

Approved: 11-23-05 Date

MINUTES OF THE HOUSE CORRECTIONS & JUVENILE JUSTICE COMMITTEE

The meeting was called to order by Chairman Ward Loyd at 1:30 P.M. on January 18, 2005 in Room 241-N of the Capitol.

All members were present except:

Carol Beggs- excused
Marti Crow- excused
Mike Peterson- absent

Committee staff present:

Jill Wolters, Revisor of Statutes Office
Diana Lee, Revisor of Statutes Office
Jerry Ann Donaldson, Kansas Legislative Research
Becky Krahl, Kansas Legislative Research
Connie Burns, Committee Secretary

Conferees appearing before the committee:

Susan Kang, Kansas Department Health & Environment
Secretary Roger Werholtz, Kansas Department of Corrections
Chuck Simmons, Kansas Department of Corrections
Margie Phelps, Kansas Department of Corrections
Roger Haden

Others attending:

See Attached List.

Susan Kang, KDHE, appeared before the committee to request a bill introduction of penalties relating to vital records.

Representative Davis made a motion that this request should be introduced as a committee bill. Representative Huntington seconded the motion. The motion carried.

Chuck Simmons, Kansas Department of Corrections, spoke to the committee on the Prison Rape Elimination Act of 2003. (Attachment 1) The purpose of the act, makes prevention of rape a top priority in corrections system. This act applies to all corrections facilities:

- Federal
- State
- Local
- Private

It establishes a zero-tolerance standard in correctional facilities; provides national standards to be developed for detection, prevention, reduction, and punishment of prison rape. The law applies to staff sexual misconduct, and inmate sexual assault and rape.

The Bureau of Justice Statistics of the Department of Justice will conduct each calendar year a comprehensive statistical review and analysis of the incidence and effects of prison rape.

- Survey not less than 10% of all inmates
- At least one prison from each state
- Participation by state or local entity is required as is access to inmates in their custody

The Review Panel on Prison Rape will hold hearings each year concerning the three prisons with the highest incidence of prison rape and the two prisons with the lowest incidence of prison rape (for each category of facilities). Purpose is to identify common characteristics of victim and perpetrators, facilities or systems with a high incidents, and of systems that appear to successful in deterring prison rape.

Margie Phelps, Reentry Director, Kansas Department of Corrections, provided the committee a power

point presentation with facts and information on reentry. (Attachment 2) Fast Facts:

- 98% of offenders are released to the community
- 20 – 25% without supervision
- 33% lack housing
- 50% lack solid job history/skills
- 20% have mental health needs, half severe/persistent
- 60 – 70% have substance addiction and/or use history (provisional diagnoses of addiction/dependence in about 25% of the cases)
- 33% lack pro-social/positive support system

There are 630,000 + leaving prison each year naturally; and 5,800 left Kansas prisons in 2004. Where are they going?

- 20% release with a full discharge, so don't know where they go.
- 65% will release to Sedgwick, Shawnee, Wyandotte, and Johnson counties (in that order of priority)

Criminal offense profile:

- 28% non-sex-person crimes (homicide, battery)
- 25% property crimes(theft, burglary)
- 22% drug crimes(possesion, sale)
- 20% sex crimes (rape, indecent liberties)
- 5% other (escape from custody, false writing)

Principles of risk reduction (different from risk containment)

- Good assessment
- Target high-risk offenders
- Address criminogenic risk/need for greatest chance of reduced recidivism
- Responsivity
- Professional discretion "gut instinct"

Information was provided on Shawnee, Sedgwick, and Wyandotte County re-entry programs.

Roger Haden, Deputy Secretary of Programs, Research and Staff Development, KDOC, provided the committee with power point presentation on staff development and training. (Attachment 3) Staff Development and Training provided:

- Advanced Communication & Motivational Strategies
- Case Management/Motivational Interviewing
- Cognitive Integration Training
- Cognitive Reflective Communication
- Domestic Violence Prevention
- Level of Service Inventory-Revised (LSI-R)
- Leadership Development Academy
- Offender Workforce Development Specialists
- Risk Management Model Overview

Time line and staff numbers were provided to the committee for training and staff development.

Roger Haden, Deputy Secretary of Programs, Research and Staff Development, KDOC, provided the committee a report on Offender Programs Evaluation. (Attachment 4)

Measurement Areas:

- Output (process) - measures the efficiency of program usage through utilization rates and enrollment activity
- Outcome (recidivism as defined by return to prison) – measures the effectiveness of a program via recidivism rates

Two major differences between this report and previous report:

1. The length of the follow-up period
2. The pool of offenders studied

The goal is to compare “apples to apples” among the offender groups. Demographics and other characteristics were provided.

Information on other programs:

- Program Outcome Summary
- Sex Offender Treatment
- Substance Abuse Treatment – Outpatient (Alcohol & Drug Primary Treatment)
- Substance Abuse Treatment – Outpatient (Chemical Drug Recovery Program)
- Substance Abuse Treatment - Therapeutic Communities
- Vocational Education Programs
- Academic Education
- Pre-Release Reintegration Program
- Work Release Reintegration Program
- Innerchange Freedom Initiative Program (IFI)

The committee was adjourned at 3:20 pm. The next committee meeting is January 19, 2005.

HOUSE CORRECTIONS AND JUVENILE JUSTICE COMMITTEE
GUEST LIST

DATE 1-18-05

NAME	REPRESENTING
Kerrie Bacon	KCDC (Kansas Commission on Disability Concerns)
Mark Masterson	SG. Co. Doc
Stuart Little	Ks Community Corrections Assoc.
Angene Miller	Damon & Associates
Charles Simmons	Dept. of Corrections
Roger Werholtz	KDOC
Richard Smowitz	Kenney & Assoc.
Sister Therese Bangert	Ks. CATHOLIC CONFERENCE
Travis Schultz	Intern for Rep. Crow
Jennifer Schwan	KACIL
Sandy Bennett	KCSOV
Donna Calabrese	KDHE
Loretta Phillips	KDHE
SUSAN KANE	KDHE
Roger Haden	KDOC
Kerem Pillerit	KDOC - Community & Field Serv.
Sarah Fertig	KDOC
Krupp (Wendy) Fej	KDOC
JEREMY S BARCLAY	KDOC
Emily Mueller	intern for Rep. Huntington
Mark Gleeson	Judicial Branch



KANSAS

KANSAS DEPARTMENT OF CORRECTIONS
ROGER WERHOLTZ, SECRETARY

KATHLEEN SEBELIUS, GOVERNOR

Prison Rape Elimination Act of 2003

September 4, 2003-effective date

Applies to all corrections facilities:

- federal
- state
- local
- private

Purposes:

Makes prevention of rape a top priority in corrections systems;

Establishes a zero-tolerance standard in correctional facilities;

Provides for national standards to be developed for detection, prevention, reduction, & punishment of prison rape;

Increases the availability of data on the incidence and prevalence of prison rape;

Increases accountability for the failure to prevent/reduce rape.

Law applies to:

- staff sexual misconduct;
- inmate sexual assault and rape.

The Bureau of Justice Statistics of the Department of Justice will conduct each calendar year a comprehensive statistical review and analysis of the incidence and effects of prison rape.

- >survey not less than 10% of all inmates
- >at least one prison from each state
- >participation by state or local entity is required as is access to inmates in their custody.

Offender Reentry

Kansas Department of Corrections
January 2005

NOTES

NOTES

What do they look like?

- ❑ *93% male; 7% female*
- ❑ *75% going to home county; 25% to a new county*
- ❑ *65% white; 30% black; 5% other*
- ❑ *2/3rds of the females have children; about half of the males have children*

NOTES

Reentry Practices

What are the attributes of effective reentry management?

NOTES

Reentry Practices

*Begin release planning early – no less than 12 months from release

*Assess risk/needs, such as employment, housing, substance abuse needs, family issues, financial issues, and cognitive readiness

*Connect to resources in the community in advance of release so support and services are in place upon release



NOTES

Reentry Practices

- *Prepare individual tailored release plans with specific risk-reducing goals
 - ~Involve parole
 - ~Involve support/family
- *Community-based/involvement
 - ~Law enforcement
 - ~Neighborhoods
 - ~Victim issues
- *Address financial issues/restitution/DL/detainers
- *Address special population needs



NOTES

Reentry Practices

*Strong collaboration at all levels

*Research & evaluation

*Marketing and public education



Offender Reentry Task Force

Interim Report
February 2004

Wichita Assembly

- ✓ February 2002
- ✓ Hosted by Wichita State University
- ✓ 125 Community Representatives
- ✓ Resulted in recommendations on,
 - Community safety
 - Housing
 - Employment
 - Support services





Offenders in the Community



- ✓1850 returning to SG county each year
- ✓257 are sex offenders
- ✓1200 under supervision by KDOC
- ✓Another 2400 under supervision in lieu of prison (community corrections/probation)



Offenders in the Community



- ✓76% committed crimes in SG/BU counties
- ✓75-80% have determinate sentences (set release dates_
- ✓25-30% lack adequate housing
- ✓50% lack adequate job skills
- ✓Two-thirds have addiction histories/issues
- ✓20% have mental health needs – 10% are SPMI

Alternative Correctional Housing

Ordinances passed to regulate alternative correctional housing facilities ("halfway houses"):

- ✓ They were totally unregulated
- ✓ Neighborhoods had no voice in where/how many/etc.
- ✓ Unsafe for offenders & public
- ✓ Resulted in broad licensing and oversight ~ has severely limited housing options for returning offenders

Task Force



- ✓ Joint city/county
- ✓ Overarching recommendation of Assembly
- ✓ Main tasks:
 - Review recommendations of Assembly
 - Collect additional information
 - Make additional recommendations
 - Identify what steps needed to implement
 - Review role of ACHB

How The Task Force Worked

- ✓Subcommittees in 4 key areas (community safety, housing, employment, support services)
- ✓Focus groups
- ✓Surveys
- ✓Literature review – “best practices”
- ✓Consulted experts
- ✓Reviewed existing practices in detail in all parts of the system



Interim Recommendations Key Concepts

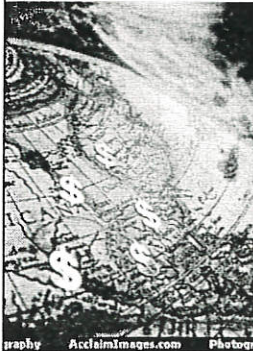
- ✓Need for ongoing partnership
- ✓Need for ongoing oversight
- ✓Need for system change
- ✓Need for community education and information-sharing
- ✓Interim report will allow work to continue



A Note About Mapping

A Policy Making Tool

✓Map of offenders in the community

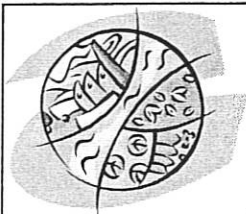


✓Concept of asset/resource/gap mapping – identify how to more effectively target resources to areas of need & identify ways to save/redeploy resources

Recommendations Overview & Governance

- ✓Establish standing joint work group
- ✓With this work group, review role of ACHB
 - ACH is part of a larger picture ~ incorporate into ongoing reentry
- ✓Establish core reentry staff/program to develop model and do system change – must sustain after new/grant funding complete
- ✓Include community involvement/information through entire process





Recommendations: Community Safety

- ✓ Establish community paroling
- ✓ Establish police/corrections partnerships (w/sex offender units)
- ✓ Establish liaison and ongoing dialogue with victim services
- ✓ Establish practices on domestic violence
- ✓ Review limit of 90-180 days for revoked offenders
- ✓ Raise awareness regarding impact of sentence-adjustment laws and offenders returning without supervision
- ✓ Ongoing communication/information-sharing and involvement of the community – e.g., Accountability Panels

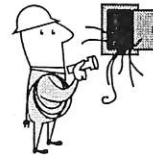
Recommendations: Support Services

- ✓ Establish a mental health/corrections coordinator
- ✓ Establish protocols for connecting offenders with mental illness (MIO's) to services
- ✓ Partner with SRS to expedite access to benefits
- ✓ Establish specialized caseloads for MIO's (corrections & mental health)
- ✓ Establish cross-training/dialogue to enhance KDOC/SRS agreement for SA treatment for offenders
- ✓ Establish case manager advocates to work with offenders pre/post-release
- ✓ Establish a mentoring program for returning offenders



Recommendations: Employment

- ✓ Establish an Offender Workforce Development Specialist to link prison and community job preparedness programs, and ensure all job specialists working with offenders have training "best practices" to enable offenders to obtain sustained employment
- ✓ Create/maintain a database of employers who will hire offenders
- ✓ Address the transportation needs of offenders for interviews/work
- ✓ Review policies/practices of corrections to ensure 1) offenders get good information to make safe hiring decisions, 2) contact between corrections and employers are conducive to offenders maintaining employment
- ✓ Establish ongoing dialogue with employers to address questions/concerns/issues about offender employment
- ✓ Review prison vocational programs for market relevance; pursue additional voc training and/or private industries to increase job skills of offenders



Recommendations: Housing

- ✓ Establish an Offender Housing Specialist to link housing service providers and corrections
- ✓ Working with local housing service providers to ID ways to track offenders with housing needs and establish referral protocols
- ✓ Establish ongoing partnerships with local landlords so offenders can access safe, affordable rental housing
- ✓ Establish contact between housing service providers and case managers in prisons to address housing needs well before release
- ✓ Dialogue with HUD/local providers to remove barriers to offenders accessing existing services
- ✓ Review existing licensing requirements for alternative correctional housing to ensure they are not unduly prohibitive to offenders accessing housing

Reentry Program

Reentry Program Director

Offender Workforce Development Specialist

Offender Housing Specialist

Offender Reentry Victim Services Specialist

Police/Corrections Coordinator
Law Enforcement Reentry Specialist

Community Information/
Offender Orientation Specialist

Mental Health/Corrections Coordinator
Reentry Specialist

Volunteer Coordinator/Training Specialist

Administrative Assistant

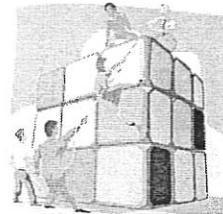
Case Manager Advocate

Case Manager Advocate

Case Manager Advocate

Case Manager Advocate

Conclusion



- ✓Continue in partnership
- ✓Establish standing work group
- ✓Strategic planning for ways to establish reentry program
- ✓Begin community education now through work group
- ✓Key: Sustained multi-discipline effort at all levels



Shawnee County Reentry Program – the Kansas SVORI Project

What does an Offender Participating in the Shawnee County Reentry Program in Kansas Experience?

- Work begins 12 months from release; Case Manager Advocate assigned.
- Offender is located near Shawnee County.
- Work begins in the facility with development of an Individual Release Plan (IRP) that is driven by the LSI-R score.
- Focus is on development of a stable plan, pro-social influences, cognitive training and employment preparedness.
- Screening for substance abuse and mental health needs.
- Ongoing advocacy to prepare offender to go out the door.
- Meet parole officer and law enforcement liaison pre-release.
- Offender meets accountability panel within 18 days: "Welcome back, we hope you succeed, we won't tolerate criminal behavior."
- Case Manager Advocate works alongside parole to stabilize the offender in the community.
- Average time is 6 months before offender completes program and "baton is passed" to parole.

**What is the role of the
community?**

- Reentry Steering Committee
- Accountability Panel
- Volunteers & Mentors

**Some Key Barriers We've Found
& Our Plan to Address Them**

Housing

- Substance Abuse
- Cognitive Services

Lessons

*Engaging the Offender

- ~an important skill
- ~it must be *their* plan
- ~supporting, not “doing for”
- ~walking them through cost/benefit

*Voluntary vs. Mandatory ~ the tradition in corrections

Lessons

The role of the community – keeping their mission clear

- *effectively deploying the faith community
- *weaving risk reduction through their knowledge base and work
- *providing clear leadership while letting them have an active voice
- *engaging them as advocates for system change
- *being purposeful – not personal

Lessons

Case planning

- The Skill Itself~Lots of Training
- Keeping it focused
- Avoid the “throw everything at everyone” syndrome
- Target what is crime-producing

Lessons

Working effectively with prison staff:

- Offender movement
- Reentry vis-à-vis “release planning”
- Processes & rules
- Roles & purposes
- Communication

Shawnee County Reentry Program
1430 SW Topeka Blvd., Topeka, Kansas 66612-1853
Phone: (785) 296-4183 Fax: (785) 296-3990

Why is This Program Necessary?

Each month an average of 490 adult offenders are released from Kansas prisons to return to Shawnee County. Upon release many have little or no money, no place to live, no job or ability to achieve sustained employment and no social support. In addition, many labor under the burden of lifelong patterns of anti-social influences and thinking. The result is that nearly half of them return to prison within six months, most often for failing to comply with conditions of community supervision, which puts them at higher risk for criminal behavior. Through the Shawnee County Reentry Program (SCRP), we now have the opportunity to help make the community safer by improving offenders' chances of a successful return home, by identifying and addressing crime-producing (criminogenic) attributes through early planning. In addition to serving offenders who participate, this program has provided an opportunity to develop all of the components of a successful reentry model to implement in communities across Kansas.

What is the SCRCP?

SCRCP is a 3-year federally funded program administered by the Kansas Department of Corrections. This program will implement comprehensive reentry planning to prepare offenders and assist them in transitioning back into the community. This program is part of a national initiative to establish research-based, effective reentry models and practices in communities all over the country, called the Serious and Violent Offender Reentry Initiative (SVORI), administered by the United States Department of Justice in partnership with other federal agencies, including the departments of Labor, Housing & Urban Development (HUD), Veterans' Affairs (VA) and Substance Abuse and Mental Health Services (SAMHSA)

This program is supported by multiple community partners, including law enforcement, employers, businesses, job service/training agencies, treatment providers, neighborhoods, political representatives, landlords, mental and medical health providers, other social services, victim services, ex-offenders, faith and community based organizations. Key state and local partners participated in a collaborative workshop in Washington DC in the summer of 2004 to develop a strategic plan to sustain the program in Shawnee County, and implement this model statewide in Kansas.

Through a partnership with the University of Kansas, data is being collected, so the program can be evaluated in all its components, to ensure that the practices employed are successful, and to identify what does and does not work. In addition, the Department of Justice is conducting a national evaluation, involving over a dozen of the 68 grantees. The Kansas programs, adult and juvenile, have been selected for inclusion in the national evaluation.

Who are the inmates participating in the SCRCP?

Because this is a federally funded program, participants must meet specific criteria. They must

- be between the ages of 18-34
- be scheduled for release to Shawnee County as the appropriate county of release
- have 12-18 months left of their sentence to complete
- have committed a serious or violent crime and/or be at high risk for re-offending

How does SCRP work?

Eligible participants are identified from throughout Kansas prisons. Risk/needs assessments are completed to identify high-risk offenders. Necessary transfers are made to house male participants at Lansing Correctional Facility; the females in Kansas are already housed at Topeka Correctional Facility.

With the guidance and assistance of a Case Manager Advocate (CMA) and a facility based Reentry Coordinator, individual, tailored release plans are prepared that address the criminogenic needs of the offender, such as housing, employment, transportation, identification documents, mental health care, substance abuse treatment, and family needs. Prior to release from prison, CMA's will identify resource needs and work closely with community partners to access services and supports necessary to address these needs. Working with faith and community-based organizations, businessmen and others in the community, mentors are prepared to work with offenders to provide pro-social modeling and influences, and in appropriate cases to provide mentoring related to employment and housing. Also, classes are established by SCRP and taught/facilitated by staff and volunteers. The classes include such topics as cognitive/thinking classes, money management, job preparedness, family transition workshops, reentry planning and health classes.

Prior to release, the transition team is joined by the offender's parole officer, a representative of the Topeka Police Department and family/support members in appropriate cases. Upon release, the offender meets with a community-run Accountability Panel, to discuss his or her plan, to review progress on goals, to celebrate successes, and to intervene when the offender relapses or fails to comply with conditions of release. The program works closely with the offender and his or her parole officer for six months, and if the offender has stabilized, at the time supervision is assumed exclusively by the parole officer. After successfully completing the program, offenders are able to return to the program in times of need, or to participate in alumni activities, including providing support to newly returning offenders.

Funding

This grant was funded by the Department of Justice as a \$1 million project to be completed over a three year time span. Kansas received an additional \$35,000 after the initial award for limited pre-release screening, assessment and intake services for offenders with substance abuse treatment and mental health needs upon return to the community. In September 2004 KDOC was awarded an additional \$300,000 to implement additional housing and cognitive components of the program. The housing funds will employ a housing specialist, and provide a modest fund for rent subsidy, property damage repair, transportation costs, substance abuse assessment costs, all necessary to establish a holistic approach to accessing local housing. Other funds will enable the SCRP to establish a more comprehensive pre-and-post-release cognitive program, to address the considerable anti-social thinking patterns of participants.

PILOT PROJECT: SEDGWICK COUNTY REENTRY PROGRAM

Overview of the Model

The proposed Sedgwick County Reentry Program will serve 150 offenders in a pilot project, working with the highest risk offenders who are scheduled for release to Sedgwick County. Between 1200-1300 offenders are released from Kansas prisons to parole supervision in Sedgwick County each year. One out of four lack housing; half lack the job skills and experience for job retention and career development; two-thirds have a substance abuse history; and one in five require mental health care upon return. By assessing and targeting risk and need attributes of offenders, and preparing comprehensive release plans to address these issues, this model will enhance community safety by reducing the risk of these returning offenders.

The proposed model is based on research and best practices, and the experience of Ft. Wayne, Indiana and Topeka/Shawnee County, Kansas in developing a model for returning offenders. The Shawnee County Reentry Program is one of the 68 sites for the Serious and Violent Offender Reentry Initiative, which involves a federal grant initiative designed to enable jurisdictions to develop comprehensive, effective models for community-based reentry programs. The Ft. Wayne, Indiana program was one of eight sites in the country used to design this federal initiative. Research indicates that targeting risk factors of returning offenders, and providing services, support and accountability to reduce risk, enhances community safety by reducing the likelihood the offenders will engage in further criminal behavior.

This reentry model incorporates the recommendations of the City/County Offender Reentry Task Force. Through this program, a core of staff located in

Wichita/Sedgwick County will work with facility and parole staff of the Kansas Department of Corrections, and various community partners (including law enforcement, neighborhood representatives, victims, service providers, offender families, and employers) to identify high risk offenders, assess their criminogenic (crime-producing) risk and needs, and develop comprehensive, tailored, risk-targeted release plans. After release reentry program staff will continue to work with offenders to stabilize them in the community. This reentry model will have several features:

- 1) Reentry planning will begin at 12 months prior to release.
- 2) High-risk offenders scheduled for release to Sedgwick County will be identified and housed at El Dorado Correctional Facility to participate in the program.
- 3) Through the use of the Level of Services Inventory – Revised¹, the criminogenic risk and need factors of the offenders will be identified and targeted during release planning.
- 4) Tailored transitional plans will be developed through a joint effort by the offender, reentry case manager and facility unit team counselor; this plan will outline specific goals and steps for the offender to prepare for release.
- 5) Offenders who manifest the need for substance abuse and/or mental health screening will be screened in advance; the case plan will address mental health care and/or treatment needs of the offender after release into the community.

¹ The Level of Services Inventory – Revised (LSI-R) is an assessment instrument that measures the risk level of offenders across ten domains. A total risk score between 0-54 is calculated, as well as sub-scores on the ten domains. A score of 34 or higher is considered high risk for offenders under community supervision. In addition to a total score, the LSI-R provides a risk profile from the domains, which enables the case manager to identify and target risk areas (e.g., anti-social companions, anti-social attitudes, substance abuse, employment and education, housing).

- 6) At 6 months prior to release the offender's assigned parole officer, as well as the police officer liaison, will become part of the transition team; they will review the proposed plan and address any community or parole issues which are impacted by or will impact the plan; case planning will continue with this full team up to the time of release.
- 7) As part of this case planning from 12 months housing, employment, family reintegration and treatment needs will be addressed; thus, when the offender is released a comprehensive plan will be in place for the offender's return to the community.

Reentry staff will establish relationships with providers, neighborhoods, employers, law enforcement, victim services and other necessary partners, developing protocols and procedures for sharing information and connecting offenders to necessary services and support for release. A Reentry Steering Committee (RSC) will provide oversight to the program, providing input, guidance and support to the Director. This RSC will be comprised of representatives from key partners. In addition, an Accountability Panel (AP) will be established to work with the reentry program Director and staff, to provide community involvement and oversight of returning offenders. The AP will greet returning offenders and review their case plans; help offenders access necessary resources to support the plan; and participate in responding to behavior of offenders, including by interventions, sanctions and recognition of accomplishments, as appropriate, and have input into the decision whether to retain the offender in the community in the event of relapse or noncompliance. Through these mechanisms the community will be actively involved in the program, and participate in reentry policy-

setting and practices; the community will also have a voice in addressing risk, and a hand in providing support to offenders who desire to be successful.

Reentry staff will recruit, screen, select, train and monitor volunteers from the community who will work with the program, delivering classes, providing mentoring to appropriate offenders before and after release, and otherwise providing services within the program.

Evaluation and data collection will be established, through Wichita State University, to establish base line data and track and evaluate data on the participants, related to the goals and objectives listed below. In addition, data will be tracked reflecting the rate of jail days used, for comparison to offenders who do not participate, in anticipation of reduced usage of jail days.

Partnerships established in the implementation of this reentry model will provide the foundation for sustaining the program. Evaluation of the program is expected to demonstrate that through strong partnerships, shared deployment of resources to apply to offender risk factors, and comprehensive transitional planning and reintegration strategies, provide the means of reducing risk to the community. Demonstration of the success of these strategies is expected to result in partner agencies participating in funding these services for the future.

Goals and Objectives

Goal I: The Sedgwick County Reentry Program will identify the criminogenic risk and needs of high-risk offenders, and address them through a comprehensive release plan.

Objective A: One hundred percent of the offenders participating will receive an LSI-R assessment.

Objective B: One hundred percent of the offenders participating will develop a comprehensive release plan addressing risk/need issues.

Goal II: ~~The Sedgwick County Reentry Program will promote pro-social cognitive processes with program participants.~~

Objective A: At least 75 percent of the participants assessed as being high risk in anti-social attributes will participate in cognitive programming and services prior to release.

Objective B: At least 90 percent of the participants assessed as being high risk in the anti-social attributes, as high risk in the area of accommodation, and/or as high risk in the area of education and employment, will be assigned a mentor.

Goal III: The Sedgwick County Reentry Program will improve opportunities for permanent and stable housing for program participants.

Objective A: At least 95 percent of participants will have a housing plan at time of release.

Objective B: At least 80 percent of the offenders in the program will have access to affordable and safe housing in the community, without resort to alternative correctional housing.

Goal IV: The Sedgwick County Reentry Program will improve opportunities for pre-release treatment and mental health assessment, and post-release access to services.

Objective A: At least 75 percent of the offenders identified as having substance abuse histories will receive a pre-release assessment for treatment needs.

Objective B: At least 75 percent of the offenders identified as having substance abuse histories who are assessed with post-release treatment needs will gain access to treatment in the community within two weeks of release.

Objective C: At least 90 percent of the offenders with severe and persistent mental illness will receive an assessment for treatment prior to release.

Objective D: At least 90 percent of the offenders with severe and persistent mental illness will have access to mental health care within 24 hours of release.

Goal V: The Sedgwick County Reentry Program will improve the rate of employment and job retention among the participants.

Objective A: At least 75 percent of the offenders identified with employment preparedness needs will participate in a job preparedness class prior to release.

Objective B: At least 90 percent of the offenders participating will have necessary documents to obtain a driver's license at the point of release, and will obtain a driver's license or Kansas identification within one week of release.

Objective C: At least 75 percent of the offenders participating will be employed within 30 days of release.

Objective D: At least 50 percent of the offenders participating will retain employment for six months from the date of release with the same employer. (Job retention is defined as maintaining the same position with the same employer, or changing positions to improve employment status, e.g., higher pay.)

Goal VI: The Sedgwick County Reentry Program will reduce the rate at which offenders return to prison.

Objective A: At least 60 percent of the offenders in the program will complete the program of six months without returning to prison, for a condition violation or new criminal behavior.

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Item	Cost
Director	48,000
Program Specialist (Volunteer Coordinator/Community Education & Liaison)	37,000
Administrative Assistant	30,000
Community Reentry Case Manager	35,000
Community Reentry Case Manager	35,000
Community Reentry Case Manager	35,000
Facility Reentry Coordinator (LCF)	35,000
Facility Reentry Coordinator (TCF)	35,000
Cognitive Specialist	42,000
Reentry Police Officer	45,000
Housing Specialist	35,000
Reentry Assessor/Treatment Coordinator (SA & MH)	37,000
Job Specialist/Developer (2 positions)	70,000
<i>Subtotal</i>	519,000
Benefits	
Director	10,560
Program Specialist	8,140
Administrative Assistant	6,600
Community Reentry Case Manager	7,700
Community Reentry Case Manager	7,700
Community Reentry Case Manager	7,700
Facility Reentry Coordinator (LCF)	7,700
Facility Reentry Coordinator (TCF)	7,700
Cognitive Specialist	9,240
Reentry Police Officer	11,250
Housing Specialist	7,700
Reentry Assessor/Treatment Coordinator (SA & MH)	8,140
Job Specialist	15,400
<i>Subtotal</i>	115,530

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Item	Cost
Equipment & Supplies	
Laptops/PC's	35100
1 copier/printer	6000
13 work stations	39000
1 fax machine	1300
Phones	1560
Internet connections	4680
Misc Supplies	7800
<i>Subtotal</i>	95440
Travel	
In-state travel: Average of 4 trips per week 50 miles to Lansing + 2 trips per week of 120 miles to Topeka	9256
Conference/training travel, for approximately 26 trips total spread over all positions	26000
<i>Subtotal</i>	35256
Space	
Space for 12 staff + meeting/conf space + lobby area = appx 2500 sq ft x appx \$12.50 sq ft*	31250
<i>Subtotal</i>	
Community Resources	
Structured/transitional/emergency community beds; 12 beds within existing organizations; average stay of 90 days per offender	109500
Funds for rent, deposit and utilities to assist offenders	50000
Transportation funds, including monthly bus passes for a year for 40 offenders at \$36 per offenders + cab fare of \$10 per offender per month for a year for 20 offenders	3840
Property repair funds	10,000
Substance Abuse Treatment funds for 10 offenders at \$3000 each	30,000
Emergency funds for food, clothing or medication	10,000
<i>Subtotal</i>	173340
Research	
Develop research design and data tracking and conduct evaluation	50000
<i>Subtotal</i>	50000
TOTAL	953,310

*The model proposed would have staff at different locations as appropriate, e.g., co-located with local service providers, in neighborhoods, co-located with community police, etc. This means the cost for space may be less.

WYANDOTTE COUNTY REENTRY PROGRAM

Background

Each year, about 500 adult felons return to Wyandotte County after completing prison sentences in Kansas prisons. Wyandotte County is the third largest county in the state in terms of number of returning offenders (after Sedgwick and Shawnee counties). About three fourths of the returning offenders went to prison from Wyandotte County, which was their home and/or county of conviction. Over half of the returning offenders are 29 years or younger, over a third have children in the community, and half of them went to prison last for violation of conditions of community supervision. Nearly half have committed person crimes, another 18 percent have committed sex crimes, 21 percent have committed drug crimes and 11 percent property crimes.

Returning offenders face enormous needs which impact their risk of further criminal behavior, including homelessness (about one-third), lack of job skills for sustained employment (about half), mental health needs (15-20 percent), substance abuse treatment needs (at least a third), and lack of positive, pro-social support systems. Upon return to the community, offenders face barriers to accessing necessary resources and services, including affordable housing, employment, and positive support systems. Service systems are often not available to offenders because of limited contact between the prisons systems and the communities, and the inability of offenders to access services and support.

The Kansas Department of Corrections, in partnership with the Kansas City Kansas Community College, United Way of Wyandotte County, Kansas, Kansas City

Kansas Area Chamber of Commerce, and Connect the Dottes, conducted community meetings in Wyandotte County on offender reentry, in January and March of 2004. From these meetings a Steering Committee was formed, from community members, to review offender reentry. This Steering Committee met in May, June July and November, to develop a reentry model for Wyandotte County, that would take into consideration the unique needs and resources of the community. The proposed model is summarized below.

Key Principles for the Model

The Wyandotte County Offender Reentry Steering Committee has developed this model for returning offenders to Wyandotte County, with some key principles in mind:

- There are many services and resources in Wyandotte County; the goal of this model is to establish a bridge to span between correctional facilities/offenders and these services, rather than reinventing or establishing duplicate services.
- Returning offenders impact the community, and are part of the overall picture of offenders in the community. Any reentry planning should involve the community, and should take into consideration issues surrounding offenders who remain in the community, offenders in the jail, and the impact on the entire community. Practices should be identified and implemented that ensure an active voice of the community, and that ensures through a joint effort by the state and local governments that resources for offenders are deployed effectively and efficiently.

- The committee strongly recommends a shared and joint effort by the Wyandotte County Unified Government and State of Kansas in implementing and carrying out this model, in the context of and as part of the overall management of offenders in the Wyandotte County community. Thus, work underway in the community regarding jail expansion and work with offenders who remain in the community should dovetail with work done to implement this model. Services should be shared, resources should be combined, and all agencies working with offenders in the community in any capacity should work together. The committee does not necessarily envision a shared physical space for the jail and reentry, but does strongly recommend that the two governments work together and see offenders in the community as a shared community issue.

Overview of the Model

The proposed Wyandotte County Reentry Program will serve 150 moderate-to-high-risk offenders scheduled for release to Wyandotte County. General referral and information services will be available to all returning offenders. However, the higher risk offenders will be on the caseloads of the reentry case managers who will work with them closely to prepare for release and as they return to the community.

These areas of needs by offenders cause them to be at greater risk for returning to criminal behavior, harming someone in the community, and returning to prison. By assessing and targeting risk and need attributes of offenders, and preparing comprehensive release plans to address these issues, in close partnership with the

community, this model will enhance community safety by reducing the risk of these returning offenders.

The proposed model is based on research and best practices, and the experience of Ft. Wayne, Indiana and Topeka/Shawnee County, Kansas in developing a model for returning offenders. The Shawnee County Reentry Program is one of the 68 sites for the Serious and Violent Offender Reentry Initiative, which involves a federal grant initiative designed to enable jurisdictions to develop comprehensive, effective models for community-based reentry programs. The Ft. Wayne, Indiana program was one of eight sites in the country used to design this federal initiative. Research indicates that targeting risk factors of returning offenders, and providing services, support and accountability to reduce risk, enhances community safety by reducing the likelihood the offenders will engage in further criminal behavior.

Components of the Model

Through this program, a core of staff located in Wyandotte County, who will work with reentry staff in Lansing and Topeka Correctional Facilities, and parole staff in Kansas City, along with various community partners (including law enforcement, neighborhood representatives, victims, service providers, offender families, and employers) to identify high risk offenders, assess their criminogenic (crime-producing) risk and needs, and develop comprehensive, tailored, risk-targeted release plans. Reentry staff would be strategically located in the community to ensure maximum contact with offenders, families, providers, neighborhoods, and other constituents in the community.

After release reentry program staff will continue to work with offenders to stabilize them in the community. This reentry model will have several features:

- 1) Reentry planning will begin at 12 months prior to release.
- 2) High-risk offenders scheduled for release to Wyandotte County will be identified and housed at Lansing Correctional Facility (men) or Topeka Correctional Facility (women) to participate in the program. The proposed return to Wyandotte County will be reviewed to ensure that there is an adequate support system in the county through family or other supports, so that a return to Wyandotte County is appropriate.
- 3) Through a detailed interview with the offender, and the use of the Level of Services Inventory – Revised¹, the criminogenic risk and need factors of the offenders will be identified and targeted during release planning.
- 4) Tailored transitional plans will be developed through a joint effort by the offender, reentry case manager, facility unit team counselor and/or volunteers from Wyandotte County. This plan will outline specific goals and steps for the offender to prepare for release.
- 5) Offenders who manifest the need for substance abuse and/or mental health screening will be screened in advance; the case plan will address mental health care and/or treatment needs of the offender after release into the community.

¹ The Level of Services Inventory – Revised (LSI-R) is an assessment instrument that measures the risk level of offenders across ten domains. A total risk score between 0-54 is calculated, as well as sub-scores on the ten domains. A score of 34 or higher is considered high risk for offenders under community supervision. In addition to a total score, the LSI-R provides a risk profile from the domains, which enables the case manager to identify and target risk areas (e.g., anti-social companions, anti-social attitudes, substance abuse, employment and education, housing).

- 6) At 6 months prior to release the offender's assigned parole officer, family members or mentors when appropriate and available, as well as the Reentry Police Officer, will become part of the transition team. The team will review the proposed plan and address any community or parole issues that are impacted by or will impact the plan; case planning will continue with this full team up to the time of release.
- 7) As part of this case planning starting at 12 months, the offender's housing, employment, family reintegration and treatment needs will be addressed; thus, when the offender is released a comprehensive plan will be in place for the offender's return to the community.
- 8) A key part of the release planning process will be the offender's participation in class and one-on-one work (with volunteers, unit team and reentry staff) to address cognitive development and services, life skills as necessary (such as financial planning/management, health issues, parenting, landlord/tenant relations, etc.), and transitional planning and preparation.
- 9) Also as part of the release planning process, the offender's obligations in terms of pending detainers/warrants, child support, restitution, outstanding fines from traffic violations, and other financial issues will be addressed. Working closely with volunteers and community representatives (including law enforcement, victim services, housing/credit counselors, family/parenting programs, child support enforcement agency, etc.), reentry case managers will help offenders develop and negotiate agreed-upon plans to address these issues as the offender prepares for release and returns to the community.

10) Identification for use in the community will be addressed, to ensure the offenders have birth certificates, social security cards, and whenever possible a Kansas identification card or driver's license, by the time of release.

11) Mentors (including cognitive and job) will be recruited and trained to work with offenders (some paid, some volunteer). These mentors will be provided with training in risk reduction principles, and work with the offender to address cognitive issues, job preparedness and coaching, and other key issues that pertain to the offender's attitude of and ability for success upon return to the community.

Systems Support of the Model

The Wyandotte County Reentry Program will be supported by the following:

- System development/support will be available through the statewide Cabinet level policy team on offender reentry.
- Reentry staff will work with victim services to develop a component addressing victim issues/needs, including a) support groups for victims; b) safety plans when/as needed, c) restitution collection, d) victim impact groups; e) other victim issues related to offender reentry. Ongoing dialogue will occur between reentry and victim services to ensure all relevant victim issues are addressed.
- A strong faith community in Wyandotte County will provide volunteer support in all areas; the faith partners will work together to identify funding streams for grassroots-based community and faith organizations to support building volunteer efforts related to offender reentry.

- The reentry team will provide feedback to the systems, including corrections, treatment, service, housing, neighborhood, and other community sources, about recommended policy/practice changes that will support the safe and successful return of offenders. The best forum for this to occur will be in regular meetings of the standing Reentry Steering Committee.
- Local businesses and employers will be provided information about the program and returning offenders, and responses to their questions/concerns through a concerted effort to engage these groups, and build credibility and trust between reentry/corrections and employers, on an ongoing basis. Successful partnerships between corrections and employers throughout the state will provide guidance for building and sustaining this effort.
- Staff within KDOC and the community with expertise and services for offenders with disabilities, including most notably mental illness, will network, cross-train and engage in ongoing dialogue to ensure the needs of these offenders are met upon return to the community.
- Local landlords and homebuilders will be provided information about the program, referrals by the program, and a forum to address questions/concerns related to offender housing.
- A comprehensive education, vocational and job preparedness effort, through a partnership of corrections, local workforce, job development, vocational training, community college and other appropriate providers, will help better prepare offenders pre-and-post-release to be employed, contributing members of the

community, with market-relevant skills to help provide a ready workforce in the community.

Community Involvement in the Model

Reentry staff will establish relationships with providers, neighborhoods, employers, law enforcement, victim services and other necessary partners, developing protocols and procedures for sharing information and connecting offenders to necessary services and support for release. As part of this process, reentry staff will work with community providers to establish an “Orientation Greeting Center” for offenders, which will be a

- *Central repository for service/community information; sometime one-stop*
- *Location for support events/aftercare services*
- *Site for community service coordination*
- *Site for public comment*
- *Site for alumni events*

A standing Reentry Steering Committee (RSC) will provide oversight to the program, providing input, guidance and support to the Director. This RSC will be comprised of representatives from key partners.

In addition, an Accountability Panel (AP) will be established to work with the reentry program Director and staff, to provide community involvement and oversight of returning offenders. The AP will greet returning offenders and review their case plans; help offenders access necessary resources to support the plan; and participate in

responding to behavior of offenders, including by interventions, sanctions and recognition of accomplishments, as appropriate, and have input into the decision whether to retain the offender in the community in the event of relapse or noncompliance.

Through these (and other community-developed-and-sanctioned) mechanisms the community will be actively involved in the program, and participate in reentry policy-setting and practices; the community will also have a voice in addressing risk, and a hand in providing support to offenders who desire to be successful.

Evaluation/Performance Outcomes of the Model

Evaluation and data collection will be established, through a university partner, to track and evaluate data on the participants, related to the goals and objectives listed below.

Partnerships established in the implementation of this reentry model will provide the foundation for sustaining the program. Evaluation of the program is expected to demonstrate that strong partnerships, shared deployment of resources to apply to offender risk factors, and comprehensive transitional planning and reintegration strategies, provide the means of reducing risk to the community. Demonstration of the success of these strategies is expected to result in partner agencies participating in funding these services for the future.

Goals and Objectives

Goal I: The Wyandotte County Reentry Program will identify the criminogenic risk and needs of high-risk offenders, and address them through a comprehensive release plan.

Objective A: One hundred percent of the offenders participating will participate in a release-planning interview no later than 12 months prior to release, to gather information and begin the conversation about reentry.

Objective B: One hundred percent of the offenders participating will receive an LSI-R assessment.

Objective C: One hundred percent of the offenders participating will develop a comprehensive release plan addressing risk/need issues.

Goal II: The Wyandotte County Reentry Program will promote pro-social cognitive processes, behaviors and activities with program participants.

Objective A: At least 75 percent of the participants assessed as being high risk in anti-social attributes will participate in cognitive programming and services prior to release.

Objective B: At least 75 percent of the participants assessed as being high risk in the anti-social attributes, as high risk in the area of accommodation, and/or as high risk in the area of education and employment, will be assigned a mentor.

Objective C: At least 75 percent of the participants assessed as being high risk in the anti-social attributes will have a plan for addressing cognitive issues, and positive support systems, as part of his/her release plan.

Goal III: The Wyandotte County Reentry Program will improve opportunities for permanent, safe, affordable and stable housing for program participants.

Objective A: At least 95 percent of participants will have a housing plan at time of release.

Objective B: At least 70 percent of the offenders in the program will have access to affordable and safe housing in the community, without resort to alternative correctional housing.

Goal IV: The Wyandotte County Reentry Program will improve opportunities for pre-release treatment and mental health assessment, and post-release access to services.

Objective A: At least 75 percent of the offenders identified as having substance abuse care needs will receive pre-release assessment and care coordination services.

Objective B: At least 75 percent of the offenders identified as having substance abuse histories, which are assessed with post-release treatment needs, will gain access to treatment in the community within two weeks of release at the level of assessed need.

Objective C: 100 percent of offenders with severe and persistent mental illness will receive discharge planning services prior to release.

Objective D: 100 percent of the offenders with severe and persistent mental illness will have access to mental health care within 24 hours of release at the level of assessed need.

Goal V: The Wyandotte County Reentry Program will improve the rate of employment and job retention among the participants.

Objective A: At least 75 percent of the offenders identified with employment preparedness needs will participate in a job preparedness class prior to release.

Objective B: At least 90 percent of the offenders participating will have necessary documents to obtain a driver's license at the point of release, and will obtain a driver's license or Kansas identification within one week of release.

Objective C: At least 75 percent of the offenders participating will be employed within 30 days of release.

Objective D: At least 50 percent of the offenders participating will retain employment for six months from the date of release with the same employer. (Job retention is defined as maintaining the same position with the same employer, or changing positions to improve employment status, e.g., higher pay.)

Goal VI: The Wyandotte County Reentry Program will work with offenders to address and resolve pending criminal or legal matters with offenders as part of release planning.

Objective A: At least 60 percent of the pending detainers on offenders returning to Wyandotte County will be addressed and resolved prior to release.

Objective B: At least 50 percent of the offenders with outstanding child support obligations will have an agreed-upon (by child support enforcement and/or custodial parent, as applicable) child support payment plan in place upon release.

Objective C: At least 70 percent of the offenders identified with financial planning needs will participate in a class to address this need prior to release, and receive aftercare services upon release.

Objective D: At least 90 percent of the offenders identified with financial planning needs will have a financial plan section to their release plan prior to release.

Goal VII: The Wyandotte County Reentry Program will reduce the rate at which offenders have contact with law enforcement, have jail days, or return to prison.

Objective A: There will be at least a 25 percent reduction in law enforcement contacts and arrests of participants in this program, compared to baseline data and/or a comparison group.

Objective B: There will be at least a 25 percent reduction in jail days in the Wyandotte County jail, compared to baseline data and/or a comparison group.

Objective C: At least 60 percent of the offenders in the program will complete the program of six months without returning to prison, for a condition violation or new criminal behavior.

Objective D: There will be at least at 20 percent reduction in return rates of participants in this program at one year, 15 percent reduction at two years, and 10 percent reduction at three years, compared to baseline data and/or a comparison group.

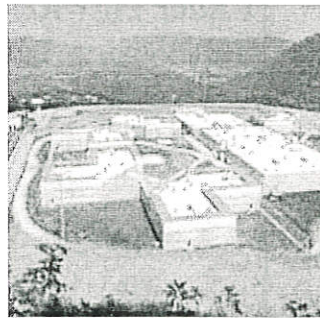
In addition to the above performance objectives, as part of the research and evaluation of this program,

1. baseline data will be established where possible, and/or a comparison group will be identified to track to compare to the outcomes of the group participating in the Wyandotte County Reentry Program
2. Data will be collected regarding the success of collaboration, partnerships, service access events, success of services so that offenders are able to wean off use of the services, system/practice changes, etc.
3. Updates will be made to community groups about the progress of the program, including identifying points of success, barriers, ongoing gap analysis, etc.

Reentry in Wyandotte County

The National Perspective

- More than 2 million people are currently incarcerated
- 4.7 million people live under supervision
 - 1 of every 32 adults was incarcerated, on parole or on probation on 12/31/2002
 - 753,141 adults on parole on 12/31/02



Currently Incarcerated	9100	<i>Kansas Perspective</i>
Annual Admissions	6100	
Annual Releases	5800	
Male	93%	
Female	7%	
Race		
White	62.3%	
Black	35.1%	
Am. Indian	1.9%	
Asian	0.7%	
Age - % between ages 20 - 35	48.3%	
Education - % with HS, GED, +	60%	

Kansas Post-Release Facts

Under Post-Release (Parole) Supervision Today	4866
Returns to Prison in 2004	2462
New Charges	169 (7%)
Conditions Violations	2293 (93%)
Returning < 1 Year of Release	41.5%

Releases to Wyandotte County

- FY 2002 – 431 Returned
 - 68% convicted here
 - 32% convicted elsewhere
 - 45% committed a person crime (non-sex)
 - 21% committed a sex crime
 - 20% committed a drug crime
 - 11% committed a property crime

Releases to Wyandotte County

- FY 2003 – 513 Returned
 - 76% convicted here
 - 24% convicted elsewhere
 - 46% committed a person crime (non-sex)
 - 18% committed a sex crime
 - 21% committed a drug crime
 - 11% committed a property crime

Releases to Wyandotte County

- FY 2004 – 591 Returned
 - 79% convicted here
 - 21% convicted elsewhere
 - 45% committed a person crime (non-sex)
 - 19% committed a sex crime
 - 22% committed a drug crime
 - 10% committed a property crime

Typical Profile of an Offender Returning to Wyandotte County

- 53% black 40% white
- 94% male 6% female
- 52% are 17-29 years old 39% are 30-39 years old
- 50% - latest admission was a parole violation
- 50% have *no* children 37% have 1-2 children
- 54% did *not* receive SAT 46% *did* receive SAT
- 64% did *not* receive GED 36% *did* receive GED

Attributes of High Risk Offenders Returning to the Community

- About one third are homeless.
- About one half lack job skills for sustained employment.
- About 15-20% have serious mental illness impacting their transitional plan.
- About one-third have substance dependence/abuse diagnosis, and another third have a history of substance abuse/use.
- About half lack positive/pro-social support systems upon return.

Main Challenges for Effective Reentry

- Community does not have adequate information about offenders and reentry
 - Resistance and discomfort about returning offenders
 - Unclear on their role in the process
- Planning does not start early enough
- Lack of connection into the community during planning
- Lack of access to safe and affordable housing
- Lack of job preparedness and employment opportunities
- Lack of access to mental health/substance abuse systems
- Need to address cognitive issues with offenders
- Need to connect more with law enforcement
 - Pending detainees
- Need to address victim issues more comprehensively
- Need to address family issues more comprehensively
 - Child support/parenting issues

Community Meetings in Wyandotte County

- Community wide informational meetings held in January and March 2004.
- Steering Committee formed and met in May, June, July and November to review information and develop a proposed model for reentry in Wyandotte County.
- Community wide meeting in December 2004 to present proposed model.
- Steering Committee members will present to neighborhood and other stakeholder groups for more feedback.
- Proposal will be presented by the Secretary of Corrections to the Wyandotte County legislative delegation in the 2005 legislative term.

Key Principles of the Model

- *This should be a shared effort between local and state government*
- *Reentry should be seen/planned/implemented in light of the overall community picture regarding offenders, considering the offenders who remain in the community (probation/community corrections), and jail issues*
- *Use reentry program/staff to bridge between corrections/offenders and many resources in the community*
- *Co-locate services in the community as much as possible, so there is interaction between reentry/ corrections and providers/neighborhoods/law enforcement/community*
- *Reentry is a community issue and should involve and actively engage the community*

Overview of the Model

- ☛ *Focus on higher risk offenders*
- ☛ *General referral services available to all offenders*
- ☛ *Based on research from national/Shawnee County models/learning*
- ☛ *Work with offenders to ensure Wyandotte County is appropriate county of return – based on family, supports, services*

Components of the Model

- ☛ *Interview/assessment 12-months pre-release*
- ☛ *Identify risk/need areas*
- ☛ *Establish transitional team~ offender, unit team counselor in facility, reentry case manager, volunteers/mentors*
- ☛ *Develop tailored, targeted release plan*
- ☛ *Assess for substance abuse/mental health needs, and prepare continuum of care plan*
- ☛ *Address employment, housing, family, financial, identification, cognitive, support systems*
- ☛ *At 6 months parole officer, reentry police officer, family/support person joins team*
- ☛ *Address financial obligations and victim issues*
- ☛ *Address pending detainers/warrants*

Systems Support of the Model

- ☛ *Statewide Cabinet-level reentry team addressing system issues (e.g., benefits access, child support enforcement, detainers)*
- ☛ *Work with victim service providers to ensure victim issues are addressed*
- ☛ *Work with strong faith community in Wyandotte County*
- ☛ *Ongoing gap analysis, feedback, evaluation, quality control between reentry staff, service systems, community, policy makers*
- ☛ *Engage local businesses, employers, landlords through information sharing, forum to address issues/concerns, "adding value" to workforce, community, tax base, etc.*
- ☛ *Address special needs issues (mentally ill, developmentally disabled, elderly, etc.)*
- ☛ *Strong job preparedness/education component*

Community Involvement in the Model

- ☛ *Volunteers participating in reentry planning*
- ☛ *Volunteers participating in mentoring, classes, service/supports access*
- ☛ *Standing Reentry Steering Committee*
- ☛ *Orientation Greeting Center*
 - *Central repository for service/community information; sometime one-stop*
 - *Location for support events/aftercare services*
 - *Site for community service coordination*
 - *Site for public comment*
 - *Site for alumni events*
- ☛ *Accountability Panel*
- ☛ *Community Service*
- ☛ *Ongoing feedback/dialogue/education/information-sharing*

Evaluation/Performance Outcomes for the Model

Performance measures set for:

- Completed risk/needs assessment*
- Completed reentry plans*
- Participation in cognitive programs/services*
- Assignment of mentor*
- Plan for positive support systems*
- Housing plan/reduction in use of alternative correctional housing*
- Pre-release substance abuse/mental health assessment and care coordination*
- Access to mental health and substance abuse services upon release at the level needed*
- Participation in job preparedness programs/services, pre-and-post-release*
- Job retention*
- Resolution of pending warrants*
- Agreed-upon plans for meeting financial obligations*
- Law enforcement contact/arrests/jail days reduced*
- Return rates/recidivism reduced*

Establish Baseline Data

Evaluation programs/systems improvements

Program/Cost

- Salary & benefits for 14 staff, including Director, Case Managers, Specialists, Facility Positions, Reentry Police Officer*
- Equipment, supplies and travel for staff*
- Office space at several locations in the community, co-located with key service providers, and/or law enforcement, and/or in community organizations particularly in areas where offenders reside*
- Some beds for structured/transitional/emergency housing; otherwise access variety of housing options on spectrum within existing housing in the community*
- Funds for rent, deposit, utilities, property repair, transportation, treatment, emergency food/clothing/medication*
- Research and evaluation*
- Total cost per year: \$953,310*

Core Competencies Addressed in OWDS Training

Career Development Theory and Application: Participants will receive thorough knowledge of four career theories that may be used to assist offenders with job choice, career planning, and transition.

Understanding and Using Facilitation Skills: Participants will learn a set of communication skills, such as attending, listening, reflecting, encouraging, and questioning, that can be used to create an environment in which an OWDS efficiently and effectively assists offenders with job placement and career planning.

Role of Assessment in Career Planning and Job Placement: Participants will be trained in a variety of assessment tools and techniques that can be used with offenders and skills to administer and interpret Level A instruments.

Instruction of Group Facilitation: Participants will learn skills for providing group instruction and facilitation of activities and interactive exercises.

Designing and Implementing Training and Work Development Services: Participants will learn the basic principles of program planning and implementation - including evaluation, promotion, and public relations- and the skills to apply this knowledge to the development and delivery of broad-based programs for offender populations and training of professionals in career facilitation skills.

Barriers to Employment: Participants will receive training identifying barriers characteristic of offenders upon transition to the community and skills to identify ways to remove and/or minimize these barriers.

Ethics and Career Development Facilitator: Participants will know and commit to abide by the Global Career Development Facilitator (GCDF) Code of Ethics to include recognizing appropriate role boundaries related to training and scope of practice.

Transition Interventions for the Offender Population: Participants will be presented with the types of interventions that can be used with offenders as they make the transition to full or part time employment, including the development of goals and action plans.

Job Seeking and Employability Skills: Participants will learn how to access labor market information and obtain knowledge in pre-employment preparation, job search and job retention, and how to teach these skills to offenders.

Job Retention: Participants will understand the importance of job retention as a primary factor in reducing recidivism, obtain skills for identification of interventions with the potential to improve offender job retention, and teach these skills to offenders.

The Role of Information and Computers in Career Planning: Participants will be able to identify and locate the sources of occupational and educational information available in print and on the Internet, and apply the information to assist offenders with job placement and career planning.

OFFENDER WORKFORCE DEVELOPMENT

The Kansas Department of Corrections (KDOC) has partnered with the National Institute of Corrections (NIC) to *develop Offender Workforce Development Specialist training for Kansas*. Twelve representatives from KDOC, Greenbush, Mirror, Inc., Community Solutions, Inc., Heartland Works and the Wichita Workforce Development Center of the Kansas Department of Labor have received three weeks of training, and become certified as Offender Workforce Development Specialists (OWDS). In May 2004 these twelve were trained and certified as instructors to train additional OWDS's in Kansas. The *core competencies* covered in the training, in which participants can be certified, are set out below.

This team of certified instructors has completed the first round of OWDS training in the fall of 2004 in Wichita, Kansas; additional sessions are being scheduled for the spring of 2005 in Topeka and summer of 2005 in Hutchinson. The OWDS team has recruited from among various organizations in Kansas, including workforce development, job training, mental health, non-profit and faith-based, and state and local corrections agencies, to solicit applications for this training. Over thirty applications were received for the Wichita training, and 15 participants were selected. Applications were screened based on several criteria, including whether the work performed by the applicant will enable the use of these skills in serving offenders, and the commitment of the organization employing the applicant works for implementation of the strategies learned. Applicants were also screened for workforce development experience, because those who successfully complete the training will be eligible to apply for certification as a Career Development Facilitator (CDF), through the National Career Development Association, Center for Credentialing and Education, Inc.

A similar recruitment and applicant-seeking process is taking place for the spring and summer sessions. Because the response has been so great, a waiting list is being developed for future training, for which KDOC will seek additional funding through NIC and other sources. Since NIC is providing funding, there is *no cost for the training itself*, though there is some travel, lodging and per diem required depending on the location of the trainees. (If a participant wants to receive NCDA association there is a modest cost involved of \$40 or \$100 depending on the period of certification.) *The cost of the training, training materials and equipment, and lunch for the participants, will be covered by funding from NIC.*

Research indicates that one of the most robust factors impacting reduction in recidivism is sustained employment. Offenders frequently lack job skills or cognitive ability to find and keep meaningful employment. Through strategies such as skills and interest assessments, addressing barriers to employment, and enhancing job search skills, coupled with comprehensive job development and employer relations, offenders can get and keep jobs, and become part of a productive and contributing workforce and community. This OWDS training is part of KDOC's overall effort to enhance job preparedness potential of offenders.

Also, as part of the OWDS project, data will be collected and reviewed to determine the rate at which offenders receive services from the OWDS's, and the impact of these services on the ability of offenders to get and keep jobs, and the impact on recidivism or return rates to prison. This evaluation component of the project will enable the KDOC to continue implementing effective job preparedness programs and services, in collaboration with key partners in the community.

For more information please contact Jim Chastain at 620.669.0175 or jimc@kdoc.dc.state.ks.us or Margie Phelps at 785.296.3128 or margiep@kdoc.dc.state.ks.us.

Offender Job Preparedness in Kansas

Why is offender job preparedness important?

- Education/employment is one of the top two criminogenic issues of high risk offenders in Kansas
- The relationship between employment and the “Big Four” criminogenic factors,
 - Anti-social history
 - Anti-social companions
 - Anti-social attitudes
 - Anti-social personality

Why is offender job preparedness important?

Employment *can* provide,

- An alternative to illegal activity
- Steady income
- A sense of accomplishment
- A pro-social environment & contacts
- A pro-social use of time
- A stabilizing influence
- A non-stigmatized position in society

Some of the Main Barriers to Offender Employment

- Employer attitudes
- Legal Barriers
- Lack of experience, education, training and skills
- Cognitive barriers
- The minority factor
- Substance abuse issues
- Mental health issues
- Lack of stable housing
- Lack of transportation

Positive Potential

- Employers who have hired offenders say they are less likely to leave the job and more consistent in attendance and performance
- Many employers want to have a role in reducing risk/crime
- Some industries are already receptive (manufacturing/construction)
- Employers become more receptive if the offender receives quality/trustworthy job training
- Employers are more interested in how the offender has prepared for the future than how he has behaved in the past

7 Key Ingredients for Success

- **Sustained employment** must be the goal; job retention *not just* job placement.
- You must **establish intermediaries** between offenders and employers.
- You must offer **something of value to employers.**
- Work must begin **prior to release.**
- **Assessments** must be a key part of the work.
- Job preparedness **must be holistic.**
- You must **market & develop jobs.**

Vision & Planning

- Establish Offender Job Specialists in the corrections system – prisons, parole offices, reentry
- Through partnership with Commerce identify unmet workforce needs in Kansas and help meet them
- Establish active partnerships with WIB's, 1-stops, VETS, voc rehab., etc.
- Start assessing early ~ use market relevant instruments
- Don't under estimate the role of the case manager
- Make use of existing education programs
- Make use of existing prison work
- Make use of private industry
- Connect to existing job preparedness services
- Be research-driven

A framework in Kansas

- Offender Job Specialists through Corrections Education grant
- Offender Workforce Development Training & Certification through the National Institute of Corrections
- Partnerships with Commerce and local WIB's/workforce centers
- Partnership with VETS

69-2

Wichita/Sedgwick County Reentry Pilot Proposed Budget	Cost
Director	48,000
Program Specialist	37,000
Administrative Assistant	30,000
Case Manager	36,000
Case Manager	36,000
Case Manager	36,000
Reentry Police Officer	45,000
Facility Reentry Coordinator (EDCF)	36,000
Treatment Coordinator/Assessor	40,000
Cognitive Specialist	40,000
Offender Job Specialist (2)	76,000
<i>Subtotal</i>	460,000
Benefits	
Director	12000
Program Specialist	9250
Administrative Assistant	7500
Case Manager	9000
Case Manager	9000
Case Manager	9000
Reentry Police Officer	11250
Facility Reentry Coordinator (EDCF)	9000
Treatment Coordinator/Assessor	16587
Cognitive Specialist	10000
Offender Job Specialist	19000
<i>Subtotal</i>	121587
Equipment & Supplies	
10 laptops	25000
1 copier/printer	6000
10 work stations	25000
1 fax machine	1300
5 vehicles	60000
Misc Supplies	7800
<i>Subtotal</i>	125100

Wichita/Sedgwick County Reentry Pilot Proposed Budget	Cost
e	
Reentry Site + 7 staff + meeting space	17000
Office Space for Treatment Coordinator/Assessor	In Kind
Office Space for Reentry Police Officer	In Kind
Office Space for Cognitive Specialist	In Kind
Office Space for Facility Reentry Coordinator (EDCF)	In Kind
<i>Subtotal</i>	17000
Community Resources	
Funds for rent, deposit and utilities to assist offenders	22500
Treatment Emergency Funds	21000
Funds for bus and taxi vouchers to assist offenders in transportation to job interviews and work	7800
<i>Subtotal</i>	51300
Research	
Research contract	50000
<i>Subtotal</i>	50000
TOTAL	824,987

274996

OUTLINE OF RECOMMENDATIONS BY COUNCIL OF STATE GOVERNMENTS TO KANSAS DEPARTMENT OF
CORRECTIONS & KANSAS DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES REGARDING
TRANSITIONAL/DISCHARGE PLANNING FOR MENTALLY ILL OFFENDERS

NOVEMBER 2003

1) Pilot Project ~ COR-Pathways

- a) Increase dedicated staff to system wide COR-Pathways programs.
- b) Institutionalize COR-Pathways program through agency policies and procedures, and interagency agreements and protocols, to sustain it for the future.
- c) Establish a shorter-time version of COR-Pathways tailored to and for condition violators.
 - i) In this program when working with offenders take into account what caused the violation, to ensure the offender doesn't return to the same circumstances.
 - ii) When possible, involve the parole officer and mental health case manager who were working with the offender in the community in the release plan following the revocation.
 - iii) Collect data to see what is going on with the condition violators to tailor this program to the needs reflected in data and findings.
 - iv) Be sure staffing patterns are adequate to address the increased number and faster-paced cases presented by condition violators.

2) Cross System Management

- a) Provide cross training to KDOC staff (facility and parole), contract staff, SRS staff and community providers, addressing benefits access, referral procedures and coordination of services.
- b) Clearly identify the roles and responsibilities of contract discharge planners, COR-Pathways staff and IPO's in the discharge planning process.
- c) Dialogue with key community mental health providers to determine how to better engage them
- d) Review confidentiality and information-sharing issues to ensure mental/medical health history, risk/need and discharge/transitional plan is shared with corrections and mental health.

3) Accessing Benefits

- a) Continue to suggest legislation similar to proposed HB 2727, which would allow Kansas to opt out of the federal ban that prohibits giving TANF funded cash assistance and food stamps to offenders with drug related felonies.
- b) Propose to the legislature to remove the prohibition against those with drug felonies from receiving cash assistance under the state funded GA program.
- c) Modify K.S.A. 12-736, to remove the absolute prohibition against offenders living in group homes.
 - i) Enlist the support of advocacy groups if possible.
 - ii) Establish safe and appropriate guidelines for referrals to group homes.
- d) Expand the General Assistance Reintegration (GARN) program to all correctional facilities.
- e) Develop policies and procedures to suspend rather than terminate Medicaid benefits to offenders enrolled in Medicaid.
- f) Develop a pre-release application procedure for SSI benefits, consistent with SSA regulations.

4) Connecting to Community Based Services

- a) Develop cross-training opportunities for community mental health providers, correctional mental health staff and field supervision agents regarding the transitional needs of inmates with mental illness.
- b) Expand specialized clinical and case management services for released inmates with mental illness.
- c) Expand in-reach by these specialized clinical services to assist inmates in navigating the transition from prison to the community.
- d) Expand training opportunities for field supervision agents regarding the special needs of parolees with mental illness.
- e) In more highly populated parts of the state, consider developing specialized caseloads to meet the needs of these parolees.

5) Housing

- a) Consider eliminating or modifying restrictions in accessing housing, including,
 - i) Modify KSA 12-736 (see 3.c. above).
 - ii) Confer with Public Housing Authorities to identify strategies for reducing restrictions to offenders accessing public housing subject to reasonable restrictions.
- b) Conduct an inventory of all the housing options that are currently available, and establish referral criteria for all housing options to ensure suitable placements.
- c) Work with local housing providers to support their efforts to expand services for offenders (e.g., Tanglewood project in Topeka).
- d) Develop links between KDOC and local housing groups to ensure needs of returning mentally ill offenders are identified in community continuum of care plans.
- e) Increase KDOC staff support at locations that house multiple offenders, e.g., increased field visits, work station in the housing complex, etc.

6) KDOC Policies

- a) Consider developing specialized caseloads to meet the needs of parolees with mental illness.
- b) Where specialization is impractical, ensure that all field supervision agents have adequate initial and in-service training in the management of the parolee with mental illness.
- c) Develop formal policy and procedure to ensure appropriate management of parolees with mental illness.

7) Consumer Recommendations (Based on Focus Group with Ex-Prisoners Under Supervision)

- a) If at first you don't succeed, try, and try, and try, and try again. Be aware that it usually takes more than one, and sometimes many more than one, attempt at release before individuals with mental illness are successful in their reentry.
- b) Remember, offenders with mental illness (and indeed, all offenders) have choices. Until offenders are willing to consider this, it is unrealistic to expect a high degree of success. Be aware of the research on stages of change. Be aware that staff involved in release planning must recognize the limitations of what they can do to help an offender who is not ready to consider changing.
- c) Ask people what they want and need, and if feasible, provide it. Sometimes the offender is the one most aware of what will help him succeed or not.

*ANNUAL REPORT FOR COR-PATHWAYS
FY2004*

The COR-Pathways program, a transitional planning program for special needs offenders was implemented in June of 2002 as the result of a partnership between the KDOC and the SRS. Special needs offenders are those with severe and persistent mental illnesses, developmental disabilities, and physical disabilities, and those over age 60 with age-related needs. Potentially eligible offenders are referred to unit team staff that screen them for eligibility. To be eligible for the program, offenders must be 12 months from release, and have a mental health classification level that indicates a serious mental disorder or a developmental disability; a medical classification level that indicates physical limitations or a terminal illness or be age 60 or older with age related health issues. Eligible offenders are given the opportunity to participate in the program; if they agree, a comprehensive transitional release plan is developed to meet the individual's needs for successful return to the community.

Cornerstones of the program include communication, cooperation, and collaboration with an array of community service providers. This is essential in building a support network of services that offenders may access. Currently the program works closely with the Social Security Administration, local area SRS offices, Community Mental Health Organizations, Community Development Disability Organizations, Substance Abuse Providers, and many other treatment and service providers.

The primary goal of the program is to reduce the return rates among special needs offenders. KDOC data indicate special needs offenders return to prison at the rate of 70 percent or higher within the first six months of release, due to inability to comply with parole supervision requirements. By completing individualized case plans and community referrals, the offender gains access to support and services necessary for safe-reintegration and for self-sufficiency.

Services Provided by COR-Pathways

- Support in completing applications for Social Security Benefits
- Support in completing applications for SRS benefits
- Scheduling mental health/medication appointments, to occur within one week of release, medication appointments
- Referrals for Veteran's benefits
- Scheduling medical appointments if needed, and referrals in obtaining medical equipment
- CARE Level Assessments from Department of Aging for nursing care facility placements
- Substance Abuse treatment referrals, including AA/NA contact information
- Sex Offender Treatment appointments upon release
- Workforce Development Center referrals
- Vocational Rehabilitation referrals from SRS

- Assessments for services and referrals to Community Developmental Disability Organizations
- Faith-based organization referrals
- Public Transportation information and/or transportation through faith based organizations
- Clothing outlet referrals, e.g., Salvation Army, Goodwill, etc.

Maintaining contact with parole officers after release is essential in continuing the services and support established pre-release. The parole officer supervising the offender is provided a copy of the release plan, with details about the offender's residence plan, emergency contact information, mental health, medication, and treatment appointments; status of SSI/SSD, SRS, and VA applications; contact information or appointments for Vocation Rehabilitation services through SRS; information on obtaining GED; and information on referrals for medical equipment, employment services, clothing, transportation, or services from faith based organizations. The offender's progress is tracked at periodic intervals after release of one month, six months, twelve months and twenty-four months.

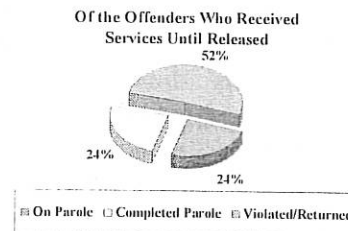
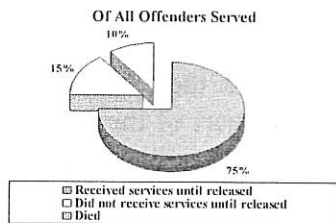
From July 1, 2003 to July 1, 2004, thirty-eight special needs offenders were referred to the program, of whom twenty-six received services from the COR-Pathways program in meeting special needs upon release. These twenty-six offenders received the following services:

- Twenty-two received assistance in applying for benefits or appealing decisions for Social Security benefits;
- Eleven received assistance in applying for benefits from the Kansas Department of Social and Rehabilitation Services;
- Nineteen were referred for Vocational Rehabilitation Services;
- Twenty received appointments for follow-up mental health appointments and or medication management;
- One received case management services through a Community Developmental Disability Organization;
- Four were referred to nursing care centers for housing placements.

Outcomes Since Implementation

Of the sixty offenders receiving services since implementation of the program:

- 22 have been successful after release; of these 22,
 - 11 completed their parole supervision without returning to prison
 - 11 are on parole supervision at this time, receiving ongoing services
- 23 violated conditions of parole by absconding or otherwise; of these 23
 - 5 expired their sentences while on abscond status
 - 4 are current absconders, whereabouts unknown
 - 10 returned to prison as condition violators and are receiving services again
 - 3 returned to EDCF as condition violators and were transferred to other facilities
 - 1 returned to EDCF as a condition violator, received more services, and is in the community on supervision receiving ongoing services
- 6 died,
 - 4 died while on parole supervision
 - 2 died while awaiting release
- 3 received services, and then transferred to other facilities; the information was forwarded to continue services
- 3 were denied release by the KPB and are still in prison, to receive future services as the possibility of release arises
- 3 declined services after a point
 - 2 served their sentence to conclusion and were released
 - 1 will serve his sentence to conclusion in the near future and be released



These charts illustrate that the return rates of offenders who have been released to supervision after receiving services is 52 percent, compared to over 70 percent prior to this program.

The Stories

Offender A is an example of how COR-Pathways *enhances community safety*. Offender A is a developmentally disabled sex offender who was incarcerated for 23 years prior to release, and, had no family members or other supports in the community. Through the program, contact was made with the organization that serves as the gatekeeper to services for persons with developmental disabilities. Through this organization, Offender A was assigned a payee representative to manage his finances; also a case manager was assigned to help him secure housing and employment services. Offender A is working in the community today, and through these services has been successful since his release.

Offender V is a case demonstrating *success*. Offender V is a 28-year-old drug user and drug dealer with a history of incarceration dating back to when he was a juvenile. He has a history of mental illness and behavioral disorders. He was also involved in gang activity over a long period of time and could never seem to break his connection with the gang lifestyle. His institutional behavior was characterized by an inability to follow institutional rules and procedures, with a lengthy history of disciplinary convictions. Offender V was unsuccessful in his last three post-release supervision efforts. In preparing for his latest release, arrangements were made for structured living and mental health treatment. After completing structured living, Offender V was able to secure approved housing, and he has been successful in the community.

Offender C is an illustration of *collaboration*. Offender C is 60 years old, and has been in prison for most of the last 31 years. He is terminally ill, has no family, no place to live, and no financial means. Through careful collaboration with a nursing facility, their reservations about an offender were addressed through information-sharing. The nursing facility agreed to place Offender C upon his release, and he has done quite well in the facility. He has adjusted without conflict or problems with the other residents or staff. Staff at the nursing center cited his eagerness to become part of their community by helping weed the resident's garden in back of the facility. This collaboration was so successful that this nursing facility is now open to considering placement of other offenders in the future.

Gap Analysis

Areas where there are gaps in the ability to serve offenders with disabilities have been identified in the course of this program, as follows:

- Special needs offenders are not always identified within the KDOC.
- There is a lack of affordable housing upon release for special needs offenders, particularly sex offenders.
- Many facility case managers and parole staff lack information about mental illness or how to access resources for special needs offenders.

- It is difficult to gain immediate financial assistance for housing, transportation, treatment needs and medication.
- Many special needs offender lack positive support systems in the community.
- Community Mental Health Centers are uncomfortable providing services to sex offenders
- Lack of affordable treatment for offenders with co-occurring disorders.
- Lack of programs similar to COR-Pathways in other correctional facilities housing special needs offenders for a continuum of care.
- Lack of specialty positions in other facilities for transfer of cases.

Building Bridges of Service, Support, and Supervision

The past two years, the program coordinator has addressed several barriers, including unit team/case management processes within the facilities, resistance by community providers to working with offenders, and reluctance by the offenders to participate. Community Mental Health providers are now providing appointments for offenders within a week of their release. Recently, a Memorandum of Agreement was negotiated with a regional Social Security office for offenders to obtain replacement Social Security cards for identification purposes upon release. Also, a Memorandum of Agreement has been completed with the Community Mental Health Center in Sedgwick County establishing protocols for offenders accessing services promptly upon release.

Although the program has only been in existence for two years, many community services providers and correctional agencies are recognizing the benefits in the COR-Pathways program for working together to provide assistance for special needs offenders. When offenders with special needs are released, the problems they encounter are no longer viewed as mutually exclusive of the correctional system or the community. Training with facility, parole office field staff and community service providers is ongoing to address the complex problems that special needs offenders face upon release. Another program similar to the COR-Pathways will soon be implemented in Lansing Correctional Facility.

A new model of risk reduction is currently being implemented within the Kansas Department of Corrections. This means increased focus on assessing needs and risks and providing services for offenders accordingly, and providing structures and support in the community upon release. It is hoped that as more information is shared between the numerous community service providers, facility and parole field staff, the COR-Pathways program will continue building more linkages between community providers and criminal justice agencies to increase services, support, and supervision for special needs offenders upon release.

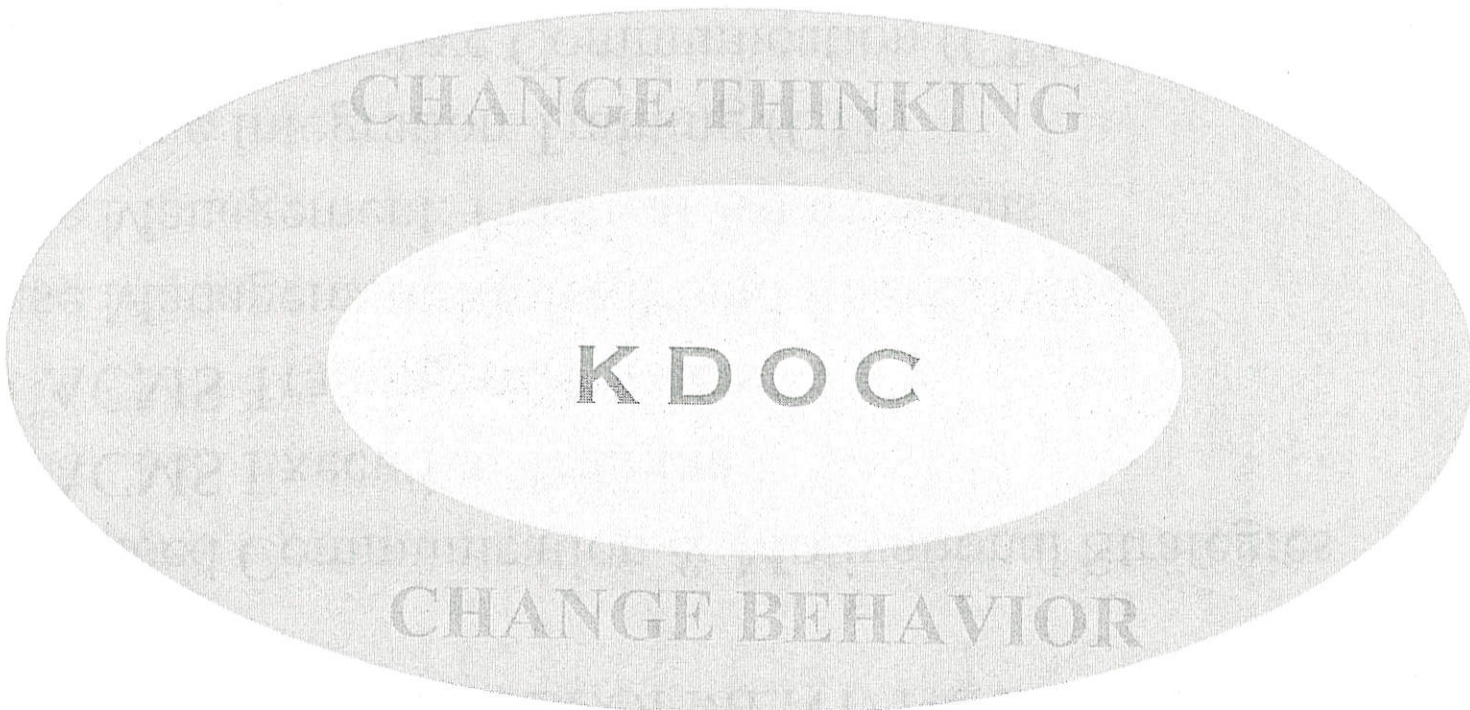
MUTA COGITATIONEM:

MUTA MORES

PRESENTED BY:
ROGER HADEN, DEPUTY SECRETARY OF PROGRAMS,
RESEARCH, & SUPPORT
JANUARY 18, 2005

MUTA
COGITATIONEM:
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MUTA MORES.

KDOC RISK REDUCTION STRATEGIES: STAFF DEVELOPMENT/TRAINING

- Advanced Communication & Motivational Strategies
 - ACMS Executive Training
 - ACMS Training of Trainers
- Case Management/Motivational Interviewing
- Case Management: Practical Applications
- Cognitive Integration Training (CIT)
- Cognitive Reflective Communication (CRC)
 - CRC Training of Trainers/Master Trainers
- Level of Service Inventory-Revised (LSI-R)
 - LSI-R Training of Trainers
 - LSI-R “Booster” Training

KDOC RISK REDUCTION STRATEGIES: STAFF DEVELOPMENT/TRAINING

- Domestic Violence Prevention
- Leadership Development Academy
- Offender Workforce Development Specialists (OWDS)
 - OWDS Training of Trainers
 - Job Preparedness Training for Case Managers
- Risk Management Model Overview
- Thinking For A Change (T4C)
- Thinking For A Change Overview
- Cultural Assessment – Parole Services

Advanced Communication & Motivational Strategies

- Consultant: Ray Ferns, Restorative Correctional Services
- Purpose: To provide Correctional Staff with specific knowledge, skills, and techniques to more effectively reduce offender resistance, increase and internalize offender motivation to change, and reduce individual criminal risk.
- Schedule: 5-days (Executive Training: 2-days)
- Primary Staff Focus: Supervisory and case management staff (parole officers, unit team counselors, senior- and mid level managers)
- Number Trained (Through November, 04):
 - Full Model: 95
 - Executive Model: 62
- Sustainability: Trainers of Trainers component; schedule training for all targeted staff for FY 05-06; integrate into basic and annual training.

Advanced Communication & Motivational Strategies

Five Basic Communication Skills:

- ❖ Asking open-ended questions
- ❖ Reflective listening
 - ❖ Repeating
 - ❖ Rephrasing
 - ❖ Paraphrasing
 - ❖ Reflecting feelings
- ❖ Affirmations
- ❖ Summarizing
- ❖ Eliciting Self-motivating statements

Advanced Communication & Motivational Strategies

Steps to using the model:

- Make an objective observation of the behavior
- Find the thinking behind the behavior
- Predict future behavior/results based on the existing thinking
- Find new thinking
- Predict future behavior/results based on the new thinking
- Ask for a commitment

Cognitive Integration Training

- Trainers: KDOC Central Office Programs
- Purpose: To provide KDOC Contract staff with the principles of risk reduction and to facilitate the integration of evidence-based practices within the program interventions for offenders.
- Schedule: Two-day sessions (4 sessions planned)
- Primary Staff Focus: KDOC Treatment and Education Program Providers
- Number Trained (Projected 05): 120

VIDE

POTIRE

KDOC

MUTA

SEE IT

OWN IT

KDOC

CHANGE IT

Case Management/Practical Applications

- Consultant: Iowa DOC Staff (sponsored by NIC)
- Purpose: The application of offender information, including risk/need data, to identify major risk/need areas and develop individual case plans with specific goals and objectives to address these.
- Schedule: 2.5 day sessions (TOT days additional)
- Primary Staff Focus: Parole Officers; Parole Supervisors (TOT focus to sustain training)
- Number Trained (Through June 30, 05): All Parole Officers and Supervisors
- Training will be reinforced by the ACMS training

Cognitive Reflective Communication

- Consultant: Brian Bilodeau, Vermont Department of Corrections
- Purpose: To train staff in the use of a correctional communication strategy that intrudes into an offender's cognitive risk thinking and allows the offender to reflect on the connections between the internal experience and the external response/behavior.
- Schedule: 3-days (Training of Trainers: 2-days; Master Trainers: 1-day)
- Primary Staff Focus: KDOC security and work supervisor staff who have day-to-day contact with offenders)
- Number Trained (Through December, 04):
 - CRC Model: 75
 - TOT: 20
 - Master Trainers: 6
- Sustainability: Training of Trainers component; schedule training for all targeted staff for FY 05; integrate into basic and annual training

Cognitive Reflective Communication

The key to successful intervention and management of high-risk offenders, especially with offenders who are anti-social, self-centered, hostile, and who lack pro-social skills, is communication. Not just verbal interaction, but dialogue that has some degree of personal meaning and impact. In order for staff to communicate in a manner that has an effect on the offender's perspective or view of the world, the communication must *intrude* or disrupt the offender's normal thought process. Any communication technique that helps to support pro-social skills and positive behavior of the offender is a valuable tool, both for offender management and change. Cognitive reflection is such a technique. This technique allows the offender to reflect upon the connection between the internal experience and the response behavior.

Case Management/Motivational Interviewing

- Consultant: Michael D. Clark
- Purpose: Introduction to case management concepts and motivational interviewing strategies
- Schedule: Three-day sessions
- Primary Staff Focus: Parole Officers; Parole Supervisors
- Number Trained (Through October; 04): 169
- Training will be reinforced by the ACMS training.

Cognitive Reflective Communication

In short, cognitive reflection goes beyond limit setting and makes the offender see a piece of him/herself, giving them insight into how they view and respond to the world. This requires them, if only for a moment, to pause and turn the finger inward, to examine the relationship between their thinking, feeling, and behavior, and finally the cost to themselves and others. This technique provides an opportunity to use a mirroring strategy so the offender can see him/herself without the distortions that allow justification for the behavior. It helps promote personal accountability and responsibility in both staff and offender.

Cognitive Reflective Communication

It is a skill practiced in five steps:

- 1) **Observe the Behavior** (all behaviors, not just rule violations,
- 2) **Think About the Thinking** (both yours and theirs),
- 3) **Plan Approach Strategy** (what is the right time, way, etc.),
- 4) **Dig at the Cognitive/Emotional Risk Roots** (thoughts and feelings),
- 5) **Reflect the Connection** (the connection of thoughts and feelings to behavior).

Level Of Service Inventory- Revised

- Trainers: KDOC Central Office Programs Staff
- Purpose: to train KDOC staff on administering the LSI-R risk-needs assessment instrument. The LSI-R matches the level of risk to the level of supervision/case management to insure the effective supervision of high-risk cases while avoiding spending valuable time and resources on low risk cases.
- Schedule: Each training cycle consists of three modules: a 3-day initial training; a 5-week practice assessment period; and a 1-day follow-up training session.
- Primary Staff Focus: KDOC parole staff and facility unit team staff, RDU assessment staff, community corrections staff, and treatment providers;
- Number Trained (October 04):
 - Parole: 185 Community Corrections: 200
 - Facility: 188 Other: 97

Domestic Violence Prevention

- Trainers: KDOC Victim Services Coordinator, Jennie Walker, and Stacy Mann from the Kansas Coalition Against Sexual and Domestic Violence.
- Purpose: Offender success requires effective responses to abusive behavior and support for non-abusive behavior, which is congruent with the KDOC philosophy of risk management, specifically a tool for risk reduction. This training provides tools for parole officers to hold offenders accountable and encourage victim safety to both reduce the risk of re-offending and decrease the chance for further victimization.
- Each training is a one-day training.
- Primary staff focus: KDOC Parole staff, Day Reporting Center staff.
- Number trained to date: 113
- Sustainability: One parole office remains to be trained in 2004 and then integrate into basic and annual training.

Leadership Development Academy

- Trainers: KDOC Senior Management Staff
- Purpose: To develop the Department's future leaders and prepare managers for promotional opportunities
- Schedule: 1 day per month for 1 year
- Primary Staff Focus: Selected KDOC mid-level management staff
- Number Trained (Projected 05): 27

Offender Workforce Development Specialists

- Trainers: National Institute of Corrections Consultants
- Purpose: To train staff from various agencies in the core competencies related to work force development and career planning to assist offenders in obtaining and retaining employment.
- Schedule: 1 week a month for 2 months, plus one-day
- Primary Staff Focus: staff from work force development and job training, mental health, non-profit, faith-based, corrections and other agencies
- Number Trained (Trainers): 12
- Number Trained (projected, 05): 30

Risk Management Model Overview

- Trainers: KDOC Senior Management Staff
- Purpose: To introduce all staff to the principles of effective risk management which include evidence-based practices in both risk containment and risk reduction strategies
- Schedule: 1 day
- Primary Staff Focus:
 - Initial: selected KDOC senior and mid-level management staff;
 - subsequent: all KDOC staff
- Number Trained (through October, 04): 350

Thinking For A Change

- Trainers: KDOC Central Office Programs Staff
- Purpose: Thinking For A Change is an integrated cognitive-behavioral intervention treatment model developed and sponsored by the NIC. Purpose of training is provide participants with knowledge and skills to integrate cognitive-behavioral techniques into intervention programs and/or to facilitate the T4C curriculum.
- Schedule: Program facilitators: 5 days (Overview 2-days)
- Primary Staff Focus: KDOC Treatment providers; SB 123 Treatment Providers, selected KDOC facility staff; community corrections staff
- Number Trained (Projected 05): 475 Facilitators; 107 overview

Cultural Assessment – Parole Services

- Consultant: Carol Flaherty-Zonis (NIC)
- Purpose: To understand the relationship between organizational culture and organizational mission; to engage staff in assessing the current organizational culture and values, identifying where the organization needs to be and what needs to be done to get there
- Schedule: 3-day sessions; to be completed between January and March 2005.
- Primary Staff Focus: All Parole Staff
- Number Trained (By March 3, 05): All Parole Staff



Offender Programs Evaluation Report

Volume VI Highlights

Presented by:

Roger Haden, Deputy Secretary of Programs, Research and
Support

January 18, 2005



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About the Programs Evaluation Report

- Measurement Areas:
 - Output (process)
 - Outcome (recidivism as defined by return to prison)
- **Output** measures the efficiency of program usage through utilization rates and enrollment activity
- **Outcome** measures the effectiveness of a program via recidivism rates

Volume VI vs. Previous Volumes

- Two major differences between this report and previous reports:

- 1) The length of the follow-up period
- 2) The pool of offenders studied

GOAL: as close as possible to “apples to apples”
comparisons among offender groups

Follow-up Period

- Previous volumes relied on a “variable length” of follow-up.
- Volume VI is based on one-year, two-year and three-year follow-up periods.
- Rationale: compare offenders with “similar opportunities for success or failure” outside prison

Categorizing Follow-Up

- Offenders in the analysis pool are assigned one of seven status groups:
 - Not Returned to a KDOC Facility
 - Returned as a Condition Violator (Without New Sentence)
 - Returned as a Condition Violator (But Actually Has a New Sentence)
 - Returned as a Violator With a New Sentence
 - Returned (With a New Sentence) After Supervision
 - Active Warrant Issued (End of period)
 - Insufficient Time to Complete Follow-up Period
- If an offender is placed in a different status group during a follow-up period, he/she will remain in that group for subsequent follow-up periods.

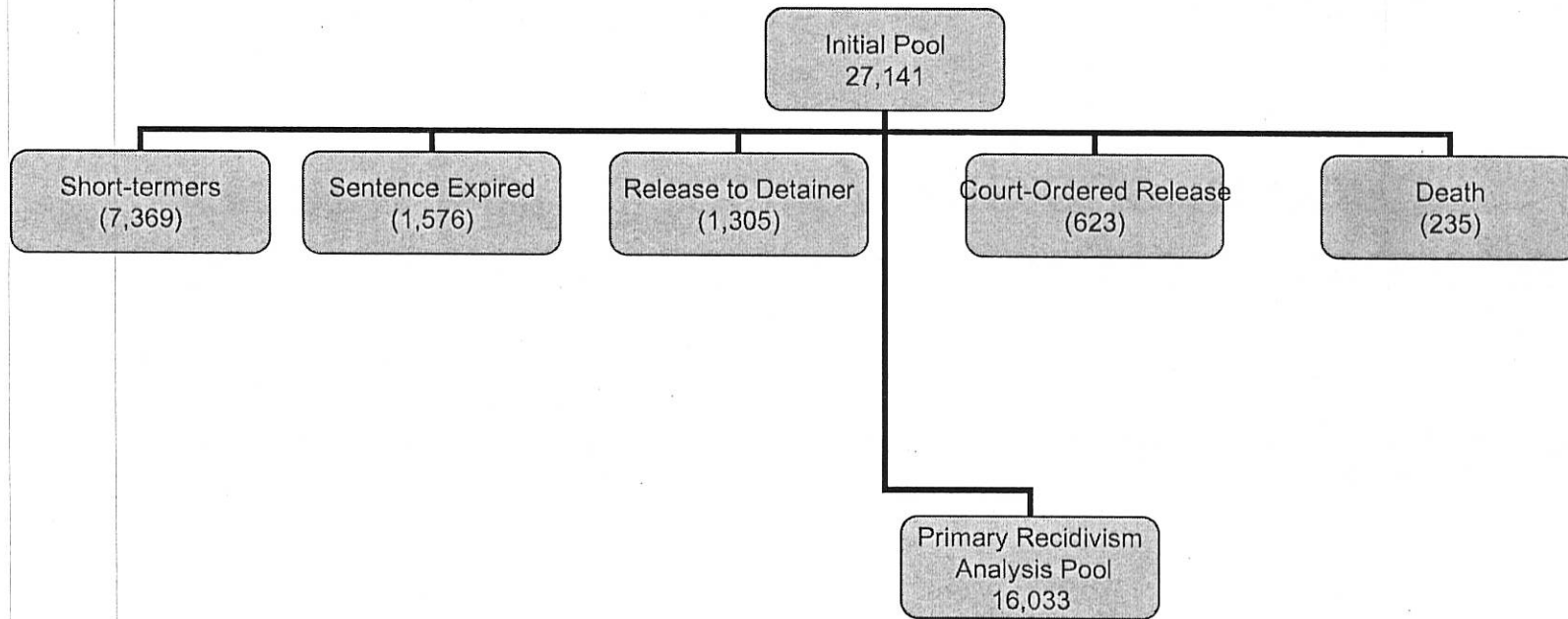
Primary Recidivism Pool

- In last volume, the analysis pool consisted of 22,403 offenders.
 - Only excluded offenders whose initial release from a KDOC facility was due to death.

- In Volume VI, the analysis pool is significantly smaller: 16,033

WHY??

Defining the analysis pool



Primary Recidivism Examination Pool: Demographics and Other Characteristics			
		Frequency	Percent
Gender			
	Male	14241	88.8%
	Female	1792	11.2%
Race			
	White	10415	65.0%
	Black	5199	32.4%
	Native American	319	2.0%
	Asian / Pacific Islander	91	0.6%
	Unavailable	9	0.1%
Ethnicity			
	Non-Hispanic	13856	86.4%
	Hispanic	1074	6.7%
	Unavailable	1103	6.9%
Age at Release			
	24 or younger	4773	29.8%
	25 - 29	2941	18.3%
	30 - 34	2670	16.7%
	35 - 39	2405	15.0%
	40+	3240	20.2%
	Unavailable	4	0.0%
Education Level at Release			
	Grades 0-11	3327	20.8%
	High School Diploma	3240	20.2%
	Post H. S.	1197	7.5%
	Special Education	1283	8.0%
	GED	6496	40.5%
	Unavailable	490	3.1%

Primary Recidivism Examination Pool: Demographics and Other Characteristics			
Employment History			
	Under 1 year	2301	14.4%
	1 - 3 years	3013	18.8%
	3 - 5 Years	2304	14.4%
	Above 5 years	7772	48.5%
	Unavailable	643	4.0%
Most Serious Offense Type			
	Person-sex	1844	11.5%
	Person-other	5071	31.6%
	Property	3212	20.0%
	Drug	4798	29.9%
	Other	853	5.3%
	Unavailable	255	1.6%
Custody Level at Release			
	Minimum	10014	62.5%
	Medium	4066	25.4%
	Maximum	1218	7.6%
	Special Management	642	4.0%
	Unavailable	93	0.6%
Prior Incarcerations			
	No Prior Incarcerations	13771	85.9%
	1+ Prior Incarcerations	2262	14.1%
Time Served Before Release			
	Under 1 year	6624	41.3%
	1 - 3 years	6782	42.3%
	3 - 5 Years	1805	11.3%
	5 - 13 Years	822	5.1%
Disciplinary Infractions			
	No Disciplinary Infractions	7754	48.4%
	1+ Disciplinary Infractions	8279	51.6%
	Total	16033	100.0%

Primary Recidivism Examination Pool:

Overall Return Rate Presented by Offender Characteristics and Length of Follow-up Period*

		One-year Follow-up	Two-year Follow-up	Three-year Follow-up
Gender				
	Male	27.6%	34.1%	39.4%
	Female	18.3%	22.7%	26.1%
Race				
	White	23.9%	29.5%	34.4%
	Black	32.0%	39.4%	44.8%
	Native American	28.5%	35.1%	42.3%
	Asian / Pacific Islander	13.3%	19.0%	26.1%
Ethnicity				
	Non-Hispanic	28.3%	35.2%	41.1%
	Hispanic	24.9%	29.3%	32.8%
Age at Release				
	24 or younger	32.4%	38.4%	43.8%
	25 - 29	26.7%	32.4%	37.4%
	30 - 34	26.5%	33.2%	38.1%
	35 - 39	23.7%	30.4%	35.3%
	40+	19.9%	25.6%	30.6%
Education Level at Release				
	Grades 0-11	26.6%	32.1%	35.9%
	High School Diploma	21.6%	27.6%	32.0%
	Post H. S.	15.9%	20.8%	24.5%
	Special Education	32.4%	38.1%	42.8%
	GED	31.1%	38.4%	45.5%

Primary Recidivism Examination Pool:				
Overall Return Rate Presented by Offender Characteristics and Length of Follow-up Period*				
Employment History				
	Under 1 year	38.1%	44.4%	49.2%
	1 - 3 years	28.1%	34.0%	39.7%
	3 - 5 Years	24.3%	31.0%	35.8%
	Above 5 years	24.5%	30.8%	36.2%
Most Serious Offense Type				
	Person-sex	28.2%	38.7%	45.5%
	Person-other	29.5%	36.1%	42.0%
	Property	27.5%	31.4%	36.5%
	Drug	23.1%	29.9%	34.4%
	Other	23.1%	25.8%	29.0%
Custody Level at Release				
	Minimum	21.4%	27.3%	31.9%
	Medium	32.6%	39.7%	46.4%
	Maximum	42.0%	48.2%	53.5%
	Special Management	47.6%	54.0%	58.7%
Prior Incarcerations				
	No Prior Incarceration	25.5%	31.4%	36.4%
	1+ Prior Incarceration	33.2%	40.6%	46.7%
Time Served Before Release				
	Under 1 year	26.2%	30.0%	33.6%
	1 - 3 years	26.4%	33.0%	38.6%
	3 - 5 Years	27.1%	38.0%	46.5%
	5 - 13 Years	30.4%	46.2%	59.6%
Disciplinary Infractions				
	No Disciplinary Infractions	21.2%	26.6%	31.3%
	1+ Disciplinary Infractions	32.0%	39.4%	45.5%
	Total	26.6%	32.8%	37.9%

*Return rate is the overall return rate and is the sum of all the categories of return [including " Active Warrant Issued (End of period)"].

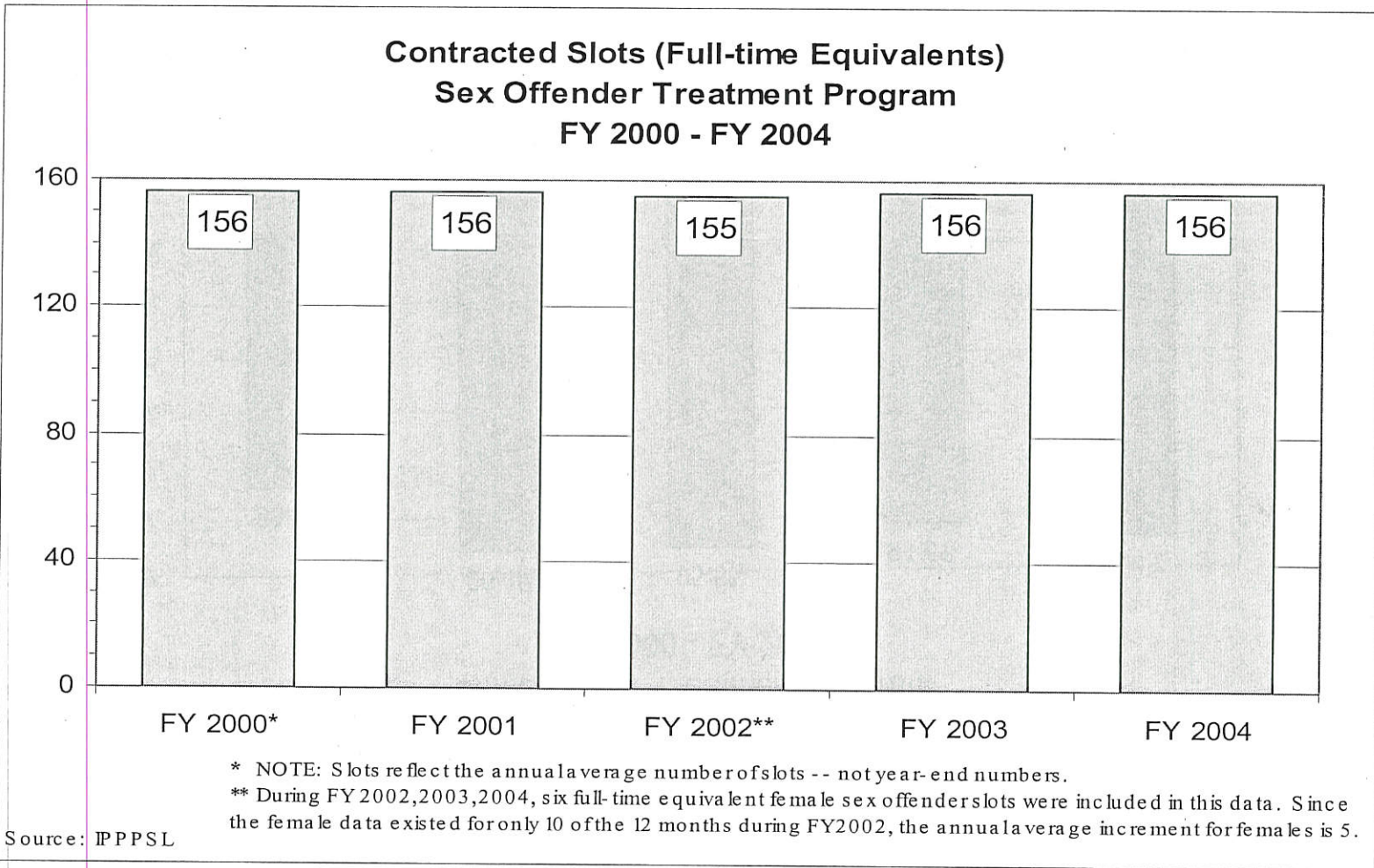
Primary Recidivism Examination Pool

- The overall return rate to KDOC increased from 26.6% for the one-year follow-up to 32.8% and 37.9% for the two-year and three-year follow-up periods.
- Although the return rates differed among different demographic groups, the trend is that the return rate increased over time consistently for all subgroups.
- Males had consistently higher return rates than Females.
- The return rate decreased as the age of offenders increased.
- The return rate decreased as the length of work history increased.
- The return rate decreased as Custody Level decreased.
- Offenders with no prior incarcerations had relatively lower return rates than the offenders who had prior incarcerations.
- The return rate increased as the time served before release increased.
- Offenders who had disciplinary infractions had higher return rates than those with no infractions

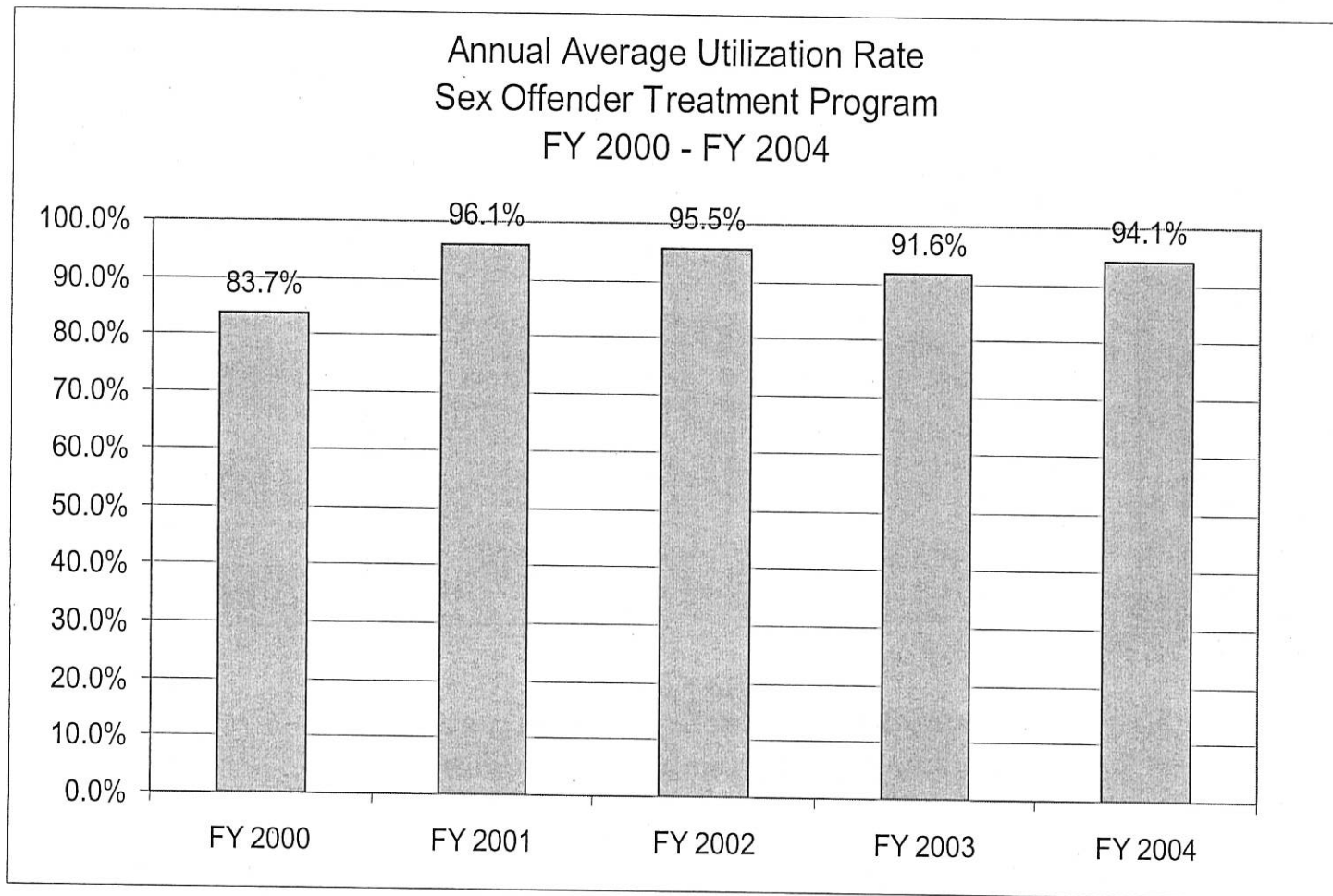
Program Outcome Summary
Return Rate by Program, Follow-up Period and Level of Program Exposure
FY 1992 - FY 2004

Program		1-year follow-up			2-year follow-up			3-year follow-up		
		Need but	Program	Percent Decrease in Return Rate	Need but	Program	Percent Decrease in Return Rate	Need but	Program	Percent Decrease in Return Rate
		No Program	Completions		No Program	Completions		No Program	Completions	
Sex Offender Program	%	41.2%	20.4%	50.5%	50.3%	32.7%	35.0%	59.4%	39.5%	33.5%
	# Returned	334	173		370	243		403	268	
Substance Abuse Treatment Program: ADAPT	%	30.7%	27.1%	11.7%	36.6%	34.0%	7.1%	41.4%	39.8%	3.9%
	# Returned	819	1098		931	1307		1012	1420	
Substance Abuse Treatment Program: CDRP	%	30.7%	20.4%	33.6%	36.6%	27.2%	25.7%	41.4%	31.5%	23.9%
	# Returned	819	353		931	455		1012	510	
Substance Abuse Treatment Program: TC	%	30.7%	23.8%	22.5%	36.6%	29.9%	18.3%	41.4%	38.0%	8.2%
	# Returned	819	57		931	66		1012	73	
Vocational Education Program	%	28.6%	23.9%	16.4%	34.6%	32.2%	6.9%	38.7%	40.2%	-3.9%
	# Returned	1751	337		2085	411		2283	454	
Pre-Release Program	%	30.4%	28.4%	6.6%	39.5%	38.3%	3.0%	47.5%	45.2%	4.8%
	# Returned	77	147		88	179		96	191	
Work Release Program*	%	26.9%	20.7%	23.0%	32.8%	28.6%	12.8%	37.7%	35.7%	5.3%
	# Returned	3588	266		4146	323		4497	353	

Sex Offender Treatment



Sex Offender Treatment



Sex Offender Treatment

Program Cost and Activity Summary
Sex Offender Treatment Program
FY 2000 - FY 2004

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Actual Expenditures	\$ 1,428,462	\$ 1,572,439	\$ 1,533,106	\$ 1,539,000	\$ 1,539,000
Contracted Slots (Full-time equivalent)	156	156	155	156	156
Cost per Slot	\$ 9,157	\$ 10,080	\$ 9,891	\$ 9,865	\$ 9,865
Number Participants, Total	556	608	712	666	729
Cost per Participant, Total	\$ 2,569	\$ 2,586	\$ 2,153	\$ 2,311	\$ 2,111
Unduplicated Participants	526	548	580	541	593
Cost per Participant, Unduplicated	\$ 2,716	\$ 2,869	\$ 2,643	\$ 2,845	\$ 2,595
Unduplicated Completions	108	149	154	192	179
Cost per Completion, Unduplicated	\$ 13,227	\$ 10,553	\$ 9,955	\$ 8,016	\$ 8,598
Completion Ratio to Unduplicated Participants ¹	46.0%	50.5%	55.2%	68.8%	64.6%
Undup. Particip. Carried to next FY	291	253	301	262	316

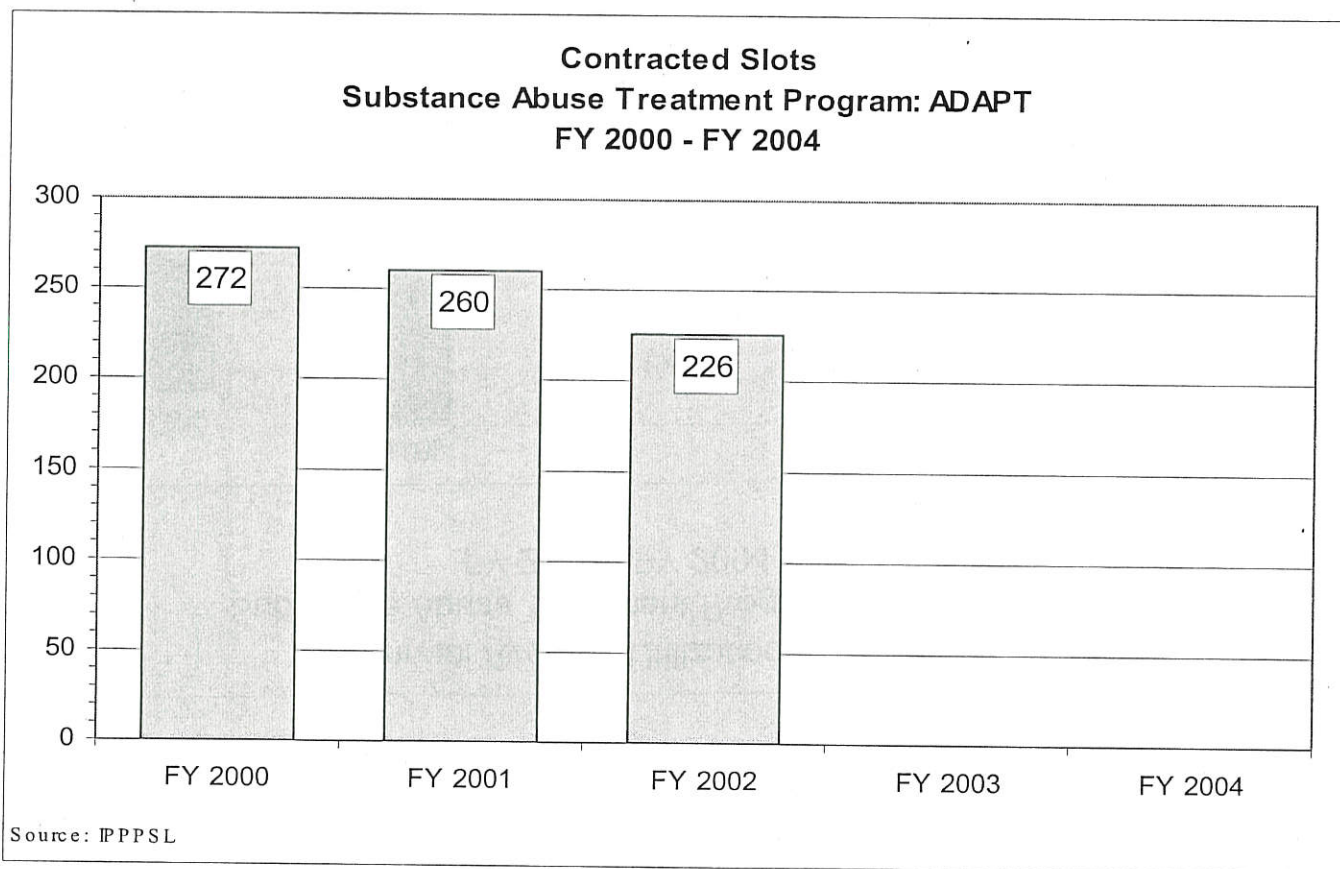
¹ Completion ratio is calculated as [the number of unduplicated completions] divided by [the number of unduplicated participants minus the number of unduplicated participants carried forward to the next fiscal year].

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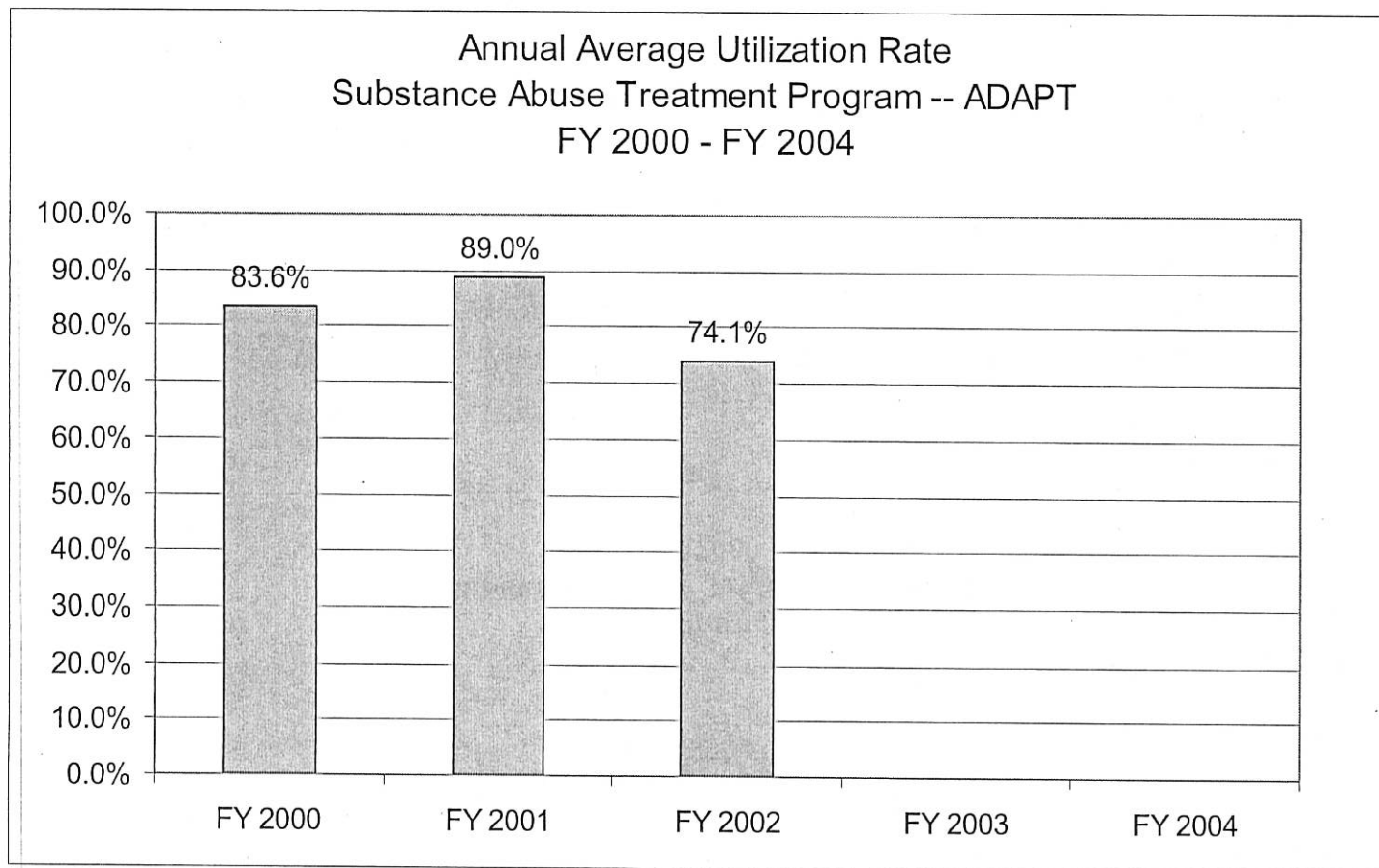
Sex Offender Treatment

RETURN RATE OF OFFENDERS								
SEX OFFENDER TREATMENT								
	Need/No Program		Completions		Non-Volitional		Volitional	
	Exposure		Number	Percent	Number	Percent	Number	Percent
	Number	Percent						
One Year Follow-up	334	41.2%	173	20.4%	37	29.1%	119	40.5%
Two Year Follow-up	370	50.3%	243	32.7%	46	39.0%	135	49.5%
Three Year Follow-up	403	59.4%	268	39.5%	47	45.2%	145	58.9%

Substance Abuse Treatment – Outpatient (ADAPT)



Substance Abuse Treatment – Outpatient (ADAPT)



Substance Abuse Treatment – Outpatient (ADAPT)

Program Cost and Activity Summary
Substance Abuse Treatment Program: ADAPT
FY 2000 - FY 2004

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Actual Expenditures	\$ 1,346,419	\$ 1,211,280	\$ 1,184,730		
Contracted Slots (Full-time equivalent)	272	260	226		
Cost per Slot	\$ 4,950	\$ 4,659	\$ 5,242		
Number Participants, Total	1684	1636	1161		
Cost per Participant, Total	\$ 800	\$ 740	\$ 1,020		
Unduplicated Participants	1621	1574	1113		
Cost per Participant, Unduplicated	\$ 831	\$ 770	\$ 1,064		
Unduplicated Completions	1184	1306	990		
Cost per Completion, Unduplicated	\$ 1,137	\$ 927	\$ 1,197		
Completion Ratio to Unduplicated Participants ¹	90.2%	91.6%	88.9%		
Undup. Particip. Carried to next FY	308	149	0		

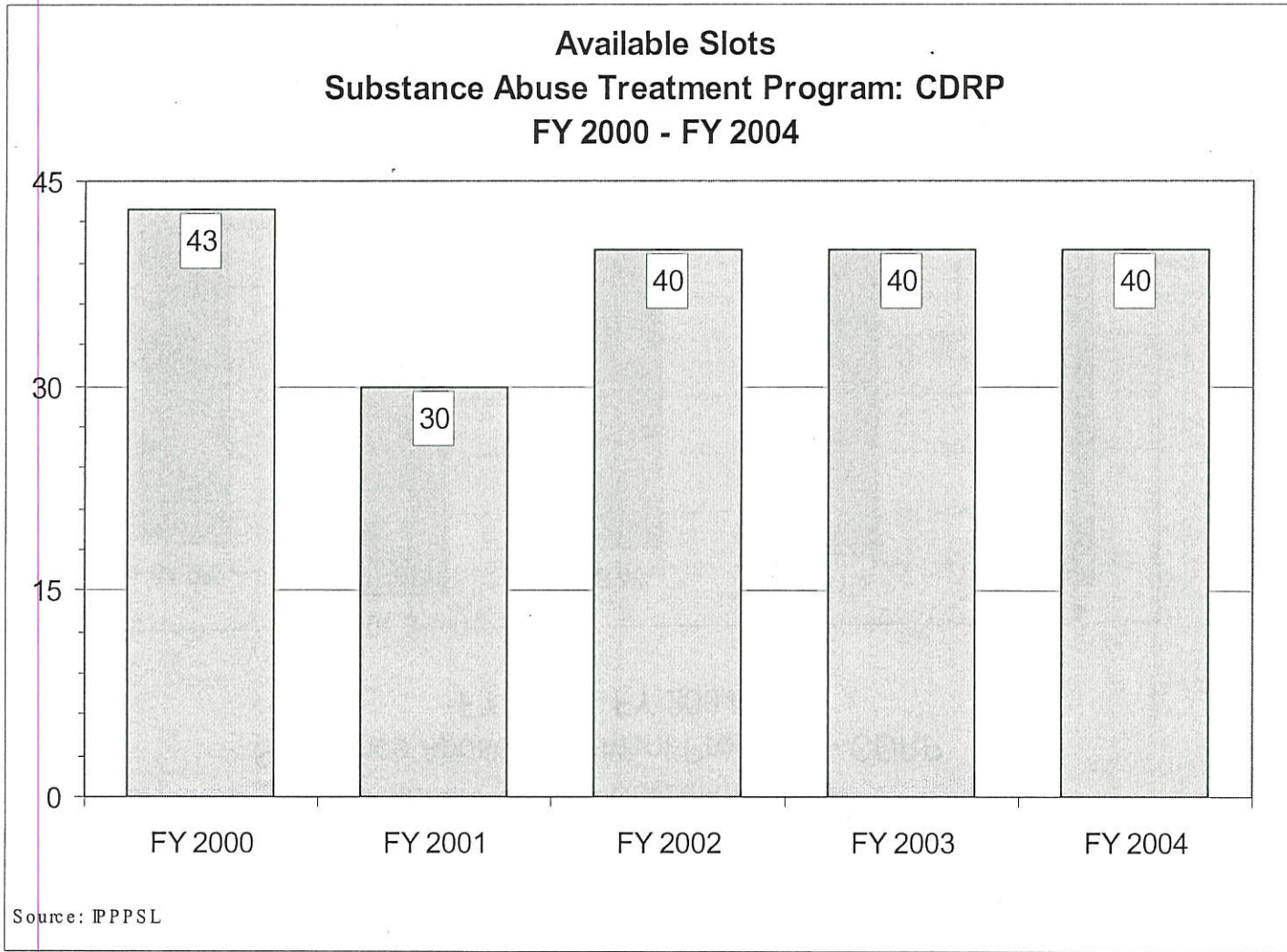
¹ Completion ratio is calculated as [the number of unduplicated completions] divided by [the number of unduplicated participants minus the number of unduplicated participants carried forward to the next fiscal year].

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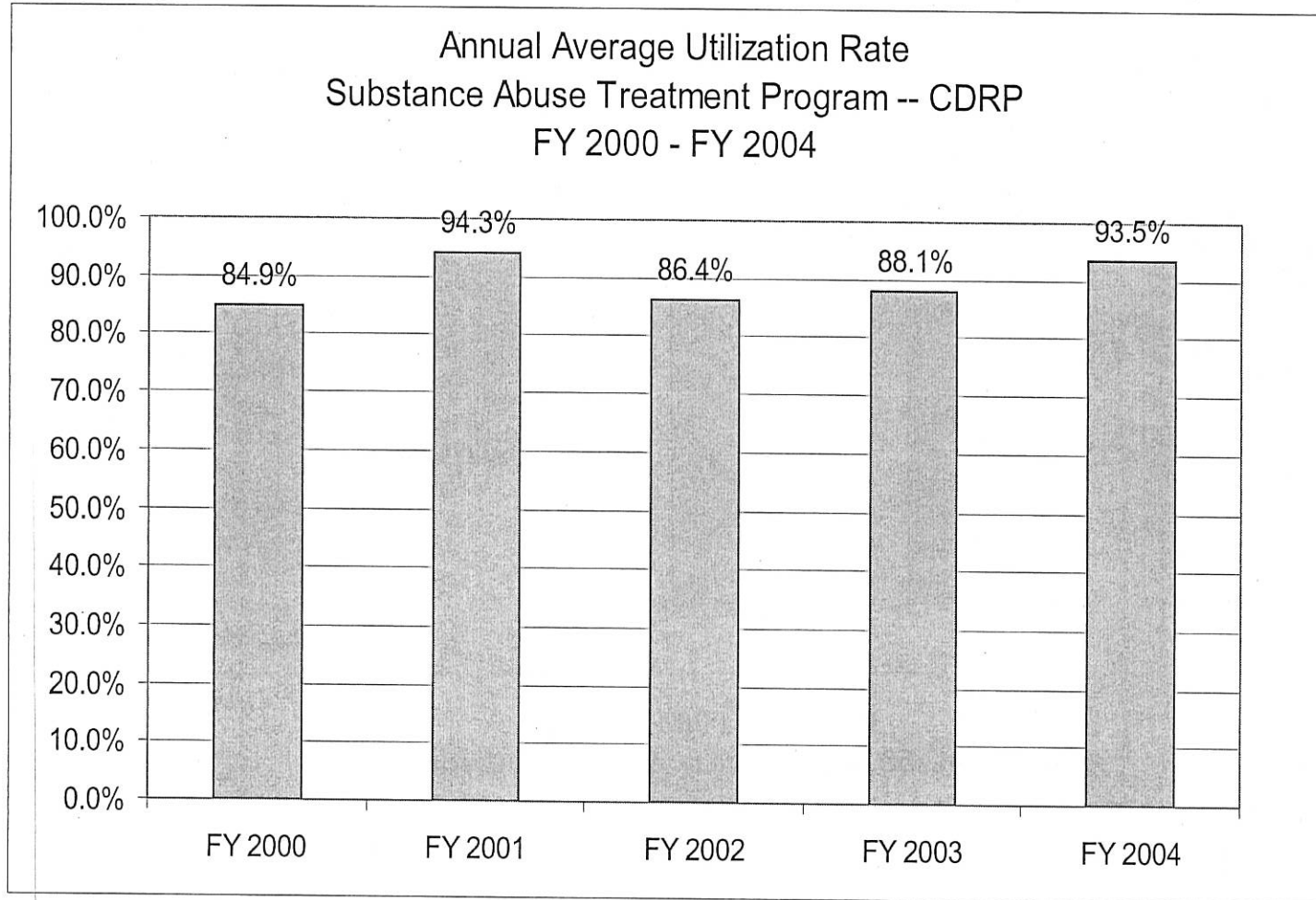
Substance Abuse Treatment – Outpatient (ADAPT)

RETURN RATE OF OFFENDERS								
SUBSTANCE ABUSE TREATMENT - OUTPATIENT (ADAPT)								
	Need/No Program		Completions		Non-Volitional		Volitional	
	Exposure							
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
One Year Follow-up	819	30.7%	1098	27.1%	76	36.0%	107	38.8%
Two Year Follow-up	931	36.6%	1307	34.0%	85	42.5%	119	44.1%
Three Year Follow-up	1012	41.4%	1420	39.8%	93	48.9%	127	48.7%

Substance Abuse Treatment – Outpatient (CDRP)



Substance Abuse Treatment – Outpatient (CDRP)



Substance Abuse Treatment – Outpatient (CDRP)

Program Cost and Activity Summary					
Substance Abuse Treatment Program: CDRP ²					
FY 2000 - FY 2004					
	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Slots	43	30	40	40	40
Number Participants, Total	308	181	196	185	182
Unduplicated Participants	308	178	194	183	171
Unduplicated Completions	252	120	112	98	69
Completion Ratio to Unduplicated Participants ¹	81.8%	78.9%	71.8%	64.5%	53.1%
Undup. Particip. Carried to next FY	0	26	38	31	41

¹ Completion ratio is calculated as [the number of unduplicated completions] divided by [the number of unduplicated participants minus the number of unduplicated participants carried forward to the next fiscal year].

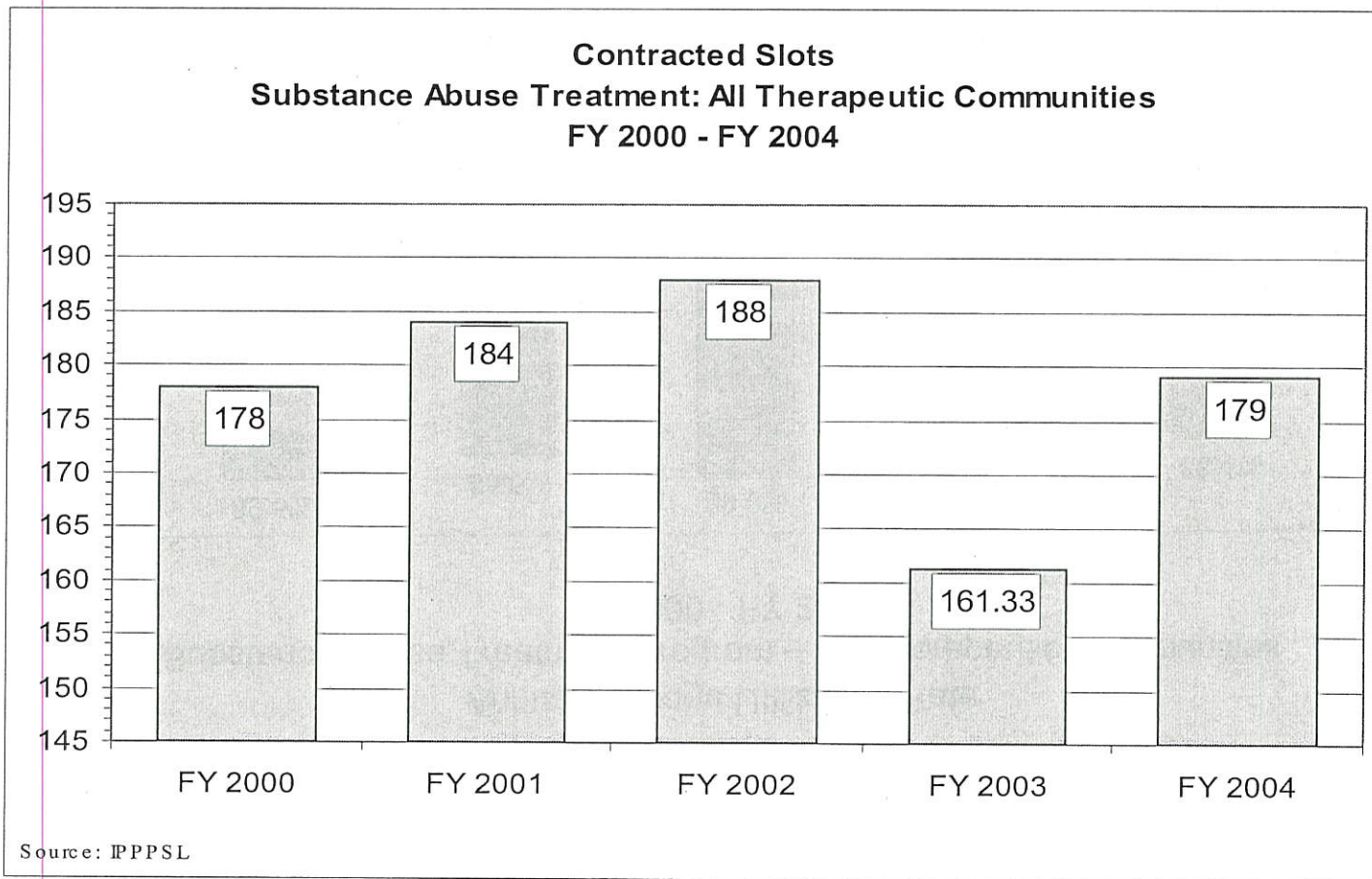
² CDRP is a program that is run by KDOC. As such, no program-specific cost data is available.

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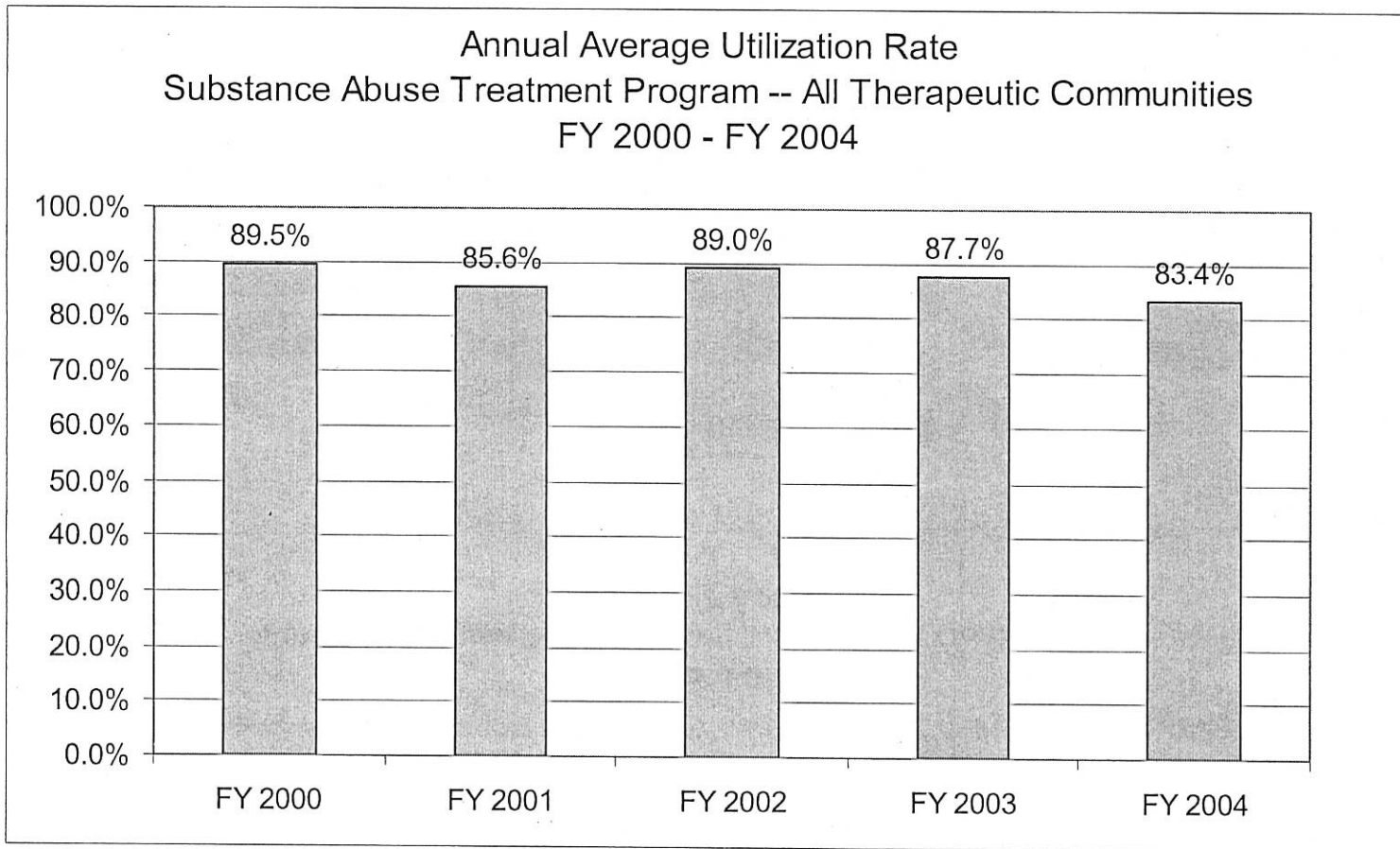
Substance Abuse Treatment – Outpatient (CDRP)

RETURN RATE OF OFFENDERS								
SUBSTANCE ABUSE TREATMENT - OUTPATIENT (CDRP)								
	Need/No Program		Completions		Non-Volitional		Volitional	
	Exposure							
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
One Year Follow-up	819	30.7%	353	20.4%	10	30.3%	120	28.9%
Two Year Follow-up	931	36.6%	455	27.2%	11	35.5%	138	34.3%
Three Year Follow-up	1012	41.4%	510	31.5%	12	38.7%	149	38.1%

Substance Abuse Treatment: Therapeutic Communities



Substance Abuse Treatment: Therapeutic Communities



Substance Abuse Treatment: Therapeutic Communities

Program Cost and Activity Summary					
Substance Abuse Treatment Programs - All Therapeutic Communities					
FY 2000 - FY 2004					
	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Actual Expenditures	\$ 994,824	\$ 706,585	\$ 772,868	\$ 651,866	\$ 757,000
Contracted Slots (Full-time equivalent)	178	184	188	161.33	179
Cost per Slot	\$ 5,589	\$ 3,840	\$ 4,111	\$ 4,041	\$ 4,229
Number Participants, Total	512	438	447	509	482
Cost per Participant, Total	\$ 1,943	\$ 1,613	\$ 1,729	\$ 1,281	\$ 1,571
Unduplicated Participants	419	416	428	398	405
Cost per Participant, Unduplicated	\$ 2,374	\$ 1,699	\$ 1,806	\$ 1,638	\$ 1,869
Unduplicated Completions	156	172	171	139	99
Cost per Completion, Unduplicated	\$ 6,377	\$ 4,108	\$ 4,520	\$ 4,690	\$ 7,646
Completion Ratio to Unduplicated Participants ¹	61.2%	69.9%	65.3%	50.4%	37.9%
Undup. Particip. Carried to next FY	164	170	166	122	144

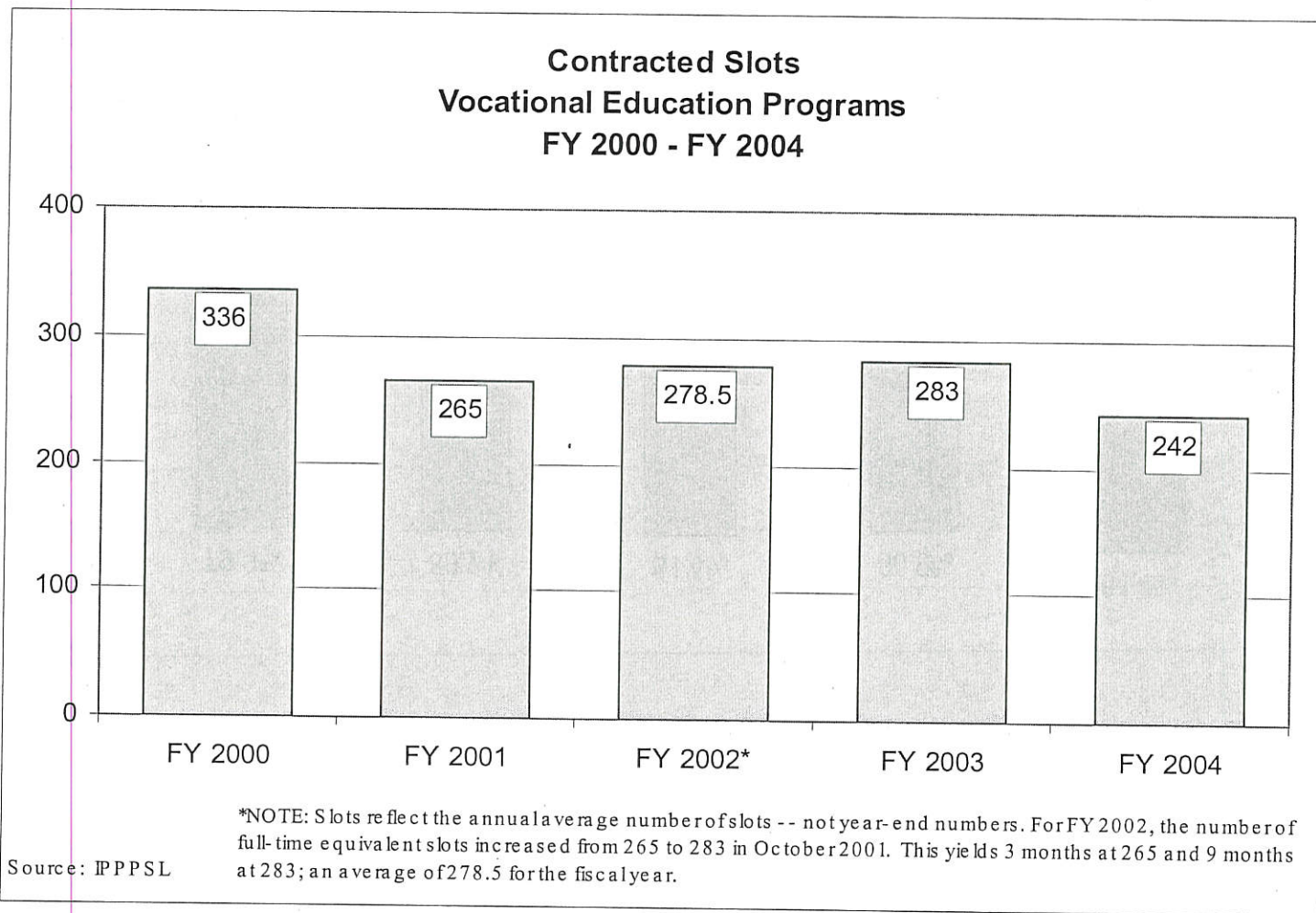
¹ Completion ratio is calculated as [the number of unduplicated completions] divided by [the number of unduplicated participants minus the number of unduplicated participants carried forward to the next fiscal year].

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Substance Abuse Treatment: Therapeutic Communities

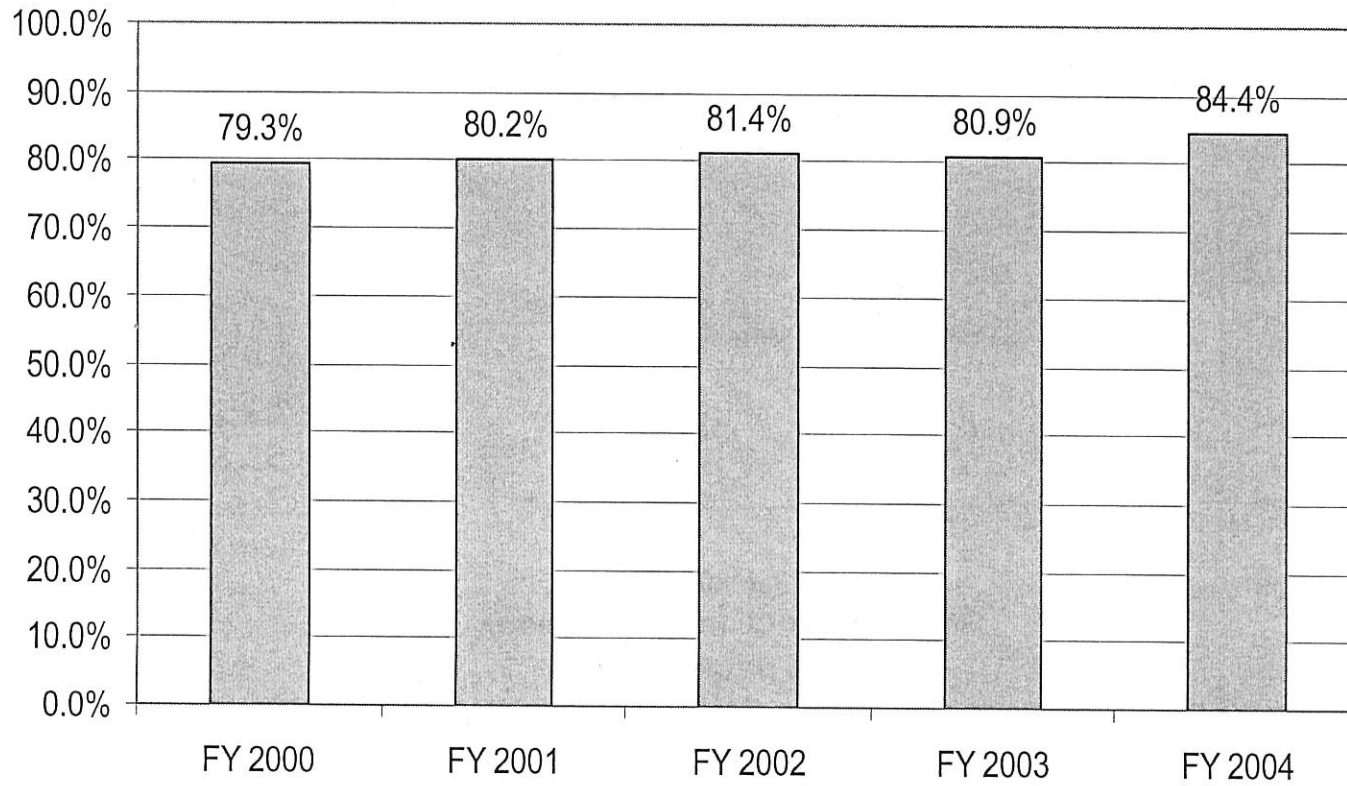
RETURN RATE OF OFFENDERS								
SUBSTANCE ABUSE TREATMENT - THERAPEUTIC COMMUNITIES								
	Need/No Program		Completions		Non-Volitional		Volitional	
	Exposure							
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
One Year Follow-up	819	30.7%	57	23.8%	12	29.3%	46	41.1%
Two Year Follow-up	931	36.6%	66	29.9%	12	37.5%	44	48.9%
Three Year Follow-up	1012	41.4%	73	38.0%	11	44.0%	48	61.5%

VOCATIONAL EDUCATION PROGRAMS



VOCATIONAL EDUCATION PROGRAMS

Annual Average Utilization Rate
Vocational Education Program
FY 2000 - FY 2004



VOCATIONAL EDUCATION PROGRAMS

Program Cost and Activity Summary Vocational Education Programs FY 2000 - FY 2004					
	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Actual Expenditures	\$ 1,809,929	\$ 1,475,245	\$ 1,576,661	\$ 1,462,739	\$ 1,165,858
Contracted Slots	336	265	278.5	283	242
Cost per Slot	\$ 5,387	\$ 5,567	\$ 5,661	\$ 5,169	\$ 4,818
Number Participants, Total	939	842	828	867	842
Cost per Participant, Total	\$ 1,928	\$ 1,752	\$ 1,904	\$ 1,687	\$ 1,385
Unduplicated Participants	764	681	682	705	683
Cost per Participant, Unduplicated	\$ 2,369	\$ 2,166	\$ 2,312	\$ 2,075	\$ 1,707
Unduplicated Completions	317	286	267	337	232
Cost per Completion, Unduplicated	\$ 5,710	\$ 5,158	\$ 5,905	\$ 4,340	\$ 5,025
Completion Ratio to Unduplicated Participants ¹	54.9%	54.5%	57.3%	60.3%	47.2%
<i>Federal Carl Perkins Grant Funds</i>	\$ 46,555	\$ 53,738	\$ 55,480	\$ 56,850	\$ 60,102
Undup. Particip. Carried to next FY	187	156	216	146	191

¹ Completion ratio is calculated as [the number of unduplicated completions] divided by [the number of unduplicated participants minus the number of unduplicated participants carried forward to the next fiscal year].

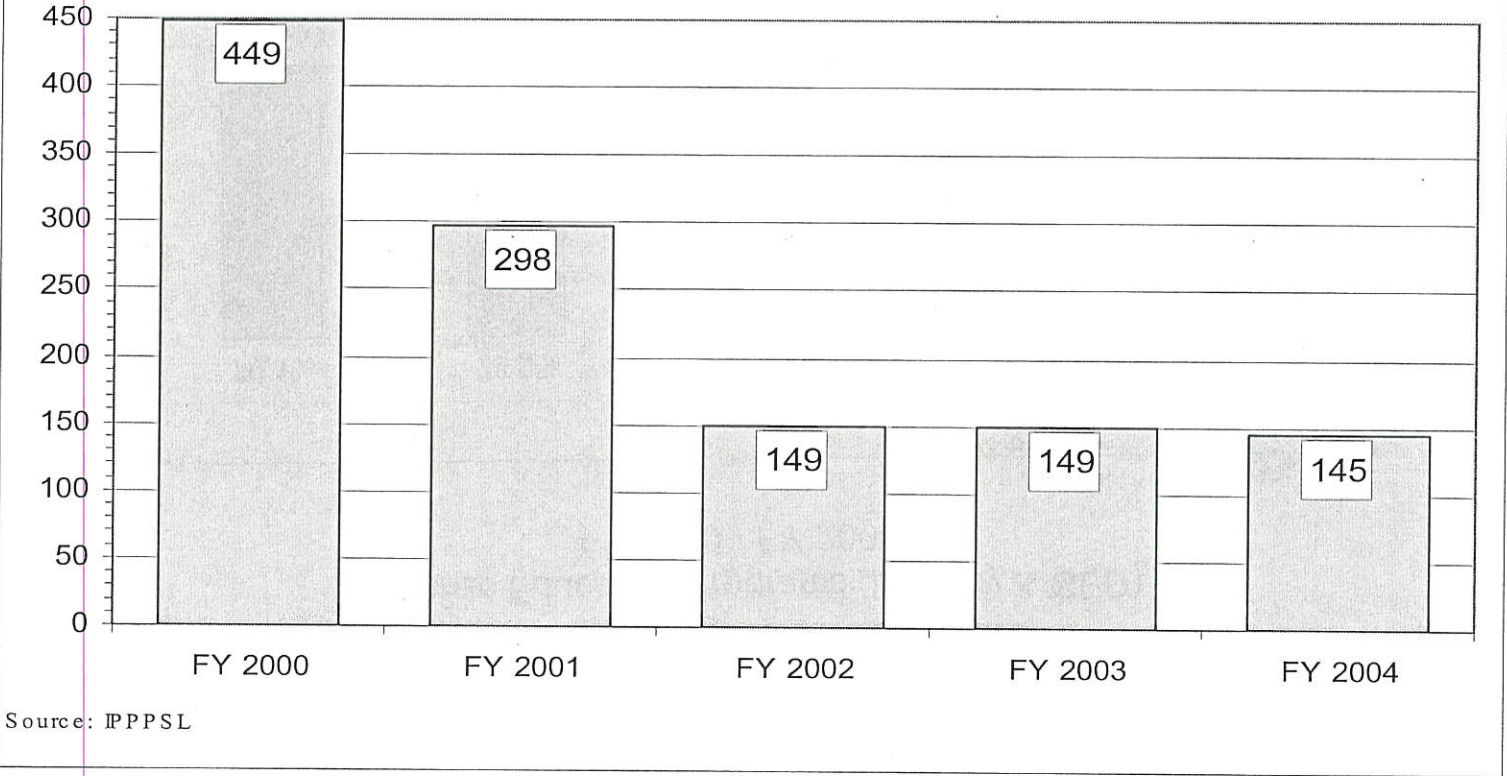
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VOCATIONAL EDUCATION PROGRAMS

	RETURN RATE OF OFFENDERS							
	VOCATIONAL EDUCATION							
	Need/No Program		Completions		Non-Volitional		Volitional	
	Exposure							
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
One Year Follow-up	1751	28.6%	337	23.9%	165	32.4%	106	34.0%
Two Year Follow-up	2085	34.6%	411	32.2%	191	39.4%	127	42.6%
Three Year Follow-up	2283	38.7%	454	40.2%	203	45.7%	141	49.0%

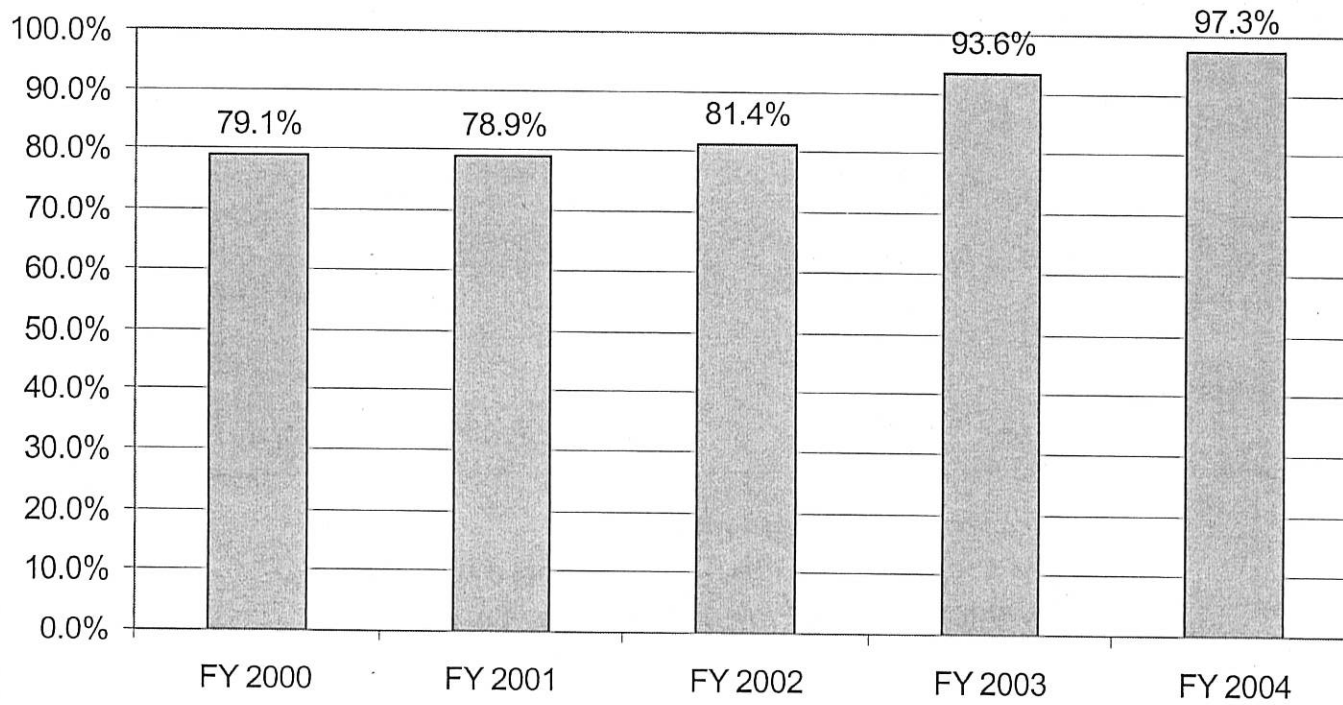
ACADEMIC EDUCATION

**Contracted Slots (*Full-time Equivalents*)
Academic Education Programs (*Literacy & GED*)
FY 2000 - FY 2004**



ACADEMIC EDUCATION

Annual Average Utilization Rate
Academic Education Programs (Literacy & GED)
FY 2000 - FY 2004



ACADEMIC EDUCATION

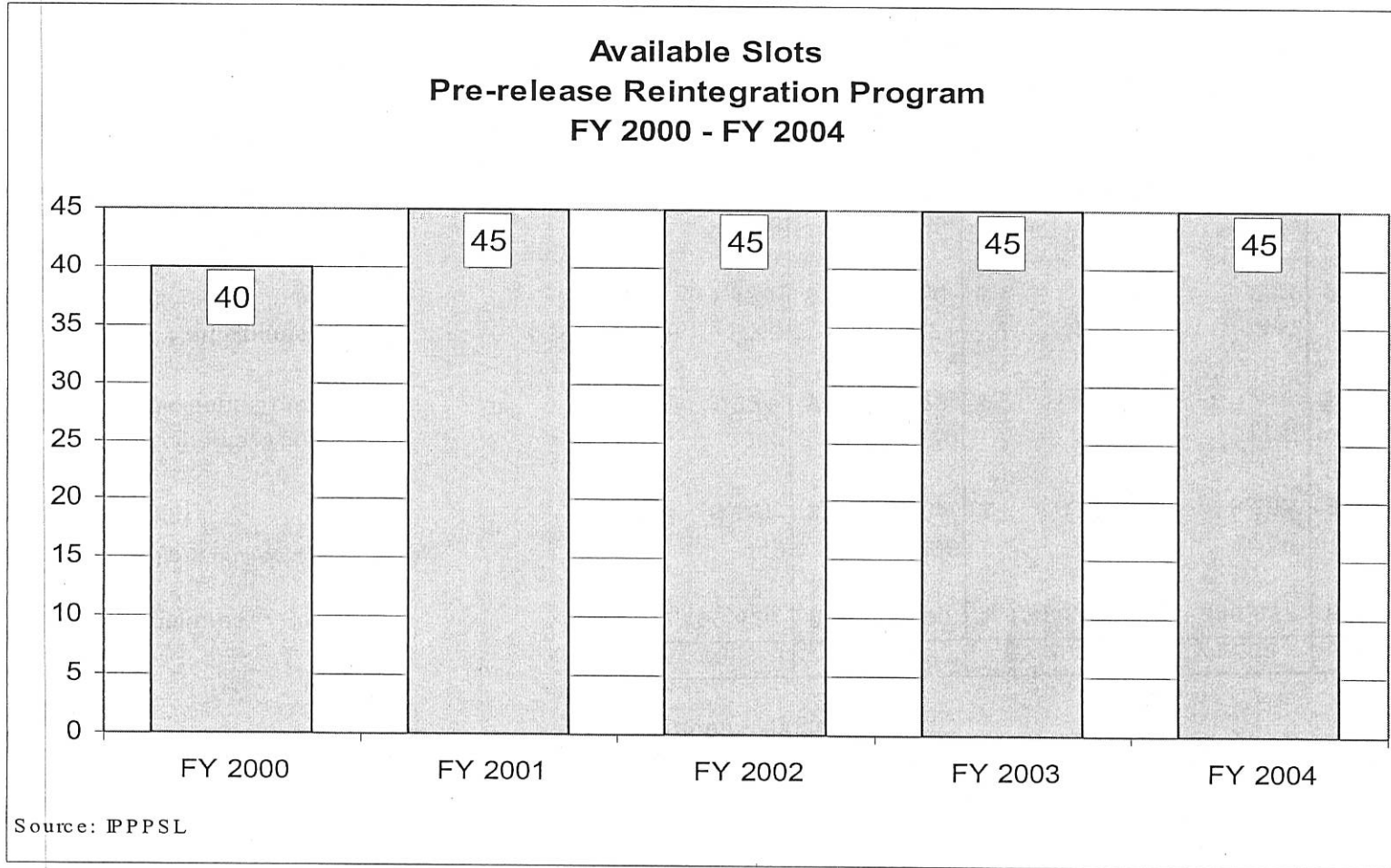
**Program Cost and Activity Summary
Academic Education Programs (Literacy & GED)
FY 2000 - FY 2004**

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Actual Expenditures	\$ 2,499,425	\$ 1,538,190	\$ 1,426,941	\$ 1,246,037	\$ 993,139
Contracted Slots (Full-time equivalents)	449	298	149	149	145
Cost per Slot	\$ 5,567	\$ 5,162	\$ 9,577	\$ 8,363	\$ 6,849
Number Participants, Total	2042	1370	1429	1737	1752
Cost per Participant, Total	\$ 1,224	\$ 1,123	\$ 999	\$ 717	\$ 567
Unduplicated Participants	1748	1221	1244	1462	1378
Cost per Participant, Unduplicated	\$ 1,430	\$ 1,260	\$ 1,147	\$ 852	\$ 721
Unduplicated Completions	1043	829	466	612	530
Cost per Completion, Unduplicated	\$ 2,396	\$ 1,855	\$ 3,062	\$ 2,036	\$ 1,874
Completion Ratio to Unduplicated Participants ¹	64.4%	67.9%	47.2%	50.7%	48.5%
Undup. Particip. Carried to next FY	129	0	256	254	286

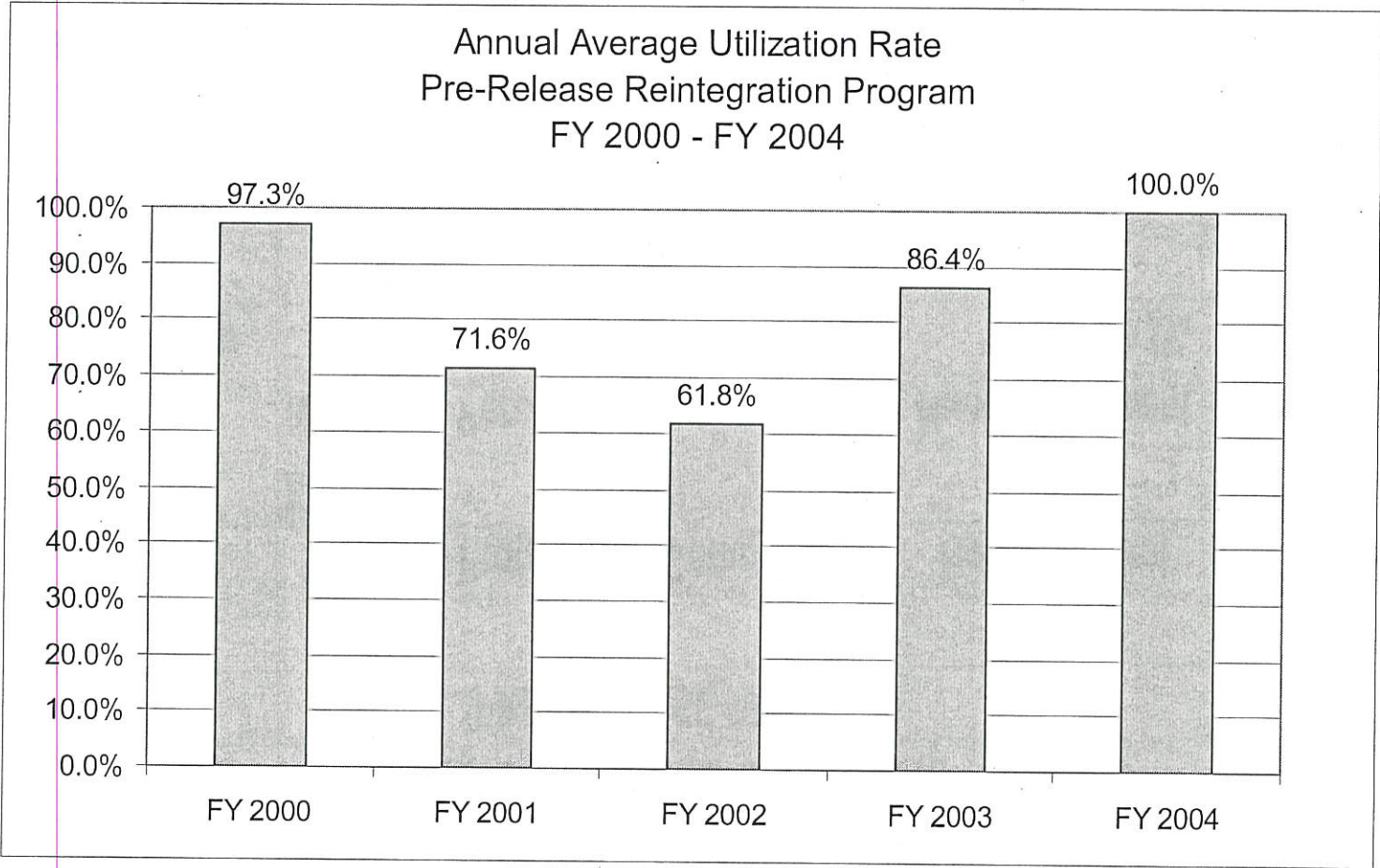
¹ Completion ratio is calculated as [the number of unduplicated completions] divided by [the number of unduplicated participants minus the number of unduplicated participants carried forward to the next fiscal year].

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PRE-RELEASE REINTEGRATION PROGRAM



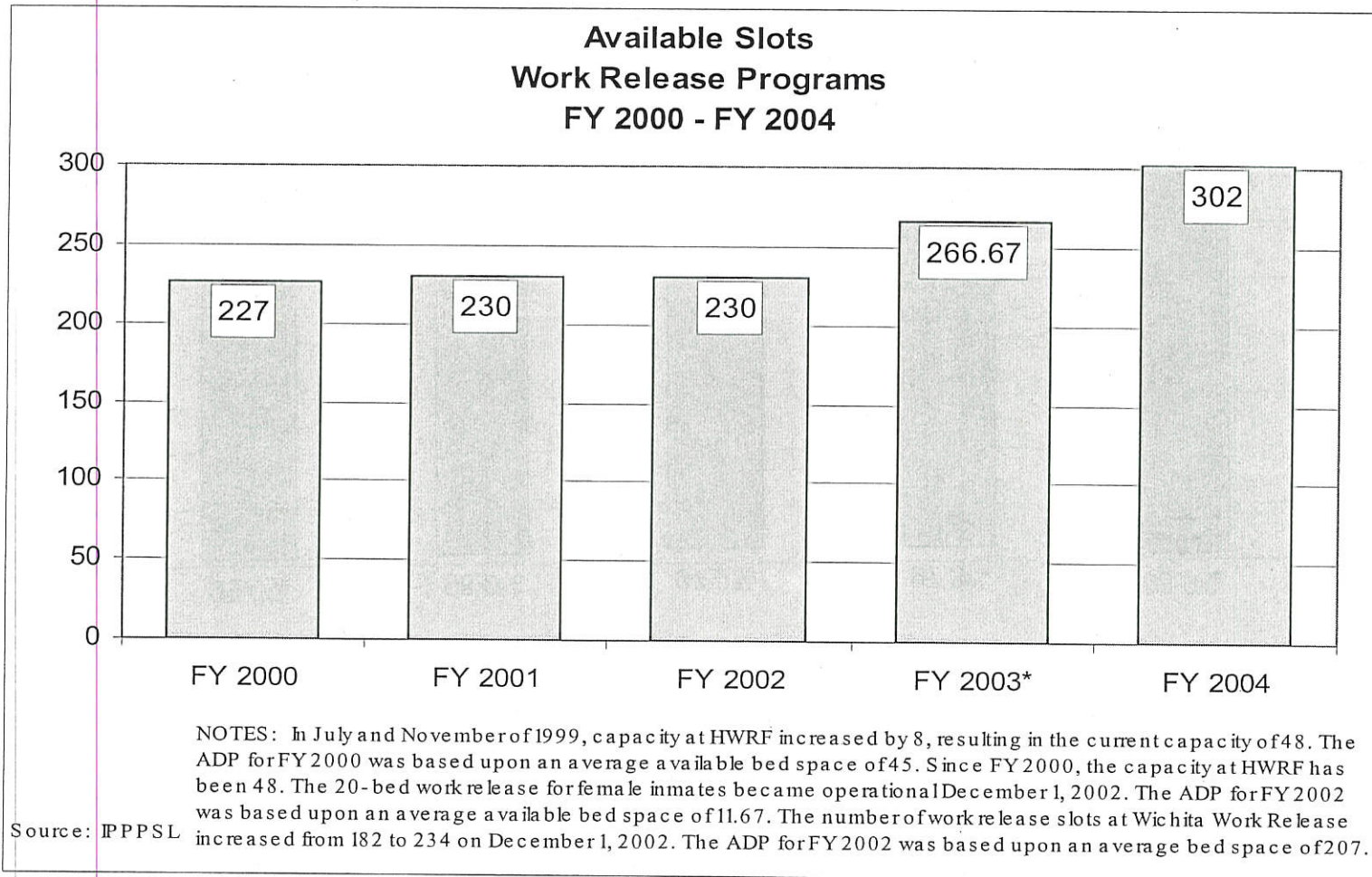
PRE-RELEASE REINTEGRATION PROGRAM



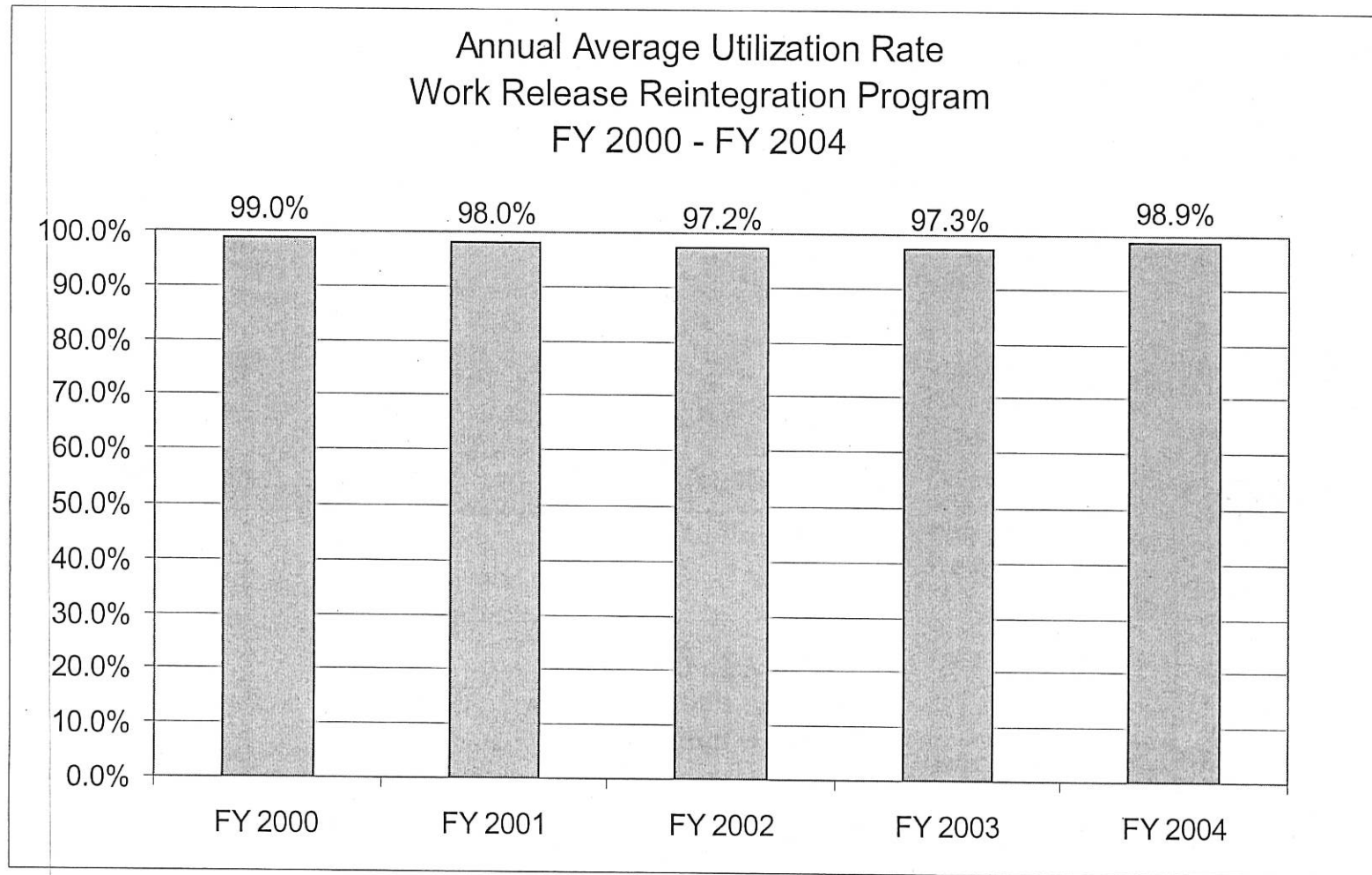
PRE-RELEASE REINTEGRATION PROGRAM

RETURN RATE OF OFFENDERS								
PRE-RELEASE PROGRAM								
	Need/No Program		Completions		Non-Volitional		Volitional	
	Exposure							
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
One Year Follow-up	77	30.4%	147	28.4%	32	32.3%	5	27.8%
Two Year Follow-up	88	39.5%	179	38.3%	38	39.2%	6	33.3%
Three Year Follow-up	96	47.5%	191	45.2%	40	44.0%	6	33.3%

WORK RELEASE REINTEGRATION PROGRAM

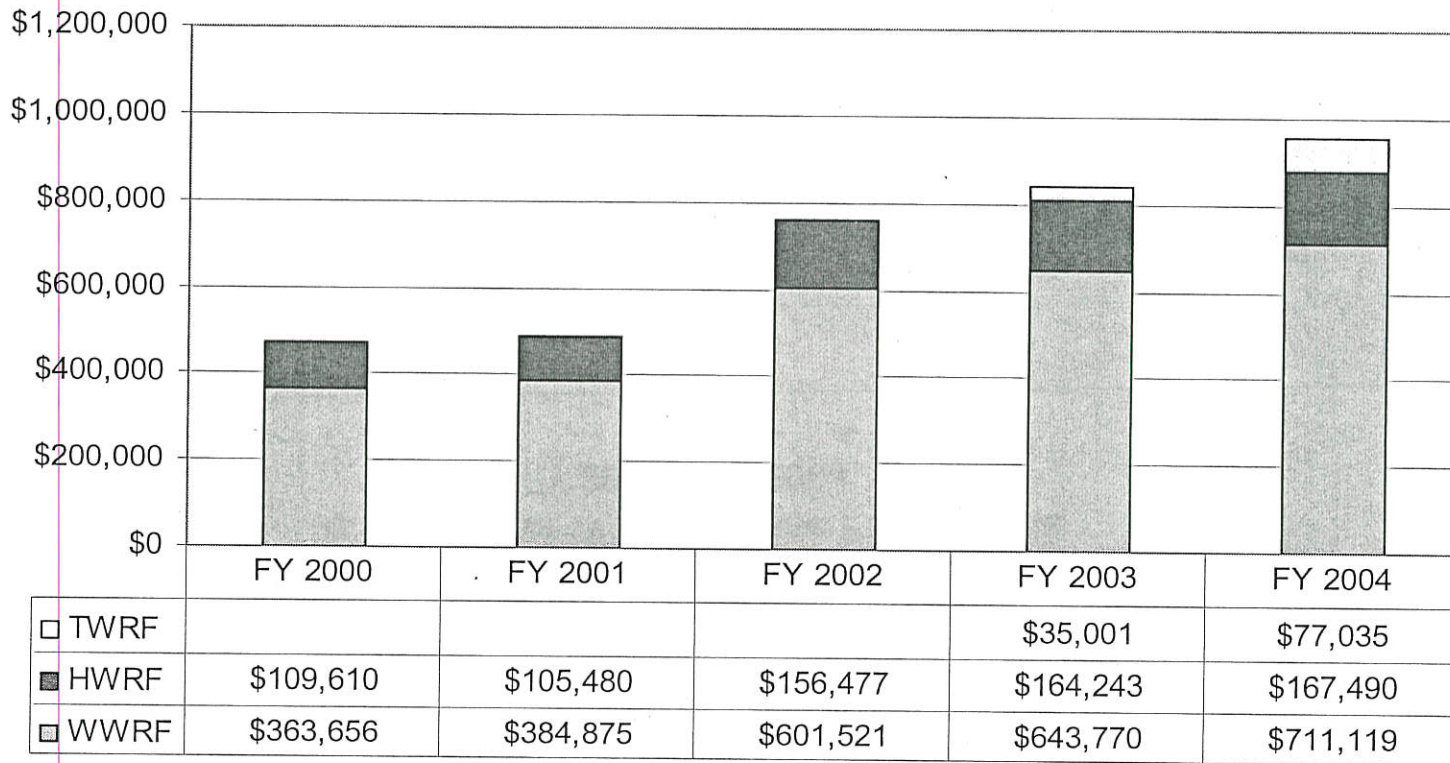


WORK RELEASE REINTEGRATION PROGRAM



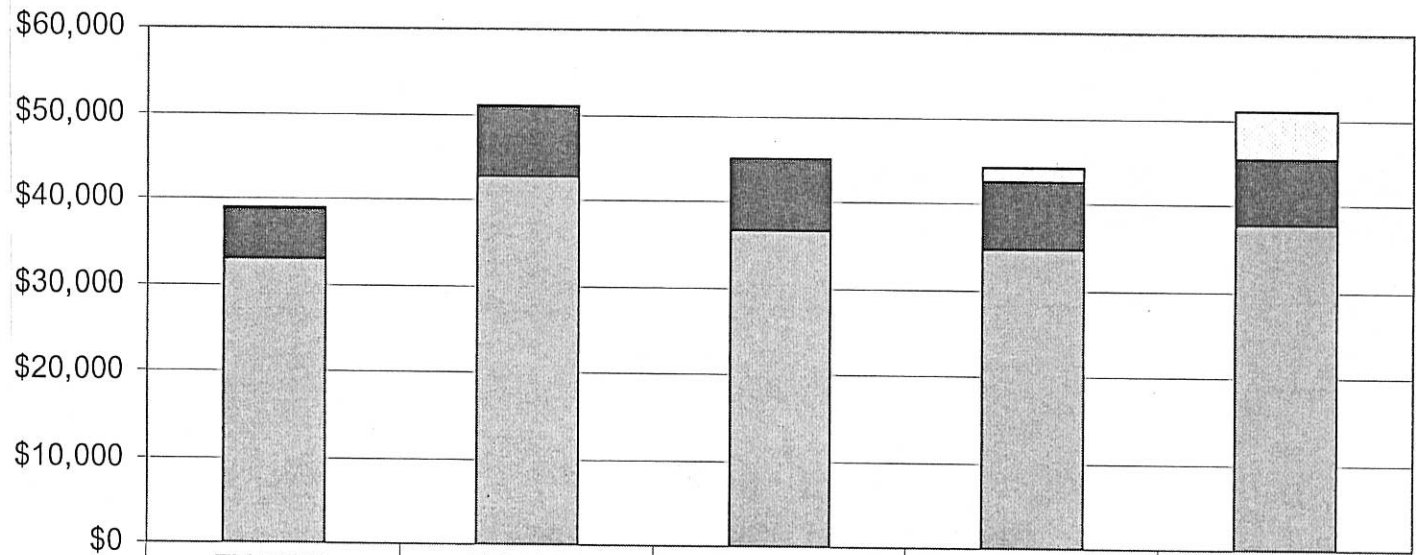
WORK RELEASE REINTEGRATION PROGRAM

**Total Paid into State General Fund
Work Release Participants
FY 2000 - FY 2004**



WORK RELEASE REINTEGRATION PROGRAM

**KDOC Savings Generated
by Release of Work Release Participants
FY 2000 - FY 2004**

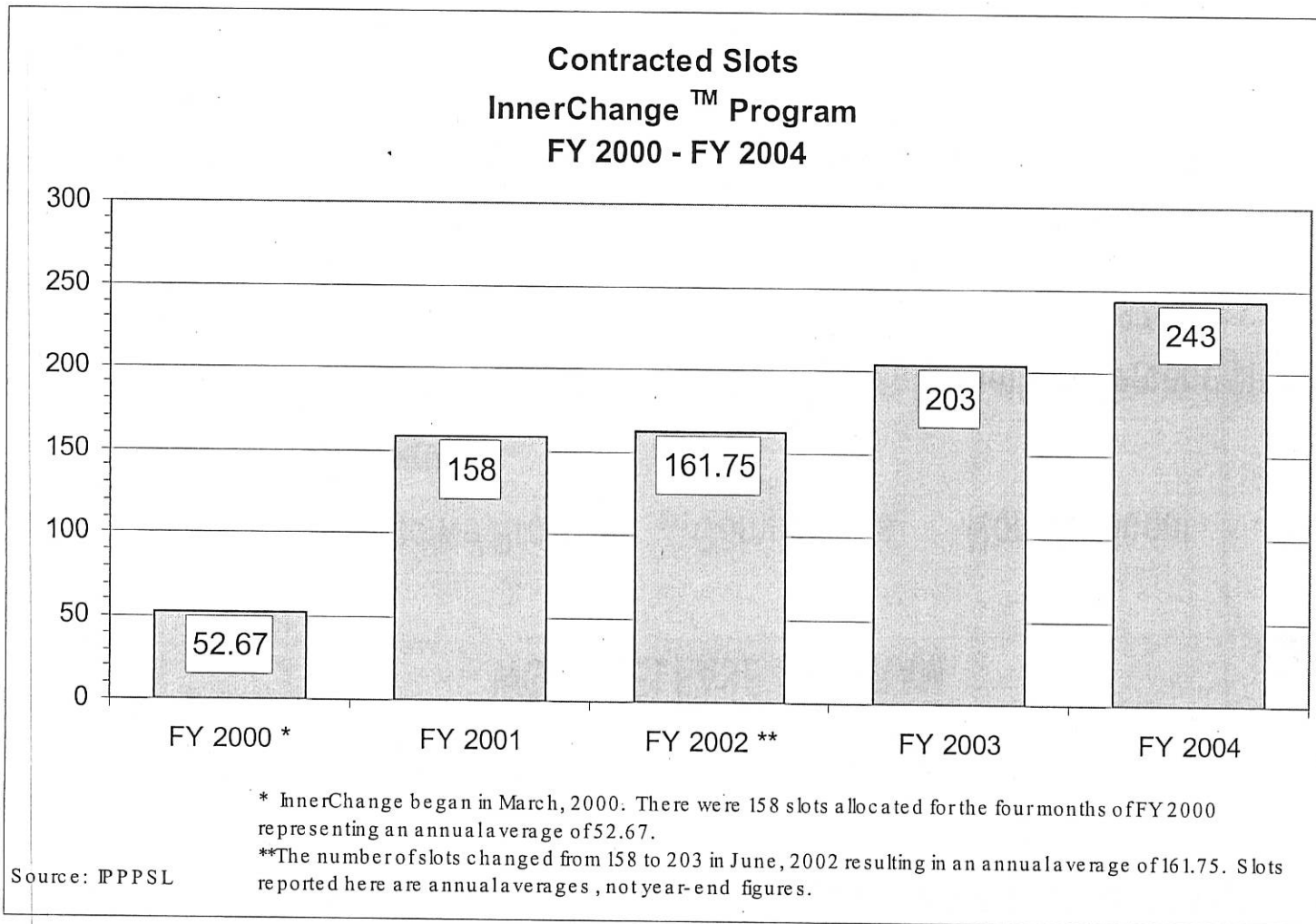


	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
□ TWRF				\$1,584	\$5,676
■ HWRF	\$5,969	\$8,001	\$8,509	\$7,920	\$7,524
▣ WWRF	\$33,000	\$42,900	\$36,696	\$34,716	\$37,884

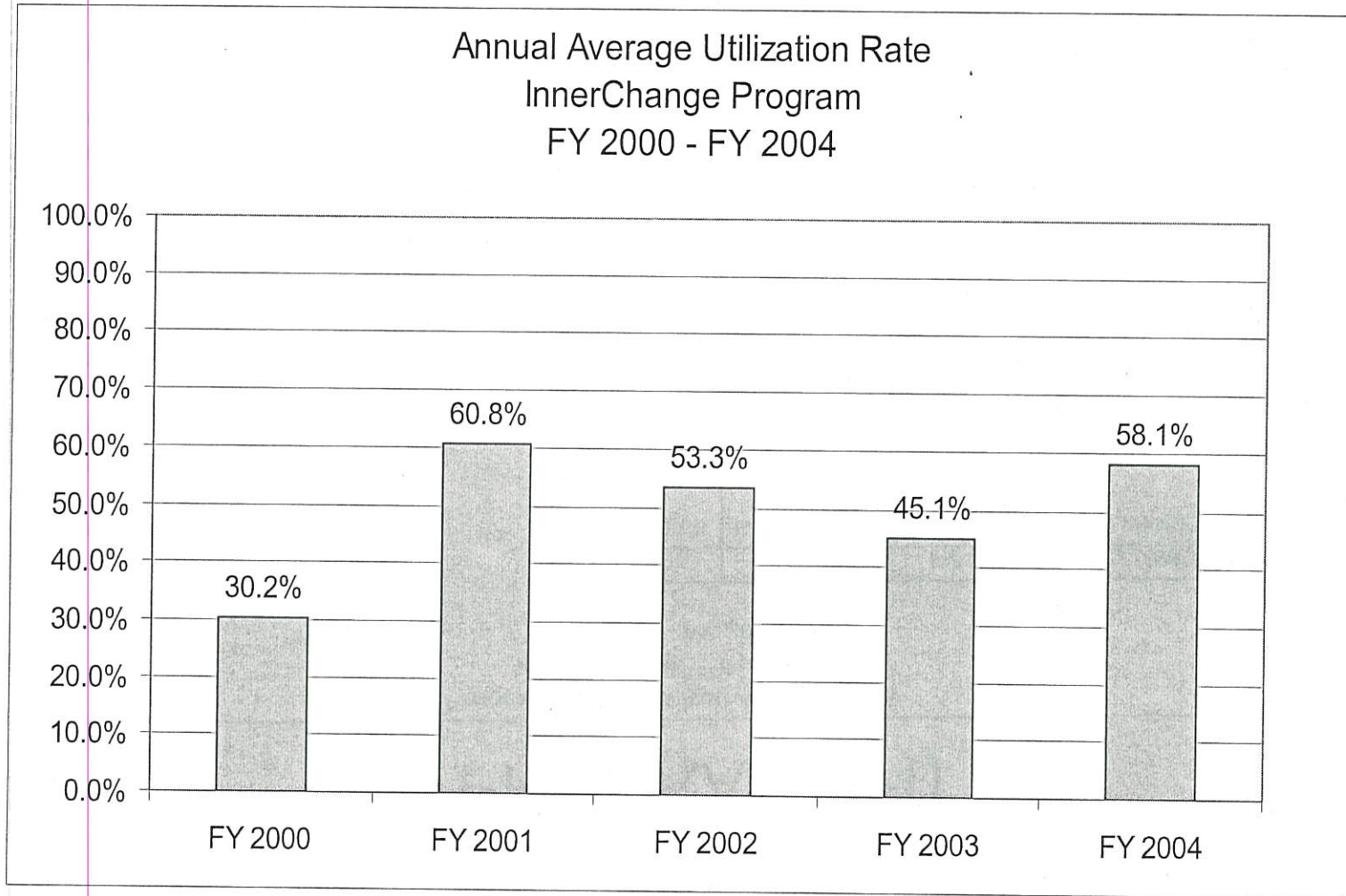
WORK RELEASE REINTEGRATION PROGRAM

		RETURN RATE OF OFFENDERS							
		WORK RELEASE PROGRAM							
		Need/No Program		Completions		Non-Volitional		Volitional	
		Exposure							
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
One Year Follow-up		3588	26.9%	266	20.7%	20	37.0%	95	38.5%
Two Year Follow-up		4146	32.8%	323	28.6%	21	51.2%	109	49.8%
Three Year Follow-up		4497	37.7%	353	35.7%	21	58.3%	114	57.6%

INNERCHANGE FREEDOM INITIATIVE PROGRAM (IFI)



INNERCHANGE FREEDOM INITIATIVE PROGRAM (IFI)



INNERCHANGE FREEDOM INITIATIVE PROGRAM (IFI)

Program Cost and Activity Summary InnerChange™ Program FY 2000 - FY 2004

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004 ²
Actual Expenditures	\$ 66,666	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000
Contracted Slots	52.67	158	161.75	203	243
Cost per Slot	\$ 1,266	\$ 1,266	\$ 1,236	\$ 985	\$ 823
Number Participants, Total	53	199	224	233	248
Cost per Participant, Total	\$ 1,258	\$ 1,005	\$ 893	\$ 858	\$ 806
Unduplicated Participants	53	190	182	214	234
Cost per Participant, Unduplicated	\$ 1,258	\$ 1,053	\$ 1,099	\$ 935	\$ 855
Unduplicated Completions	0	29	60	15	18
Cost per Completion, Unduplicated	---	\$ 6,897	\$ 3,333	\$ 13,333	\$ 11,111
Completion Ratio to Unduplicated Participants ¹	0.0%	35.4%	41.7%	19.5%	22.5%
Undup. Particip. Carried to next FY	53	108	38	137	154

¹ Completion ratio is calculated as [the number of unduplicated completions] divided by [the number of unduplicated participants minus the number of unduplicated participants carried forward to the next fiscal year].

² In FY 2004, the actual expenditure for Innerchange program was \$200,000 and it will be paid in FY 2005 along with the FY 2005 expenditure.

INNERCHANGE FREEDOM INITIATIVE PROGRAM (IFI)

RETURN RATE OF OFFENDERS									
INNERCHANGE FREEDOME INITIATIVE PROGRAM									
	Need/No Program		Completions		Non-Volitional		Volitional		
	Exposure		Number	Percent	Number	Percent	Number	Percent	
	Number	Percent							
One Year Follow-up	3933	26.5%	15	26.8%	5	33.3%	16	50.0%	
Two Year Follow-up	4569	32.7%	13	38.2%	4	57.1%	13	81.3%	
Three Year Follow-up	4957	37.8%	12	***	3	***	13	***	