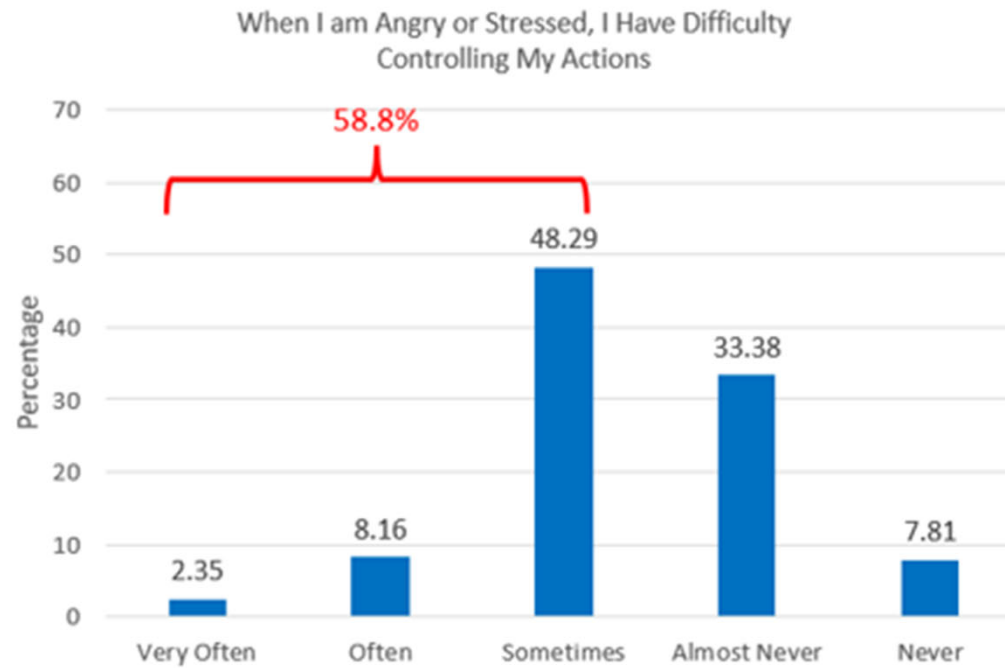
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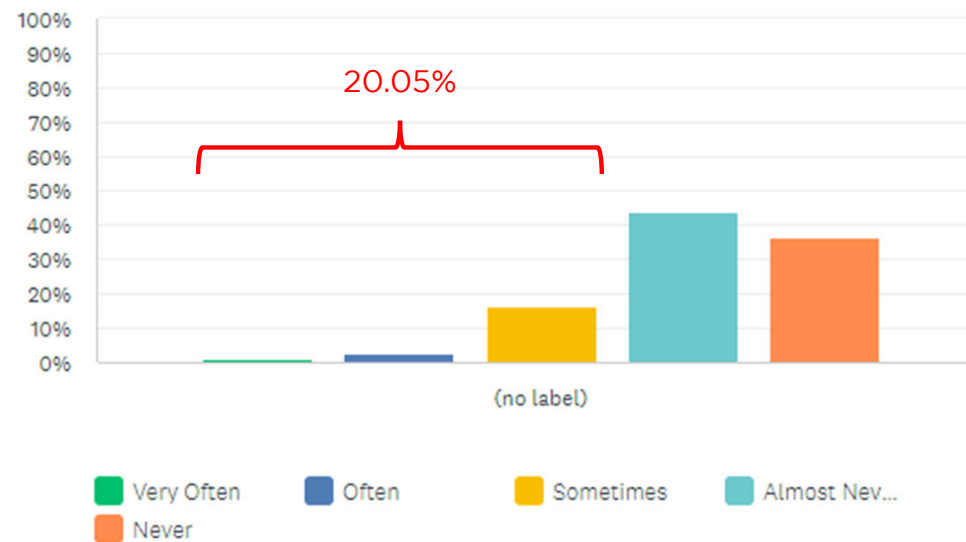
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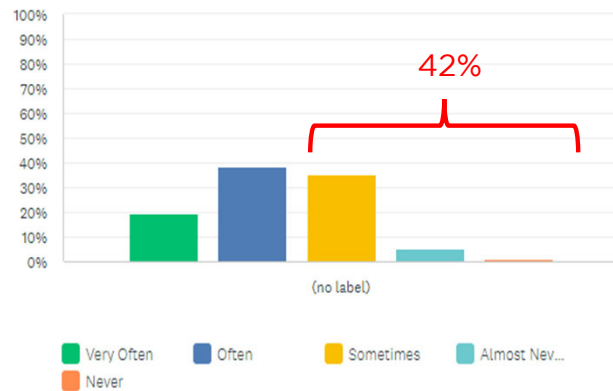
Over the past 3 months, how often have you lost your temper with a coworker, member of the public, or person arrested for a crime?



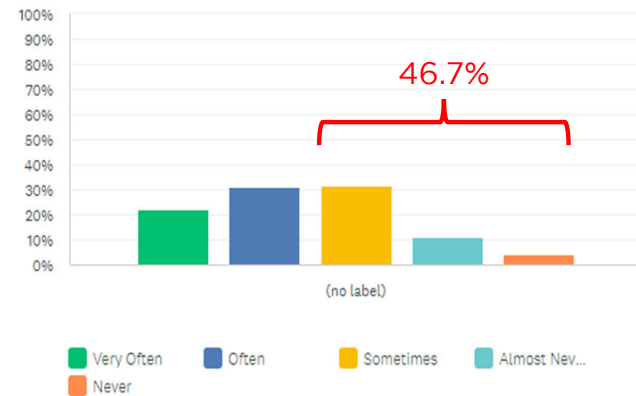
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While officers entering the training have a strong understanding of the impact of trauma and stress, they generally lack the skills and strategies to manage these challenges.

When I find myself getting angry or losing control of a situation, I use skills that help me remain calm and focused.



When I get home from work, I use strategies to help unplug or turn off the heightened sense of alertness and awareness that is part of my job.



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What did people take away from the training?

All Agencies: 5,326 Respondents
(1/1/23 – 06/30/24)

- 01 Be Present** 38%
- 02 Brain Science
Neuroplasticity
Triggers** 26%
- 03 CBT/Cycles** 24%



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We asked, 3 months post training, if they would recommend the training or how they were using Rewire4:

“ —

I just want to say that this class was very useful. As someone who has also noticed I was not always okay, hearing another colleague, especially a Major, say the same was . . . comforting. **Knowing I'm not alone.**

- Officer, Baltimore PD

“ —

Yes; when it comes to policing, people think physicality, no one is ever thinking the mental part; **thinking is the most underestimated part of the job.**

- Officer, Boston PD

“ —

Corrections Officers need to think more and think differently to go home at the end of the day and to [protect themselves]; **using Rewire4 can avoid a lot of headaches down the line.**

- Officer, Middlesex House of Corrections

“ —

Having the course just gives you a reminder that there are ways to deal with situations differently. Other officers need to work on non emotionally driven behavior. As a supervisor, the training helps [them] recognize what other officers are dealing with or where their mind might be.

- Lieutenant, Baltimore PD

“ —

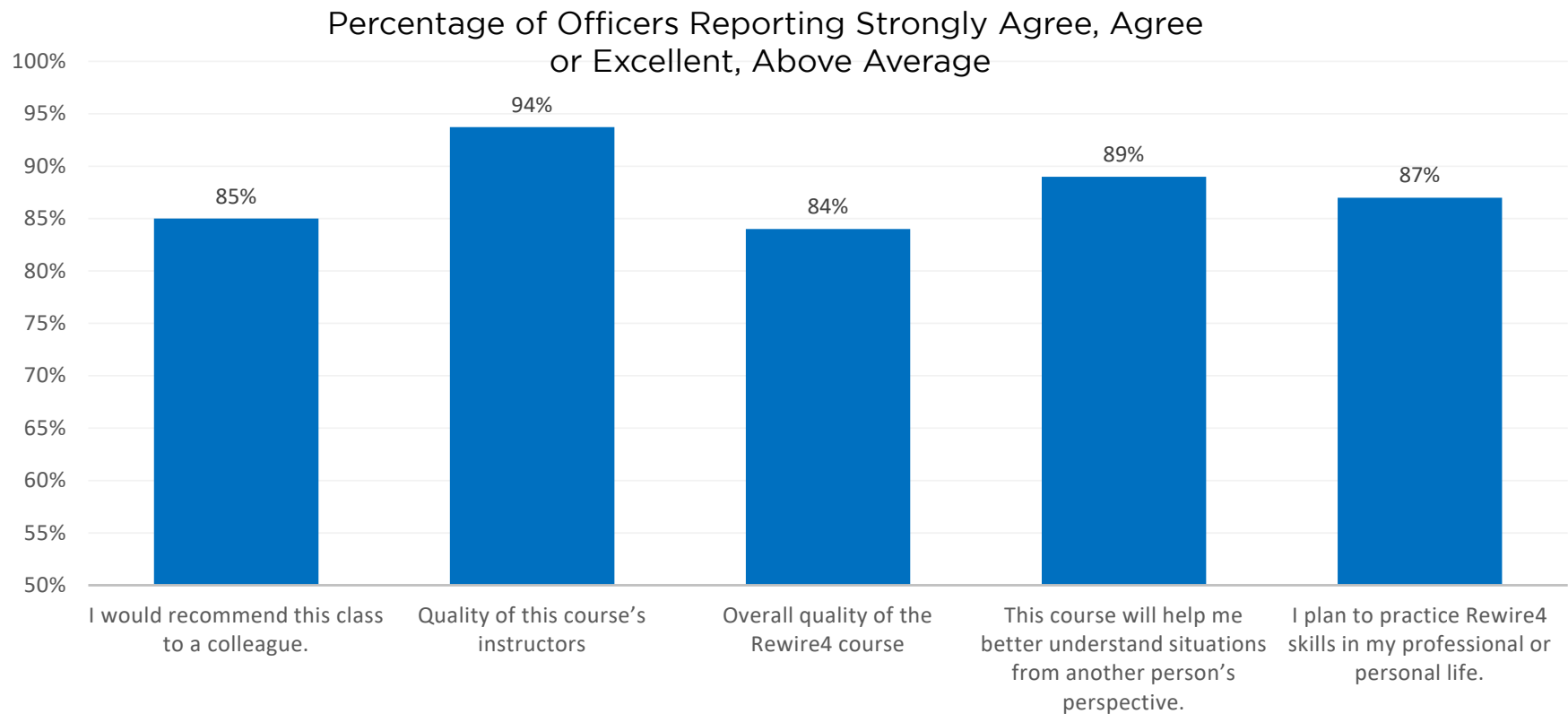
Overall, this class was needed especially living day to day as a Boston police officer. **I'm more than thankful for this class.** This class was beneficial.

- Officer, Boston PD



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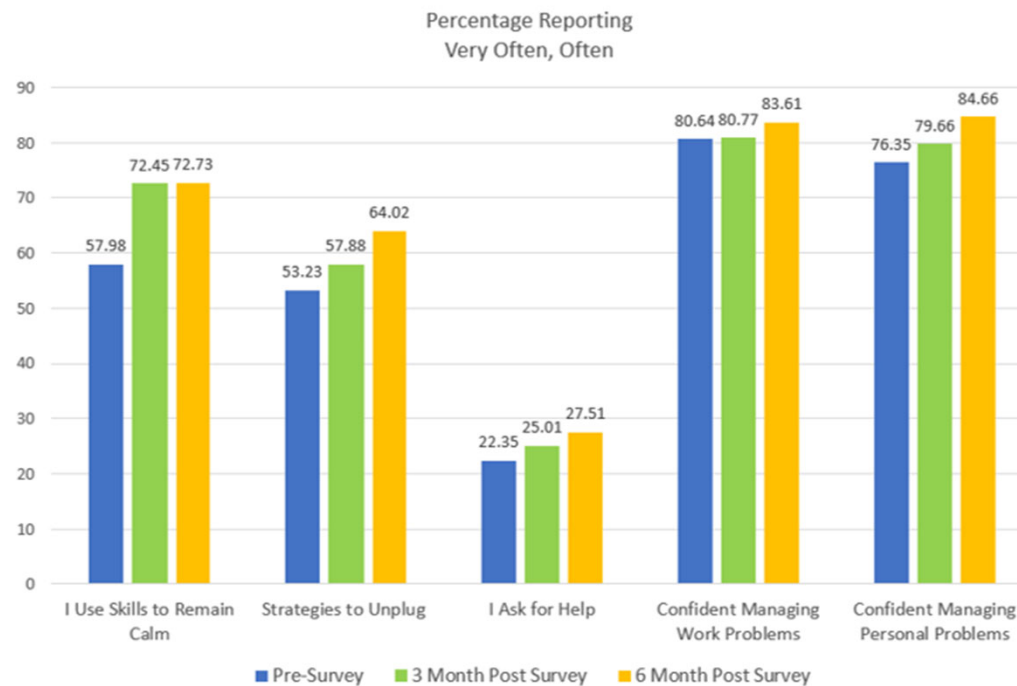
Officers consistent report they found Rewire4 to be interesting, relevant, and helpful in developing skills to manage stress



Stage 1: Evaluation Report

Trends in Pre-Test/Post-Test Surveys: *Preliminary evidence suggests that Rewire4 improves emotional regulation in officers, especially in challenging or stressful situations*

Adopting Rewire4 Skills



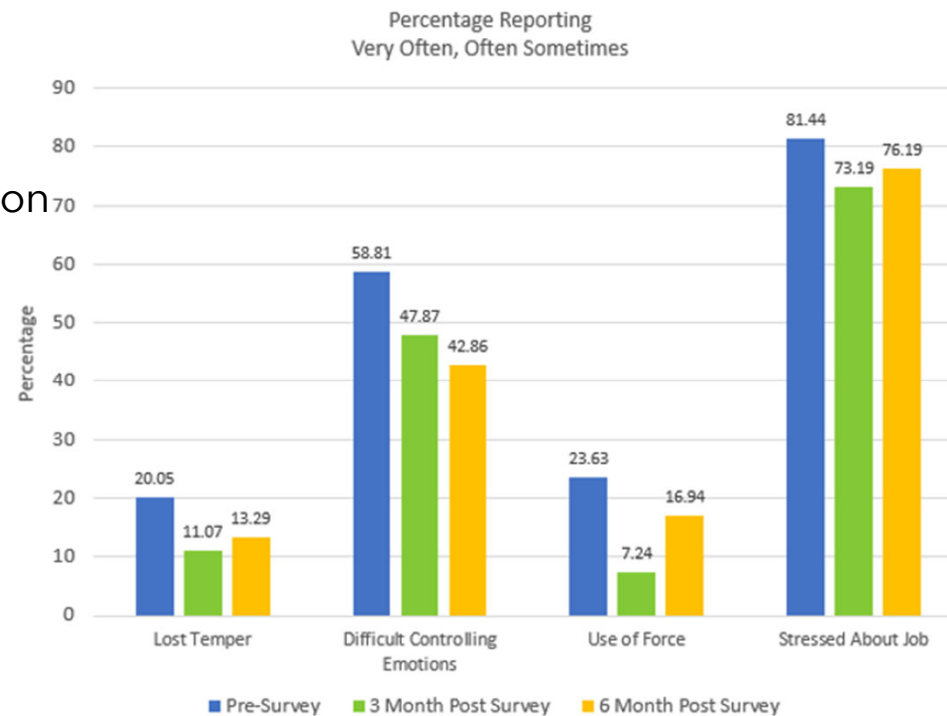
*3 Month Post-Survey results based on 253 surveys and represents approximately 7% of participant eligibility.
6 Month Post-Survey Results based on 202 surveys and represents approximately 6% of participant eligibility.*



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Trends in Pre-Test/Post-Test Surveys: *Preliminary evidence suggests that Rewire4 improves emotional regulation in officers, especially in challenging or stressful situations*

Improving Emotional Regulation



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Additional Thoughts and Considerations

- The Pre-Test Survey results demonstrate the need for this type of training.
- Police and correctional officers report similar levels of job stress...as do men and women officers.
- Course evaluations and interviews consistently show that participants find the course relevant, interesting, and helpful.
- Post-Test Surveys and interviews demonstrate that officers adopt Rewire4 skills, and that these skills help them manage stress and improve mental resiliency.
- Post-Test Surveys and interviews indicate that Rewire4 helps increase empathy and enhances the ability to control emotions in challenging situations.

