



Sixth Judicial District Department of Correctional Services FY'17 Annual Report

Serving Benton, Iowa, Johnson, Jones, Linn, and Tama Counties

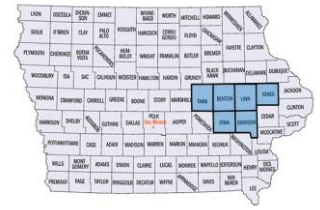


Table of Contents

Message from Director.....	2
Vision/Mission/Values	3
Five Year Strategic Plan	3
District Overview	4
Locations	5
Table of Organization	6
Management Team	7
Board of Directors	8
Advisory Committees.....	9
Financials	10
Field Services (Pretrial, Probation, Parole, Compact, MMP, SSP)	13
Residential Services	17
Special Services (HRU, Electronic Monitoring)	19
Treatment Services	20
(ANCHOR, SOP, IDAP, TASC, Drug Court, Mental Health Services)	
Interventions	25
Other Services	26
(Community/Volunteer/Victim Services, Field Employment Services, Work Crews)	
Quality Assurance.....	31
Training	32

Message from Director



Bruce Vander Sanden
District Director

On behalf of the staff of the Sixth Judicial District Department of Correctional Services (DCS), I am pleased to present the 2017 Fiscal Year Annual Report.

The Sixth Judicial District Department of Correctional Services continues to provide an array of services: pretrial interviews and supervision, presentence investigations, probation and parole supervision, residential placement, and other specialized supervision services such as the Iowa Domestic Abuse Program (IDAP), Drug Treatment Court and Sex Offender Program.

Our staff strives to balance accountability and treatment in order to facilitate positive offender change while increasing community safety. This is accomplished through the work of all 6th DCS staff. Our Vision is "An Iowa with no more victims". We do this by incorporating Evidence-Based Practices (EBP) in a cost effective manner that allows us to maximize the use of available resources.

Accomplishments this past year include:

- Staff completed *Correctional Fatigue* training aimed at helping them identify strategies to maintain a healthy lifestyle while working in a mentally and physically challenging career.
- All staff is in the process of completing *Core Correctional Practices* training, a reminder and refresher on why we do what we do and what facilitates successful outcomes.
- Infrastructure improvements continue across the District with a focus on improved safety and working conditions in addition to reducing energy and repair costs.
- Maintaining a balanced budget while strategically planning for the District's future.

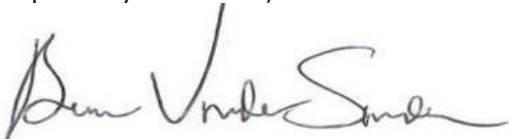
Future goals and strategies include:

- The development of a 6th District DCS Leadership Council to guide policy and practice.
- Training designed specifically for management team members to enhance their current skills and competencies.
- Continued training and leadership opportunities for all staff.

This report is submitted for filing with the Board of Supervisors of each county in the Sixth District, per Iowa Code 905.4. This document reflects activities of the Sixth Judicial District Department of Correctional Services from July 1, 2016 through June 30, 2017.

I would like to thank and recognize the Board of Directors for placing their confidence in me as the Director; the work of our advisory committees; and most importantly, the staff of the Sixth Judicial District Department of Correctional Services. I am also grateful to our community partners who continually strive to improve our outcomes.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Bruce Vander Sanden". The signature is fluid and cursive, written over a light blue horizontal line.

Bruce Vander Sanden, District Director
Sixth Judicial District Department of Correctional Services

Vision / Mission Statement / Strategic Plan

Our Vision

An Iowa with no more Victims

Our Mission

To enhance community safety and facilitate positive change in adult offenders

Our Values & Beliefs (P.R.I.D.E.)

Professionalism: Every person will be treated with dignity and respect

Resourcefulness: People can change with the use of evidence based practices and interventions

Interdependence: Collaboration is essential to success

Dialogue: Teamwork is vital as evidenced through effective communication

Efficiency: Staff is our greatest asset and through our efforts we make communities safe

The Five Year (2015-2020) Strategic Plan

Strategic Priority #1:

Focus resources toward individuals most likely to reoffend

Strategic Priority #2:

Focus on evidence based and research-informed practices for improved offender success

Strategic Priority #3:

Focus on staff professional development

District Overview

The Sixth Judicial District (6JD) covers a six county area in Iowa (Benton, Iowa, Johnson, Jones, Linn and Tama). The 6JD had its early beginnings in March of 1973 with the Community Court Services Project, funded by a Law Enforcement Assistance Administration grant. The Project resulted in three integrated programs: pretrial release on recognizance, pretrial release with supervision, and probation services.

In July 1977 Chapter 905 of the Code of Iowa went into effect restructuring Iowa community-based corrections. Under the new law, a local Board of Directors supported by an Advisory Committee administered community-based corrections. In 1983 the legislature created a separate Iowa Department of Corrections, but transferred parole and work release administration to local control, under the 6JD.



William G. Faches Center • 951 29th Ave. SW, Cedar Rapids
Dedicated in May 20, 1992
The Faches Center houses administrative offices along with
pretrial, probation and parole services.

In FY'17, the 6JD served 7,905 unduplicated clients. Four facilities are now in place in the 6JD, with a total bed capacity of approximately 250 clients. There were 81 employees in 1983; as of June 30, 2017 we had 182.94 FTE employees. While we continue to provide the services specifically required by the Code of Iowa, the 6JD also prides itself in keeping up with evidence based practices, as well as being innovative with our service delivery.

Locations

Sixth Judicial District DCS Offices

Anamosa Office

Jones County Courthouse
Anamosa, IA 52205
319-480-5301
FAX: 319-730-1259

Belle Plaine Office

708 12th Street
Belle Plaine, IA 52208
319-560-9198

John R. Stratton Center
2501 Holiday Road
Coralville, IA 52241
319-625-2650
FAX: 319-625-2659

Richard C. Wenzel Center
901 29th Avenue SW
Cedar Rapids, IA 52404
319-398-3907
FAX: 319-730-1267

Lary A. Nelson Center
1001 29th Avenue SW
Cedar Rapids, IA 52404
319-398-3600
FAX: 319-297-3590

Neighborhood Offices

Wellington Heights
392 15th Street SE
Cedar Rapids, IA 52403
319-365-4303 or
319-365-4313

Mission of Hope
1700 B Ave NE, Room 207
Cedar Rapids, IA 52402
319-363-1147

Marion Police Department
6315 US 151
Marion, IA 52302
319-533-1914

Vinton Office

811 D Avenue #25
Vinton, IA 52349
319-423-1816

Marengo Office

Iowa County Courthouse
150 W. Marion Street, PO Box 365
Marengo, IA 52301
319-642-3145
FAX: 319-642-5247

Coralville/Iowa City Offices

Hope House
2501 Holiday Road
Coralville, IA 52241
319-625-2202
FAX: 319-625-2659

Cedar Rapids Offices

William G. Faches Center
951 29th Avenue SW
Cedar Rapids, IA 52404
319-398-3675
FAX: 319-398-3684 or
319-730-1259

Gerald R. Hinzman Center
1051 29th Avenue SW
Cedar Rapids, IA 52404
319-398-3668
FAX: 319-398-3671

Toledo Office

105 E. Carleton
Toledo, IA 52342
641-484-4822
FAX: 641-484-2683

Kirkwood Office
509 Kirkwood Avenue
Iowa City, IA 52240
319-351-3303
FAX: 319-337-0506

ANCHOR Center
3115 12th Street SW
Cedar Rapids, IA 52404
319-297-3500
FAX: 319-297-3533

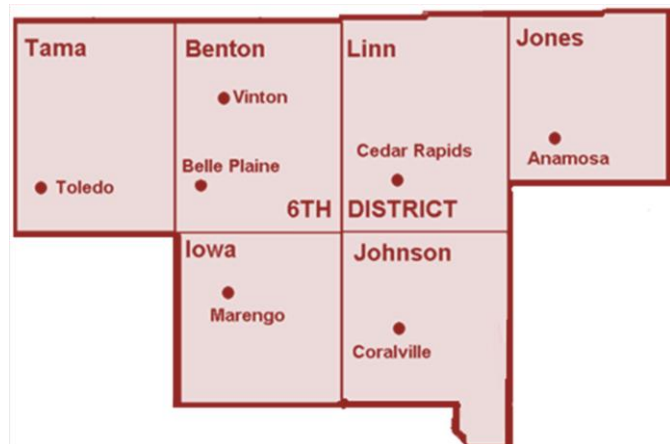
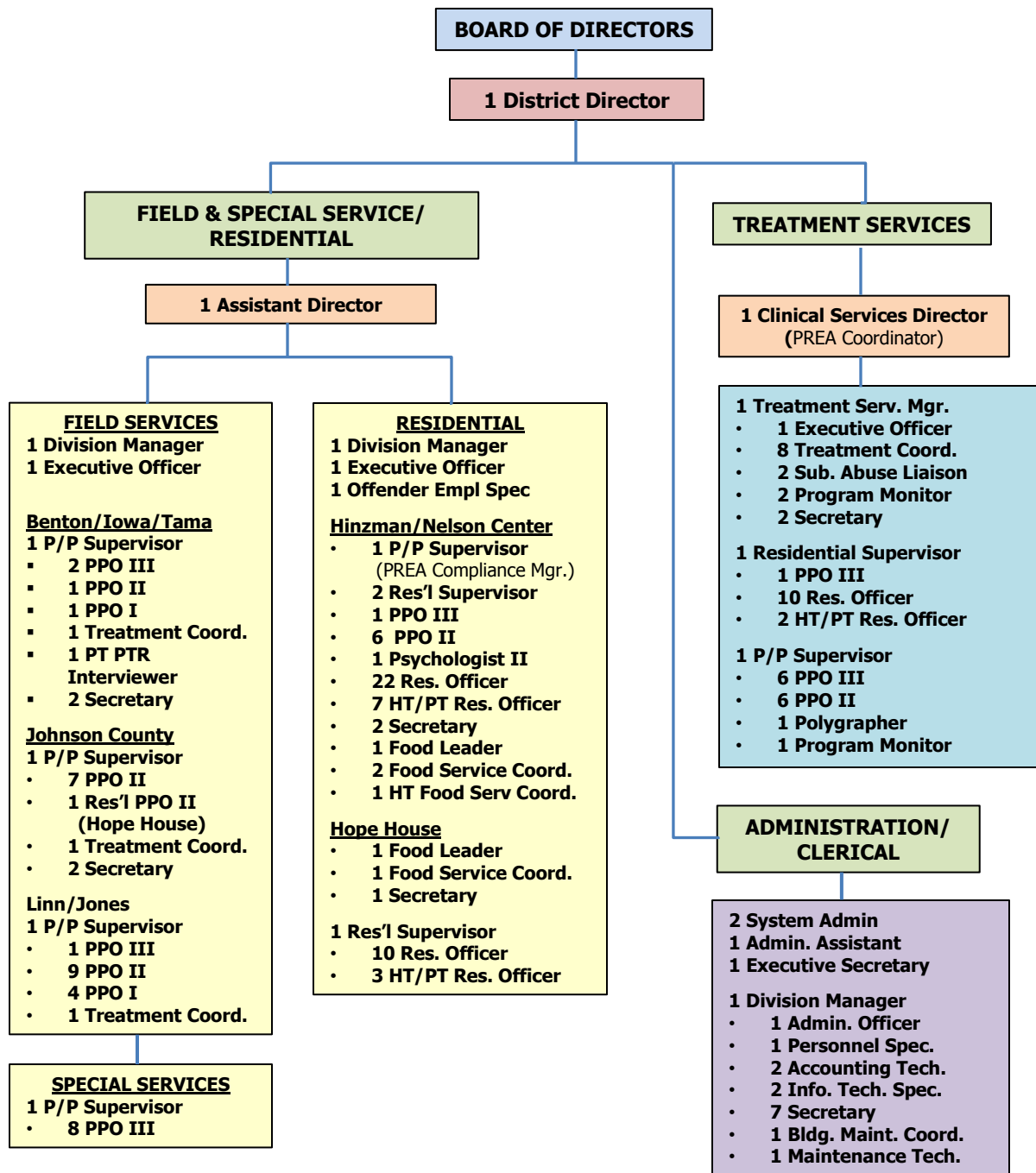


Table of Organization

Sixth Judicial District Department of Correctional Services As of June 30, 2017



Management Team

Bruce Vander Sanden, District Director

- Angela Brubaker, Administrative Assistant

Malinda Lamb, Clinical Services Director

- Rob Metzger, Treatment Service Manager
 - Shari Miller, Executive Officer
- Kelly Schultz, P/P Supervisor
- Melanie Steffens, Residential Supervisor

Greg Fitzpatrick, Assistant Director

- Sam Black, Division Manager
 - Cynthia Dennis, P/P Supervisor
 - Dave Garner, Residential Supervisor
 - Brian Mullinnix, Residential Supervisor
 - Damon Robinson, Residential Supervisor
 - Todd Roberts, Executive Officer
- Laura Strait, Division Manager
 - Jerri Allen, P/P Supervisor
 - Ron Erwin, P/P Supervisor
 - Cathy Franzenburg, P/P Supervisor
 - Mike Skaggs, P/P Supervisor
 - Kim McIrvin, Executive Officer

Kevin Posekany, Administrative Division Manager

- Mark Achey, Systems Administrator
- Michelle Azevedo, Personnel Specialist

Board of Directors

As of June 30, 2017

Allan Thoms, Chair *

Judicial Appointment
Cedar Rapids, Iowa 52411

Ken Popenhagen, 1st Vice Chair *

Northern Advisory
Atkins, Iowa 52206

Richard Primmer

Benton County Board of Supervisors
Benton County Courthouse
Vinton, Iowa 52349

John Gahring

Iowa County Board of Supervisors
970 Court Ave
Marengo IA 52301

Lisa Green-Douglass

Johnson County Board of Supervisors
913 S. Dubuque Street #201
Iowa City, Iowa 52240

Joe Oswald

Jones County Board of Supervisors
500 W Main St #113
Anamosa, IA 52205

Ben Rogers, 2nd Vice Chair *

Linn County Board of Supervisors
930 1st Street SW
Cedar Rapids, Iowa 52404

Dan Anderson

Tama County Board of Supervisors
104 W State St
Toledo, IA 52342

Shelby Humbles, Jr.

Judicial Appointment
Cedar Rapids, IA 52405

Jan Kazimour *

Judicial Appointment
Cedar Rapids, Iowa 52403

W.F. (Fred) Mims *

Judicial Appointment
Iowa City, Iowa 52242

Keith Rippy

Judicial Appointment
Cedar Rapids, IA 52404

Ryan Schnackel

Southern Advisory
Iowa City, Iowa 52240

Dwayne Daniels

Cultural Competency Advisory
Iowa City, IA 52245

Joe McHale

Law Enforcement Advisory
Marion Police Department
Marion, Iowa 52302

Jessica Peckover

Client Services Advisory
Iowa City, IA 52240

*** Executive Committee member**

Advisory Committees

<p><u>NORTHERN</u> (Established in 1978)</p> <p>Ken Popenhagen, Chair Liaison to Board of Directors</p> <p>Jim Unzetig, Vice Chair</p> <p>Michele Canfield</p> <p>Jan Kazimour</p> <p>Teel Salaun</p>	<p><u>SOUTHERN</u> (Established in 1978)</p> <p>Tracey Mulcahey, Chair</p> <p>Ryan Schnackel, Vice Chair Liaison to Board of Directors</p> <p>Steve Dolezal</p> <p>Lisa Green-Douglass</p> <p>Dale Helling</p> <p>Steve Rackis</p>		
<p><u>CLIENT SERVICES</u> (Established in 1995)</p> <p>Jessica Peckover, Chair Liaison to Board of Directors</p> <p>Michelle Dhondt</p> <p>Fonda Frazier</p> <p>Barb Gay</p> <p>Shannon Jamison</p> <p>Kathy Johnson</p> <p>Marcel Kielkucki</p> <p>Shelly Kramer</p> <p>Lowell Yoder</p>	<p><u>LAW ENFORCEMENT</u> (Established in 2001)</p> <p>Joe McHale Liaison to Board of Directors</p> <p>Brian Gardner</p> <p>Wayne Jerman</p> <p>Shane Kron</p> <p>Jody Matherly</p> <p>Lonny Pulkrabek</p> <p>Kenneth Runde</p> <p>Chris Wyatt</p>		
<p style="text-align: center;"><u>CULTURAL COMPETENCY</u> (Established in 2009)</p> <table style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>Shelby Humbles, Jr., Chair</p> <p>Dwayne Daniels Liaison to Board of Directors</p> <p>Audra Burns</p> </td><td style="width: 50%; vertical-align: top;"> <p>Monica Challenger</p> <p>Shar Jones</p> <p>Orville Townsend</p> </td></tr> </table>		<p>Shelby Humbles, Jr., Chair</p> <p>Dwayne Daniels Liaison to Board of Directors</p> <p>Audra Burns</p>	<p>Monica Challenger</p> <p>Shar Jones</p> <p>Orville Townsend</p>
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Financial Information

Expenditure Report/Expenditures by Cost Center

EXPENDITURE DETAIL		
101	Personnel	16,766,872
202	Personnel Travel – State	19,687
203	Vehicle Operation	41,977
205	Out of State Travel	6,006
301	Office Supplies	45,127
302	Facility Maintenance Supplies	5,678
304	Professional & Scientific Supplies	37,523
306	Housing & Subsistence Supplies	50,105
308	Other Supplies	82,707
311	Food	414,148
401	Communication	95,072
402	Rentals	80,330
403	Utilities	188,552
405	Professional & Scientific Services	414,119
406	Outside Services	125,689
407	Intra-State Transfers	
408	Advertising & Publicity	1,148
409	Outside Repairs	16,959
412	Auditor of State	591
414	Reimbursement to Other Agencies	135,661
416	ITS Reimbursements	52,514
417	Workers Comp	
501	Equipment Inventory	37,057
502	Office Equipment	
503	Equipment Non-Inventory	25,390
510	IT Equipment/Software/Leases/Supplies	126,146
602	Other Expenses & Obligations	76019
901	Plant Improvements	
TOTAL EXPENSES		\$18,845,077

Expenditures by Major Cost Center/Special Projects by Revenue Source

TOTAL EXPENDITURES		
1110	ADMINISTRATION	1,417,087
1120	T-T	0
1140	PROBATION/PAROLE	6,535,678
1160	RESIDENTIAL	9,134,722
1210	DRUG COURT	425,583
1260	SEX OFFENDER	801,791
1270	IDAP (DOMESTIC VIOLENCE/BEP)	181,108
1330	NEIGHBORHOOD BASED SUPERVISION	349,108
TOTAL		\$18,845,077

NOTE: Financial information is unaudited

Offender Fees Collected

REVENUE		TOTAL GF (POS)	TOTAL LOCAL FED OTHER	GRAND TOTAL
04B	Balance Forward		1,051,301	1,051,301
05A	Appropriation	14,713,165		14,713,165
201	Federal Grants		62,604	62,604
205	Federal Pass-Through (Federal Rent & Grants)		280,490	280,490
301	Interest		7,798	7,798
401	Enrollment Fees (Supervision Fees)		714,129	714,129
402	Fees & Licenses			
501	Miscellaneous Revenue (Residential Rent)		2,809,412	2,809,412
704	Other Revenue (Program Fees)		145,462	145,462
Total Revenue		\$14,713,165	\$5,071,196	\$19,784,361

Average Daily Costs \$ Amounts Updated

FIELD SERVICES				
	Total Amount			
Grand Total Field Services Expenditures	\$7,789,798.28			
	Dollars Allocated	Number of Offenders	Cost per Offender	
Pretrial Interviews	\$117,825.02	954	\$123.51	
Presentence Investigations	\$560,994.48	702	\$799.14	
	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Pretrial Release with Supervision	\$488,315.42	279	÷ 365 days	\$ 4.80
Probation/Parole Supervision	\$3,996,115.64	1,461	÷ 365 days	\$ 7.49
SPECIALTIES (deducted from probation/parole)	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Probation/Parole Intensive Services	\$473,462.37	96	÷ 365 days	\$ 13.51
Low Risk Probation	\$252,404.13	1,295	÷ 365 days	\$ 0.53
Minimum Risk Probation	\$158,578.56	342	÷ 365 days	\$ 1.27
Intensive Supervision - Sex Offenders	\$1,018,627.49	189	÷ 365 days	\$ 14.77
Drug Court	\$723,475.17	50	÷ 365 days	\$ 39.64
INTERVENTION PROGRAMS (not deducted from probation/parole)	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Iowa Domestic Abuse Program	\$336,067.22	807	÷ 365 days	\$ 1.14
RESIDENTIAL SERVICES				
	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Total Residential	\$8,141,509.43	257.73	÷ 365 days	\$ 86.55

NOTE: Enhanced services provided to Drug Court clients funded through Federal grants
Financial information is unaudited

**Iowa Department of Corrections
FY 2017 Financial Status Report**

	Department Revised Budget	Actual Revenue and Expenditures	Encumbrances	Actual Revenue and Expenditures	Percent (Actual of Budget)
FTE Positions					
Residential Officer	50.39				
Total Staffing	182.94				
Resources Available					
04B Balance Brought Forward - Local Funds	970,624	1,051,300.99	-	1,051,300.99	108.31%
04B Balance Brought Forward - General Fund	-	-	-	-	---
05A Appropriation	14,713,165	14,713,165.00	-	14,713,165.00	100.00%
--- Appropriation Re-Allocation	-	-	-	-	---
201R Federal Support	63,119	62,604.46	-	62,604.46	99.18%
202R Local Governments	220,752	206,228.76	-	206,228.76	93.42%
204R Intra-State Receipts	-	-	-	-	---
205R Grants (includes Federal pass-through)	72,554	74,261.71	-	74,261.71	102.35%
234R Transfers - Other Agencies	-	-	-	-	---
301R Interest	5,000	7,798.20	-	7,798.20	155.96%
401R Enrollment / Supervision Fees	494,540	508,820.20	-	508,820.20	102.89%
401R Sex Offender Fees	62,000	92,064.24	-	92,064.24	148.49%
401R IDAP / BEP Fees	100,000	112,044.37	-	112,044.37	112.04%
401R Other Client / Group Fees	-	-	-	-	---
501R State Offender Rent	1,050,000	1,041,912.06	-	1,041,912.06	99.23%
501R Federal Bed Rent	1,630,000	1,691,693.65	-	1,691,693.65	103.78%
501R Federal UA Contract Reimbursements	54,100	59,723.00	-	59,723.00	110.39%
704R Miscellaneous	118,900	162,744.85	-	162,744.85	136.88%
Total Resources Available	19,554,754.00	19,784,361.49	-	19,784,361.49	101.17%
Funds Expended					
101 Personal Services	17,188,412	16,766,872.20	-	16,766,872.20	97.55%
202 Personal Travel In-State	25,400	19,687.09	-	19,687.09	77.51%
203 State Vehicle Operation	49,700	41,976.75	-	41,976.75	84.46%
205 Personal Travel Out-of-State	10,000	6,005.76	-	6,005.76	60.06%
301 Office Supplies	48,243	45,126.77	-	45,126.77	93.54%
302 Facility Maintenance Supplies	7,400	5,678.23	-	5,678.23	76.73%
304 Professional & Scientific Supplies	31,700	37,522.61	-	37,522.61	118.37%
306 Housing & Subsistence Supplies	45,000	50,104.57	-	50,104.57	111.34%
308 Other Supplies	97,301	82,707.36	-	82,707.36	85.00%
311 Food	404,792	414,147.66	-	414,147.66	102.31%
312 Uniforms & Related Items	-	-	-	-	---
401 Communications	93,600	95,071.67	-	95,071.67	101.57%
402 Rentals	84,648	80,330.43	-	80,330.43	94.90%
403 Utilities	225,871	188,552.23	-	188,552.23	83.48%
405 Professional & Scientific Services	418,194	414,119.16	-	414,119.16	99.03%
406 Outside Services	164,471	125,689.31	-	125,689.31	76.42%
407 Intra-State Transfers	-	-	-	-	---
408 Advertising & Publicity	1,500	1,148.00	-	1,148.00	76.53%
409 Outside Repairs/Service	40,000	16,959.20	-	16,959.20	42.40%
412 Auditor of State Reimbursements	1,100	591.02	-	591.02	53.73%
414 Reimbursement to Other Agencies	140,794	135,660.82	-	135,660.82	96.35%
416 ITS Reimbursements	55,200	52,513.56	-	52,513.56	95.13%
501 Equipment	49,810	37,057.15	-	37,057.15	74.40%
502 Office Equipment	-	-	-	-	---
503 Equipment (Non-Inventory)	22,884	25,390.06	-	25,390.06	110.95%
510 IT Equipment	210,902	126,145.89	-	126,145.89	59.81%
601 Claims	-	-	-	-	---
602 Other Expense & Obligations	137,832	76,019.00	-	76,019.00	55.15%
901 Capitals	-	-	-	-	---
91B Balance Carry Forward - Local Funds	-	-	-	939,284.99	---
91B Balance Carry Forward - General Fund	-	-	-	-	---
93R Reversion	-	-	-	-	---
--- Appropriation Re-Allocation	-	-	-	-	---
--- De-appropriation	-	-	-	-	---
Total Expenses	19,554,754.00	18,845,076.50	-	19,784,361.49	96.37%

Pretrial Services

PRETRIAL INTERVIEWS

This program was established as an alternative to the traditional bail bond system. As a service to the court, arrestees are objectively assessed for likelihood to appear for court. A standardized interview that looks at issues related to stability (residence, employment/support, family ties, criminal record, community protection, etc.) is conducted at the jail. Information is verified, additional information is gathered (failure to appear, supervision status, etc.) and a recommendation is made to the court regarding release.

Pretrial Interviews Conducted - 954

- **Benton, Iowa, Tama County:** 340
- **Johnson County Field Services:** 603
- **Linn/Jones County Field Services:** 11

PRETRIAL RELEASE WITH SERVICES

Release With Services (RWS) provides supervision to offenders who are released to the supervision of the Department while awaiting trial, rather than released on their own recognizance or held in jail on cash bond. Probation/Parole Officers supervise RWS offenders to help ensure that offenders meet all court appearances and to inform the Court of any actions that violate their release agreement during the pretrial period.

- **New Admissions:** 869
- **Closures:** 814
- **Active on 6/30/17:** 248
- **Offenders Served:** 1,069

PRESENTENCE INVESTIGATION

Presentence investigations are prepared as mandated by the Code of Iowa and as ordered by the Court. The purpose of the report is:

- 1) To provide background information on defendants to assist the judiciary with determining appropriate sentences; and
- 2) To provide information to probation officers/institutional personnel to assist them in determining appropriate case planning/correctional programming for defendants.

Presentence Investigations include a variety of information such as criminal record, medical/psychiatric history and defendant's attitude that enables the Court to make an educated decision on sentencing.

Additionally, in reports completed on persons convicted of sex offenses, the defendant's sexual history and relevant evaluations/assessments are included.

Presentence Investigations - 702			
<u>Johnson County</u> = 32			
Long: 25		Pre Plea: 2	Post-Conviction: 5
<u>Linn County</u> = 670			
Long: 492	Short: 39	Pre Plea: 19	Post-Conviction: 120

NOTE: If the associated PSI charge was modified after the PSI was submitted, the table below reflects the modified charge.

Offense Type	Total	Percent	Offense Class	Total	Percent
Violent	99	14.1%	A Felony = 3 B Felony = 11	14	2.0%
Property	308	43.9%	C Felony	119	17.0%
Drug	156	22.2%	D Felony	542	77.2%
Public Order	129	18.4%	Felony–Enhancement to Orig.	4	0.5%
Other	10	1.4%	Misdemeanor (AG=19; SE=4)	23	3.3%
Total/%	702	100%	Total/%	702	100%

Field Services

PROBATION/PAROLE

As the largest program in Community Corrections, probation serves as an alternative to prison and jail incarceration. Offenders released from prison, or from residential facilities to parole are done so on conditional release. The average daily cost of supervising a probation/parole offender in the community is \$4.59 versus \$95.85 (FY 2016) for an incarcerated offender.

Probation

- **New Admissions:** 2,131
- **Closures:** 1,965
- **Active on 6/30/17:** 2,853
- **Offenders Served:** 4,902

Parole

- **New Admissions:** 234
- **Closures:** 219
- **Active on 6/30/17:** 335
- **Offenders Served:** 562

NOTE: Totals above include all probation cases (sex offenders, low-risk probationers, intensive supervision, etc.). Each section below has the individual totals for the supervision status.

NOTE: Totals above include all parole cases (sex offenders, intensive supervision, special sentences, etc.). Each section below has the individual totals for the supervision status.

Offenders on probation and parole undergo:

- Risk Assessments - Iowa Risk Revised (IRR) assessment and Dynamic Risk Assessment for Offender Reentry (DRAOR) to determine the appropriate level of supervision; may include placement in the Intensive Supervision Program (ISP)
- Needs Assessments - to identify offender needs
- Reentry Case Planning – developed with active offender participation to confront factors contributing to criminal behavior and to enhance offender strengths
- Referral to local treatment agencies
- Employment counseling and community placements
- Payment plan monitoring (i.e.: victim restitution, court costs, attorney fees. etc.)

INTERSTATE COMPACT

The Interstate Compact for Adult Offender Supervision (ICAOS) is a formal agreement between the 50 states and 3 territories that seeks to promote public safety and victims' rights by systematically controlling the interstate movement of certain adult probationers and parolees. The Interstate Compact Offender Tracking System (ICOTS) is a web-based system that facilitates the transfer of supervision. ICOTS also serves as a conduit for miscellaneous communication exchanges and helps to promote effective supervision strategies for offenders under supervision in another state. Each state is responsible for implementing and administering ICOTS in their jurisdiction.

- **New Admissions:** 45
- **Closures:** 50
- **Active on 6/30/17:** 106
- **Offenders Served:** 158

MONITORING AND MAINTENANCE PROGRAM (MMP)

The program began in May 2004 for low risk and minimum supervision cases. The probationers are selected for this program as a result of risk scores identified by the Iowa Risk Revised (IRR) assessment. Probationers are required to meet with the supervising agent as required and complete monthly reports. Probationers are monitored for completion of financial obligations, court-ordered requirements, and law violations.

• New Admissions:	184
• Closures:	229
• Active on 6/30/17:	300
• Offenders Served:	527

Specialties

SELF-SUPERVISED PROBATION (LOW RISK PROBATION)

The Sixth Judicial District developed a program to divert low-risk offenders from traditional supervised probation in response to a legislative mandate to reduce services to misdemeanor offenders which is also in adherence to Evidence-Based Practices (EBP). The self-supervised offender must fulfill court-ordered obligations just as offenders on supervised probation; however, the offender is responsible for completing these obligations on their own. The Department of Correctional Services staff are responsible for preparing probationary compliance reports, which are sent to the judge to determine closure.

• New Admissions:	1,339
• Closures:	1,311
• Active on 6/30/17:	1,213
• Offenders Served:	2,525

Specialties



William G. Faches Center • 951 29th Ave. SW, Cedar Rapids
Dedicated in May 20, 1992
The Faches Center houses administrative offices along with pretrial, probation and parole services.

Residential Services

RESIDENTIAL FACILITIES:

The District has four residential facilities that offer the highest structure and monitoring; therefore, designed for higher-risk offenders who require enhanced supervision. The residential facilities also offer short-term placements for offenders under supervision in the community in an effort to "stabilize" the offender, thus avoiding possible revocation. Residential facilities in the Sixth Judicial District provide housing for adult male and female offenders on probation, parole, work release, and Federal offenders.

Gerald R. Hinzman Center (capacity – 86)



Linn County provides services to male and female offenders.

Male offenders include: Probationers and Federal clients

Female offenders include: State Work Release, 2nd and 3rd Offense drunk drivers, Probationers, Parolees and Federal clients

Hope House (capacity – 58)



Johnson County provides services to male offenders which include:

- State Work Release
- 2nd and 3rd Offense drunk drivers
- Probationers

Lary A. Nelson Center (capacity - 93)



Linn County provides services to male offenders which include:

- State Work Release (returning to the community from a State institution as ordered by the Iowa Board of Parole)
- Male 2nd and 3rd Offense drunk drivers as ordered by District Court
- Probationers

ANCHOR Center (capacity - 26)



ANCHOR Residential Facility opened April 20, 2015

Linn County provides services to male offenders which include:

- Work Release, Parole, Probation
- Significant mental health and substance use disorders
- Those interested in intensive, holistic treatment services

The number of individuals with mental health disorders is significant among probationers/parolees and Work Release/OWI 321J offenders. Various districts have established community based programs to address the needs of these individuals. However, very few residential settings are available to these individuals. The ANCHOR Center aims to fill this critical gap in services.

ANCHOR Center has been operational on a field/outpatient basis for several years and opened for residential programming on April 20, 2015. Therapeutic services are provided by licensed and certified staff housed at the ANCHOR Center. Available programming includes a range of outpatient and residential services with the collective goal of reducing recidivism amongst clients with serious mental health and substance use problems.

Programming in All Facilities

Each facility resident is involved in a treatment program designed for that individual. The goal is to enhance that resident's ability to be successful in the community, meet their personal goals and reduce the likelihood of them re-offending.

Accountability is stressed and enforced at a high standard. There are numerous program and treatment opportunities for each resident based upon their assessed need including:

- Education – Hi-Set, High School, College opportunities
- Sex Offender Programming
- Substance Abuse Counseling and Treatment (individual and group settings)
- In-house AA
- Cognitive Restructuring
- Mental Health Counseling/Intervention and Referral
- Iowa Domestic Abuse Program (IDAP) formerly Batterer's Education Program
- Recreational activities
- Community Service opportunities
- Job Development
- Money Management
- Life Skills

Residential Statistics

• New Admissions:	528
• Closures:	458
• Active on 6/30/17:	238
• Offenders Served:	783

Special Services

HIGH RISK UNIT



- Provides support services to both field and residential units
- Conduct checks in all six counties of the district
- Ensure clients are complying with the conditions of supervision
- Detect violations and allow for interventions before new victims are created
- Collaborate with local law enforcement (i.e.: information sharing, special projects)
- Execute warrants and apprehend absconders

⇒ Arrest New Charge:	17	⇒ Transport Courtesy:	50
⇒ Arrest Violation:	313	⇒ Transport Medical:	9
⇒ Furlough:	189	⇒ Transport Security:	259
⇒ Home Visit:	3,096	⇒ Warrant Absconder:	26
⇒ Home Visit Attempted:	1,171	⇒ Warrant New Charge:	33
⇒ Other Agency Assist:	53	⇒ Warrant Violation:	69
⇒ Public Field Check:	62	⇒ Warrant Check Attempted:	204

ICON - Security Standards - Staff Conducting Security Standards

ELECTRONIC MONITORING

Electronic monitoring equipment is used to augment supervision of offenders who require daily monitoring of their activities or are required by law to be monitored by this system. There are three different types:

1. Radio Frequency
2. SCRAM Remote Alcohol
3. Global Positioning

New Admissions – 188

- GPS: 147
- Radio/Video Frequency: 4
- SCRAM (Alcohol Monitor) 22
- Federal Home Confinement: 15

Specialties

Treatment Services

SEX OFFENDER PROGRAM

The District provides treatment programs, monitoring and surveillance (including GPS) to those offenders who have been convicted of a sexual-based offense. Treatment is enhanced by the use of polygraph and psychological assessment. Offenders are responsible for paying for their own treatment.

We had 89 new sex offenders admitted into the program which includes all services described above. We had 100 sex offenders serving their special sentence parole at the end of the fiscal year.

Intensive Supervision – Sex Offenders

• New Admissions:	89
• Closures:	84
• Active on 6/30/17:	185
• Offenders Served:	264

Specialties

Special Sentence – Sex Offenders

• New Admissions:	18
• Closures:	24
• Active on 6/30/17:	100
• Offenders Served:	109

Field Sup Status

The SOP Unit conducts ongoing treatment groups, which include primary sex offender treatment, accountability and maintenance, and treatment opportunities for lower functioning/MR/DD offenders. The treatment track for offenders in the SOP Unit is determined by validated sex offender specific risk assessment scores.

During this fiscal year there were:

- 156 sex offenders on electronic monitoring
- 124 polygraph exams completed (35 were Federal offenders)
- 29 psycho-sexual exams completed

IOWA DOMESTIC ABUSE PROGRAM (IDAP)

Men's Programming:

Male domestic assault offenders participate in the 24-session curriculum, Achieving Change Through Value-based Behavior (ACTV.) It incorporates essential components of Acceptance and Commitment Therapy/Treatment (ACT), an empirically-based psychological intervention that uses acceptance and mindfulness strategies to increase psychological flexibility. This includes increasing participants' awareness of factors that influence their behavior (e.g., past experiences, unwanted mental experiences, barriers to change) and, then guiding them in using that increased awareness to learn new, workable behaviors consistent with their values. The facilitator stance is non-confrontational and uses a collaborative approach in equipping participants to shift from ineffective to effective behavior.

According to research conducted at Iowa State University which looked at over 5,000 offenders enrolled in ACTV and traditional batterer's education programs between January 2011 and December 2013, we saw an almost 50% reduction in re-offenses with those in ACTV compared to the traditional program. Because of its effectiveness, the curriculum is being used in districts throughout the state of Iowa. The cost of the program is \$500.

• New Admissions:	335
• Closures:	262
• Active on 6/30/17:	781
• Offenders Served:	1,083

Interventions Program

Women's Programming:

The Moving On curriculum, also 24-sessions in length, is offered to women convicted of domestic assault. This gender-specific program addresses many risk factors that can lead to a woman's criminal behavior. It provides women with alternatives to criminal activity by helping them identify and mobilize personal and community resources. The fee for this program is \$500.

Alternative Programming:

When severe mental health disorders, medical concerns, or other uncommon factors preclude an individual from participating in the ACTV or Moving On groups, these individuals are referred to a local provider for individual sessions. Fees are also \$500 for alternative programming.

TREATMENT ACCOUNTABILITY FOR SAFER COMMUNITIES (TASC)

The Treatment and Accountability for Safe Communities program began in 1987 as part of a five-year federally funded grant. The TASC program has one certified alcohol and drug counselor who provides these services in Linn and Johnson Counties. The TASC staff performs a substance abuse evaluation for offenders who are currently under correctional supervision. From the evaluation, offenders are referred to the most appropriate clinical intervention to address their needs. The offender is then responsible for attending and completing the treatment that is recommended as part of their correctional supervision. This position also completes intakes for the 321.J (OWI) program, participates in monthly staff meetings with referring agents, and facilitates the entirety of the Driving with Care program and targeted relapse prevention aftercare.

125 TASC evaluations were completed

Linn Ad Hoc

MENTAL HEALTH JAIL DIVERSION/PRETRIAL RELEASE

The Pretrial Mental Health Jail Diversion Program is available through the District for clients primarily residing in Linn, Jones, and Benton Counties. This program was established to provide jail diversion and reentry services for people who have been diagnosed or are thought to have a serious mental illness. This program has historically been available only in Linn County. In partnership with the East Central Region (ECR) Mental Health and Disabilities Services office, both corrections involved and non-corrections involved jail diversion programs are now an available service throughout our judicial district. The numbers below reflect the number of defendants served in the corrections-involved program only and reflect combined information collected from Linn, Benton and Jones Counties.

Potential defendants seeking admission to the program typically meet the following criteria:

- Arrested for felony, aggravated or serious misdemeanor offense(s). Simple misdemeanor cases are considered on case by case basis.
- Agree to participate in all aspects of the program, including signing all applicable releases of information.

Jail Diversion staff provide services including but not limited to:

- Review mental health quick screen forms completed with all inmates booked into each jail served.
- Conduct in-person mental health screenings on those referred or who indicate need
- Schedule a full mental health evaluation completed by a community provider
- Develop and coordinate release plan from jail to meet most imminent needs
- Act as the primary case manager/pretrial agent for the defendant until their final Court disposition, including coordination of all services necessary to meet client needs.

FY'17 Mental Health Jail Diversion/Pretrial Release Program Statistics

• Released from jail to the program:	63
• Successful discharge:	59
• Revoked and returned to jail:	16
• Mental Health Assessments completed:	98
• Mental Health Evaluations completed:	85
• Jail inmates (received services but not released to program):	13
• Total jail days saved in FY'17:	6,784
• Total number of bookings reviewed:	5,850

Breja

MENTAL HEALTH REENTRY PROGRAM

The Mental Health Reentry Program is designed to provide a high level of service and intensive supervision for individuals returning to the community from prison or jail and have been diagnosed with chronic mental illness. Common diagnoses seen in this program include schizophrenia and other psychotic disorders, personality disorders, mood disorders (depression, anxiety, panic), and bipolar disorder. Offenders admitted to the program commonly also have had a significant history of substance use and/or abuse.

During the critical period of transition from the institution back to the community, MHRP staff are sensitive to the special needs of these offenders and focus on making appropriate referrals and monitoring follow through and compliance with treatment objectives. Without extra services, supervision, and support, offenders with co-occurring disorders often fall through the cracks of helping agencies and the criminal justice system. They can get caught in the complexities of both the treatment delivery system and the criminal justice system. Therefore, this program is designed to provide specialized supervision partnered with a connection to community resources that works to positively impact the successful re-integration of offenders with co-occurring disorders into their communities.

• New Admissions:	166
• Closures:	176
• Active on 6/30/17:	90
• Offenders Served:	266

Specialties

DRUG TREATMENT COURT (DTC)



The Drug Treatment Court was established in 2007 within the Sixth Judicial District from funding appropriated by the state legislature.

The Sixth Judicial District Drug Treatment Court Program is designed to provide intensive community supervision to probation offenders who would be sent to prison if the program did not exist. This program follows the evidence-based practice of targeting high-risk, high-need offenders who have abuse and dependency issues related to one or more substances. These participants are sentenced to probation on an Aggravated Misdemeanor or Felony charge. Many of the offenders served in this program also have mental health issues of varying levels of severity.

Drug Treatment Court offenders attend regular court hearings where they are expected to update the Drug Treatment Court Team and their peers on their progress towards their case plan goals. The team consists of a judge, prosecuting attorney, defense attorney, program coordinator, supervising agent, community substance abuse counselor, mental health professional, community employment specialist, and high risk probation officer.

Drug Treatment Court – continued

The team rewards positive behavior as much as possible and utilizes immediate, progressive sanctions when offenders struggle with program expectations. The program has previously been the beneficiary of grant awards from the Substance Abuse and Mental Health Services Administration and Bureau of Justice Assistance. These grants afforded additional opportunities for offenders that included access to employment support via Goodwill and additional mental health and substance abuse services. Employment services are now funded through state appropriation.

The Drug Treatment Court consists of 5 core phases and aftercare supervision. The minimum amount of time needed to complete all 5 phases is 12 months; many individuals require more time than this to complete the program. The phases begin with:



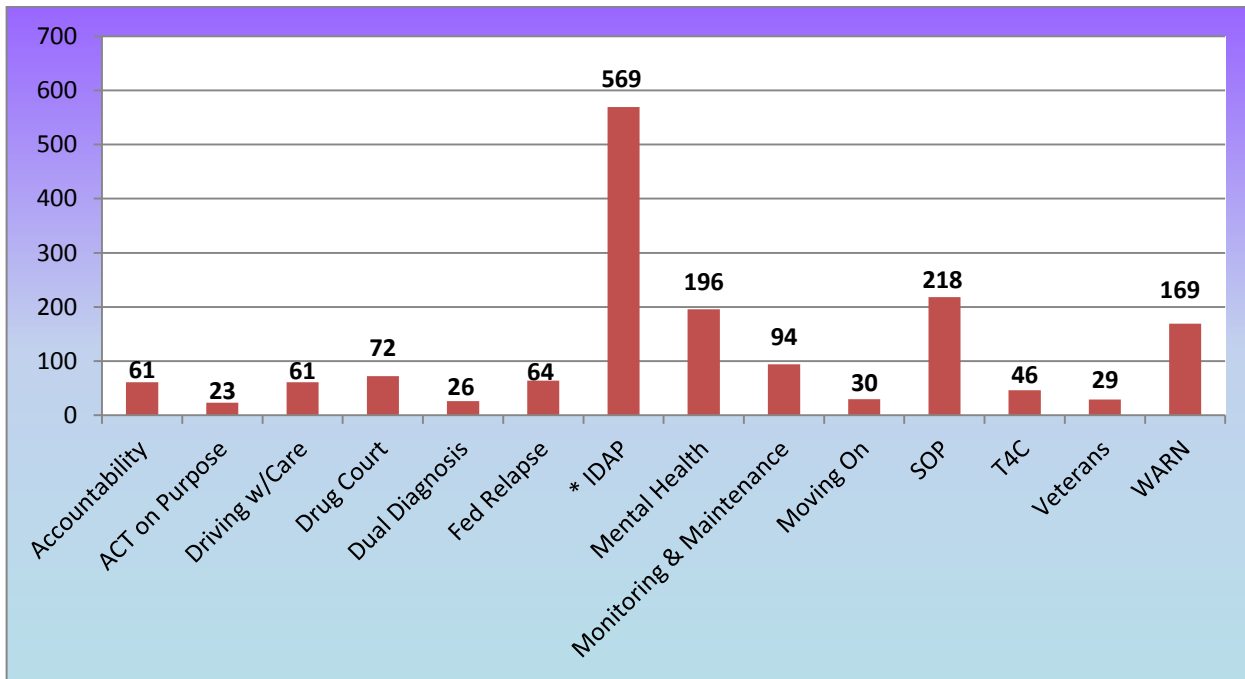
As individuals progress through the phases they complete goals on their individual case plans, building community/natural supports and adapt to increased program requirements and expectations. Failure to meet the outlined expectations are addressed during hearings with a variety of incremental sanctions. Successes in the program are recognized during hearings with small tokens and incentives. The 5 phases are followed by a minimum of 6 months in aftercare supervision where individuals continue to meet monthly with their supervising agent and the court.

⇒ New Admissions:	28
⇒ Closures:	34
⇒ Active on 6/30/17:	46
⇒ Offenders Served:	80

Specialties

Interventions

The District provides groups to assist offender needs. The following shows the number of offenders that participated in groups:



* IDAP (Iowa Domestic Abuse Program) = 569 offenders attended group out of 1,083 served

Other Interventions in which offenders participated are:

Outpatient Substance Abuse • Circles of Support and Accountability • Employment • Family Team Meetings • Grief/Loss Group • Mentoring • STEPPS • Toastmasters • Individual Sessions (these are offered to offenders when a group isn't viable)



Human Resource Center (HRC)
901 29th Ave. SW, Cedar Rapids
Dedicated on May 20, 1992

HRC was renamed/rededicated
to the Richard C. Wenzel Center
on June 24, 2011

This Wenzel Center has several
conference rooms which are
used for group facilitation.

Other Services

COMMUNITY ACCOUNTABILITY BOARD

The Community Accountability Board (CAB) is a model of community collaboration. CAB was initially a component of the Mental Health Reentry Program, however due to successful outcomes; CAB was expanded to include other parole and probation offenders who have a mental health diagnosis and the need for connection to community resources. The CAB model is also the foundation for the Veteran's Independence Project (VIP) that is specific for assisting veterans on supervision.

The CAB assists our offenders in reintegrating into their respective communities. Members of the CAB represent agencies in areas such as: mental health treatment, family and individual therapy, vocational services, education, employment, housing, law enforcement, veteran services, mental health advocacy, domestic violence services, sexual assault services, and neighborhood and faith-based organizational support.

The CAB operates in Linn County and meets twice monthly for two-hour sessions. Offenders are seen as frequently as their need requires. CAB members make their expertise, experience and support available to the offenders they see in these meetings. Many CAB members also make themselves available to offenders outside the board meeting, via phone contact or visits at their respective agencies. This additional support is especially valuable to offenders with mental health needs, who often experience difficulty accessing and following through with therapeutic services. This also allows offenders the chance to meaningfully connect with community providers who can continue to help after discharge from supervision.

• New Admissions:	5
• Closures:	7
• Active on 6/30/17:	12
• Offenders Served:	21

Interventions

VETERAN'S INDEPENDENCE PROJECT (VIP)

The Veteran's Independence Project was established in 2016 within the Sixth District to serve the needs of Linn County Veterans placed on supervision. Using a CAB style format, the goal is to divert this population from further incarceration by utilizing supportive counseling and resources of local area Veteran providers. One PPO-III provides oversight to individuals placed in the program and serves as committee chair. 29 Veterans were served in 2017.

• New Admissions:	21
• Closures:	8
• Active on 6/30/17:	20
• Offenders Served:	29

Interventions

FIELD EMPLOYMENT SERVICES

Employment is well established as one of the top eight criminogenic risk factors. Field Employment Services has been reinstituted within the Sixth District in 2017 in effort to expand upon progress made within residential employment services. As such, a primary focus is to support seamless employment services from residential employment (where clients must gain employment in order to advance through residential levels) through their transition to field supervision. Another focus is development of skills necessary to be work ready including, but not limited to, stable contact information for employers, transportation, proper identification, education, and/or in need of additional services/resources to address mental health and/or substance abuse issues. Thus, resource identification and referral is instrumental to providing the necessary stability factors to work towards job seeking and gainful employment.

This program is new in its current format so many aspects are still in development and we are working closely with community partners to make it as effective as possible.

WOMEN OFFENDER CASE MANAGEMENT MODEL (WOCMM)

The mission of WOCMM (Women Offender Case Management Model) is to offer comprehensive services for high risk women involved in the criminal justice system and was formed as a means to offer gender responsive and trauma informed practices. The primary pathways for female crime are property and drug related offenses as women often have family responsibilities and low wage jobs.

Using a strength-based approach, the goals of WOCMM are to help women through the process of moving away from crime. Seven community providers along with staff assist women with adding skills and enhancing their strengths in a positive way to increase their protective factors, and decrease their risk. Two additional providers have endorsed the program and will be joining the advisory group this fall. Currently there are 17 women actively involved in programming.

- | | |
|-----------------------------|-----------|
| • New Admissions: | 7 |
| • Closures: | 11 |
| • Active on 6/30/17: | 17 |
| • Offenders Served: | 28 |

Interventions

COMMUNITY SERVICE PROGRAM / WORK CREWS

Guiding Principles:

The Community Service Program provides both individual community service placements as well as group community service opportunities. The program embraces the following guiding principles:

- Individual community service placements provide meaningful service to non-profit entities.
- Group community service projects involve staff and/or placement staff working with clients to complete projects vital to community enrichment.
- Community service builds healthy relationships in the community and promotes positive staff/client relationships.
- Community service promotes healthy alternative leisure time activities.
- Community service offers skill-building opportunities, vocational exploration opportunities and promotes self-confidence in these endeavors, and models appropriate work-related behaviors.

Types of Community Service:

During fiscal year 2017 community service crews (consisting of residential clients) assisted many local agencies by providing over 2,241.5 hours of needed services. The following list indicates some of the agencies served:

- **Local Nonprofits**
 - 1105 Project / ARC of SE Iowa
 - Cedar River Project
 - Community Resource Connections
 - Habitat for Humanity Restore
 - Green Square Meals / Horizons
 - Humane Society
 - Indian Creek Nature Center
 - IC Children's Museum / IC Shelter House
 - IC Free Lunch / Free Medical Clinic
 - Kiwanis / Optimist / Sertoma Clubs
 - Leukemia Society
 - Mayors Youth Empowerment (MYEP)
 - Salvation Army – Toys for Tots
 - Successful Living
- **Food Pantries**
 - Coralville, Iowa City, North Liberty, HACAP, Foundation 2
- **Local Festivals**
 - 319 Music Festival / Fry Fest
 - Coralville 4th of July
 - Hoover Hometown Days
 - Iowa City Fireworks / Juneteenth
 - Martin Luther King Day
 - North Liberty BBQ & Blues Festival
 - Oktoberfest
 - RAGBRAI
 - Summer of Arts
 - Tiffin Fest

VOLUNTEER ASSISTANCE PROGRAM

Community Volunteers

Each year volunteers contribute to the success of community-based corrections by assisting the District in delivering quality programs and services. The volunteers come from diverse backgrounds and skill sets, and their involvement is highly valued by the District. The process for becoming a volunteer begins with background and reference checks, followed by identifying an area of interest within the District, training, and then placement. The District is committed to providing the volunteers with a meaningful, positive experience and volunteers are supported throughout their volunteer process.

Academic Internships

Academic internships are three-way partnerships between the District, an institution of higher education and the student. Internships provide hands-on learning opportunities for the students. The District works with interns on both the undergraduate and graduate levels from a variety of institutions of higher learning. This year, the District worked with 17 interns representing the University of Iowa, Iowa State University and Mt. Mercy University.

Academic internships are an example of the District's key values and beliefs:

Professionalism: We have the opportunity to share our professionalism with students who are often entering the workforce for the first time.

Resourcefulness: Student interns provide additional personnel at no cost to help meet the needs of the offender and community.

Interdependence: The partnership between the District and institutions of higher education is an example of the importance of sharing resources to meet community needs.

Dialogue: Student interns learn about the importance of the mission and programming of the District and share that message with others in the community.

Efficiency: Student interns often come with unique skillsets that can assist the District staff with efficiently meeting the needs of the clients.

In the 2017 fiscal year, in Linn County alone, 8 community volunteers provided ongoing assistance to the District in a variety of capacities and 17 students did their internships within the District for a total of 2,806 hours of support. One of the primary benefits of having volunteers and interns is the opportunity to evaluate and screen prospective employees before offering employment.

In addition, through the volunteer program, clients are being given the opportunity to participate in activities like therapeutic art experiences, reading enrichment, and pet therapy that would otherwise be unavailable.

VICTIM SERVICES

The District is dedicated to serving victims and survivors through infusing victim sensitive practices in all areas of community-based corrections. Victim safety is a priority and is considered in all decisions related to offenders. Staff work with each offender to take action to acknowledge and repair the harm done to their victims, to the extent possible. Victim services include but are not limited to referral for victims to get registered.

National Crime Victims' Rights Week 2017

Every April, National Crime Victims' Rights Week (NCVRW) is held to promote victims' rights and to honor crime victims and those who advocate on their behalf. This year's NCVRW was held April 2-8, 2017 with the theme, "*Strength, Resilience, Justice.*"



The 6th Judicial District Department of Correctional Services partnered with Horizons - A Family Service Alliance, Unity Point Health Child Protection Center, Waypoint, Riverview Center, Cedar Rapids Police Department, Deaf Iowans Against Abuse, Cedar Valley Friends of the Family, Marion Police Department, U.S. Attorney's Office-Northern District of Iowa and the Linn County Attorney's Office to host events in the Cedar Rapids area throughout the week.

The Opening Ceremonies were held on Sunday, April 2 at the Hiawatha Community Center and featured bagpipe music by Greg Francisco, DCS Residential Officer. Probation/Parole Officer Rod Courtney was the keynote speaker. His presentation focused on his passion for working towards ending drug abuse and his involvement in CRUSH (Community Resources United to Stop Heroin) due to a related family tragedy.

The Linn County Attorney's Office presented the ***Jennifer Clinton Domestic Violence Service Award to April McIntire***, from the Horizon Survivors' Program, for going above and beyond to help the families and friends of homicide and vehicular homicide victims.

In addition, to the Opening Ceremonies, the week featured the Go the Distance for Crime Victims 5K Run/Walk, a Candlelight Vigil for Victims of Homicide and a Victim Empathy Circle.

Quality Assurance

The 6th District implements a variety of Continuous Quality Improvement (CQI) practices to improve processes that ultimately lead to greater offender success. The goal is to create a 'culture of quality' which requires a commitment to ongoing CQI practices. Our staff developed an audit database which is being utilized statewide to compile audit data and produce individual and aggregate performance reports. There is cross section of management team members who continue to review internal CQI processes and seek ways to enhance them.

Current practices include:

- Coordination of audits between DOC Central Office and 6th District staff to ensure accurate scoring and documentation of the Iowa Risk Revised (IRR), the primary risk assessment utilized to determine an offender's Level of Supervision. Substantial increases in scoring accuracy have been noted with each successive audit.
- Training 8 staff members as trainers in the Dynamic Risk Assessment for Offender Re-Entry (DRAOR) so they can provide booster sessions for staff in the use and scoring of this tool, which is the primary instrument used to assess offender needs.
- Reviews of case plans, as well as of the DRAOR, to ensure that need areas are appropriately identified and addressed on an ongoing basis. Formal case plan and DRAOR audits will begin after booster trainings are completed.
- Scheduled feedback sessions with agents and auditors to include what strengths and challenges were noted in the audits. Coaching is utilized as appropriate.
- Satisfaction surveys completed by offenders are compiled to determine how they perceive the effectiveness of supervision strategies.

Ongoing development:

- Use of technology to distribute the Offender Satisfaction Surveys. This will be piloted in Quarter 3 of 2018. This will provide increased efficiency and rate of return.
- Provide ongoing training for staff to increase the knowledge and application of evidence based practices.
- 4 staff members who will be conducting CQI are scheduled to attend auditor training in September and October 2017.
- 2 staff who will train new staff in the use of the IRR will attend IRR Training of Trainers in October 2017.
- Explore the use of peer reviewers as part of the CQI process.

• IRR Audits:	103
• Formal DRAOR Audits:	1
• Offender Satisfaction Surveys:	124

McIrvin

Training



Ongoing training is a vital part of ensuring we are adhering to our mission of enhanced community safety and promote positive changes in adult offenders. Training provides an opportunity to gain knowledge and skills, to be in adherence with established competencies which directly relates to our ability to achieve successful results with offenders.

FY 2017 Training focus was on the Core Correctional Practices, Evidence Based Practices, ALICE, and Corrections Fatigue to Fulfillment

Benchmark: 180 (99%) employees complete training per policy

Benchmark: 5,000 Total Training Hours - achieved 10,280 hours for fiscal year 2017

Internal training included:

- Safety Training Boosters sessions were held in each unit
- Corrections Fatigue to Fulfillment
- Core Correctional Practices
- CPR/AED
- 184 employees successfully completed 1,074 E-learning training modules and 1,430 E-learning hours and 10,280 total training hours.

Other initiatives included:

- DRAOR Train the Trainer & Assessments
- Pain Killer's & Heroin Epidemic
- Leadership Academy
- Intentional Living Training
- Iowa Risk Revised Boosters
- Social Media Open Source Investigations
- Collaborative trainings with community partners (Firearms, ALICE, Mental Health)
- PREA Audit for Hope House (Passed/met all requirements of audit)

Priorities for fiscal 2017-2018 include:

- A.L.I.C.E. training for residential and field services units (Counter will be focus)
- E-learning Benchmarks - achieve 1,000 hours completed by staff
- Total Training Hour Benchmark - achieve 9,500 hours completed by staff
- Core Correctional Practices
- DRAOR Case Planning & Assessments
- AA/EEO Diverse Cultures in the Sixth Judicial District
- PREA Audit
- New Employee Orientation