

## **UNDERSTANDING LEADERBOARDS**

### **TRANSPARENCY, ACCOUNTABILITY, AND MERIT IN ACTION**

Leaderboards make effort visible.

The Profiles platform uses leaderboards to show—at a glance—how many people are actively working to pursue excellence, reconcile with society, and prepare for success upon release. Leaderboards provide transparency, encourage disciplined preparation, and create opportunities for recognition and incentive-based decision-making.

They exist to answer a critical question:

- » Who is doing the work?

### **WHY LEADERBOARDS MATTER**

In most correctional environments, effort is difficult to see. Preparation happens quietly and inconsistently, and hard work often goes unnoticed. Leaderboards change that by:

- » Making disciplined effort visible
- » Reinforcing accountability and consistency
- » Encouraging a culture of excellence
- » Providing objective, comparative data

When effort can be seen, it can be recognized—and when it can be recognized, it can be incentivized.

### **WHAT LEADERBOARDS SHOW**

Leaderboards display documented activity, not opinions or reputations. They reflect:

- » Individual points earned through writing and documentation
- » Tribe points earned through positive community contribution
- » Monthly points showing recent effort and momentum

## **LEADERBOARDS DO NOT MEASURE:**

- » Personal worth
- » Legal outcomes
- » Favoritism
- » Popularity

They measure work.

## **LEADERBOARDS ACROSS THE COMMUNITY**

Leaderboards operate at multiple levels to provide clarity and insight:

### **1. COMMUNITY-WIDE LEADERBOARDS**

- » These leaderboards show activity across the entire Prison Professors community. They allow:
- » visitors to see how many people are actively preparing,
- » stakeholders to observe patterns of effort,
- » and advocates to demonstrate scale and engagement.

Community-wide leaderboards show that preparation is not isolated—it is happening across facilities and populations.

### **2. FACILITY-SPECIFIC LEADERBOARDS**

Facility-level leaderboards show activity within a specific institution.

These leaderboards allow:

- » staff to identify individuals who are consistently working,
- » program coordinators to recognize disciplined participation,
- » and administrators to observe engagement within their facility.

They also provide a tool for encouraging healthy competition focused on preparation, not status.

### **3. INSTITUTIONAL COMPARISON**

Leaderboards allow administrators and stakeholders to compare engagement across institutions. At a glance, leadership can see:

- » which facilities are fostering preparation,
- » where engagement is increasing,



- » and where additional support or incentives may be effective.

This transparency encourages accountability at both the individual and institutional level.

### **LEADERBOARDS AND INCENTIVES**

Leaderboards open the door to incentivizing excellence. Staff members may choose to:

- » recognize top contributors,
- » open privileges for those who demonstrate consistent effort,
- » highlight individuals who are modeling preparation and accountability.

Leaderboards do not mandate incentives—they make them possible.

### **LEADERBOARDS AND ADVOCACY**

Leaderboards are a powerful advocacy tool. They allow Prison Professors and its partners to:

- » demonstrate measurable preparation,
- » show how many people are working toward rehabilitation,
- » and advocate for policies that reward effort and merit.

When advocating for expanded programming, earned-time mechanisms, or recognition systems, leaderboards provide objective evidence that people are doing the work.

### **LEADERBOARDS AND MERIT-BASED FREEDOM**

The core principle behind leaderboards is simple:

- » Effort should be visible. Excellence should be recognized. Merit should matter.
- » Leaderboards help shift conversations from abstract claims of rehabilitation to documented preparation over time.

They support the broader goal of creating mechanisms that reward those who are working to earn higher levels of liberty through merit.



## **TRANSPARENCY AND PUBLIC TRUST**

- » By making leaderboards visible to stakeholders and the public, the platform increases transparency and trust. Visitors can see:
- » how many people are engaged,
- » how preparation is measured,
- » and how accountability is documented.

Transparency strengthens credibility.

## **FINAL PERSPECTIVE**

- » Leaderboards are not about competition for its own sake.
- » They are about making effort visible, rewarding discipline, and reinforcing excellence.
- » When preparation can be seen, it can be supported.
- » When excellence is measured, it can be incentivized.
- » When merit is documented, it can be recognized.

That is the purpose of leaderboards.

## **NOTE FOR STAFF AND ADMINISTRATORS**

Leaderboards reflect documented writing activity and contribution. Review of content, context, and application remains a matter of professional judgment.

