EXHIBIT 3

Massachusetts Practice Review Protocol
Practice Indicators and Ratings Scales
Practice Indicators (Domains 1-3)

5 - Agree Very Much
   Exemplary/Best Practice: 5
   Acceptable

4 - Agree
   Good Practice: 4

3 - Neither Agree nor Disagree
   Fair Practice: 3
   Needs Improvement

2 - Disagree
   Poor Practice: 2

1 - Disagree Very Much
   Adverse Practice: 1
Youth/Family Progress Indicators (Domain 4)

5 - Agree Very Much
   - Exceptional progress: 5
   - Favorable

4 - Agree
   - Good progress: 4
   - Favorable

3 - Neither Agree nor Disagree
   - Fair Progress: 3
   - Unfavorable

2 - Disagree
   - Little to no progress: 2

1 - Disagree Very Much
   - Worsening or declining condition: 1
   - Unfavorable

Rating Scale: Youth/Family Progress (Domain 4)