

# NEWTON CORRECTIONAL FACILITY

ANNUAL REPORT  
FISCAL YEAR 2016

SUBMITTED PURSUANT TO SECTION 904.307 OF THE CODE OF IOWA

**WARDEN KRISTINE WEITZELL**



*NEWTON CORRECTIONAL FACILITY MEDIUM SITE*



*CORRECTIONAL RELEASE CENTER-MINIMUM SITE*

# **NEWTON CORRECTIONAL FACILITY**

## **MISSION**

Newton Correctional Facility mission is creating opportunities for safer communities by utilizing evidence based programs and core correctional practices to prepare tomorrow's citizens.

## **VALUES**

Staff as our greatest resource. Their dedication and training provide strong leadership and teamwork for a safe and secure facility. We treat people with dignity and respect recognizing individualism and diversity.

Fiscally responsible with accountability to the citizens of Iowa.

Creating a pro-social environment utilizing evidence based and cognitive treatment programs.

Commitment to partnerships with communities and volunteers to create educational, vocational and treatment opportunities.

Program fidelity through a successful service continuum.

Positive change through pro-social modeling and core correctional practices.

## **VISION**

Safe communities through pro-social citizen reentry.

# **NEWTON CORRECTIONAL FACILITY STRATEGIC PLAN**

## **Provide Quality Sex Offender Treatment Programming and Re-Entry Planning**

- A. Assess and identify individual treatment needs
  - 1. Utilize evidence based practice assessment tools
    - a. Conduct SOTIP assessments on sex offenders
    - b. Conduct ISORA/STATIC99 assessments on sex offenders
    - c. Conduct DRAOR assessments on non-sex offenders
  - 2. Utilize a multi-disciplinary team approach in treatment identification
    - a. Implement a central classification process
    - b. Include the following staff in the classification process: Deputy Warden, Treatment Director, Security Director, Unit Manager, Counselor, Psychology, Correctional Officer, Medical and Education
    - c. Focus on the quality of the classification decision
  - 3. Focus programming resources on high risk offenders
    - a. Create class lists based on the IVVI assessment
    - b. Evaluate treatment needs based on the institutional population
- B. Create a pro-social environment by implementing core correctional practices
  - 1. Staff model pro-social behaviors in all interactions
    - a. Identify guidelines of appropriate pro-social behavior
    - b. Provide positive reinforcement
  - 2. Staff will utilize accountability strategies based on individual needs
    - a. Identify and establish treatment plans
    - b. Establish offender buy-in through quality offender in-put

3. Staff shall engage in open communication to allow opportunities for positive change

**Desired Outcomes:**

1. Provide timely, evidence based practice sex offender treatment in advance of re-entry
2. Provide cognitive based programming to address non-sex offender treatment needs
3. Increase pro-social behavior and productivity from the offender population

**Establish an Environment that Promotes Unity and Collaboration**

- A. Emphasize the importance of staff communication
  1. Enhance shift to shift communication
  2. Empower staff by providing opportunities for input
  3. Expand leadership connectivity with staff
- B. Expand training opportunities
  1. Provide cross-training opportunities between departments
  2. Develop a staff mentorship program
  3. Provide annual training

**Desired Outcomes**

1. Create a collaborative team effort
2. Establish continuity across shifts
3. Empower staff through leadership roles
4. Build up highly trained, professional staff providing a safe and secure institutional environment

## **Invest in Resources and Programming to Reduce Recidivism**

- A. Successfully collaborate with community entities to ensure a seamless offender transition
  - 1. Increase the emphasis on communication with Community Based Corrections on re-entry needs such as home placement, medical and mental health needs and facility placement
  - 2. Increase communication with offender family members to establish family reunification opportunities
  - 3. Increase connections with community partners such as Iowa Workforce Development, Iowa Department of Public Health, Veteran's Administration, Department of Human Services, Crisis Intervention Services and local/state entities
  
- B. Responsible use of resources to ensure a return on investment
  - 1. Ensure capital resources/investments are prudent usage of taxpayer dollars
  - 2. Engage in technology opportunities to achieve collaborative engagement
  - 3. Expand vocational and educational programming opportunities

### **Desired Outcomes:**

- 1. Expand reach in calls with districts to improve consistency and create a seamless transition
- 2. Expand partnerships to increase offender job placement upon release
- 3. Promote responsible use of taxpayer dollars



# STATE OF IOWA

TERRY E. BRANSTAD, GOVERNOR  
KIM REYNOLDS, LT. GOVERNOR

DEPARTMENT OF CORRECTIONS  
JERRY W. BARTRUFF, DIRECTOR

KRIS WEITZELL, WARDEN  
NEWTON CORRECTIONAL FACILITY

## Annual Report for the Newton Correctional Facility Fiscal Year 2016

Dear Director Jerry Bartruff:

Newton Correctional Facility mission is creating opportunities for safer communities by utilizing evidence based programs and core correctional practices to prepare tomorrow's citizens.

We are very proud of the work we do at the Newton Correctional Facility and we believe our Annual Report showcases that work.

We have a great team of staff who work very hard to make NCF the best facility it can be for both staff & offenders. Staff work to role model positive prosocial behavior in all interactions with offenders. Emphasis with offenders is always on re-entry and becoming productive members of their community.

NCF has been promoting Core Correctional Practices and stress that these principles need to be a part of daily communication with the offender population.

Please enjoy reading our Annual Report as it highlights the great things we do every day.

Sincerely,

A handwritten signature in cursive script that reads "Kristine Weitzell".

Kris Weitzell  
Warden

The mission of the Iowa Department of Corrections is:  
**"Creating Opportunities for Safer Communities"**  
(Office) 641-792-7552 – 307 S 60<sup>th</sup> Ave W, Newton, Iowa 50208 - (FAX) 641-791-1683

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## NCF EXECUTIVE TEAM

### *WARDEN KRISTINE WEITZELL*

Kris began her correctional career in 1982 as a Correctional Officer at Iowa Correctional Institution for Women where she was also the Volunteer Coordinator for several years. In 1987 she was promoted to Lt. where she was responsible for shift coverage, training and volunteers. In 1989 she was promoted to Captain at Mt. Pleasant Correctional Facility. In 1993 Kris transferred to Newton as the Security Manager for the Correctional Release Center and was promoted in 1996 to the Security Director of the Correctional Release Center and the Newton Correctional Facility. In 1997 Kris became the Deputy Warden of the newly opened Newton Correctional Facility.



In 2005 Kris transferred as Deputy Warden to the Iowa Correctional Institution for Women.

In 2006 Kris accepted the position of Assistant Deputy Director for the IDOC in Central Office.

Kris promoted to Superintendent at Clarinda Correctional Facility and Clarinda MHI in 2014 and then transferred to FDCF in 2015 as the Warden.

In March of 2016 NCF welcomed Kris as the Warden of NCF bringing with her many years of experience and a vast array of knowledge.

### *DEPUTY WARDEN JEREMY LARSON*

Jeremy graduated from Simpson College in 1999 with a BA in Criminal Justice. In December of 1999 he was hired by the Fort Dodge Correctional Facility and began his career with the Iowa Department of Corrections. He spent the next 14 years at the Fort Dodge Correctional Facility and held several positions including Correctional Officer, Correctional Counselor, Correctional Supervisor I, and Treatment Services Director. In June 2014 he was hired as the Deputy Superintendent at the Iowa Correctional Institution for Women. In July 2016 he became the Deputy Warden at the Newton Correctional Facility.



### *ASSOCIATE WARDEN OF SECURITY SCOTT MILLER*

Scott was hired in 1989 at Newton Correctional Facility as a Correctional Officer. Scott has promoted through the ranks serving positions as Lieutenant, Correctional Supervisor 2, Major and Associate Warden of Security. Along with his regular duties, Scott has also served as CERT Commander, Investigations and numerous instructor positions.



### *ASSOCIATE WARDEN OF TREATMENT LARRY LIPSCOMB*

Larry came to Newton Correctional Facility in 1990 from private sector where he had held the position as Residential Supervisor at a substance abuse facility.

While at NCF he has served as a Drug Counselor 2 at the Correctional Release Center prior to the medium site opening, Correctional Counselor, and Unit Manger. Larry currently serves as Associate Warden of Treatment supervising Correctional Counselors, Religious Services and Psychology Services at both CRC and NCF sites.



### *ASSOCIATE WARDEN OF TREATMENT SEAN CRAWFORD*

Sean began his career with the Iowa Department of Corrections in 2007 working at the Mt Pleasant Correctional Facility as a Correctional Counselor in the special needs sex offender program. Prior to coming to the IDOC Sean worked for over 10 years as an Institutional Parole Officer with the Missouri Department of Corrections. In July 2013 Sean promoted to Associate Superintendent of Treatment at MPCF. In 6.2016 he transitioned to the Newton Correctional Facility to supervise the Sex Offender





Treatment Program.

### *ASSOCIATE WARDEN OF ADMINISTRATION BRAD HIER*

Brad received his Bachelor of Science in Business Administration with a major in Economics from William Jewell College, Liberty, MO in 1988. Prior to joining the Iowa Department of Corrections (IDOC), he spent over 14 years in the private sector as a systems engineer and financial officer in the healthcare industry with assignments in Iowa, Texas, California and Virginia. In 2002, Brad joined the IDOC as an Associate Warden of Administration (AWA) at the Iowa State Penitentiary, Fort Madison. In 2007, he transferred to IDOC Central Office as the Deputy Director of Administration. In 2015, Brad joined the Newton Correctional Facility as an AWA.



### *PERSONNEL DIRECTOR VALARIE EVANS*

Val started her career with the Department of Corrections in 1993 as a Storekeeper at the Correctional Release Center. In 1996 Val was promoted to Warehouse Supervisor at the Newton Correctional Facility. In 2003 Val promoted to Assistant Business Manager and in 2015 she moved to her current position of Assistant Business Manager/Personnel Director.



## **NCF Housing Units**

### ***Living Unit A (LUA)***

LUA Average Daily Population – 31.33

Staffing on LUA consists of Treatment Services Director Justin Ringler and the following security staff across three shifts: 6am -2pm shift – two Correctional Officers, 2pm – 10pm shift – three correctional officers, and 10pm – 6am shift – two correctional officers.

LUA may house any of the following Privilege Levels: Administrative Segregation, Disciplinary Detention, TIP 1, TIP 2, Mental Health Observation, Suicide Self Injury Prevention, and Protective Custody. When necessary, LUA may house Parole Revocation

Hold and/or TIP 4 offenders waiting for bed space to become available on other units. Offenders housed on LUA are restricted in the amount and type of items they may have in their cells to ensure their safety and security as well as that of the staff members who work on the unit. Offenders are escorted any time they are out of their cell by staff, with some levels requiring the use of restraints. The unit has 48 single bed cells, along with one observation cell.

### ***Living Unit B (LUB)***

LUB Average Daily Population – 180.28

Staffing on LUB consists of Treatment Services Director Justin Ringler, Correctional Counselors, Megan Guthrie, Laura Healless and Chelsea Wilder, Psychologist Cassie Hindman and the following security staff across three shifts: 6am – 2pm shift – three officers and a fourth if staffing is available, 2pm - 10pm shift – three officers and a fourth if available, and 10pm – 6am shift – two officers.

LUB has undergone an extensive repurposing over the past fiscal year and currently maintains the following Privilege Levels: Parole Revocation Hold, Safekeeper, Mental Health Observation, Suicide Self Injury Prevention, TIP 4 offenders waiting for bed space on the General Population units, TIP 4 and TIP 5 Special Needs offenders, and TIP 4 and TIP 5 Offender Mentors. During the repurposing of LUB, the main objective was the development of a Special Needs program for lower functioning offenders needing to complete the Sex Offender Treatment Program. LUB currently uses 99 of the available 197 beds on the unit to house Special Needs offenders, with all of those being on the right wing. The unit currently employs 16 offender mentors to help manage the population and provide positive role-modeling to help change negative offender behavior. A fence was built between LUA and LUB to provide a separate yard space to be utilized by the Special Needs offenders and their mentors, in the effort to reduce opportunities for the Special Needs to be victimized by General Population offenders. The staff on LUB utilizes the Social Learning Theory along with the Direct Supervision Model to promote Pro-Social Behavior. In the recent months, LUB has also added “Daisy”, a retired Puppy Jake canine along with her handler to be utilized in the change efforts for the Special Needs population. While many changes have occurred recently, many more are to come in the next fiscal year in an effort to continue the development of the unit and its’ ability to promote positive change amongst the offender population.

### ***Living Unit C (LUC)***

LUC Average Daily Population – 240.01

LUC currently houses TIP 4 offenders and has focused on the transition of the SOTP program and the new population from Mount Pleasant. Staffing includes the following: Treatment Services Director John Mays, Correctional Counselors Castaneda, Hutton, Watson, Frits, Hobbs. The 6am-2pm shift and the 2-10pm shift are managed with three

security officer and two on the overnights. Currently two of the five counselors are teaching SOTP and the three remaining have inflated caseloads of up to 100 plus offenders from around the institution. The concept of case manager for life was recently implemented thus counselor will continue to manage offenders even when moved to other units or place in Administrative Segregation status or DD. This concept is to allow the SOTP facilitators to have smaller caseloads due to the demands of facilitation. Recently the IPI braille shop was moved from LUC to the IPI warehouse.

### ***Living Unit D (LUD) and Living Unit E (LUE)***

LUD Average Daily Population – 240.66

LUE Average Daily Population – 240.05

During the past year, Living Units D and E have had a major shift in staff, offender population and housing privilege status.

The units acquired a new Treatment Services Director, Jeff Panknen, and several new Correctional Counselors during the year. Those staff have brought fresh faces and new ideas to their unit teams.

A major shift in the unit's population has occurred. In October 2015 it was announced that NCF would become the primary Sex Offender Treatment Facility for the State of Iowa. This change created a major shift in those offenders housed within the units. The majority of offenders with non-sex offenses were transferred to other facilities. The staff began the treatment and correctional mindset shift of now treating and housing a majority population of offenders with sexual crimes.

The other large shift for the units over the past year has been in the privilege level housing process. In January 2016, a decision was made to house all TIP 5 (our highest privilege level) offenders on Unit E. Over the next weeks and months, all TIP 5 offenders were moved to this unit. As this unit started to become full with TIP 5 offenders, a determination was made in June to create Unit E as a TIP 5+ unit and add TIP 5 to Unit D. The primary differences in the TIP levels are the privileges received.

The following outlines the differences between the two:

#### **UNIT D TIP 5**

1. Late night yard from 7:00pm – 8:45pm
2. Three visits up to 3 hours based on VR space
3. TIP 5 pay (new)
4. Two man cell housing based on seniority
5. Participation in quarterly TIP 5 cookouts/events
6. X-box rentals for in-cell usage (still to come)

#### **UNIT E TIP 5+**

1. Late night yard from 7:00pm – 8:45pm

2. Three visits up to 3 hours based on VR space
3. TIP 5 pay (new)
4. Two man cell housing based on seniority
5. Participation in quarterly TIP 5 cookouts/events
6. X-box rentals for in-cell usage (still to come)
7. Unit late night until 12:00am every night. Wings may be used for groups and games. Center area may be used for personal, quiet study time.
8. Offenders may create and share dips during late night. No more than 4 offenders at a table.
9. Microwavable items may be purchased and cooked in the supplied microwaves.
10. Frozen items (ice cream, etc) may be purchased and eaten on unit.

Both units continue to strive to meet the mission of NCF and DOC.

### ***CRC (TIP 5)***

CRC Average Daily Population – 308.5

ILU Average Daily Population – 6.65

In the last year CRC has seen numerous changes. We have reduced our staffing from 6 counselors to 4 and we currently have three (C/C Mayer, Seitz and VerSteeg). In addition to Treatment Service Director John Mays, Associate Warden of Treatment Larry Lipscomb is spending shared time at CRC and NCF. CRC has two Sergeants 6am-2pm shift (Sgt. Edmunds) 2pm-10pm (Sgt. Waller) and usually six officers on the 6am-2pm and 2-10pm shift. The overnight shift runs with four to include the Independent Living Unit. CRC still has an Iowa Work Force Development Coordinator assigned to CRC and NCF (Brett Reyes). CRC also has a full time Activity Specialist assigned (Sam Rupp). CRC now has a perimeter fence around the offender recreation yard. The vast majority of offenders continue to work off grounds or on the CRC maintenance crew. The maintenance crew is supervised by CTL (Rich Machin and Ryan Trease). Offenders on the maintenance crew not only maintain a garden for the facility but the Food Bank of Iowa as well. The CRC intervention curriculum includes the following: CBISA, MIFVP, T4C, 24-7 Dads (DHS), TDL Program (DMACC), HISET and Life skills (DMACC). Offenders are also involved with the Jasper County Animal Rescue League program and the Puppy Jake Program.

## **FISCAL SUMMARY**

The Newton Correctional Facility Administration area provides critical support for all fiscal, procurement, personnel, housekeeping, dietary and maintenance. The fiscal office is responsible for \$28 million in appropriated funding, which is audited by State Auditor's Office on an annual basis. The prison facility possesses and outstanding track record of zero findings reported by the State Auditor in the past decade.

FY 2016 final fiscal statement:

	Department Revised Budget	Actual Revenues and Expenditures	Encumbrances	Actual + Encumbrances	Percent (Actual of Budget)
<b>FTE Positions</b>					
Correctional Officer	146.00				
Total Staffing	265.00				
<b>Resources Available</b>					
04B Balance Brought Forward	-	-		-	---
05A Appropriation	27,974,048	27,572,108.00		27,572,108.00	98.56%
05Y Supplements				-	---
24T Appropriation Transfer	-	-		-	---
74T De-appropriation	-	-		-	---
201R Federal Support	-	-		-	---
202R Local Governments	-	-		-	---
204R Intra State Receipts	3	-		-	0.00%
205R Reimbursement from Other Agencies	-	-		-	---
234R Transfers - Other Agencies	-	-		-	---
301R Interest	-	-		-	---
401R Fees, Licenses & Permits	50,000	73,425.05		73,425.05	146.85%
501R Refunds & Reimbursements	-	-		-	---
602R Sale of Equipment & Salvage	-	-		-	---
603R Rents & Leases	-	-		-	---
604R Agricultural Sales	-	-		-	---
606R Other Sales & Services	-	-		-	---
701R Unearned Receipts	-	-		-	---
<b>Total Resources Available</b>	<b>28,024,051</b>	<b>27,645,533.05</b>		<b>27,645,533.05</b>	<b>98.65%</b>
<b>Funds Expended and Encumbered</b>					
101 Personal Services-Salaries	22,928,222	22,177,831.61	-	22,177,831.61	96.73%
202 Personal Travel (In State)	2,744	32,845.34	-	32,845.34	1196.99%
203 State Vehicle Operation	85,000	65,190.63	-	65,190.63	76.69%
204 Depreciation	1	132,000.00	-	132,000.00	13200000.00%
205 Personal Travel (Out of State)	27	2,226.32	-	2,226.32	8245.63%
301 Office Supplies	11,261	14,865.60	-	14,865.60	132.01%
302 Facility Maintenance Supplies	75,903	94,526.24	-	94,526.24	124.54%
303 Equipment Maintenance Supplies	76,000	98,858.13	-	98,858.13	130.08%
304 Professional & Scientific Supplies	71,200	156,554.24	-	156,554.24	219.88%
306 Housing & Subsistence Supplies	295,000	531,847.11	-	531,847.11	180.29%
307 Ag.Conservation & Horticulture Supply	7,000	6,480.12	-	6,480.12	92.57%
308 Other Supplies	9,500	18,259.69	-	18,259.69	192.21%
309 Printing & Binding	-	-	-	-	---
310 Drugs & Biologicals	-	-	-	-	---
311 Food	1,426,744	1,535,979.84	-	1,535,979.84	107.66%
312 Uniforms & Related Items	124,500	187,034.76	-	187,034.76	150.23%
313 Postage	-	-	-	-	---
401 Communications	40,000	43,889.93	-	43,889.93	109.72%
402 Rentals	1,201	3,954.10	-	3,954.10	329.23%
403 Utilities	1,094,797	1,031,262.42	-	1,031,262.42	94.20%
405 Professional & Scientific Services	262,501	245,033.95	-	245,033.95	93.35%
406 Outside Services	144,911	122,985.42	-	122,985.42	84.87%
407 Intra-State Transfers	-	-	-	-	---
408 Advertising & Publicity	-	-	-	-	---
409 Outside Repairs/Service	154,826	162,980.09	-	162,980.09	105.27%
412 Auditor of State Reimbursements	-	-	-	-	---
414 Reimbursement to Other Agencies	349,537	374,250.95	-	374,250.95	107.07%
416 ITS Reimbursements	78,063	79,610.34	-	79,610.34	101.98%
417 Worker's Compensation	-	-	-	-	---
418 IT Outside Services	-	-	-	-	---
433 Transfers - Auditor of State	-	-	-	-	---
434 Transfers - Other Agencies Services	101	8,258.00	-	8,258.00	8176.24%
501 Equipment	21,001	58,133.54	-	58,133.54	276.81%
502 Office Equipment	-	-	-	-	---
503 Equipment - Non-Inventory	10,000	38,906.29	-	38,906.29	389.06%
510 IT Equipment	16,240	101,962.55	-	101,962.55	627.85%
601 Claims	-	-	-	-	---
602 Other Expense & Obligations	335,301	319,522.03	-	319,522.03	95.29%
701 Licenses	-	-	-	-	---
702 Fees	530	-	-	-	0.00%
705 Refunds-Other	-	-	-	-	---
901 Capitals	-	-	-	-	---
91B Balance Carry Forward	-	-	-	-	---
93R Reversion	-	284.00	-	284.00	---
<b>Total Expenses and Encumbrances</b>	<b>27,622,111</b>	<b>27,645,533.24</b>	<b>-</b>	<b>27,645,533.24</b>	<b>100.08%</b>
<b>Ending Balance</b>				<b>(0.19)</b>	

Given the ongoing fiscal challenges, staff at the Newton Correctional Facility continue to successfully operate through teamwork, pro social behavior with our offender population, continuous process improvements as demonstrated by ongoing staffing hires, technology upgrades, excellent dietary service and meal production, housekeeping attention to detail, security improvements and increase in offender recreational services through key maintenance projects. Critical areas of administration support include:

## ***Personnel***

The Newton Correctional Facility Personnel department focused on filling security, treatment and other administrative positions that were needed to align with the transition of the Sex Offender Treatment Program from Mt. Pleasant Correctional Facility to Newton. With 266 budgeted FTE's, the Personnel department facilitated the filling of twenty-five vacancies throughout the year.

## ***WAREHOUSE***

The Newton Correctional Facility warehouse is a large central warehouse that supplies the facility with food, maintenance supply, offender clothing, chemicals and other necessities. All incoming freight is processed through the warehouse.

The warehouse provides many opportunities for offenders to build work and pro social skills prior to leaving prison and successfully reentering society. Among the individual skill sets are *Inventory Management, Safe Food Handling, Supply & Freight Issue, Storage Regulations, Warehouse Safety, Warehouse Equipment Operation, Purchasing & Receiving*, and *Warehouse Operations* (as a whole).

The DOC approved Forklift Training Program is included in the warehouse training program for offenders. Offenders working in the warehouse must complete the training. Certificates are issued to offenders to add to their work skill portfolios.

## ***BUILDING SERVICES***

The Building Services department manages the institution's housekeeping processes throughout the support buildings and provides assistance to the living units with their offender work crews. Building Services Coordinators manage the process of all trash and paper, metal and plastic recyclables. Coordinators also oversee the laundering, repairing, storing and issuing of all offender clothing. In the past year, over 20,000 loads of clothing were laundered in the industrial capacity laundry machines. That number of loads equates to approximately 2,000,000 pounds of clothing.

Offenders have opportunities to build work skills working in the building services department. Among the critical skill sets are *Floor maintenance, Waste & Recycling*

*Management, Commercial Laundry Operations, Sewing & Tailoring, Equipment Operation, Bio-Hazard Cleanup, Chemical Handling & Safety, and Housekeeping/Janitorial Processes.*

## **DIETARY**

The Dietary Services Department is staffed by a Food Service Director III and 12 Correctional Food Service Coordinators (CFSC). Staff oversee all aspects of the food service operation from menu and recipe development, pre-preparation, preparation, tray service, bulk food delivery, sanitation, and clean up. Production, tray assembly, sanitation, and cleanup are completed by the offenders, with oversight from CFSCs. Security is an important part of our daily jobs and is essential to maintain a safe environment for all of the offenders, staff, and public.

1,443,310 meals were served in FY16 for an average food cost of \$1.06 per tray. The supply cost was an average of \$.05 per tray and the labor cost was \$.82 per tray. The total is \$1.93 per tray.

Food acceptability surveys are submitted to offender population twice per year. This allows the offenders a voice in the meals served. Numerous positive comments were received and there were a few meals changed that were shown to not be favorites of our population.

Dietary has continued to meet all of the challenges of labor, finances, and changes on a daily basis in a positive and cooperative manner so that the goals of the Department and the mission of NCF are met.

## **MAINTENANCE**

Continuous improvement is a common theme in maintenance. Through new leadership, many changes with different priorities have occurred, which transformed into many operational benefits. For instance, after several years of minimal expenditures on necessary upkeep efforts, we completely repainted the institution; waxed floors and spent necessary funds to make the place look better. Newly painted walls and pristine appearing floors make the place cleaner and provide sense of pride for staff, offenders and public visitors.

Several key projects were completed through the fiscal year. Some highlights include:

- Total Visiting Room renovations, which included a new officer's station, floor tile, ceiling tile, sound acoustics, ceiling fans to improve air flow, technology upgrades to include wireless headsets, computers and TV's, and fresh paint design. All renovations recommended through Offender Council.

- Master Control roof fabrication and installation along with officer station desks & shelving.
- Emergency repairs to collapsed kitchen drain requiring demolition and repair of drain lines in kitchen and recycling area.
- NCF and CRC Buildings lighting replaced as needed prior to April 2016 Security Audit.
- NCF Maintenance to assist and coordinate DAS structural repairs to pre-cast and footings for Building J.
- NCF Maintenance coordinated demolition activities to remove old records building over 2 day period.
- Maintenance and security successfully planned and renovated existing CRC tool control prior to NIC April 2016 audit.
- Installation of PREA lighting and sound to comply with audit standards/requirements.
- Installation of stainless chair rail in living unit entryways and key support hallways to prevent constant wall damage.
- Multiple Fort Madison trips completed to retrieve necessary equipment and supplies for office furniture, dietary equipment and roofing shingles.
- Complete renovation and restoration of Warden's desk.
- Complete overhaul and fabrication stainless piping system for laundry sump, which caused an acute order in the area prior to repairs.
- Installed PDA wireless coverage for CRC Kitchen, Power Plant and Warehouse April 2016.
- Design and build, exterior trash bins for NCF wales, which included powder coated paint for lifetime finish and significantly improved security and housekeeping operations.
- Designed, constructed and installed new "Guard shacks", which included lifetime exterior finished, hearing, windows and security doors.
- Offender paint carts to promote efficient use of materials, labor and work orders to maintain facility.



## **TREATMENT PROGRAMS**

This past year has involved significant transition for the Newton Correctional Facility. In the fall of 2015, the decision was made to move the Sex Offender Treatment Program from the Mt. Pleasant Correctional Facility to the NCF. The aggressive goal was set to have programming finished at MPCF and up and running at NCF by October 2016. This transition will give us the opportunity to allow offenders the opportunity to stay at NCF if an offender is struggling behaviorally or is involved in an incident removing them from treatment. We can work them through a process in order to get them back into treatment. The transfer of the offenders for the program is nearly complete. Counseling staff have done an outstanding job working on the IBSTA certification and attending training to develop into their new roles. Groups began in April of 2016 and the first graduation was held in August of 2016.

Currently at NCF we are offering Sex Offender Treatment Program and Thinking for Change at the Medium Site and we are offering Moderate Intensity Family Violence Prevention Program, Thinking for Change and Cognitive Behavioral Interventions for Substance Abuse at the Minimum Site.

### ***SEX OFFENDER TREATMENT PROGRAM***

The Sexual Offender Treatment Program (SOTP) at the Newton Correctional Facility has been developed on the basic tenet that sexual deviance is a complicated, multi-dimensional behavioral disorder. Treatment of sex offenders involves learning appropriate and responsible social and sexual behavior to substitute for the inappropriate and irresponsible behavior, which led to the offense. Treatment intervention, which is provided through group therapy and individual counseling as appropriate, focuses on assisting the individual to accept responsibility, increase recognition, institute change and manage sexually deviant thoughts, attitudes and behavior. The focus of contemporary treatment is on techniques designed to assist sexual offenders in managing control of their sexual deviance throughout their lifetime. Therefore, treatment should include simple, practical techniques that can be applied for the remainder of their lives.

The SOTP at the Newton Correctional Facility provides programming that attempts to help men who have committed sexual offenses learn how to deal with their deviant thoughts, feelings, and behaviors. An individual is more likely to learn when he is expected to carry the major responsibility. Treatment rests on the assumption that the offender is capable of self-help and has a responsible role in understanding his own behavior. The primary medium of the learning and growth process is the therapy group.

## ***MIFVPP (MODERATE INTENSITY FAMILY VIOLENCE PREVENTION PROGRAM)***

MIFVPP is a 24 session program with three sessions being held for three hours/ week, two sessions/ week. Using the Moderate Intensity Family Violence Prevention Program curriculum from Canada, the program is an intervention for persons who use abusive and controlling tactics within intimate relationships (i.e., relationships in which they are married, divorced, have child(ren) in common, live together, or date). The main goal of the program is ending violence and abuse in relationships and the program will cover many areas.

## ***THINKING FOR CHANGE***

Thinking for a Change is a 15 week program that meets 2-3 times/week for 1-2 hours for 25 sessions. The length of the class will depend on how many offenders are in the class. For each class, the instructors will teach a new skill. They will then model the skill for the offenders. Then, each offender must successfully role play the new skill.

There are 3 components to T4C: Cognitive self-change, social skills, and problem solving skills. The program is based around the idea that thinking controls behavior. It assists the offenders in learning to pay attention to their thoughts and be able to identify the risks associated with those thoughts. They then learn and practice skills to develop new thinking that will result in less risky behavior. The curriculum also offers the opportunity for aftercare classes, if desired.

## ***COGNITIVE BEHAVIORAL INTERVENTIONS FOR SUBSTANCE ABUSE***

Cognitive Behavioral Interventions for Substance Abuse is a curriculum designed for individuals who are moderate to high need in the area of substance abuse. The University of Cincinnati Corrections Institute ( UCCI) developed this curriculum ; therefore, it refers frequently to the legal effects of substance abuse and is well suited for a criminal justice population. The group is co-facilitated and meets for 4 hours a week for 16 weeks. This curriculum can be delivered as a stand-alone substance abuse intervention or incorporated into larger programs, particularly those designed for clients in the corrections systems. As the name of the curriculum suggests, this intervention relies on a cognitive-behavioral approach to teach participants strategies for avoiding substance abuse. The program places heavy emphasis on skill-building activities to assist with cognitive, social, emotional, and coping skills development.

## ***LIFE SKILLS: A REENTRY PROGRAM***

This 12 week class incorporates informational reading, interactive writing, an introductory course in Computer Keyboarding/ Microsoft Office, and weekly guest speakers with pertinent information for the offender approaching reentry.

Topics Include:

Microsoft Office

- Word
  - Excel
  - Publisher
  - PowerPoint
- Resumes  
Cover Letters

Goal Setting

Communications

Attitude

Work Readiness and Retention

Budgeting

Career Exploration

Family and Community Reunification

## **EDUCATION REPORT**

Newton Corrections' four instructors provide a variety of educational opportunities for offenders year round at both NCF and CRC. Structured HiSET classes in mathematics, reading and writing are offered daily. In fiscal year 2016, DMACC enrolled 183 HiSET students. 72 of these men took at least one official HiSET exam and we administered a total of 163 tests. A total of 21 men completed all five HiSET tests and earned their high school equivalency diploma. In addition, Newton had 19 men complete DMACC's adult high school diploma program.

Newton also offers two Literacy classes to help men with basic reading and writing skills. Fiscal year 2016 we served 63 men in these classes with 23 graduating into the HiSET program. Newton also offers Life Skills classes at both NCF and CRC. Fiscal year 2016, we had 107 men participate in this program. We had an additional 177 men participate in our Computer Literacy classes with 47 earning certificates confirming proficiency in Microsoft Office Suite (Word, Excel, PPT and Access). Special education classes are provided by Heartland AEA in conjunction with DMACC's education department. Qualifying students are identified at IMCC before transfer to Newton. Fiscal year 2016 six men were enrolled in special education programming. Three of the six special education students earned DMACC's adult high school diploma and two completed the literacy program.

Newton Corrections and DMACC sponsored two lunches this past year for students and tutors. The first was a tutor appreciation lunch from Moo's Barbeque and the second was a student appreciation lunch from Domino's Pizza. These events serve as an incentive and a reward for student's hard work and perseverance while at DMACC.

## DMACC Graduation

On Thursday, December 4, 2015, the Newton Correctional Facility, including the Correctional Release Center, celebrated with the 2015 GED and DMACC Adult High School graduates. The graduation ceremony was held at 1:30 p.m. in the Visit Room with relatives and friends of the graduates in attendance. There were 34 diplomas earned at NCF/CRC during calendar year 2015 with 18 of the 34 available graduates taking part in the ceremony.

Hollie Coon, executive director of DMACC Southridge, was the keynote speaker for the ceremony. She emphasized that things do not always turn out as planned, but it is important to do the best with what is in front of you.

Instructors Anne Berkley-Wright and Doug Miller introduced visitors, tutors, and speakers. DMACC Southridge Director, Hollie Coon, awarded the commemorative certificates and posed for a photograph with each graduate. In attendance from NCF were Warden Terry Mapes, Deputy Warden Jill Dursky, Associate Warden Larry Lipscomb, DOC Department Directors of Official Services Dot Foust and Dan Craig, Unit Managers Teresa Sparks, Justin Ringler, Jeff Panknen, counselor Chelsea Wilder, Chaplain Rick Admiraal, and DMACC Photographer Dan Ivis attended the ceremony. Relatives were offered the opportunity to have photographs taken with the graduates in their traditional DMACC blue caps and gowns.

Refreshments provided by the NCF Dietary Department were enjoyed as the graduates received congratulations from all!



## **IOWA DEPARTMENT OF CORRECTIONS APPRENTICESHIP PROGRAM CREATING SUCCESSFUL OFFENDER RE-ENTRY THROUGH GAINFUL EMPLOYMENT**

Prison is often the last place employers think to look when it comes to recruiting potential job applicants. In fact, prison is often viewed as a no-talent wasteland, filled to the brim with the undeserving and worthless. However, talent is sometimes found in unusual places, and employers are slowly being forced to recruit in places they might have never considered before, with prisons being one of them.

Apprenticeship programs have been established inside every correctional facility in Iowa in order to help offenders gain the skills essential to becoming employed upon their release. These apprenticeship programs require thousands of hours of on the job training, with curriculum covering everything from arc welding operations to electrical safety and protection. Steven Shewry is one of many offenders who took advantage of this opportunity, and began his welding apprenticeship at Anamosa State Penitentiary in 2009.

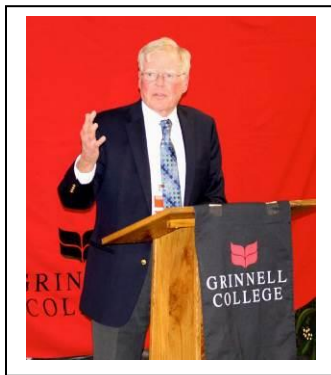
Steven came to Anamosa with some prior welding experience, and he quickly became one of the lead welders in the shop, helping other offenders complete their apprenticeships. In 2011, the apprenticeship program afforded him the opportunity to become a part of the show "Extreme Makeover: Home Edition." He utilized his welding skills to construct metal cabinets that were later donated to a local low-income family. Steven finished his apprenticeship program a couple years later after earning over 6,000 hours of on the job training, and passing scores on all his required curriculum.

His time welding in Anamosa came to a close in 2015 when he was transferred to Newton Correctional Facility. At that time, Steven started working with Iowa Workforce Development on putting his apprenticeship to good use after his release. He worked with IWD staff on creating a resume that would highlight his welding experience and capabilities. A mock interview was also conducted, but most importantly, applications and resumes were sent out to employers that might be interested in Steven's welding abilities. With the help from Tim Diesburg (Apprenticeship Coordinator), Iowa Workforce staff was able to find an employer ready to hire him. He was offered a welding position with Winger Contracting Co. a couple weeks before his release. He will walk out of prison with a career he is passionate about, but also one that offers great pay and benefits.

Obtaining gainful employment before ever leaving prison will be essential to his successful integration back into society. However, it would be wrong to assume that employment alone is enough. Staying employed is one of many steps Steven will have to take in order to be successful. A job will not entirely guarantee his success, but not having a job will most certainly guarantee his failure. Luckily, finding employment after his release is one thing he won't have to worry about anymore.

## GRINNELL COLLEGE

On January 26, Grinnell College held its first award ceremony for students in its First Year of College Program at the Newton Correctional Facility. The seven men who attended earned a First Year of College Award. To be eligible for this award, they had to complete a year's worth of college credits from Grinnell. Men in the program apply and go through a selective admissions process to enter the program. They take fully accredited courses from Grinnell professors with the same requirements as courses on campus. Enrollees may earn up to 60 fully transferable credits from Grinnell. The men were joined at the ceremony by their families, NCF staff, and Grinnell professors and tutors. President Emeritus George Drake gave the formal address to the award recipients.



## HOSTAGE NEGOTIATION TEAM

The Newton Correctional Facility was one of 13 teams that competed in a Hostage Negotiation competition on October 22, 2015 in Bettendorf. From NCF competing were Team Leader Joe Kent, Assistant Team Leader Scott VerSteege, and team members Dave Henderson, Eddie Jones, Eric Waller, and Amy Montano. Elite negotiation teams from both Corrections and Law Enforcement competed. The competition was



very close with only four points separating the top 3 finishers. The team from the Newton Correctional Facility performed at a very high level and achieved a 3<sup>rd</sup> place finish. It should be noted that one of the Iowa State Patrol teams finished in first place. The team from IMCC finished in 2<sup>nd</sup> place.

## CERT TEAM

On October 28, 2015 we sent six of our CERT members to compete in a challenge against CERT teams from the other institutions as well as Iowa State Patrol and tactical teams from local law enforcement around Ft Dodge. Correctional Officers Anderson, Thurmond, Curry, Reeves and Correctional Counselor Frits competed for the first time. They did a fantastic job representing NCF. One team of three finished 7th out of 18 teams this year. That's a very good finish for their first trip.

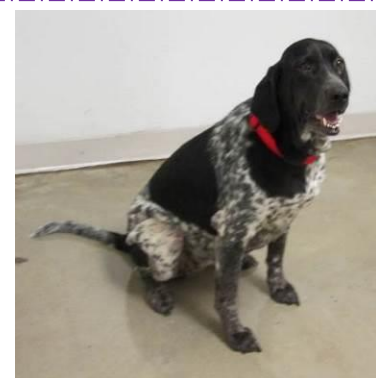


## CRC DOG PROGRAMS

The dog programs at CRC have continued to evolve and mature since its inception in 2009 under the supervision of the Program Director Richelle Sietz. On any given day throughout the last year you would find up to 15 dogs in the program with most of the dogs coming from the Jasper County Animal Rescue League (JCARL) and a handful being Puppy Jake Foundation (PJF) dogs.



Puppy Jake Foundation dogs are trained by offenders to become service dogs, trained to assist combat wounded veterans. They arrive at the age of 2 months and stay until they are 18-24 months old. PJF also brings dogs to the program that need some behaviors corrected and their average stay is about 2



months. PJF dogs leave CRC for periods of time and stay with foster handlers in the community to train in public places and experience public transportation. This program

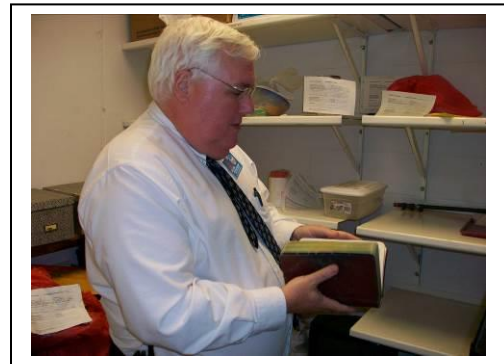
began at CRC in November of 2015. The offenders were able to train 8 PJF dogs in the past fiscal year, 3 of which are still in the program.

Pups on Parole is a program through the Jasper County Animal Rescue League. Offenders provide obedience training for dogs that are sent to the JCARL. The dogs go through 60 days of training and are either adopted out or sent back to the JCARL. We also assist the JCARL with their daily operations by sending a 4 person offender work crew to their facility to help with general cleaning and upkeep six days a week. Since it began in 2009 the offenders have trained 367 dogs, 66 of which were adopted in the last fiscal year.



## **FY 2016 NCF ALJ INFORMATION**

Administrative Law Judge (ALJ) Kristian Anderson conducts in-person hearings on major disciplinary reports at NCF. He also regularly conducts major report hearings via video for the North Central Correctional Facility (NCCF) and covers other institutions as needed via video. In addition, ALJ Anderson conducts SOTP hearings for offenders who are classified to take SOTP and who are terminated from the SOTP program. ALJ Anderson is the senior ALJ in the Department.



During FY 2016, ALJ Anderson conducted 1,673 major report hearings at NCF. He also conducted 191 disciplinary hearings at other institutions via the Telejustice video system (NCCF (177) and ISP (14)). He also completed 59 SOTP hearing decisions and did 59 earned time reviews for CBC disciplinary reports.

While most major report hearings at NCF involve commonplace prison rule violations, there were some unusual or noteworthy violations during this past year, including:

- Offender tortured and assaulted his cellmate causing serious injury. The torture lasted for several days and involved cutting with a razor blade as well as numerous blows to offender's head and torso. The torture ended with a serious assault that concluded with the perpetrator offender using a padlock to strike the



other offender, which sprayed blood throughout the cell. The Jasper County Attorney is seeking maximum criminal penalties for the incident.

- A group of offenders was involved in smuggling K2 into CRC. Two of the offenders reacted seriously enough to the K2 that they had to be taken to the local emergency room.
- An offender had arranged for marijuana to be sent into the prison. The marijuana was intercepted in the warehouse and smuggled in from there.
- Three offenders escaped from CRC in two separate incidents. The offenders had arranged to have a car come onto CRC property to allow them to escape. (A fourth offender escaped CRC in late-June, but the ALJ hearing was not held until July 2016 in FY17).
- An offender working at Jester Park was in a car that drove off park property. He was also found to have escaped from his assigned location.
- An offender was caught stealing batteries from the IPI commissary operation. Over \$400 of batteries went missing.
- An offender had a weapon fashioned from a toothbrush handle.
- An offender assaulting another offender in Dietary hit a food coordinator in the face
- Several offenders threw urine or other fluids on staff or other offenders in the short term restrictive housing unit (LUA)
- An offender scratched out cursing in Library books that he found objectionable, thus making 38 books unusable.
- Several reports involved offender using flash drives to view or copy pornography onto computers.
- Several serious PREA reports involving sexual assaults or other inappropriate conduct.
- Two offenders made a blowgun out of a PVC pipe while working at IPI and were caught on video shooting objects out of the blowgun at makeshift targets.
- A CRC offender exposed his penis during an Education class so that the teacher would see it.

## **ACTIVITIES DEPARTMENT**

The Activity Department, currently made up of Becky Mayfield, Sam Rupp, Brian Pfeifer, and Martie Larsen have oversight over a wide range of activities and events offered to the offender population. The activities offered create many opportunities for offenders to exercise, compete, learn and work together. The Activity Specialists work together to plan, organize and implement a variety of activities and events for both the medium and minimum security sites. Our goal is to promote pro-social behavior, through activity, to help reduce or eliminate future victimization.

### *LEAGUES*

Every year the activities department offers league opportunities in basketball, soccer, flag football, volleyball, handball, pickle ball and softball. These leagues offer a great opportunity for offenders to learn to work together as a team and to take pride in accomplishments. Before playing in a league, offenders are required to sign a contract that outlines good sportsmanship and expectations during league play.

### *NEW ADDITIONS*

A functional fitness program has been introduced at NCF and is quickly gaining popularity. The program combines high intensity body weight movement, cardio and Olympic weightlifting into timed workouts that push offenders to strive for new mental and physical accomplishments. In September, the NCF activities department held a competition to give offenders a chance to test their fitness against others.

In 2016, the weight yard at NCF was completely re-done. The old gravel weight yard was replaced with a new concrete one, with many new cross fit stations along with conventional exercise equipment.

Plans are in the works to provide a pizza and ice cream window at both NCF and CRC. Along with the pizza and ice cream window, XBOX gaming systems have been provided for rental to the offender population.

### *OTHER PROGRAMMING*

In addition to the activities listed above, the activities department also oversees the following programs at the facility.

- TV Rental Program
- Weightlifting
- Art Permits
- Storybook Program
- Bingo
- Barber Services

Religious Activities and Feasts  
Yard Gardening  
Grinnell College Accredited and Non-Accredited Programs  
Personal Property Book Receiving  
New Offender Orientation Classes  
Library Services

## **NCF CERT**



NCF Cert Team assisted ISP with their move to the new facility.

## Staff Activities



On May 16th at 9:00am IDOC employees along with Newton Police Dept. left the Caseys on the east end of town and ran to Westwood Golf Course on the west end of Newton to commemorate the 2015 Iowa Law Enforcement Torch Run. All together 27 people took place in the run. Way to go!!!!

NCF CERT Participating in the 4<sup>th</sup> of July Parade in Newton



## Offender Fundraisers

Staff facilitated five offender fundraisers raising \$4642.19 for charities

Blank Children's Hospital \$1539.29  
Special Olympics \$1485.00  
Animal Rescue League \$1760.50  
Blank Children's Hospital \$655.69  
CPOF Kids Bags \$741.00

## Blood Drives

Four Blood Drives were held during FY 2016  
NCF had 78 Donations  
88 pints/11 gallons were collected  
264 Lives saved or sustained!



## Staff Appreciation Week

NCF appreciates the staff every day of the year but during Correctional Workers Week NCF showcased the week for the staff with extra activities.

- Monday 5/2/16 Pens and pastries were distributed.
- Tuesday 5/3/16 staff were treated to Kettle Korn delivered to the work sites
- Wednesday 5/4/16 a Cookout was held along with Years of Service Awards
- Thursday 5/5/16 a breakfast of Biscuits and Gravy was served
- Friday 5/6/16 staff were served Culvers Ice Cream
- Throughout the week there were also daily drawings for prizes.



Chili Cook Off/ Silent Auction

Silent Auction/Chili Cook Off was held December 9, 2015. With staff's generous bids on the amazing items created by NCF maintenance Offender workers in the metal/woodshop under the supervision of Ben Conover, we were able to raise and make a donation of \$1171.00 to the Jasper County Food bank.

Big thank you to our Judges for the Chili Cook Off, Newton Fire Chief Jerrod Wellik, Senator Chaz Allen, and Santa Clause chose these winners for each category...

Hot Chili- Bruce Duff

Mild Chili- Sandy Mathias

Other (Chicken Queso soup)- Sandy Mathias



# DOC WORKERS WEEK 2016

## ***NCF/CRC STAFF APPRECIATION AWARD WINNERS***

### ***ROOKIE OF THE YEAR - Zach Zeutenhorst***

Nominated – John Smith



Zach Zeutenhorst

### ***CORRECTIONAL OFFICER OF THE YEAR - Joe Halberstadt***

Nominated - Robert Hazen



Joe Halberstadt

### ***EMPLOYEE OF THE YEAR - Rhonda Carpenter***

Nominated - Virgil Kling

-Marv Thurmond



Rhonda Carpenter

### ***SUPERVISOR OF THE YEAR - Jeff Beasley***

Nominated - Chad Squires

-Craig Andrews

-Bill Lehman

-Scott Miller

-Brenda Edmunds

- Kory Fuerstenburg

### ***SPECIAL RECOGNITION - Paula Meade***

NOMINATED - Ed Hicks

-Jeff Baker

-Scott VerSteeg



Jeff Beasley



Paula Meade

***SPECIAL RECOGNITION FOR YEARS OF SERVICE DURING CORRECTIONAL  
EMPLOYEE APPRECIATION WEEK***

***5 years*** – Ken Bushman , Ray Sablan

***10 years*** – Jessica Fisher, Zach Randall, DeeAnn Davidson, Valerie Hague-Renfro, Randy Mommer, Michael Smith, Lorie Waller, Deb Bleakney, Steve Castenada, Jerry McKim

***15 years*** - Jeff Pohl

***20 years*** – Greg Lockwood, Paul Carpenter

***30 years*** - Mike Thomas



Jeff Pohl



Ken Bushman



Greg Lockwood



Lorie Waller



Valerie Hague-Renfro



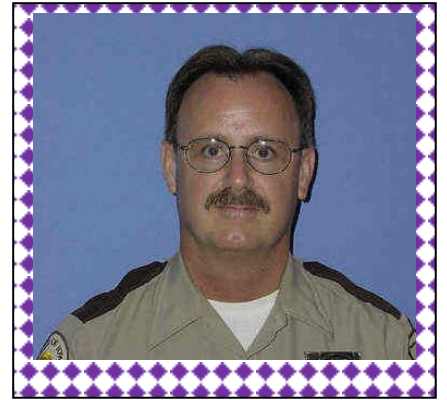
# RETIREMENTS



*Correctional Officer  
Robert Young*



*Warden Terry Mapes  
and  
Deputy Warden Jill Dursky*



*Correctional Officer Jeffrey Love*



*Correctional Food Services  
Coordinator Rod Porter*



*Correctional Trades Leader  
Rex Cooper*



*Treatment Services Director  
Teresa Sparks*



*Correctional Counselor  
Sandy Mathias*

*NCF thanks you for your  
many years of services and  
we wish you a long, healthy,  
happy retirement!*



*Correctional Officer Jimmy Filson  
and  
Correctional Officer Kim Dostal*