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**Stages of Planned Change**

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### **Stages of Planned Change**

Programs and plans always work well, but due to variation in the environment and globalization, they are subjected to change. Change is a critical and challenging thing to implement because not every person will agree and accept it. Making changes is a necessary part of unceasingly improving individuals, businesses, government services and enhance performance. Although people always have different reasons for change, the change type will determine the change plan. Therefore, the criminal justice system is responsible for implementing the laws; planning for change in this field is critical and will require several agencies to be involved. The first step in the change plan is analyzing for change. Analyzing change requires an individual first to identify the need for change. Justice Policy Institute (n.d) argued that the United States faces significant challenges for long prison terms. Therefore, as many youths are suffering in jails, there is a need to change this punishment method.

Center on Juvenile and Criminal Justice (CJCJ) (n.d) has presented significant challenges the youths are passing through while in prison. For instance, the coronavirus disease occurrence resulted in substantial difficulties in prison because congestion of imprisonment could not support people living together. Therefore, CJCJ has claimed that one in four youths get infected by the disease, and others are kept in the cells for twenty-two hours per day. The problem is vital and requires change because most of them are not allowed to participate in programs, jobs, and schools. Also, family visits are suspended, making it a challenge for the inmates to have family interactions.

The second step is to set goals and objectives. Change must have a direction on where the program is needed to be; therefore, through developing objectives and goals of change, the relevant individuals will realize where they are going. Before the action is taken, it is essential to

recognize why the change is needed. The problem and opportunity must be assessed and outline the required modification based on technology, culture, service, or way of life. The problem stated is the upsurge in the number of inmates, resulting in immense coronavirus infection. Therefore, the opportunity available is to reduce the length of staying in prison.

After the objectives and goals are developed, the program is then designed. The program will include individuals involved in taking the leadership role to execute the planned change. Therefore, this group must be informed on overhauling things about the plan, allow other people to present their opinions, and support the execution of the plans. For example, when changing the system on the increased disparity in sentencing in the United States, congress formed an agency called the United States sentencing commission in 1684 to decrease sentencing inequalities and encourage transparency and proportionality in sentencing (United States sentencing commission, n.d). This commission is among the agency expected in the implementation plan as they are involved in gathering, examining, and allocating information on federal sentencing practices. This step also involves identifying the present climate, which requires the agents to collect data concerning the environment to assist other people in preparing for modification. The program designed must be able to deliver change.

The next step is developing an action plan that requires the organization to develop the most effective and efficient strategy. This step comprises combining the plan or the information to create an action plan. The step involves realizing when, where, and how the project will be initiated. The plan is like a method and procedure that must be followed to ensure particular activities are controlled and combined to generate the change. Moreover, the step also represents concerns to every objective and goal and provides the action to achieve them.

After every step is followed and the questions answered, the plan would be executed. The stage will require the action plan to be monitored. When the change has started, preliminary anticipation can dissolve on individuals and their daily challenges. However, the agency can preserve the impetus of modification by providing resources, creating new proficiencies and skills, strengthening innovative behaviors, and constructing a sustenance scheme for those introducing change. The final step is evaluating the outcomes. After the plan is implemented, the results must be checked if they have yielded what was expected. Agencies must distinguish the actual outcomes from the goals and objectives developed. The question to be asked is, did the results match the objectives and goals set? Lastly, checking if the goals were achieved is done through performing an assessment.

### References

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