IOWA BOARD OF CORRECTIONS AGENDA
Friday, August 2, 2019, 9:00 a.m.

Clarinda Correctional Facility
2000 N. 16th Street
Clarinda, Iowa 51632
(712) 542-5634

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>PRESENTER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Call to Order</td>
<td>Rebecca Williams</td>
</tr>
<tr>
<td>• Approval of July 12, 2019 Minutes (Action Item)</td>
<td>Rebecca Williams</td>
</tr>
<tr>
<td>Next Board meeting will be September 6, 2019</td>
<td>Rebecca Williams</td>
</tr>
<tr>
<td>at the 7th Judicial District, Department of Correctional Services,</td>
<td></td>
</tr>
<tr>
<td>605 Main Street, Davenport, IA  52803-5244</td>
<td></td>
</tr>
<tr>
<td>(A meeting notice will be posted on the DOC website: <a href="https://doc.iowa.gov/">https://doc.iowa.gov/</a>)</td>
<td></td>
</tr>
<tr>
<td>Welcome</td>
<td>Warden Steve Weis</td>
</tr>
<tr>
<td>Director’s Update</td>
<td>Deputy Director William Sperfslage</td>
</tr>
<tr>
<td>CCF Gardening Program</td>
<td>Dave Stephens</td>
</tr>
<tr>
<td>Bee Keeping Program</td>
<td>Gerald Nelson</td>
</tr>
<tr>
<td>DOC Learning Center</td>
<td>Trish Signor</td>
</tr>
<tr>
<td>Public Comments</td>
<td>Public</td>
</tr>
<tr>
<td>Open Discussion</td>
<td>Board Members</td>
</tr>
<tr>
<td>Adjournment</td>
<td>Board Members</td>
</tr>
</tbody>
</table>

The Board of Corrections’ agenda is posted on the DOC Web Site at https://doc.iowa.gov/ under the Board of Corrections Tab.

This meeting will be live-streamed via the Department’s Youtube Channel for members of the public that would like to observe.

Link: https://www.youtube.com/channel/UCItY2PABjitQpT4Op2w3kTw

The mission of the Iowa Department of Corrections is to:
Creating Opportunities for Safer Communities

(Office) 515-725-5701 - 510 East 12th Street, Des Moines, Iowa 50319 - (FAX) 515-725-5799
https://doc.iowa.gov/
IOWA BOARD OF CORRECTIONS MINUTES  
Friday, July 12, 2019

1st Judicial District  
Department of Correctional Services  
Women’s Center for Change  
1515 Lafayette  
Waterloo, Iowa  50704

Board Members Present: Richard LaMere, Larry Kudej, Dr. Lisa Hill, Mark DeJong and Webster Kranto.  
On Phone: Dr. Mary Chapman. Absent: Rebecca Williams.

Staff Present: Sally Kreamer, Ken Kolthoff, Steve Dick, Dr. Jerome Greenfield, Jamekia Sanders, Kris Weitzell, Cord Overton, Jeremy Larson, Janet Harms, Amy Jones, Johnny Hill, and Denise Cooper.

Visitors Present: Amber Shanahan-Fricke, (LSA); William Hill, Attorney General (AG); Kim Kudej, Council DHS; Leon Mosley; Jo Ann Finkebinder; and Pamela Hays, IJANS.

Call to Order, Chair Richard LaMere

- Chair Richard LaMere called the meeting to order.
- Chair Richard LaMere asked for a motion to approve the June 7, 2019 minutes. Larry Kudej made a motion and Lisa Hill seconded the motion. All members were in favor of approving the minutes, motion passed.
- The next Board meeting will be August 2, 2019 in Clarinda. The board meeting will be held at the Clarinda Correctional Facility at 9:00 a.m.  
 (A meeting notice will be posted on the DOC website: https://doc.iowa.gov/)

Welcome, Deputy Director Sally Kreamer

- I would like to brag about this District a little. They have really done a nice job of doing a lot of pilot projects, of trying new things and they’re the first to say if something is not working we need to try something else. There’s a lot going on in Community Based Corrections (CBC).

Welcome, District Director Ken Kolthoff

- We’re very excited about the pilot projects Sally talked about. We’ve hired a couple Community Treatment Coordinators, they’re liaisons between the parole officers and the institutions when some of our people are going to prison. The goal is to make sure whatever support system they have to the community doesn’t get disconnected during the time they’re incarcerated so we can make a smoother transition. Johnny Hill is one of our supervisors. He’s going to be active in that and he has a history in working with reentry that’s very positive. We’re first for a lot of reasons.

Swift, Certain & Fair, Jamekia Sanders

- A three-year grant was awarded to the 1st District in October 2017.
- The Swift, Certain, and Fair Program launched in July 2018 and targets high-risk clients.
- The program is based on research from Hawaii called the Hope Project in 2004.
- It is the Parole Officer’s (PO) discretion on whether the client will participate in the Swift, Certain, and Fair Program.
- There is always a discussion before it’s decided whether a client will participate in the program.

The mission of the Iowa Department of Corrections is:  
Creating Opportunities for Safer Communities

(Office) 515-725-5701 - 510 East 12th Street, Des Moines, Iowa 50319 - (FAX) 515-725-5799  
https://doc.iowa.gov/
The control group has the same demographics as the participant group.
The goal of the research is to see if they successfully complete supervision and to see if they get new charges.

Documents from this presentation can be found on the DOC website, attached to the July 12, 2019 DOC Board Meeting Handouts.

Transgender Presentation, Dr. Jerome Greenfield
- Cisgender is the identity/gender that corresponds with a person’s birth sex.
- Transgender is the identity/gender that does not correspond with a person’s birth sex.
- Gender Dysphoria involves an inner conflict between one’s physical gender and the gender which he/she identifies.
- At this time the DOC only offers hormonal treatment for those wanting to transition.

Documents from this presentation can be found on the DOC website, attached to the July 12, 2019 DOC Board Meeting Handouts.

Budget Discussion, Steve Dick
- I’d like to give kudos to the 1st District. Ken, Missy Schneider and her staff do a fantastic job of running the operations of this district.
- FY19 officially closed June 30, with everybody finishing in the black.
  - Currently 156 vacant positions, Correctional Officers (COs), RNs, and Senior COs are still the biggest pool of vacant positions. CBCs currently have about 58 FTEs vacant statewide and a good number of those are in the hiring process.
- FY20 started July 1. Budgets were physically loaded. General Fund appropriations just shy of $386 million, an increase of $4.1 million. Allocated about $3.4 million towards salary amounts throughout the state.
  - $150,000 from the Rebuild Iowa Infrastructure Fund for a sprinkler system/fire panels in the Cedar Rapids residential facility. The 6th District is going to fund a portion of that.
  - $629,000 in Technology Reinvestment Funding our intent is to fully fund projects: $250,000 for the Anamosa State Penitentiary (ASP) computer switch upgrade. $50,000 for the 7th District Residential Facility security cameras and an update to their telephone and intercom system. $150,000 for the North Central Correctional Facility (NCCF) fire alarm system and security camera installation project. $179,000 for the Newton Correctional Facility (NCF) fiber optic installs which has begun, part of that is for the house building.
  - Just extended ICON system contract with Advanced Technologies Group (ATG). We now have a three-year contract signed with possible extensions up to 10 years.
- FY21 is in development phase. We want to be in line with the Governor’s initiatives as best we can.
- Webster Kranto: Are there any plans to put AC in MPCF
  - Steve Dick: It’s on the major maintenance list and has been year after year. Unfortunately, we do not get to rank the projects, DAS ranks those projects. It is a very expensive project, but we continue to put it forward.
- Larry Kudej: September will be when we are presented with the new budget figures?
  - Steve Dick: Correct.

Public Comments, Public
- Claire Celsi, Iowa Senator: In the budget presentation, what facility did you say had AC out?
  - Steve Dick: There is no AC at MPCF, in the majority of the campus.
- Claire Celsi: How long has that been going on?
  - Steve Dick: They have never had AC in the living units at MPCF.
- Claire Celsi: Do all the other prisons have it?
  - Steve Dick: Anamosa doesn’t have AC in every location of the prison.
- Claire Celsi: What’s the budget prediction for that project?
  - Steve Dick: I can send that number to you.
Claire Celsi: That’s my only comment for today. I’m going to try to get some more items on the agenda next time, but I also want to thank Dr. Greenfield for his presentation it was very interesting. Thank you for letting me listen today.

- Richard LaMere: Can we look forward to seeing you in Clarinda next month?
- Claire Celsi: I don’t know if I’ll be able to make it, but if not I’ll call in, if that’s okay?
- Richard LaMere: Okay. Thank you.

Leon Mosley, I’m President of the Advisory Board: What is your name and something about you?
- Webster Kranto: I’m from Monrovia, Liberia. I’ve been in the U.S. for a little over 20 years. I graduated from Iowa State in 2015 in Safety Engineering. I own a couple of businesses in Des Moines, mostly in education and training. I’ve served on the Board since April.
- Lisa Hill: I’m an educator. I’ve been in education for 33 years. I am going to be starting with the Des Moines district at Central Campus.
- Richard LaMere: I’ve been retired for 14 years from the Drug Enforcement Administration. I was formerly the Resident Agent in Charge.
- Mark DeJong: I’m a resident of Ankeny, IA. I graduated from the great University of Northern Iowa many many years ago. Currently I am the Director of Admissions for YSS we are an adolescence addiction program in Ames, with campuses for young men and women in Ames as well as Mason City. So I work a lot with juvenile court officers, DHS, and the medical community to provide support for those adolescence and give them hope and hopefully keep them out this system. I’m a grandpa, I’ve got five grandkids. A lovely wife, that is a 5th grade teacher in Ankeny.
- Larry Kudej: I’m retired from the U.S. Attorney’s Office in Cedar Rapids, going on eight years. Graduated from law school back 45 years ago, so talk about changes, seeing changes in the law. I can relate to that. Before going with the U.S. Attorney’s Office in 1989 I was out in Sioux City in private practice. My wife is from Waterloo.
- I’m Leon Mosley I’ve been all over the state going after drug dealers back in the day. Things change, it’s really changed now. These young people 13, 14, 15 years old with guns shooting at people for the heck of it. This did not happen when I was out there with my group. We didn’t worry about getting shot, but today that is a definite worry. If you look at what just happened a couple of days ago with a guy that was a felon had a 9 millimeter that went and tried to rob two people and he just got out of prison and here he is again. It’s in my family too, I’ve got a great-grandson, 17 years old he won’t stop playing with guns with the wrong people. My point is I know where we’re going with the UAs and all that and I appreciate that, but this gun violence thing and I don’t mean to go after guns. I’m a gun nut, I’m on the NRA board. I love my guns, but these young people it seems like there just isn’t any respect anymore for anything, except what they want. I don’t know how we go about that because back in the day this program you’re putting together when my Dad saw me do something wrong he didn’t wait no two or three weeks to whoop me. He whooped me right then and there and I knew not to do that again. I can truthfully say that I’ve never done the same thing twice. I might have gotten a whooping for something else, but it wasn’t going to be for that. That’s what this program reminded me of, right now. With these guns I don’t know what the answer is.

- Richard LaMere: We can start by quit calling it gun violence and start calling it mental health violence. We tend to blame objects instead of blaming the real reason why we’re having these problems. From my 38 years of experience, mental health and I think Dr. Greenfield would probably agree with me.
- Webster Kranto: Mental health is something you can blame, but from my experience mental health is mostly an excuse. Mental health only applies to some people when they shoot people its mental health other people it’s just that they’re violent. I’m not going with the mental health thing. You sitting on the board of the NRA is there any suggestion you have for us cause you see to have a closer connection to gun violence than we do up here. So what do you have to say about it?
- Leon Mosley: Let me say this to you, I’m from the old school. I graduated from Columbus High School in 1964. I’m 73 years old. I knew how it was. You respected everybody. Anybody’s your elder you had better respect them. When I was going to school anybody
that was above you, like the juniors and seniors, they wouldn’t even talk to you because you were beneath them. I wouldn’t talk to nobody that was a freshman because they were beneath me. So we kept in our own groups until we got older, a lot older. I just don’t understand it anymore. I was raised by two parents, I had a good life, I got no complaints. I didn’t get half the whoopings I should have got, but I got disciplined severely when I did wrong and I deserved it. How you reach out now, I don’t know.

Webster Kranto: In my opinion it definitely starts somewhere with the whole just the way guns are distributed. Where guns come in the way guns are offered to people, I myself own three guns. I have to do absolutely nothing special to get them. I walked into the little gun show, I saw a sign and I bought three guns. I been going to a range and practicing because I have two beautiful kids and a wife and I have something to live for, something to protect. However, if we’re addressing gun violence as a whole, I don’t know. It’s not going to start up here with the Board of Corrections. That’s not something we can do, I don’t think. It’s going to start somewhere up higher. In fact, if this is something you truly care about if you have any connection to the NRA this is something you could be advocating for. This is something you could bring some light on. Saying that back in the day everything was different, I kind of remember your day I grew up mostly following that system. Respect your elders do as you’re told. If I get caught here, I’m not going to do it again. This isn’t a thing that the Board can even, I don’t even think we can comment on it because it needs to come from somewhere up higher.

Leon Mosley: The thing of it is, we’ve got to be able to exchange ideas.

Webster Kranto: Oh yeah.

Leon Mosley: One that you made about mental illness. You know...

Webster Kranto: There’s some there, there’s some mental illness, but not everyone that shoots someone is mentally ill. In my experience it’s been just a convenient excuse. Not that there aren’t people mentally ill that are committing gun violence. But gun violence is a thing, crimes, all of that but I’m not going to use this mental illness blanket. I’m so sick of people using mental illness as a blanket for everything. It’s not and it only applies to some people. Mental illness is not usually a part of gun violence it’s a certain kind of person, so I’m not with that at all.

Richard LaMere: How about the word anti-social. Would that feel more comfortable?

Webster Kranto: Say it in a sentence how you would like to use it.

Richard LaMere: Well let me see, the first time I was shot at was in the 70s doing an undercover deal. The guy was anti-social.

Dr. Jerome Greenfield: Pervasive personality disorder.

Richard LaMere: There you go. So you’re absolutely right, we can’t solve the problem on the Board, but we’ll certainly listen to you and we can discuss it. Again I come from a different background and I have a different attitude maybe than most people. If you ask for my experience mental illness anti-social behavior improper raising of a young child all contributes to that. I hate blaming objects for the cause it’s a society thing.

JoAnn Finkenbinder: I also am on the Advisory Board, I’m from Cedar Falls. I just want to compliment you on the good questions you ask. They really were quite good. I think your diverse background provides for that. We’re glad to have you and grateful you came clear up to Waterloo to hear our fine presentation from our 1st Judicial District and hope that you’ll be back again soon.

Leon Mosley: I’m very proud of what they’re doing.

Dr. Jerome Greenfield: I take an active role in the American Correctional Association (ACA) I would highly encourage you after your project has ended or close to that to submit an application to speak nationally. These are the exact types of programs that we’re looking for, not just feel good things. But facts and data. You’re showing a change in the criminal justice system.

Open Discussion, Board Members

Mary Chapman: Mr. Mosley, I’m a retired community college administrator. I’ve been in education for forty-some years. I’ve been a member of the Board for maybe 10 years. I joined the Board when Reverend Coleman was Chair of the Board. I want to welcome the new members to the
Board. I appreciate the presentation that Dr. Greenfield made to continue to enlighten us on the diversity that's within our prisons and how staff is working to address the individual needs of the individuals of our system as well as helping to continue to update and help our staff to be able to address the needs of the individuals in our system. I also wanted to say that I appreciate the opportunity participate on the Warden interview panel. There were some excellent candidates. It was good to see people applying to work within our organization. We want to continue seeking quality but at the same time we also want to continue the quest of addressing diversity within leadership ranks within the institution.

Larry Kudej: I would to thank Dr. Greenfield for his presentation. I appreciate where we stand as a correctional system and what we're doing that we are on the cutting edge as opposed to not and trying to deal with the situation. I want to thank Kris for her efforts as Acting Deputy Director. I look forward to seeing Bill.

Mark DeJong: I would like to make a comment too, Warden. Dr. Hill and I were able to go to the Homes for Iowa presentation last month and I've got to tell you it was something that really touched my heart. It was really neat, what a great program.

- Kris Weitzell: We're really excited. In fact they have four more pads poured for additional houses. You are more than welcome to stop any time and just watch the progress.

Richard LaMere: I know I sound like a broken record sometimes, I'm going to be thinking and talking about the safety of our employees. It's a very dangerous job. I can just speak for myself, I'll be praying for you and hoping the best that you come home safe and that's all we can ask for. I hope our three staff members are doing well. As a family we care for them and we hope the best for them.

Adjournment Board Members

- Mark DeJong made a motion to adjourn the meeting. Lisa Hill seconded the motion. All members were in favor. Motion passed, meeting adjourned.

Respectfully Submitted,

Abby Williams, Secretary

The Board of Corrections’ agenda is posted on the DOC Web Site at https://doc.iowa.gov under the Board of Corrections Tab.
Programs Aspects

- Mowing / Trimming
- Snow / Ice Removal
- Bee Keeping
- Hydroponics
- Garden Seed Selection
- Seed Starting
- Plant Propagation
- Flower Seed Collection
- Hand Watering
- Produce Harvesting
- Tool Maintenance
- Landscaping
  - Retaining Walls
  - Concrete
  - Flower Beds

Landscape Apprenticeship

Two Years - 2,000 Hours
Iowa Western Community College Staff

**College Liaison**
Libby Woods

**Education Coordinator**
Lori Lastine

**Instructor**
David Stephens, Title 1, Life Skills, Horticulture/Landscaping

Clarinda Correctional Facility Staff

**Warden**
Stephen Weis

**Executive Officer I**
Adam Maher

**Bee Keeper**
Gerald Nelson

**Maintenance**
Taylor Hartwig

---

Garden Produce Statistics

**2017**
- Peppers - 5,514
- Cucumbers - 1,311
- Tomatoes - 5,687

**2018**
- Peppers - 1,334 lbs.
- Cucumbers - 2,954
- Tomatoes - 1,598 lbs.

Kitchen Garden (North Yard)
- Peppers - 669 lbs.
- Cucumbers 3,197
- Onions - 40 lbs.

Dietary saved approximately $1,999.54

Honey Harvests
- 2018 - 177 Bottles
- 2019 - 225 Bottles
LEADERSHIP INSTITUTE

This is a yearlong commitment to a program that will increase your knowledge base and prepare you to take on higher level duties in the Department of Corrections. Your program includes you meeting in the classroom 3 times a year for instruction, working within Leadership Circles, reading 4 books connected to leadership and attending 2 webinars in between sessions.

July 23-25, 2019       Central Office
November 5-7, 2019    FDCF
March 3-5, 2020       IMCC

Class Reading Materials:
“Start with Why” by Simon Sinek
“Switch” by Chip Heath and Dan Heath
“Strengths Finder 2.0” by Tom Rath
“Drive” by Daniel Pink

Topics covered:
• Start with Why
• Value of Communications
• The Budget Process
• The Legislative Process
• Ethics
• Leading a Diverse Workplace
• Strength Finder Assessment Tool
• Qualities of an Effective Leader
• Leadership Approaches and Styles
• Personal Vision Values
• Communication
• Motivating Others
• Conflict Management
• Delegating
• Leading Teams
Emotional Intelligence: IDOC Emotional Intelligence Training

I) Measure for insight and clarity:

This IDOC Corrections Training for Emotional Intelligence Leadership initiative uses objective data as a baseline for development.

II) EQ SMARTS™: A Lifetime EQ & Leadership Development Process

EQ SMARTS™ provides the structure and process to manage resistance to change and improve EQ skillsets and personal connections and effectiveness by providing ongoing EQ application through strategic, targeted personal development action plans. It is unique in EQ development as it addresses both the underuse and overuse of skills in a highly personal format that creates sustainability through ongoing application and practice of skills.

Over time, participants will increase their self-awareness and be able to choose more effective behaviors and communication. As participants work thru the material, they will have ongoing opportunities to discuss, ask questions and share their experiences and progress with their mentor and fellow participants.

The EQ SMARTS™ process creates opportunities to impact clients in more positive ways across multiple touchpoints throughout their supervision thereby fostering a culture and environment that creates a more psychologically safe and effective springboard for public re-entry.

This initiative will serve to:

- Increase effectiveness of high impact positions and administration as they interface with co-workers and clients
- Identify areas of EI strength and areas for development for individuals in defined positions
- Enhance relationships between client populations and employees
- Help increase positive climate and client experiences
- Increase motivation of high impact employees to interact with clients with greater self-awareness and attention to empathy
- Reduce turnover of high impact positions and help mitigate challenging behaviors
- Frame the next stages of the IDOC’s evolution toward decreased recidivism

<table>
<thead>
<tr>
<th>EQI</th>
<th>September 5 &amp; 6</th>
<th>IMCC</th>
</tr>
</thead>
<tbody>
<tr>
<td>EQI</td>
<td>September 11 &amp; 12</td>
<td>Central Office</td>
</tr>
<tr>
<td>EQI</td>
<td>September 25 &amp; 26</td>
<td>Fort Dodge</td>
</tr>
</tbody>
</table>
IMPLEMENTATION LEADERSHIP ACADEMY

By: The Alliance for Criminal Justice Innovation

To accelerate the adoption of best practice innovations, leaders must be equipped with both the knowledge and tools that support successful implementation. The implementation Leadership Academy provides comprehensive insight into real world implementation processes and solutions to the challenges that are inherent in this work. Leaders will learn about the Implementation Leadership Practice Model which builds capacity within and across agencies beyond classroom training, to include the rehearsal and application of implementation leadership skills that science demonstrates can impact organization change and improve outcomes.

Participants will:

1. Learn the science and real world applications of each of the 10 Essential Principles of Implementation Leadership.
2. Learn and apply tangible Implementation Leadership tools designed by ACJI to address common challenges within the areas of people, data, culture and leadership.
3. Rehearse application of the principles and tools on realistic, scenario-based implementation problems with other like-minded colleagues.
4. Diagnose and address agency specific implementation challenges.

<table>
<thead>
<tr>
<th>Implementation Academy</th>
<th>November 19-21</th>
<th>Central Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementation Academy</td>
<td>December 10-12</td>
<td>MPCF</td>
</tr>
<tr>
<td>Implementation Academy</td>
<td>January 14-16</td>
<td>Cedar Rapids</td>
</tr>
<tr>
<td>Implementation Academy</td>
<td>April 14-16</td>
<td>Waterloo</td>
</tr>
<tr>
<td>Implementation Academy</td>
<td>April 22-24</td>
<td>Fort Dodge</td>
</tr>
</tbody>
</table>
CASE MANAGEMENT TRAINING FOR COMMUNITY BASED CORRECTIONS

Training will consist of blended learning to include both eLearning and web based classes for skills practice. The 3 eLearning courses will set the foundation for the training and are pre-requisites to the web based classes.

Pre-requisite eLearning courses include:

1. **Responding to Behavior**: Key principles of behavior science that should be used to address and deter future unwanted behavior.

2. **RNR (Risk, Need and Responsivity) Research**

3. **Response and Incentives**: The importance of responses and incentives for addressing/deterring unwanted behavior.

Web based classes include 7 modules to be completed at the Probation/Parole Officers desk.

**Module 1**: Welcome, introduction and risk assessment/information review: 1 hour

**Module 2**: Risk management and risk reduction concept review: 1 hour

**Module 3**: Components of case management; strategies, work methods, resources and tools: 3 hours

**Module 4**: Skill building for case management: 2 hours

**Module 5**: Addressing problematic behavior; respond appropriately and incorporate incentives: 2 hours

**Module 6**: Skill building for problematic behavior and incentives: 1 ½ hour

**Module 7**: Wrap up and close: 45 minutes