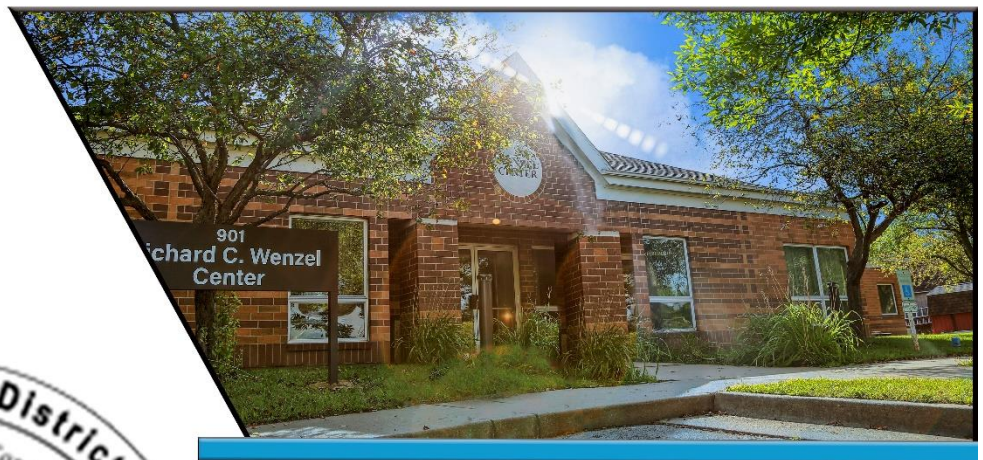




Annual Report



2019



Submitted by:
Bruce Vander Sanden, District Director
On-line @ <http://sixthdcs.com/publications>



Sixth Judicial District Department of Correctional Services FY'19 Annual Report

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



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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 2019 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. ***The efforts of our work resulted in a successful completion rate of 88.4% for all probationers that were placed on probation in 2015.***

Accomplishments this past year include:

- Accreditation by Department of Corrections Central office
- Fiscal audit for FY18 by the Iowa State Auditor's office with no comments.
- BizLibrary's 2019 Best Measured Results for a Training Program award.

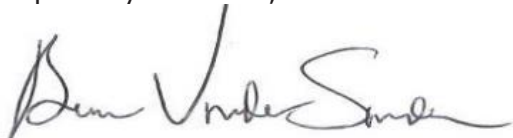
Future goals and strategies include:

- A focus on work culture and climate
- A strategic initiative to focus on hiring and training the next generation of correctional practitioners
- A continued focus on leadership opportunities and succession planning.

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, 2018 through June 30, 2019.

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,



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

951 29th Avenue SW • Cedar Rapids, Iowa 52404 • (Office) 319-398-3675 • (FAX) 319-398-3684
Visit our website at www.iowa.cbc.org

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'19, the 6JD served 7,990 unduplicated offenders. Four facilities are now in place in the 6JD, with a total bed capacity of approximately 250 offenders. There were 81 employees in 1983; as of June 30, 2019 we had 179.94 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

Vinton Office

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

Toledo Office

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

Belle Plaine Office

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

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

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

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

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

Cedar Rapids Offices

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

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

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

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

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

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

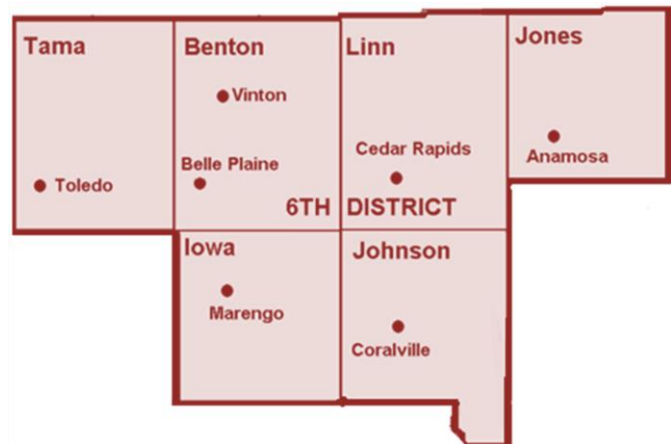
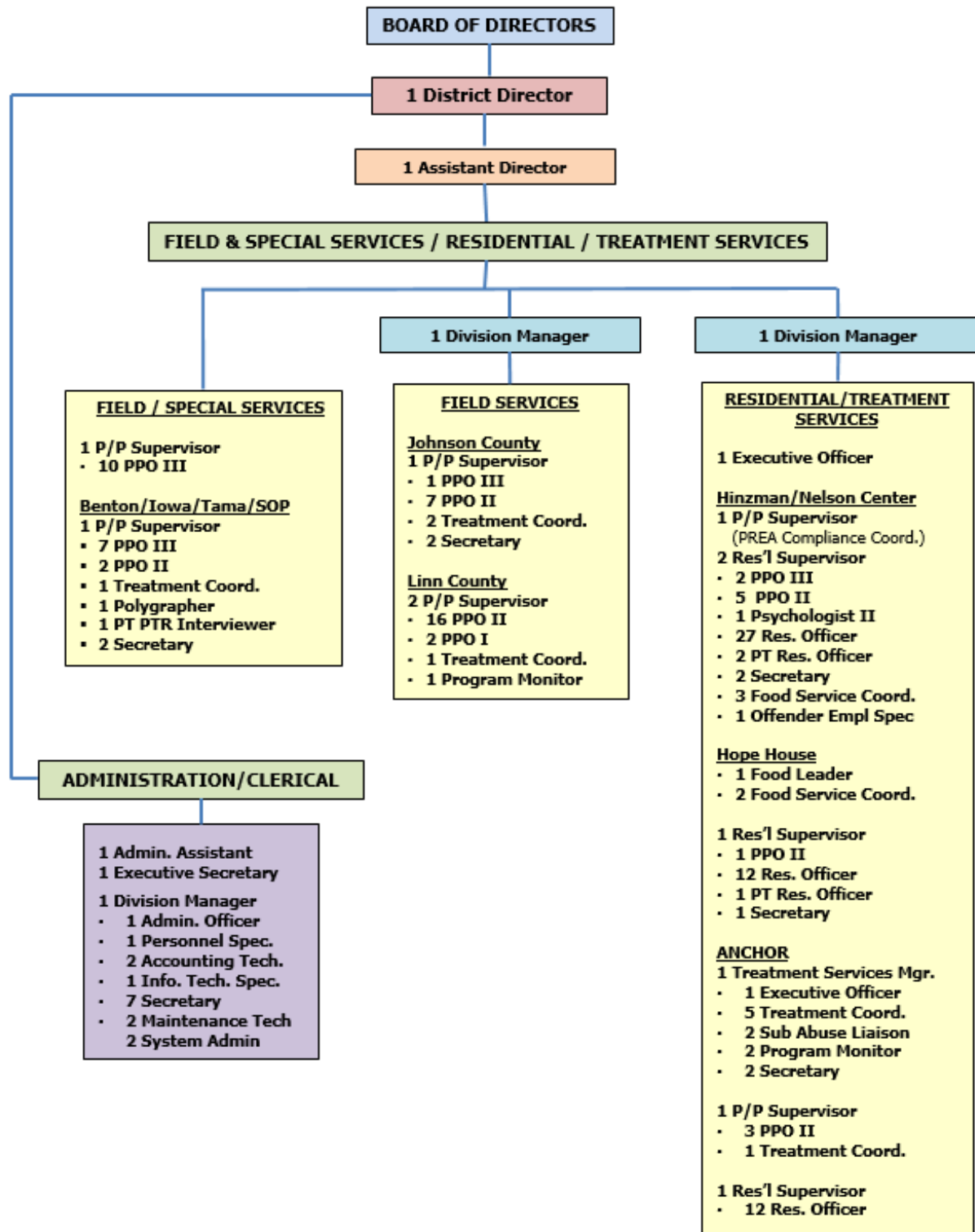


Table of Organization

Sixth Judicial District Department of Correctional Services As of June 30, 2019



Management Team

Bruce Vander Sanden, District Director

- Angela Brecht, Administrative Assistant

Greg Fitzpatrick, Assistant Director

Field Services

- Laura Strait, Division Manager
 - Ron Erwin, P/P Supervisor
 - Drew Konicek, P/P Supervisor
 - Kim McIrvin, P/P Supervisor

Special Services

- Malinda Lamb, P/P Supervisor
- Gabe Schaapveld, P/P Supervisor

Residential

- Sam Black, Division Manager
 - Cynthia Dennis, P/P Supervisor
 - Dave Garner, Residential Supervisor
 - Brian Mullinnix, Residential Supervisor
 - Todd Roberts, Executive Officer
 - Lainie Smith, Residential Supervisor
 - Melanie Steffens, Residential Supervisor
 - Jenny Geiger, Residential Supervisor

Treatment Services

- Rob Metzger, Treatment Services Manager
 - Shari Miller, Executive Officer

Kevin Posekany, Administrative Division Manager

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

Board of Directors

As of June 30, 2019

Keith Rippy, Chair *

Judicial Appointment
Cedar Rapids, Iowa 52404

Michele Canfield

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, 1st Vice Chair *

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

Susie Weinacht

Judicial Appointment
Cedar Rapids, IA 52404

Ryan Schnackel

Southern Advisory
Iowa City, Iowa 52240

Monica Challenger *

Cultural Competency Advisory
Iowa City, IA 52245

Shane Kron *

Law Enforcement Advisory
Coralville Police Department
Coralville, Iowa 52241

Shelly Kramer

Client Services Advisory
Iowa City, IA 52240

*** Executive Committee member**

Advisory Committees

NORTHERN

(Established in 1978)

Michele Canfield, Chair

Liaison to Board of Directors

Jim Unzetig, Vice Chair

Jan Kazimour

Teel Salaun

Myrna Loehlein

Kelzye Bedwell

SOUTHERN

(Established in 1978)

Tracey Mulcahey, Chair

Ryan Schnackel, Vice Chair

Liaison to Board of Directors

Steve Dolezal

Lisa Green-Douglass

Dale Helling

Steve Rackis

CLIENT SERVICES

(Established in 1995)

Shelly Kramer, Chair

Liaison to Board of Directors

Fonda Frazier

Shannon Jamison

Lowell Yoder

Carla Andorf

Danielle Rodriguez

Elley Gould

Gayle Kelley

Jeannette Archer-Simmons

Kristie Clark

Laura Martin

Lisa Bach

Paul Swanson

Ron Berg

Shirley Schneider

Theresa Graham-Mineart

LAW ENFORCEMENT

(Established in 2001)

Shane Kron

Liaison to Board of Directors

Brian Gardner

Wayne Jerman

Jody Matherly

Lonny Pulkrabek

Chris Wyatt

John Zielke

Diane Venenga

CULTURAL COMPETENCY

(Established in 2009)

Shelby Humbles, Jr., Chair

Monica Challenger

Liaison to Board of Directors

Audra Burns

Kenneth Morris

Shar Jones

Orville Townsend

Janet Abejo-Parker

Financial Information

Expenditure Report/Expenditures by Cost Center

EXPENDITURE DETAIL		
101	Personnel	16,186,281
202	Personnel Travel – State	37,901
203	Vehicle Operation	48,432
205	Out of State Travel	13,779
301	Office Supplies	46,216
302	Facility Maintenance Supplies	7,641
304	Professional & Scientific Supplies	36,209
306	Housing & Subsistence Supplies	56,363
308	Other Supplies	72,493
311	Food	401,360
401	Communication	89,850
402	Rentals	68,822
403	Utilities	195,291
405	Professional & Scientific Services	379,587
406	Outside Services	86,515
407	Intra-State Transfers	
408	Advertising & Publicity	70
409	Outside Repairs	70,013
412	Auditor of State	407
414	Reimbursement to Other Agencies	127,550
416	ITS Reimbursements	64,678
417	Workers Comp	
501	Equipment Inventory	131,006
502	Office Equipment	
503	Equipment Non-Inventory	33,688
510	IT Equipment/Software/Leases/Supplies	193,694
602	Other Expenses & Obligations	158,044
901	Plant Improvements	
TOTAL EXPENSES		\$18,505,890

Expenditures by Major Cost Center/Special Projects by Revenue Source

TOTAL EXPENDITURES		
1110	ADMINISTRATION	1,517,114
1120	T-T	0
1140	PROBATION/PAROLE	6,619,366
1160	RESIDENTIAL	8,595,659
1210	DRUG COURT	573,596
1260	SEX OFFENDER	827,775
1270	IDAP (DOMESTIC VIOLENCE/BEP)	184,445
1330	NEIGHBORHOOD BASED SUPERVISION	187,935
TOTAL		\$18,505,890

NOTE: Financial information is unaudited

Offender Fees Collected

REVENUE		TOTAL GF (POS)	TOTAL LOCAL FED OTHER	GRAND TOTAL
04B	Balance Forward		614,973	614,973
05A	Appropriation	14,839,165		14,839,165
201	Federal Grants		136,422	136,422
202	Local Grants		227,657	227,657
301	Interest		15,122	15,122
401	Enrollment Fees (Supervision Fees)		713,542	713,542
402	Fees & Licenses			
501	Miscellaneous Revenue (Residential Rent)		2,471,179	2,471,179
704	Other Revenue (Program Fees)		135,267	135,267
Total Revenue		\$14,839,165	\$4,314,162	\$19,153,327

Average Daily Costs \$ Amounts Updated

FIELD SERVICES				
	Total Amount			
Grand Total Field Services Expenditures	\$7,614,231.77			
	Dollars Allocated	Number of Offenders	Cost per Offender	
Pretrial Interviews	\$245,713.09	1,900	\$129.32	
Presentence Investigations	\$573,835.16	654	\$877.42	
	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Pretrial Release with Supervision	\$519,803.85	460	÷ 365 days	\$3.10
Probation/Parole Supervision	\$3,730,969.68	1,438	÷ 365 days	\$7.11
SPECIALTIES (deducted from probation/parole)	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Probation/Parole Intensive Services	\$469,446.46	116	÷ 365 days	\$11.09
Low Risk Probation	\$274,800.70	1,145	÷ 365 days	\$0.66
Minimum Risk Probation	\$191,402.97	287	÷ 365 days	\$1.83
Intensive Supervision - Sex Offenders	\$891,867.09	268	÷ 365 days	\$9.12
Drug Court	\$716,392.78	33	÷ 365 days	\$59.48
INTERVENTION PROGRAMS (not deducted from probation/parole)	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Iowa Domestic Abuse Program	\$338,926.35	886	÷ 365 days	\$1.05
RESIDENTIAL SERVICES				
	Dollars Allocated	Average # Offenders	Divided by 365 days	Cost Per Offender
Total Residential	\$7,882,672.16	267.62	÷ 365 days	\$80.70

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

Iowa Department of Corrections FY 2019 Financial Status Report

		Department Revised Budget	Year to Date Actuals	Projected Remaining Revenue / Expense	Projected Final Year to Date	Percent (Actual of Budget)
	FTE Positions					
	Correctional Officer	50.39				
	Total Staffing	179.94				
	Resources Available					
04B	Balance Brought Forward - Drug Forfeiture	-	-	-	-	---
04B	Balance Brought Forward - Local Funds	614,973	614,973.45	-	614,973.45	100.00%
04B	Balance Brought Forward - General Fund	-	-	-	-	---
05A	Appropriation	14,713,165	14,713,165.00	-	14,713,165.00	100.00%
---	Appropriation Transfer	-	-	-	-	---
05L	Legislative Adjustments	126,000	126,000.00	-	126,000.00	100.00%
201R	Federal Support	287,925	136,421.68	-	136,421.68	47.38%
202R	Local Governments	263,682	227,657.18	-	227,657.18	86.34%
204R	Intra State Receipts	-	-	-	-	---
301R	Interest	9,000	15,121.91	-	15,121.91	168.02%
401R	Fees, Licenses & Permits	-	-	-	-	---
401R	Enrollment / Supervision Fees	550,000	501,065.96	-	501,065.96	91.10%
401R	Sex Offender Fees	70,000	107,019.98	-	107,019.98	152.89%
401R	IDAP / BEP Fees	115,000	105,456.39	-	105,456.39	91.70%
501R	State Offender Rent	1,170,000	1,078,728.72	-	1,078,728.72	92.20%
501R	Federal Bed Rent	930,000	1,329,381.53	-	1,329,381.53	142.94%
501R	Federal UA Contract Reimbursements	45,000	63,068.00	-	63,068.00	140.15%
704R	Miscellaneous	145,000	135,267.41	-	135,267.41	93.29%
	Total Resources Available	19,039,745	19,153,327	-	19,153,327	100.60%
	Funds Expended and Encumbered					
101	Personal Services-Salaries	16,678,384	16,186,280.92	-	16,186,280.92	97.05%
202	Personal Travel (In State)	34,100	37,901.03	-	37,901.03	111.15%
203	State Vehicle Operation	46,462	48,431.52	-	48,431.52	104.24%
205	Personal Travel (Out of State)	15,000	13,778.93	-	13,778.93	91.86%
301	Office Supplies	49,390	46,216.61	-	46,216.61	93.57%
302	Facility Maintenance Supplies	7,400	7,640.67	-	7,640.67	103.25%
303	Equipment Maintenance Supplies					
304	Professional & Scientific Supplies	33,000	36,208.84	-	36,208.84	109.72%
306	Housing & Subsistence Supplies	45,000	56,363.48	-	56,363.48	125.25%
308	Other Supplies	40,000	72,493.25	-	72,493.25	181.23%
311	Food	419,220	401,359.98	-	401,359.98	95.74%
401	Communications	93,936	89,849.65	-	89,849.65	95.65%
402	Rentals	76,904	68,822.27	-	68,822.27	89.49%
403	Utilities	234,782	195,291.09	-	195,291.09	83.18%
405	Professional & Scientific Services	548,448	379,586.81	-	379,586.81	69.21%
406	Outside Services	76,714	86,515.20	-	86,515.20	112.78%
407	Intra-State Transfers					
408	Advertising & Publicity	1,500	70.00	-	70.00	4.67%
409	Outside Repairs/Service	82,580	70,012.68	-	70,012.68	84.78%
412	Auditor of State Reimbursements	-	407.25	-	407.25	---
414	Reimbursement to Other Agencies	122,076	127,549.78	-	127,549.78	104.48%
416	ITS Reimbursements	57,746	64,678.02	-	64,678.02	112.00%
501	Equipment	100,000	131,006.14	-	131,006.14	131.01%
502	Office Equipment					
503	Equipment - Non-Inventory	5,000	33,687.99	-	33,687.99	673.76%
510	IT Equipment	133,927	193,694.31	-	193,694.31	144.63%
602	Other Expense & Obligations	138,176	161,324.85	-	161,324.85	116.75%
901	Capitals					
	Support Totals	2,361,361	2,322,890	-	2,322,890	
---	Balance Carry Forward - Local Funds					
---	Balance Carry Forward - General Fund	-	644,155.94	-	644,155.94	---
---	Reversion					
	Total	19,039,745	19,153,327.21	-	19,153,327	100.60%

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 – 1,899

⇒ Benton, Iowa, Tama County:	320
⇒ Johnson County:	647
⇒ Linn/Jones County:	932

During this year, the District collaborated with Iowa Department of Corrections and the Laura and John Arnold Foundation to participate in a research study related to the Public Safety Assessment (PSA), a risk assessment used during the pretrial stage. It is a race and gender neutral, non-interview tool. This collaboration included a randomized controlled trial to evaluate the PSA and its impact on pretrial decision-making. The study was implemented in Linn County with the goals of increasing public safety, reducing crime, and improving the cost-effectiveness and fairness of the criminal justice system. Many factors were studied in the development of the PSA, including both static and dynamic factors. Over 900 combinations were tested and researchers identified 9 factors which were most predictive across all jurisdictions. Those factors were used to create the PSA. Previous studies have revealed the PSA has successfully predicted pretrial failures to appear for court and new criminal activity.

The PSA was discontinued December 31, 2018 as a result of legislation terminating its use. In January 2019, an information report was developed using some of the more highly weighted factors from the PSA. At this time, it does not contain a recommendation for release but rather gives the judge information relevant to the decision to release or hold a defendant on bond. This information report is utilized only in Linn County. Johnson, Benton, Jones, Tama and Johnson Counties continue to use the interview described above.

Public Safety Assessments Conducted 7/6/18-12/31/18

⇒ Sent to Court:	1,102
⇒ Sent for Research Purposes:	1,103

PRETRIAL RELEASE WITH SUPERVISION

Release With Supervision (RWS) provides pretrial supervision for some arrestees prior to disposition of their criminal charges, to ensure all court appearances and obligations are met. Probation/Parole Officers supervise RWS offenders to help ensure that offenders meet all court appearances and to inform the Court of significant violations of release conditions during the pretrial period.

⇒ New Admissions:	1,365
⇒ Closures:	1,098
⇒ Active on 6/30/19:	316
⇒ Offenders Served:	1,620

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 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 - 653

Johnson County = 244

Long: 166 Short: 61 Pre Plea: 5 Post-Conviction: 12

Jones/Linn County = 311

Long: 240 Short = 51 Pre Plea: 2 Post-Conviction: 18

Benton, Iowa, Tama Counties = 98

Long: 76 Short = 15 Pre Plea: 3 Post-Conviction: 4

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

Offense Type	Total	Percent
Violent	91	13.9%
Property	275	42.1%
Drug	133	20.4%
Public Order	142	21.8%
Other	12	1.8%
Total/%	653	100%

Offense Class	Total	Percent
A Felony = 5 B Felony = 10	15	2.3%
C Felony	85	13.0%
D Felony	504	77.2%
Felony-Enhancement to Orig.	2	0.3%
Misdemeanor (AG=35; SE=11; SI = 1)	47	7.2%
Total/%	653	100%

Field Services

PROBATION/PAROLE

As the largest program in Community Corrections, probation serves as an alternative to prison and jail incarceration. Parole supervision is provided when the Board of Parole determines offenders should receive periods of supervision following prison incarceration. The average daily cost of supervising a probation/parole offender in the community is \$5.38 versus \$90.03 (FY 2018) for an incarcerated offender.

Offenders on traditional probation and parole undergo objective assessment processes to determine appropriate levels of supervision to address community risk and case planning needs. Supervision levels range from Level 1 (low risk) to Level 5 (high risk), and may involve electronic monitoring. Referrals to correctional programs, local treatment providers, and other resources occur as appropriate. Re-entry case plans are developed with active offender participation to confront factors contributing to criminal behavior and to enhance offender strengths.

Probation

⇒ New Admissions:	1,911
⇒ Closures:	1,895
⇒ Active on 6/30/19:	2,606
⇒ Offenders Served:	4,628

Parole

⇒ New Admissions:	211
⇒ Closures:	212
⇒ Active on 6/30/19:	329
⇒ Offenders Served:	547

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.

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:	61
⇒ Closures:	66
⇒ Active on 6/30/19:	106
⇒ Offenders Served:	175

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, in adherence to Evidence Based Practices (EBP). 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:	205
⇒ Closures:	174
⇒ Active on 6/30/19:	294
⇒ Offenders Served:	469

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:	1,123
⇒ Closures:	1,163
⇒ Active on 6/30/19:	1,039
⇒ Offenders Served:	2,202



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

Hope House (capacity – 58)



Johnson 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 and Parolees

Hinzman Center

⇒ New Admissions:	202
⇒ Closures:	175
⇒ Active on 6/30/19:	66
⇒ Offenders Served:	273

Hope House

⇒ New Admissions:	120
⇒ Closures:	110
⇒ Active on 6/30/19:	53
⇒ Offenders Served:	177

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 and Parolees

ANCHOR Center (capacity - 26)



ANCHOR Residential Facility opened April 20, 2015

Linn County provides services to female offenders which include:

- State Work Release (returning to the community from a State institution as ordered by the Iowa Board of Parole)
- Probationers, Parolees, Federal Clients
- Significant mental health and substance use disorders
- Those interested in intensive, holistic treatment services

Nelson Center

⇒ New Admissions:	256
⇒ Closures:	186
⇒ Active on 6/30/19:	123
⇒ Offenders Served:	372

ANCHOR Center

⇒ New Admissions:	53
⇒ Closures:	29
⇒ Active on 6/30/19:	24
⇒ Offenders Served:	68

In October 2018, ANCHOR Center transitioned to an all-female facility housing probation, parole, state work release, OWI and federal clients. The ANCHOR Center for Women is a gender responsive, evidence based and trauma informed residential program that aims to stabilize and empower, justice involved women to live crime free lives and maximize their potential.

All women at the ANCHOR Center participate in a clinical assessment to identify and address their needs. The assessment is an in-depth, multi-sourced, psychodiagnostic process that helps identify and prioritize interventions for case managers working with the resident. The process helps identify previously unmet needs as well as add clarity in cases where there have been multiple prior diagnoses. The assessment process includes an extensive interview, thorough records review, and tests such as the Burns Depression Checklist, Burns Anxiety Inventory, Drug and Alcohol Screening Test, and the Michigan Alcohol Screening Test. In the 8 months of program operation during the last fiscal year, 45 comprehensive assessments were completed.

Description of key programs: The program builds safer communities by educating and empowering women. Our aim is to utilize evidence based programming and practices to facilitate growth. Programming offers women the opportunity to develop the skills to regulate themselves emotionally, set healthy boundaries in their relationships and to be empowered to advocate for themselves in a pro-social manner. Specifically in areas related to mental health, substance abuse, and trauma. A fundamental piece of this program is to build a community for these women to define their values and realize their own potential.

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/Intervention and Referral
- Iowa Domestic Abuse Program (IDAP)
- Recreational activities
- Community Service opportunities
- Job Development
- Money Management
- Life Skills

Residential Total (Includes VT Beds)

⇒ New Admissions:	634
⇒ Closures:	573
⇒ Active on 6/30/19:	330
⇒ Offenders Served:	904

Special Services

HIGH RISK UNIT



- Provides support services to both field and residential units
- Conduct checks in all six counties of the district
- Ensure offenders 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
- Supports department approved programs (i.e.: WARN, Drug Court)

⇒ Arrest New Charge:	26	⇒ Transport Courtesy:	64
⇒ Arrest Violation:	299	⇒ Transport Medical:	15
⇒ Curfew/Employment/Furlough:	254	⇒ Transport Security:	470
⇒ Home Visit:	2,432	⇒ Warrant Absconder:	30
⇒ Home Visit Attempted:	608	⇒ Warrant New Charge:	48
⇒ Other Agency Assist:	58	⇒ Warrant Violation:	92
⇒ Public Field Check:	125	⇒ Warrant Check Attempted:	135

Get unduplicated figures from Gabe or Sharon Lind (Central Office)

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 – 299

⇒ GPS:	216
⇒ Radio/Video Frequency:	9
⇒ SCRAM (Alcohol Monitor)	58
⇒ Federal Home Confinement:	16

Specialties

Treatment Services

SEX OFFENDER PROGRAM

The District provides treatment, monitoring and surveillance (including GPS) to those offenders who have been convicted of a sexual-based offense. Treatment services are provided to offenders in accordance to validated sex offender specific risk assessment scores along with the use of polygraph and psychological assessment. The SOP Unit provides ongoing treatment groups which vary in frequency and length in accordance with offender risk and needs.

The Sex Offender Program also has a contract with the Federal Probation for the Northern District of Iowa to provide treatment services to individuals who have been convicted of sexually based offenses in the federal system and are returning to the Sixth District. We work in collaboration with their federal probation officers to ensure services meet the needs of the offenders served.

We had 80 new state sex offenders admitted into the program, and 119 sex offenders serving their special sentence parole at the end of the fiscal year.

Intensive Supervision – Sex Offenders

⇒ New Admissions:	61
⇒ Closures:	61
⇒ Active on 6/30/19:	226
⇒ Offenders Served:	286

Special Sentence – Sex Offenders

⇒ New Admissions:	19
⇒ Closures:	24
⇒ Active on 6/30/19:	119
⇒ Offenders Served:	133

During this fiscal year there were: B. Larkoy provides following

- 159 sex offenders on electronic monitoring
- 129 polygraph exams completed (91 State, 38 Federal)
- 18 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 and institutions throughout the state of Iowa. The cost of the program is \$500.

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.

⇒ New Admissions:	292
⇒ Closures:	259
⇒ Active on 6/30/19:	838
⇒ Offenders Served:	1,131

Interventions Program

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 program entails in-depth evaluation of substance abuse needs, referrals targeted to address clinical and criminogenic needs, and facilitation of referrals to community programs. The counselors with the TASC program also coordinate and provide programming for the 321.J (OWI) program, serving both Linn and Johnson Counties. In the past year we also added the capacity to do evaluations for parole and probationers in county jail, with goal of reducing barriers to successful community re-entry where appropriate.

128 TASC evaluations were completed

Larkey Ad Hoc

MENTAL HEALTH JAIL DIVERSION/PRETRIAL RELEASE

The Pretrial Mental Health Jail Diversion Program is available through the District for offenders primarily The Pretrial Mental Health Jail Diversion Program is available for offenders residing in Linn, Jones, and Benton Counties. This program was established to provide jail diversion and re-entry services for people struggling with symptoms of mental illness. This program originated in Linn County but has expanded to others in our region via partnership with the East Central Region (ECR) Mental Health and Disabilities Services office. As a result of this and other collaborations, some type of jail diversion program is 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).
- 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 screening forms completed by all inmates booked into jail.
- Coordinate and complete thorough, multiphase process to fully evaluate needs of each defendant as well as initiate process to access funding for critical services.
- Develop and coordinate release plan from jail to meet most imminent needs, establishing as many protective factors as possible prior to release.
- Serve as the primary case manager/pretrial agent for the defendant until their final case disposition, including coordination of all services necessary to meet offender needs.

In addition to day to day coordination of care and supervision activities, Jail Diversion staff have also been an integral part of facilitating the Stepping Up Initiative in Linn and Benton Counties. These collaborative initiatives have resulted in numerous systemic changes that positively impact mentally ill defendants throughout the system as well as the community as a whole.

FY'19 Mental Health Jail Diversion/Pretrial Release Program Statistics

⇒ Released from jail to the program:	41
⇒ Successful discharge:	14
⇒ Revoked and returned to jail:	6
⇒ Mental Health Assessments completed:	76
⇒ Jail inmates (received services but not released to program):	13
⇒ Total jail days saved in FY'19:	8,227

MENTAL HEALTH REENTRY PROGRAM

The Mental Health Reentry Program was 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. This service provided additional support during the transition from institution to the community for offenders with additional / special needs. This program was discontinued in April, 2019 following the retirement of the agent assigned to it. The treatment services division continues to provide targeted support for those on supervision with special needs.

⇒ New Admissions:	84
⇒ Closures:	83
⇒ Active on 6/30/19:	31
⇒ Offenders Served:	114

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 a prison diversion program based in Linn County. It 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. The DTC program operates based on the Risk-Needs-Responsivity principle and holds participants accountable to follow through with interventions at dosages appropriate for their risk. DTC participants attend court hearings as often as weekly, appearing before the judge and a multidisciplinary team of professionals, allowing rapid responses to problematic behavior as well as swift recognition of positive changes.

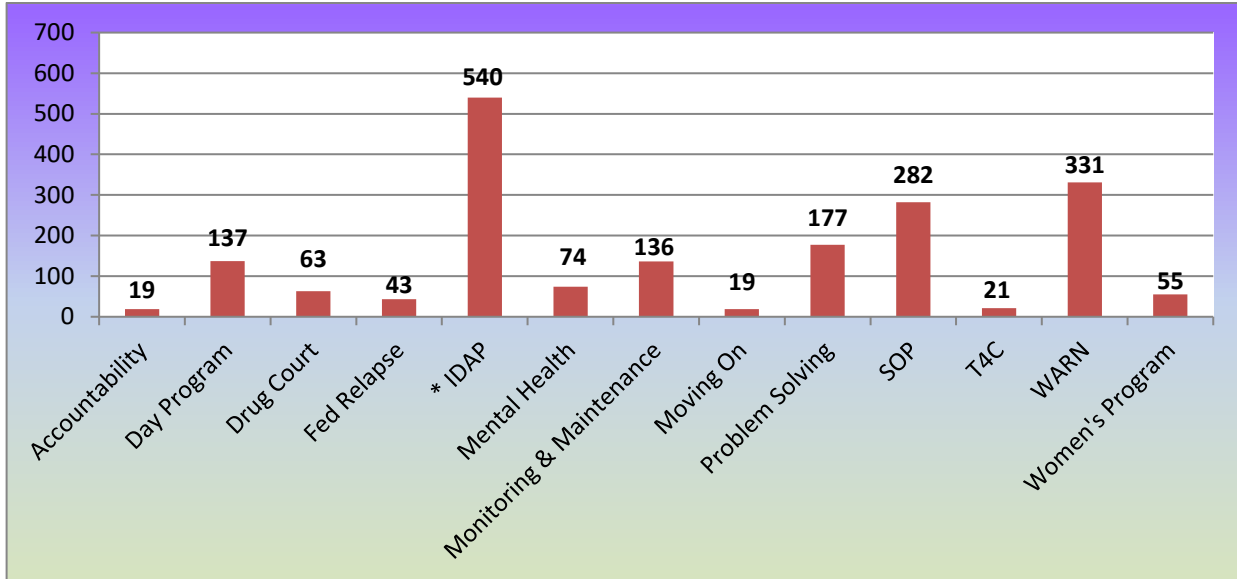
The Drug Treatment Court consists of 5 core phases and aftercare supervision. The minimum amount of time needed to complete all 5 phases is 12 months though many individuals require more time than this to complete the program. Progress through the levels is predicated on demonstrated accomplishment of case plan goals and development of a sober, prosocial lifestyle.

In the past year the DTC program was awarded a 5 year grant from the Substance Abuse and Mental Health Services Administration worth approximately 1.9 million dollars. These funds are primarily utilized to provide improved access to stable, secure housing for participants in the program, operating in alignment with the housing first model. Participants work closely with a dedicated housing specialist who provides comprehensive support designed to secure and sustain quality housing. Program implementation for the grant is well under way and early benefits are being recognized from these additional services.

⇒ New Admissions:	22
⇒ Closures:	42
⇒ Active on 6/30/19:	26
⇒ Offenders Served:	69

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) = 540 offenders attended group out of 1,131 served

* Problem Solving are Individual Sessions (these are offered to offenders when a group isn't viable)

Interventions Report from Larkay

Interventions Program

Other Interventions in which offenders participated are:

Outpatient Substance Abuse • Circles of Support and Accountability • Employment • Mentoring • Family Team Meetings • Grief/Loss Group • Mentoring • STEPPS • Toastmasters



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 collaborative effort that consists of a variety of community partners gathering to support the growth of offenders on supervision. The program is designed for and primarily works with offenders struggling with effects of a mental health condition. The CAB model has been successfully utilized for over a decade and served as the foundation for the Veteran's Independence Project (VIP) that works specifically to assist veterans on supervision.

The CAB provides support and structure for probation and parole offenders as they re-enter their respective communities. Members of the CAB represent a variety of agencies including but not limited to: mental health treatment, family and individual therapy, housing, mental health advocacy, mental health region employees, 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. The probation officer is present for all meetings and works collaboratively with CAB members who make their expertise, experience, and support available to the offenders they see in these meetings. Many CAB members also provide follow up services to offenders outside the board meeting, working with them to help access appropriate services. The result is a model where offenders are accountable to work on their recovery but are supported and able to meaningfully connect with providers who can be part of their long-term support, including after supervision concludes.

⇒ New Admissions:	4
⇒ Closures:	5
⇒ Active on 6/30/19:	6
⇒ Offenders Served:	12

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 both at the local level and out of state.

Some members also are referred to regional residential Veteran treatment programs designed to address a variety of challenges including substance use disorders, dual diagnosis and depression/anxiety.

⇒ New Admissions:	3
⇒ Closures:	10
⇒ Active on 6/30/19:	7
⇒ Offenders Served:	18

Interventions

FIELD EMPLOYMENT SERVICES

Field Employment Services aim to facilitate skill development and job placement for probation and parolees seeking quality employment at a sustainable living wage. The program is currently supported by one full time Community Treatment Coordinator.

⇒ New Admissions:	54
⇒ Closures:	68
⇒ Active on 6/30/19:	20
⇒ Offenders Served:	88

In addition to serving offenders on a 1:1 basis, the Field Employment Services involves considerable outreach to maximize outcomes. Three efforts of particular interest from this past year include are the Expungement and Employment Barriers Resource Clinic, Second Chance Job Fair, and Re-entry Simulations.

The Employment Services Program participated in Linn County's Expungement and Employment Barriers Resource Clinic in September 2018. This was made possible thanks to support of Linn County Board of Supervisors, City of Cedar Rapids, and Iowa Legal Aid. The event exceeded expectations, with over 100 people, the largest event of its kind in the state. In addition to working with participants to reduce barriers to meaningful employment, over a dozen community partners participated as well, providing information and supportive services for attendees.

The Employment Services Program team partnered with IowaWORKS and hosted a Second Chance Job Fair in April 2019 during National Second Chance Month. Fourteen employers were present who were willing to hire individuals with criminal histories along with six community partners present to support 78 job applicants.

This fiscal year has led to several opportunities to educate the community at-large, employers, and key partners about the challenges and barriers individual with criminal backgrounds face on a daily basis. Sixth District staff supported four re-entry simulations reaching over 500 individuals. These simulations are highly interactive and provide participants a realistic, firsthand look at the challenges re-entering citizens' face. Multiple hiring professionals and community partners have reached out following these events, expressing commitment to adopting more flexible approaches in support of re-entering citizens.

WOMEN OFFENDER CASE MANAGEMENT MODEL (WOCMM)

The mission of WOCMM (Women Offender Case Management Model) is to offer a gender responsive approach that includes comprehensive services for high risk women involved in the criminal justice system. 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. Community service providers along with staff assist women with identifying needs, strengths, skills building, increasing community connections and support services as a means to increase protective factors, and decrease risk.

⇒ New Admissions:	6
⇒ Closures:	14
⇒ Active on 6/30/19:	15
⇒ Offenders Served:	29

The repurposing the ANCHOR Center to an all women's facility in the Fall of 2018 demonstrates that the agency is committed to creating and implementing a framework for gender-responsive, culturally sensitive and trauma-informed services in program delivery and staff development, policies and procedures, administrative practices, and organizational infrastructure. Services and supports that are trauma-informed build on the best evidence-based practices available with offender and family engagement, empowerment, and collaboration.

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. The primary source of volunteers for the District comes in the form of academic internships.

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 14 interns representing the University of Iowa, St. Ambrose University, University of Northern Iowa, Kirkwood Community College and Mt. Mercy University. The students provided our agency with over 2300 hours of service.

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 offenders.

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, offenders 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 2019

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 7-13 with the theme, "*Honoring Our Past, Creating Hope for the Future.*"



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 7 at Horizons in Cedar Rapids, IA and featured keynote speaker, Rachel Cooper, a domestic violence survivor. The Linn County Attorney's Office presented the *Jennifer Clinton Domestic Violence Service Award* to Assistant Linn County Attorney, Monica Slaughter. And the *Excellence in Victim Services Award* was presented to Anastasia Basquin, Linn County Victim/Witness Coordinator by Peter E. Deegan, Jr., from the U.S. Attorney's Office-Northern District of Iowa.

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 *Memorial Craft Night* where families were invited to create a memorial box to honor their loved one and share stories of survival.

Continuous Quality Improvement

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.
- Reviews of case plans, as well as of other assessment tools, to ensure that need areas are appropriately identified and addressed on an ongoing basis.
- 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. Use of technology to distribute the Offender Satisfaction Surveys. This has provided increased efficiency and rate of return.

Ongoing development:

- Provide ongoing training for staff to increase the knowledge and application of evidence based practices.
- Developing peer reviewers to assist with CQI activities.

⇒ IRR Audits:	254
⇒ Formal DRAOR Audits:	35
⇒ Offender Satisfaction Surveys:	45
⇒ Intervention Groups:	5

Training



Training:

Because training staff to be competent in the requisite knowledge, skills, and competencies is directly related to our ability to achieve successful results with offenders.

FY 2019	Training focus was on the BizLibrary Curriculum Development, Safety Trainings, and Mandatory Reporter Adult and Child
Benchmark:	180 (99%) employees complete mandatory training per policy
Benchmark:	5,000 Total Training Hours
Awards:	Awarded BizLibrary's 2019 Best Measured Results for a Training Program

Internal training included:

- Safety Training Boosters sessions were held in each unit (99% completion rate)
- Mandatory Reporter Adult and Child (100% completion rate)
- Advanced Leadership Academy (8 staff accepted invitation for 12 month curriculum)
- Growth Mindset/High Potentials (15 staff completed 6 week curriculum)
- Bud to Boss for new supervisors (4 new supervisors completing curriculum)
- EQI Assessment for management team
- 180 employees successfully completed 2,205 E-learning training modules and 3,065 E-learning hours, 77 employees completed 1,928 BizLibrary modules and 4,615 minutes (80 hours) with a total of 12,100 training hours.

Other initiatives included:

- Additional DRAOR Train the Trainers
- Leadership Academy
- New Employee Orientation
- Collaborative trainings with community partners
- PREA Audit (Passed/met all requirements of audit)
- Crisis Intervention Training (CIT)

Priorities for fiscal 2019-2020 include:

- A.L.I.C.E. training
- Safety Training
- E-learning Benchmarks
- BizLibrary modules (High Potentials, New Supervisors, Advanced Leadership Academy)
- BizLibrary curriculum development (Work Groups, Management Team, New Employee Orientation)
- PREA Audit
- C3 De-escalation
- New Employee Orientation
- Emotional Intelligence training