

UNDERSTANDING INDIVIDUAL POINTS

MEASURING EFFORT, ACCOUNTABILITY, AND MERIT

People in prison face real and persistent challenges. They face skepticism from employers, from institutions, and often from the public. Many will reenter a job market that values initiative, discipline, and measurable performance, yet offers little benefit of the doubt.

The Profiles platform uses individual points to address that reality.

Points exist to measure effort, make preparation visible, and distinguish those who are working deliberately toward success from those who are not. We want people in our community to pursue excellence, and to work toward earning higher levels of liberty through merit. By working to earn points, participants can show that they are intrinsically motivated, constantly thinking and working to prepare for success upon release.

WHY INDIVIDUAL POINTS MATTER

In business and performance-driven environments, there is a basic principle:

- » If progress cannot be measured, it does not exist.
- » Good intentions are not enough. Claims of self-improvement are not enough.
- » What matters is documented action over time.

INDIVIDUAL POINTS PROVIDE A CLEAR, OBJECTIVE WAY TO SHOW:

- » who is working consistently,
- » who is investing in self-improvement,
- » and who is pursuing excellence with discipline.

WHAT INDIVIDUAL POINTS MEASURE

Individual points measure documented effort. They reflect:

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- » writing frequency,
- » sustained engagement,
- » follow-through over time,
- » commitment to preparation.

POINTS DO NOT MEASURE:

- » intelligence,
- » writing talent,
- » beliefs,
- » background,
- » or personal worth.

They measure work.

HOW INDIVIDUAL POINTS ARE EARNED

Points are earned through written contributions added to a participant's profile, including:

- » biographies and updates,
- » journal entries,
- » book reports,
- » release plans and revisions.

EACH ENTRY EARNS POINTS BASED ON LENGTH:

- » 1 point for entries of 300 words or fewer
- » 2 points for entries of more than 300 words

This standard is applied consistently across all participants.

WHY WORD COUNT IS USED

Word count is used because it is:

- » objective,
- » transparent,

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- » neutral,
- » and easy to verify.

Word count does not judge quality. It measures time, effort, and completeness. Someone who writes consistently over months and years demonstrates discipline that can be evaluated at a glance.

POINTS CREATE COMPARATIVE ACCOUNTABILITY

- » People respond to comparative metrics.
- » They want to know how they are performing relative to others.
- » Individual points make it possible to:
 - » identify who is working hardest,
 - » recognize sustained effort,
 - » and differentiate preparation levels objectively.

This comparative visibility encourages people to work harder, write more consistently, and pursue excellence rather than minimum participation.

POINTS SUPPORT MERIT-BASED ADVOCACY

The Profiles platform is designed to support merit-based outcomes.

When advocating with stakeholders—such as correctional staff, employers, or policymakers—points allow us to show:

- » who has documented the most effort,
- » who has maintained discipline over time,
- » who has earned credibility through work.

POINTS HELP SHIFT CONVERSATIONS FROM:

- » “This person says they are changing”
to:
 - » “This person has documented hundreds of hours of disciplined preparation.”

That distinction matters.

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INCENTIVES AND EXCELLENCE

Points create incentives for sustained effort. They:

- » reward consistency,
- » encourage long-term engagement,
- » and reinforce the pursuit of excellence.

As more people see that disciplined preparation is recognized and documented, participation increases. Over time, this leads to:

- » stronger individual outcomes,
- » better preparation across the population,
- » and more mechanisms for staff and systems to recognize merit.

POINTS AND OUTCOMES

- » Points do not guarantee outcomes.
- » They do not replace professional judgment or institutional authority.
- » They do provide:
 - » visibility,
 - » structure,
 - » and evidence of effort.

In a system where skepticism is common, evidence matters.

FINAL PERSPECTIVE

- » Preparation should be measurable.
- » Effort should be visible.
- » Excellence should be recognized.

Individual points exist to support those principles and to help people demonstrate—clearly and credibly—that they are working to earn better outcomes.

NOTE FOR STAFF AND STAKEHOLDERS

Individual points reflect documented activity over time. Review of content, context, and application remains a matter of professional discretion.

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