

NEBRASKA

A thick, yellow, curved line that starts under the 'N', goes under the 'B', 'R', 'A', 'S', and ends under the 'K', 'A'.

Good Life. Great Mission.

DEPT OF CORRECTIONAL SERVICES



Welcome



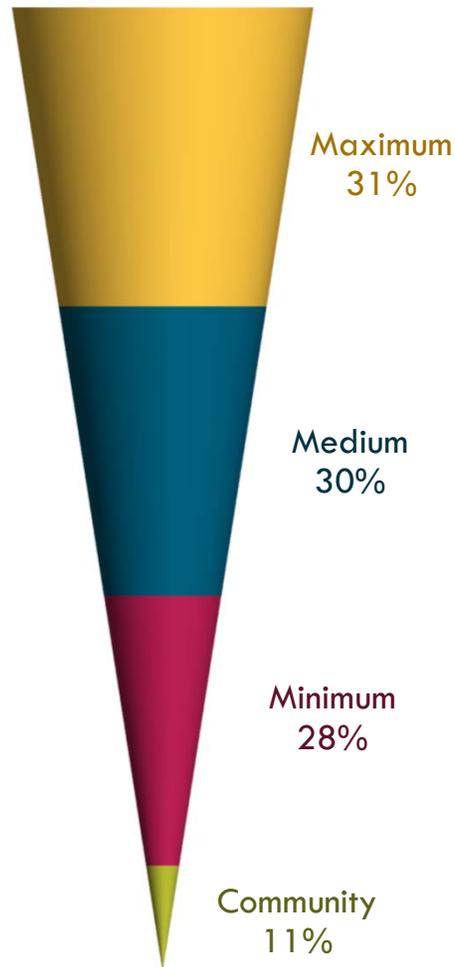
- Capacity
- Safety
- Staffing
- Evidence-Based Corrections

Capacity

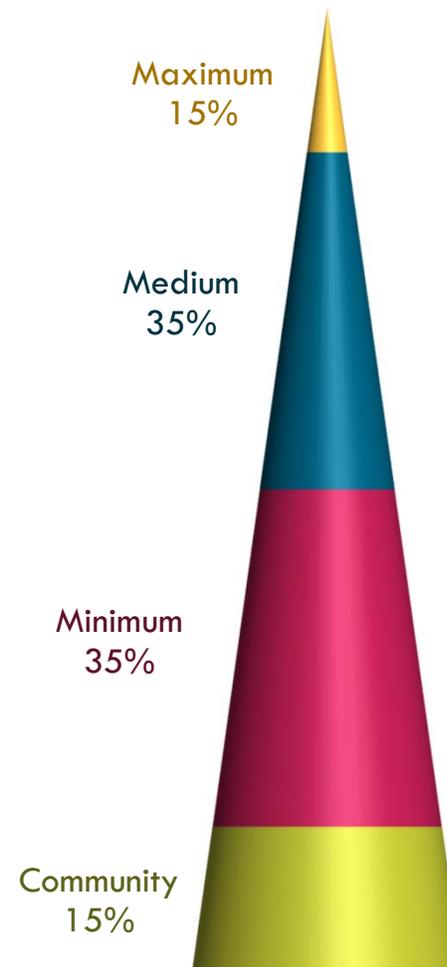
- Current population
 - 5,276
- JRI Projection
 - 4,559
- Master Plan Projection
 - 5,433

Population Distribution

2015



Potential



Capacity

- New construction
 - 100-bed CCC-L
 - 160-bed CCC-L
 - RTC LCC/DEC
 - 100-bed NSP

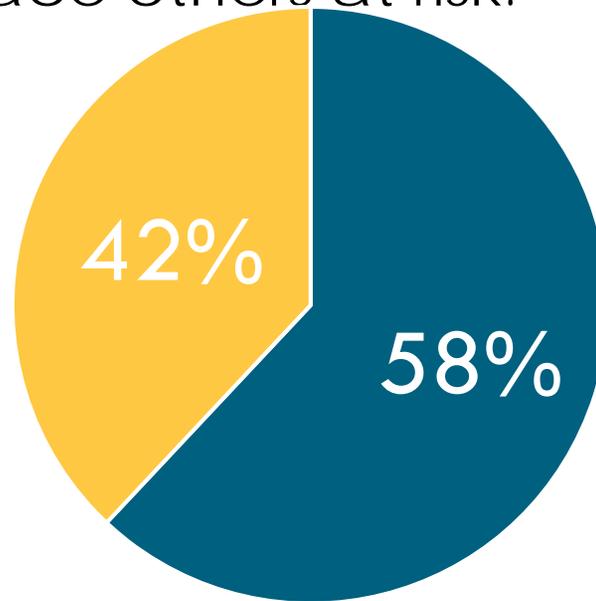


Safety

Robert Madsen
Deputy Director – Prisons

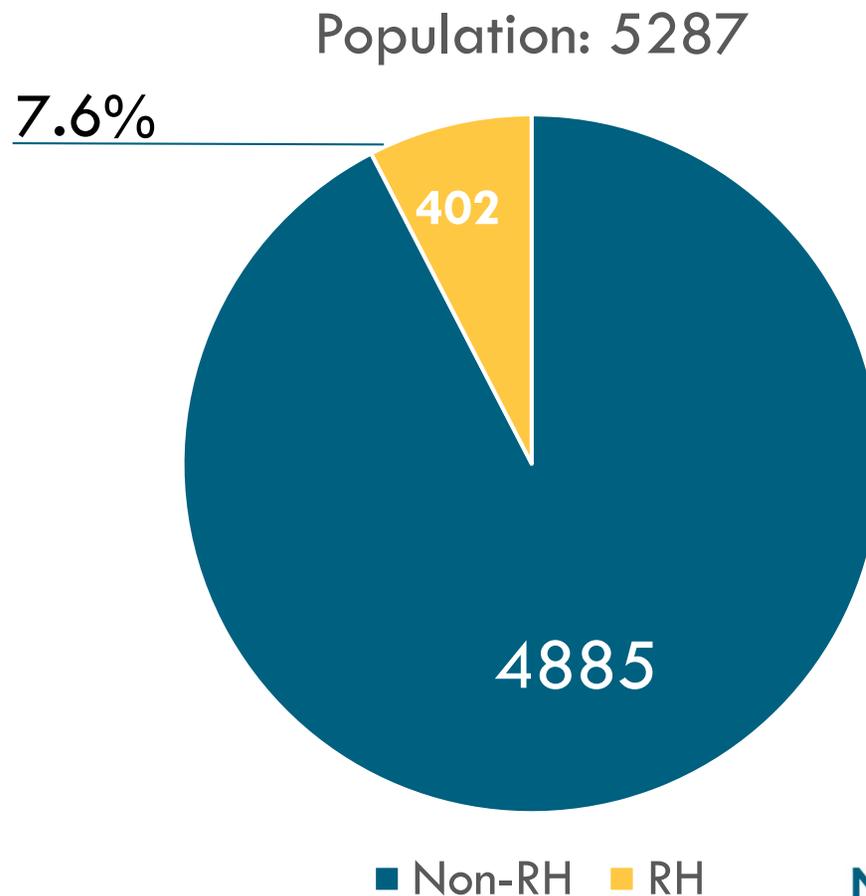
Restrictive Housing Alternative Placements

- Team members were able to find alternative placements that did not require restrictive housing and did not place others at risk.



■ Restrictive Housing ■ Alternative Placement

Restrictive Housing



Restrictive Housing Criteria for Placement



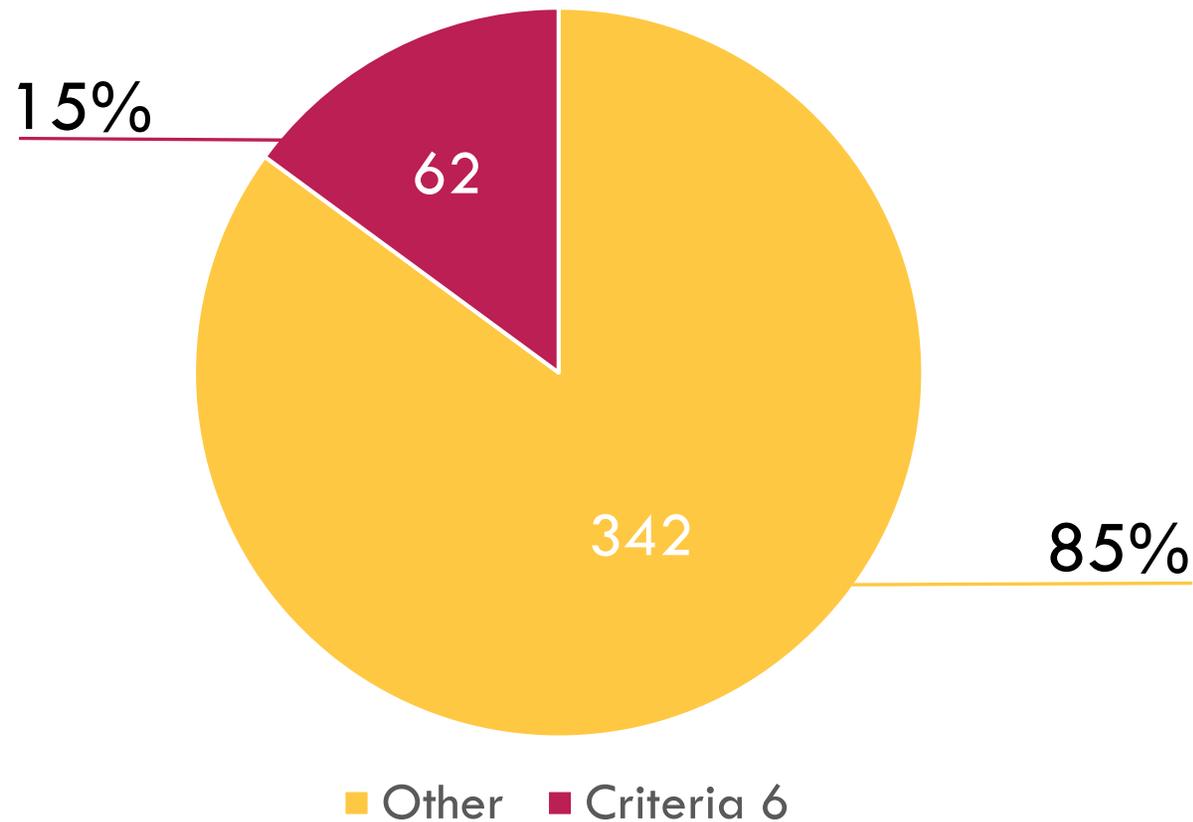
1. A serious act of **violent behavior** (i.e., assaults or attempted assaults) directed at correctional staff and/or at other inmates
 2. A recent **escape** or attempted escape from secure custody
 3. Threats or actions of violence that are likely to destabilize the institutional environment to such a degree that the **order and security** of the facility is significantly threatened
- 

Restrictive Housing Criteria for Placement

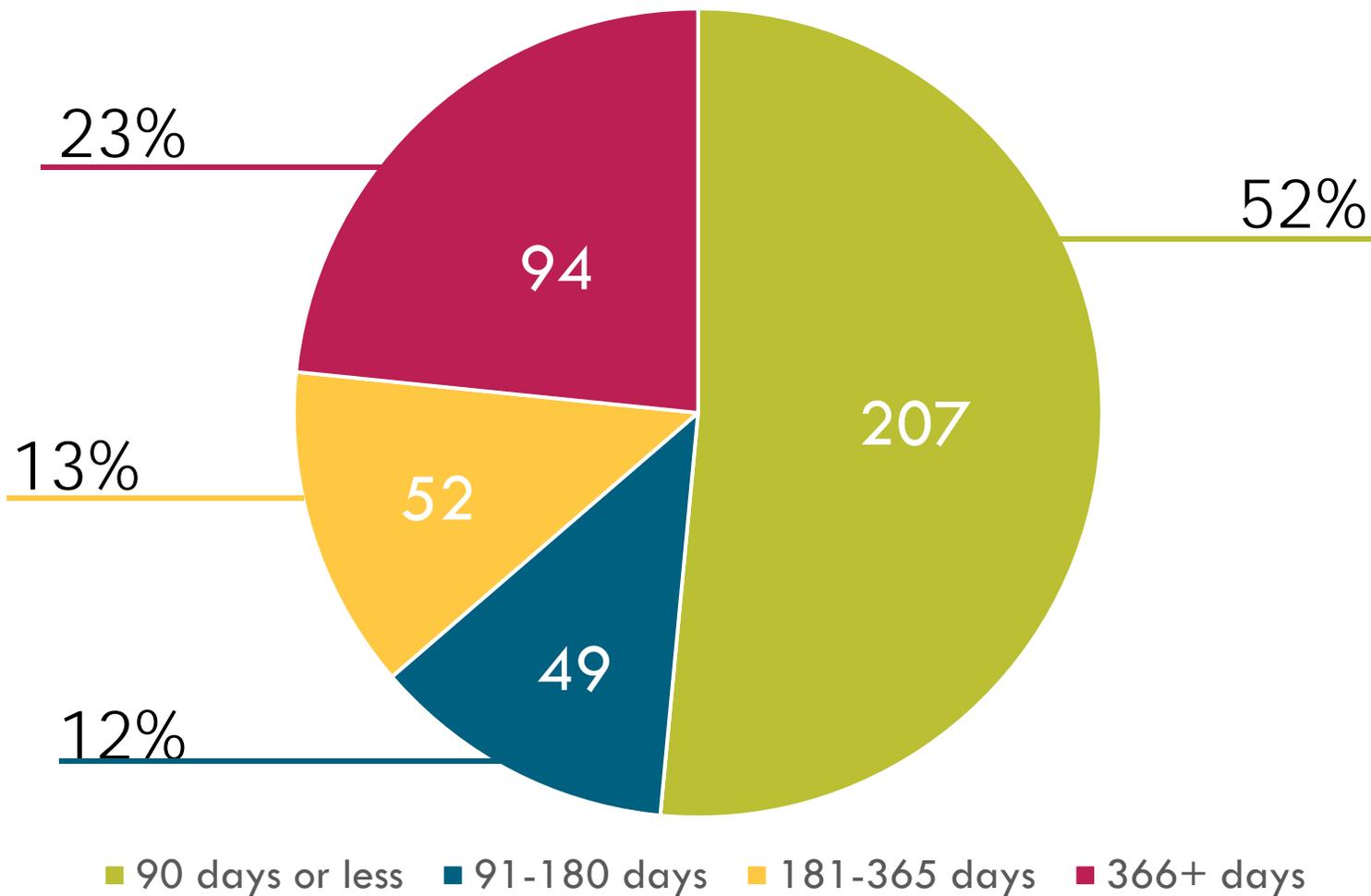
4. Active membership in a “**security threat group**”, accompanied by a finding, based on specific and reliable information, that the inmate either has engaged in dangerous or threatening behavior directed by the security threat group or directs the dangerous or threatening behavior of others.
5. The incitement or threats to **incite group disturbances** in a correctional facility
6. Inmates whose presence in the general population would create a significant **risk of physical harm** to staff and/or other inmates

Criteria 6: risk of physical harm

Restrictive Housing: 402 Inmates



Length of Stay



Longer-Term Restrictive Housing

- Programming available:
 - ▣ METEOR
 - ▣ Transformation Project
 - ▣ Anger Management
 - ▣ WRAP (Wellness Recovery Action Plan)
- Intentional Peer Support
 - ▣ Evidence-based practice
 - ▣ Similar life experiences
 - ▣ Pilot at NSP June 1, 2018
 - ▣ Peer specialists (20) completed 40 hours of training
 - ▣ 45 people participating in the program

Transitioning to General Population



- The Challenge Program
 - Assignment Considerations:
 - Staff assault with serious injury
 - Assault on another inmate with serious injury
 - Serious STG-related altercations
 - Multiple person assaults/altercation
 - Mutinous actions
 - Escape
- 

Transitioning to General Population

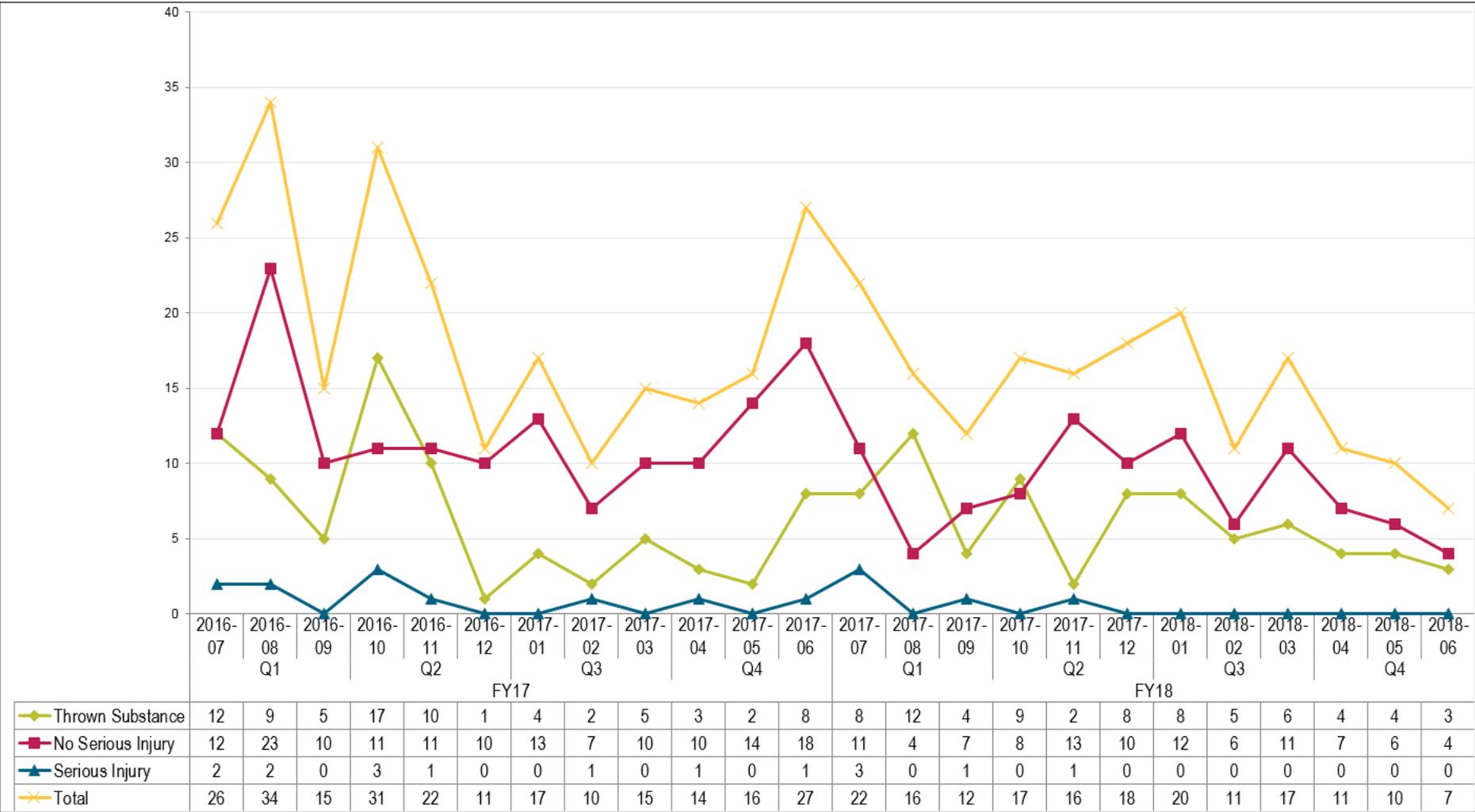
- Three phase step down program
 - ▣ Phase I
 - Begins in restrictive housing
 - Evidence-based programming
 - Journaling and Moral Reconciliation Therapy
 - ▣ Phase II
 - Non-restrictive housing environment
 - Evidence-based programming
 - Journaling and 'Commitment to Change'
 - ▣ Phase III
 - Non-restrictive housing environment
 - Evidence-based programming
 - 'Thinking for a Change' and 'Getting it Right'

Safety

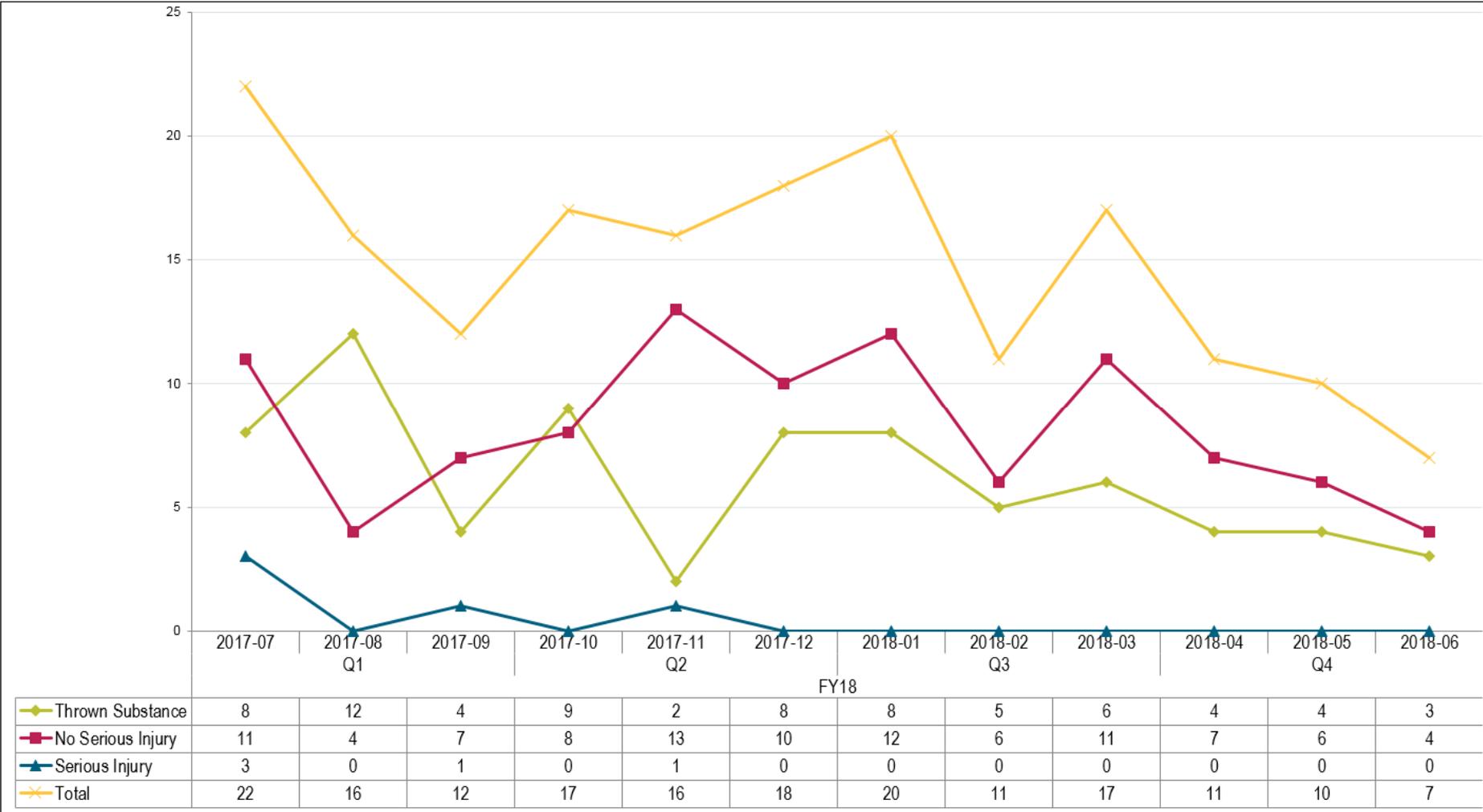
Diane Sabatka-Rine
Chief of Operations

Agency

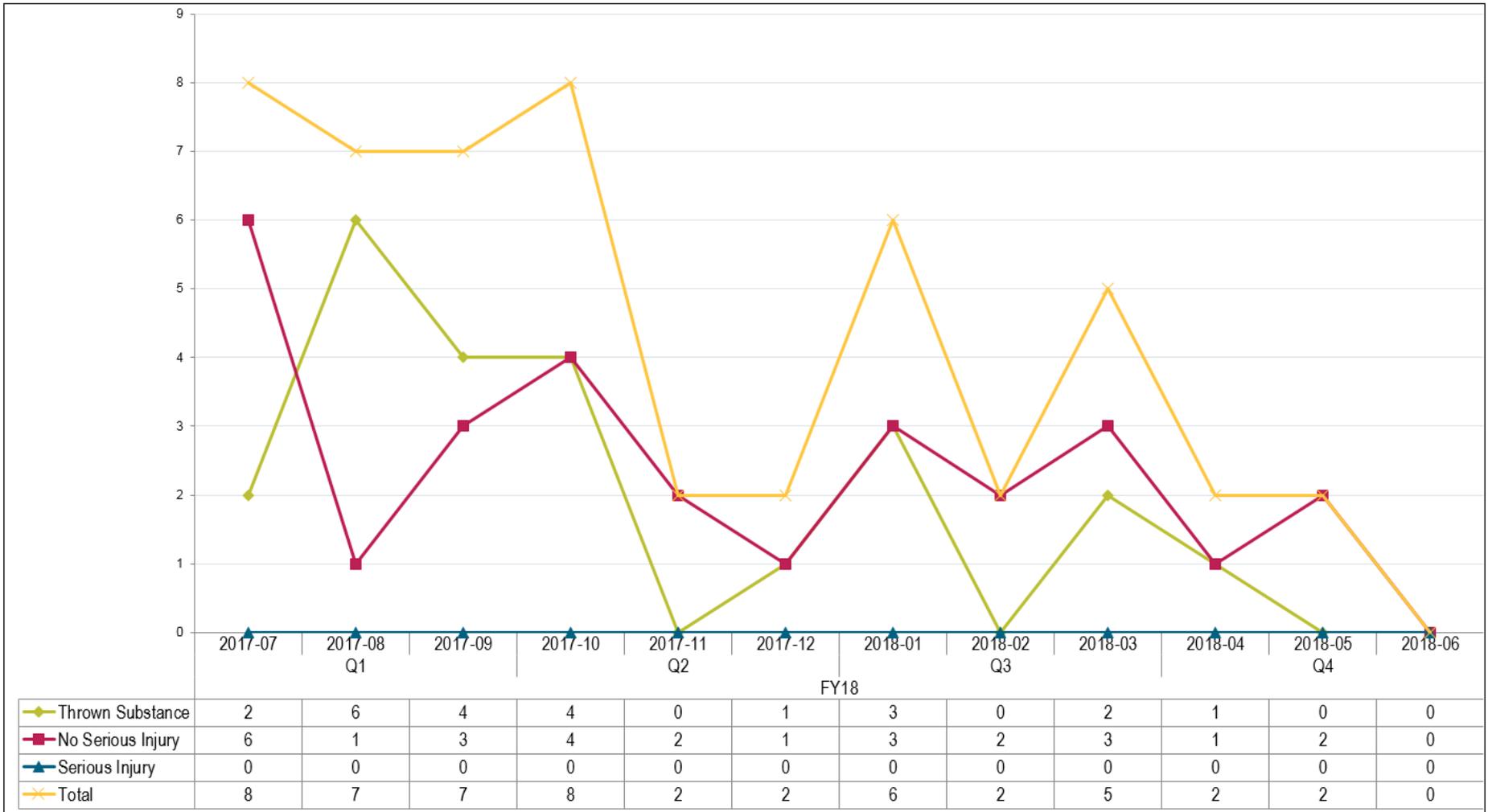
Inmate-On-Staff Assaults (FY 17 & 18)



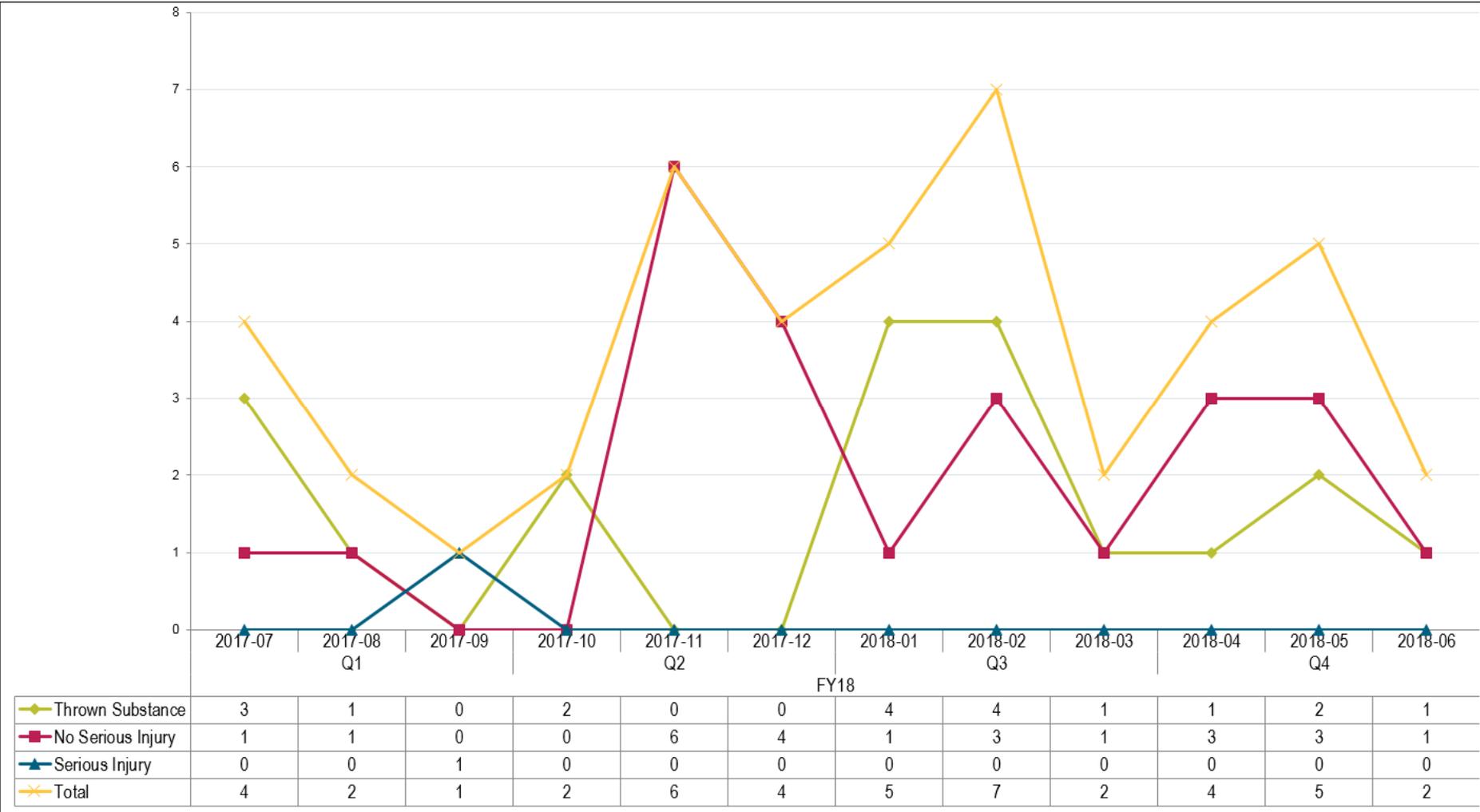
Agency Inmate-On-Staff Assaults (FY18)



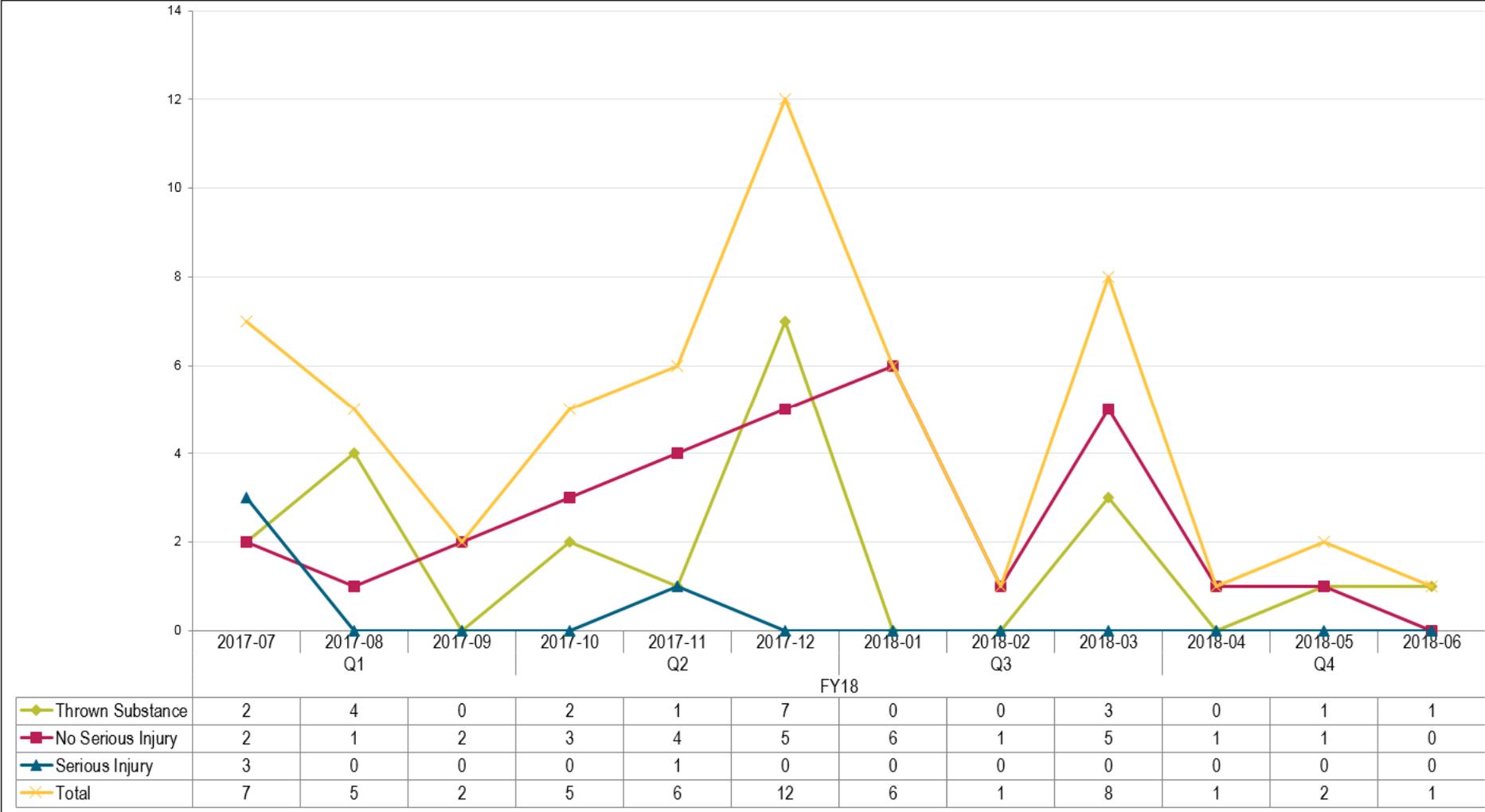
LCC



NSP



TSCI



Safety and Security

- Critical Incident Review (External)
- Internal Critical Incident Reviews (Internal)
- Annual policy review
- Audits (ACA/Security) and Inspections
- Routine review of all incident/responses
- Input from staff
- Input from stakeholders
- Experience from other states/jurisdictions (ASCA)

Improvements



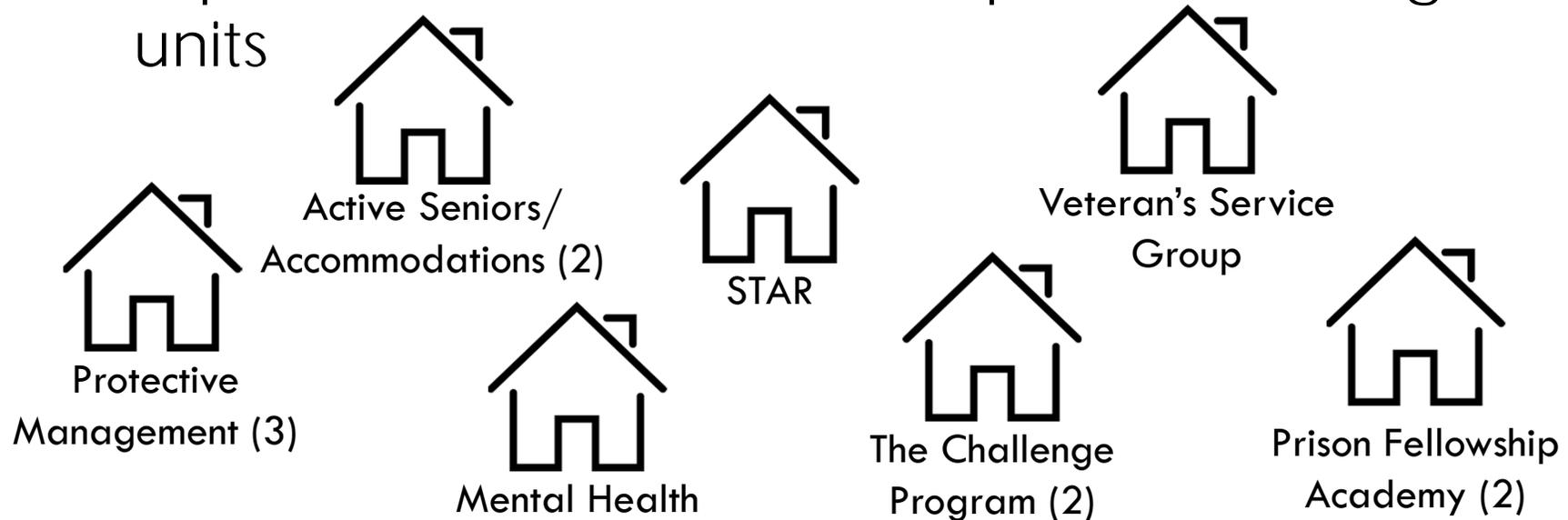
- ❑ Improved entrance check point security
 - ❑ Improved contraband detection
 - ❑ Universal precautions for team members processing mail
 - ❑ Implemented internal security assessments by facility Security Administrators
 - ❑ Increased focus on sanitation expectations
- 

Improvements

- Reassigned staff to provide increased oversight in restrictive housing units
- Centralization and Expansion of Intelligence Division
- Additional equipment (Tasers, MK-9, protective vests, body cameras)
- Increased emergency preparedness training/exercises
- Revised staff training, Field Training Officer and On-the-Job Training

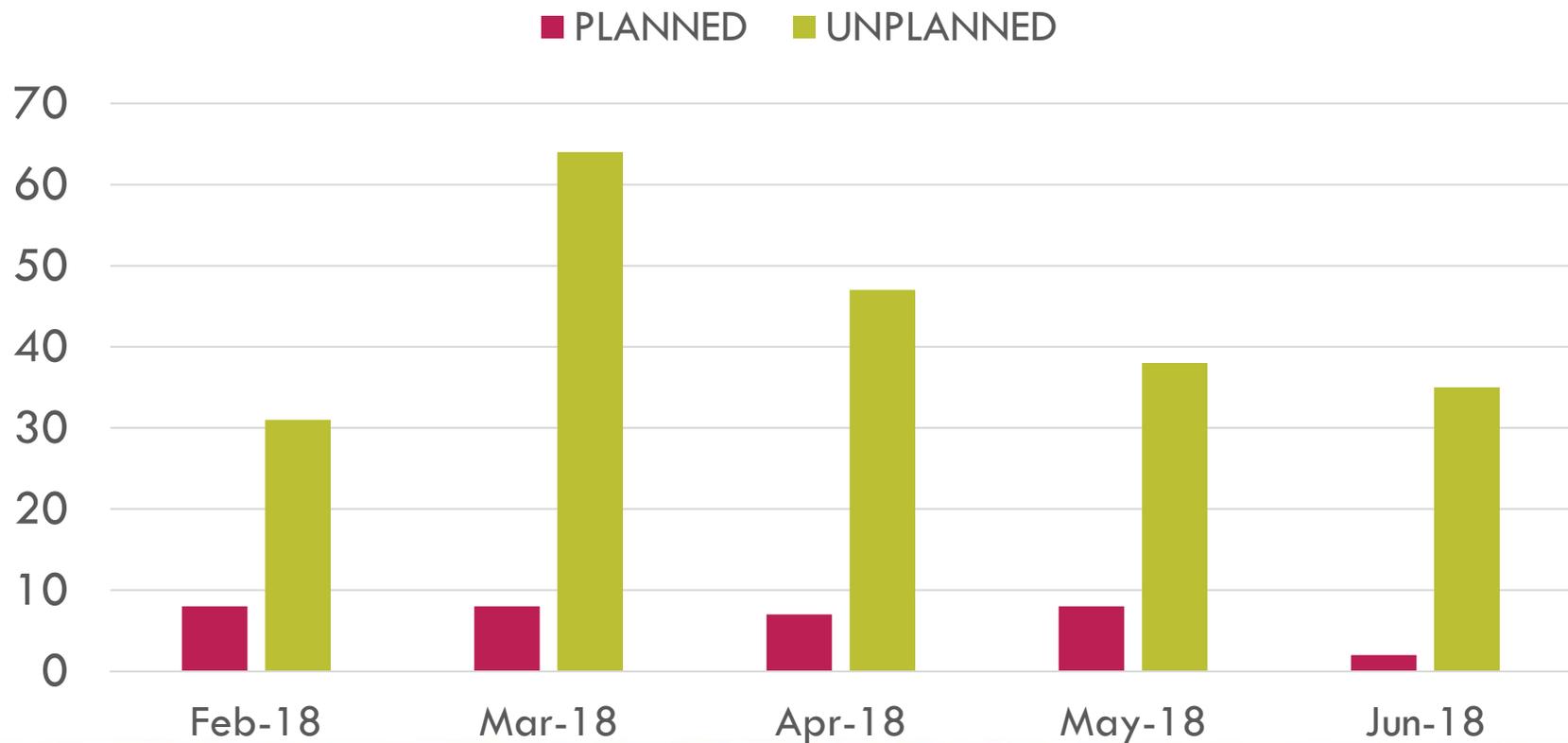
Improvements

- Core Correctional Practices
- Case Management Academy
- Increased inmate incentive opportunities
- Expanded/defined mission specific housing units



Improvements

- Increased reliance on data
 - ▣ Review of all Use of Force videos



Improvements

- Encouraged staff engagement
 - ▣ EPIC meetings
 - ▣ Process Improvement



Staffing

Erinn Criner
Human Talent Director

Recruitment Strategies

- 72 recruiting events across Nebraska and in to Iowa, Kansas, and Missouri in first half of 2018
- Partnership with NDOL and military for career fairs and workshops
- Advertisements:
 - Billboards, newspaper ads, 4 radio stations that include Royals Baseball, Chiefs Football, NCAA Football, NFL Football, bus wraps, movie theater advertising, nursing publications, newspaper ads
- Digital marketing (geo fencing / geo targeting)

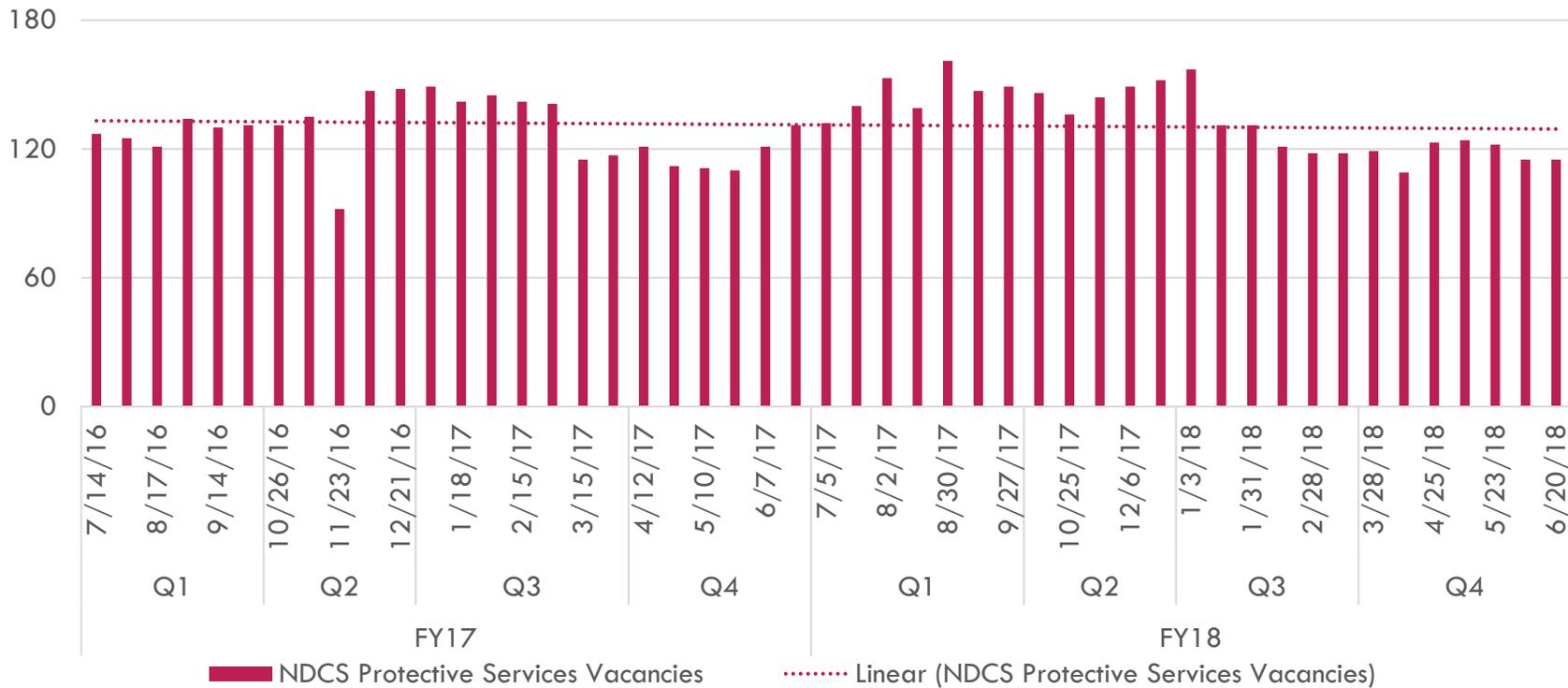
OCC/TSCI Special Detail



- 44 Currently on duty
- 5 in STA graduating 9/21/18
- 10 more positions recently added, being recruited

Vacancies

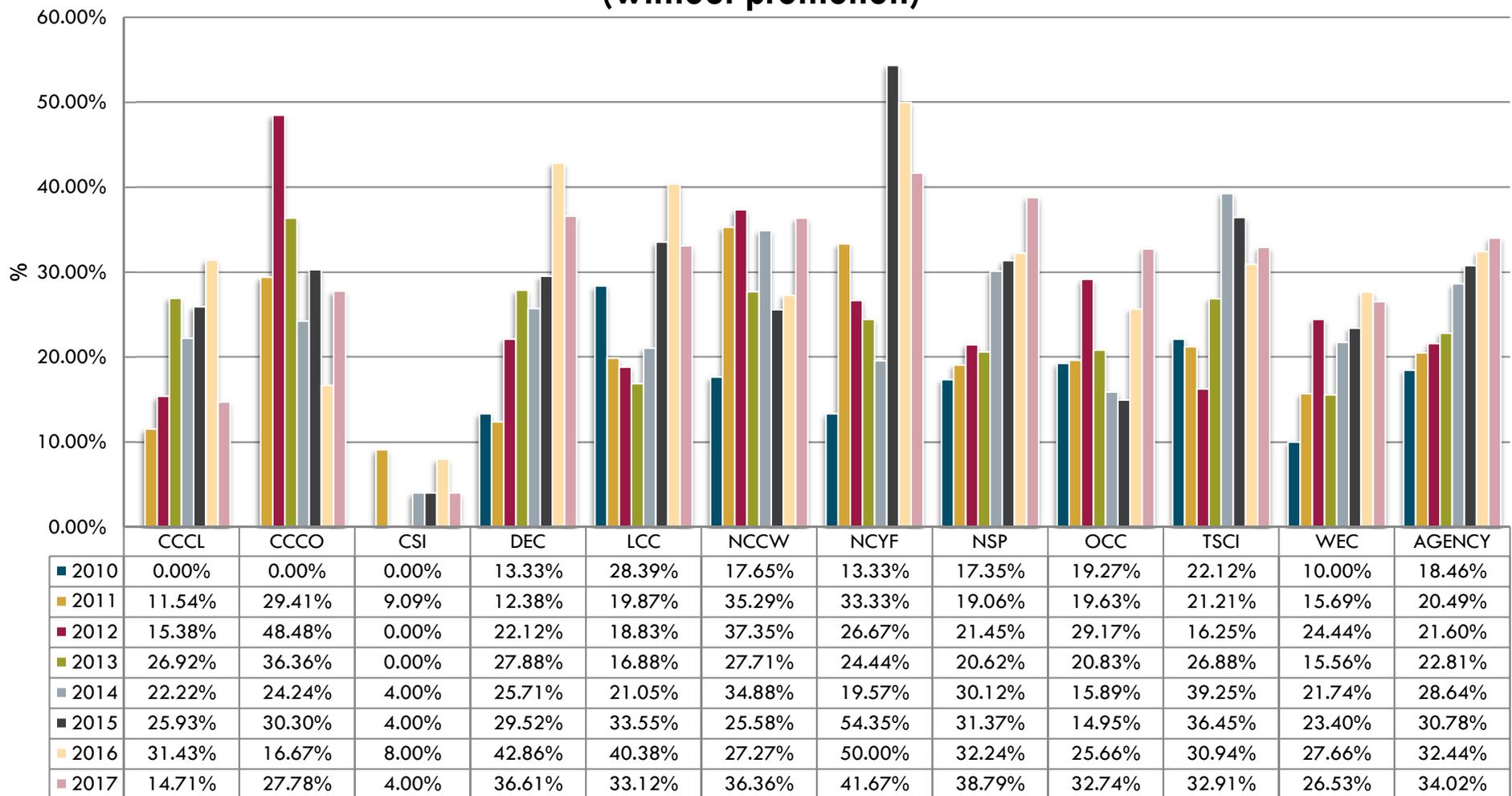
NDCS Protective Services Vacancies



*7/17 16 TSCI positions were temporarily transferred to Health Services due to CCS contract cancellation. NDCS requested additional FTE in deficit request.

Protective Services Turnover

**CO/Corp/Sgt/Caseworker Turnover by year
(without promotion)**



Protective Services Turnover

Monthly Protective Services Turnover													
	January	February	March	April	May	June	July	August	September	October	November	December	Total
2010	17	13	21	22	17	25	24	20	30	15	13	16	233
2011	23	15	26	18	23	23	30	15	24	23	23	16	259
2012	20	20	20	26	19	31	19	33	20	18	24	16	266
2013	18	21	21	21	25	24	16	27	27	22	25	28	275
2014	25	19	30	25	33	29	46	41	25	29	28	29	359
2015	41	25	45	32	36	40	36	32	24	25	31	20	387
2016	26	21	37	47	40	30	57	42	36	28	29	31	424
2017	26	34	30	37	30	50	47	46	39	32	38	35	444
2018	36	29	26	38	40	45	43	39	0	0	0	0	296

Agency Turnover

	Agency Monthly Turnover (includes Protective Services)													
	January	February	March	April	May	June	July	August	September	October	November	December	Total	
2015	50	44	54	47	61	56	52	46	38	35	42	40	565	
2016	37	30	54	59	55	53	73	60	52	54	39	47	613	
2017	40	58	44	49	49	71	68	62	59	50	48	52	650	
2018	47	37	43	47	54	70	63	60					421	

Exit Surveys

- 81 teammates completed survey in FY 2018



Exit Survey Opportunities



- Less than one third of the respondents reported good – excellent:
 - ▣ Salary
 - ▣ Opportunities for advancement
 - ▣ Opportunities for opinions considered

Exit Survey

Positives

- Over three quarters indicated they would consider returning to work for NDCS.
- Over half of the respondents reported good – excellent:
 - ▣ Supervision
 - ▣ Relationships with others
 - ▣ Cultural sensitivity in the work environment
 - ▣ Enough direction and instruction to do job well
 - ▣ Orientation and formal training
 - ▣ Benefits
 - ▣ Cooperation / friendliness of work environment
 - ▣ Clear mission / direction for work
 - ▣ Recommend NDCS to someone else as a good place to work

Exit Survey

Positives & Opportunities

- Just under half of the respondents reported good – excellent:
 - ▣ Workspace conditions
 - ▣ Opportunity to do what they do best
 - ▣ Clear mission and direction for work
 - ▣ Support for decisions made
 - ▣ Adequate facilities and equipment
 - ▣ Fair and equitable treatment
 - ▣ Positive feedback and adequate recognition
 - ▣ On the job training

Engagement Surveys

- Small sample of teammates (54) who completed their probation between January and June 2018.
 - ▣ NSP/LCC/TSCI

- Three main themes:
 - ▣ Relationships with others
 - ▣ Connection to the agency / mission
 - ▣ Job pay / equipment

Engagement Survey Opportunities



- Less than half:
 - Agree they have a voice in the decisions that impact their work
 - Agree that their pay and benefits are competitive
 - Agree that teammates treat each other with dignity and respect

Engagement Survey

Positives



- Three-fourths of the teammates responded with agree / strongly agree to recommending their supervisor to others
- More than half:
 - ▣ Recommend NDCS as an employer
 - ▣ Agree that they have the material and equipment to do their job effectively
 - ▣ Trust senior leadership

Engagement Survey

Positives



- Just under half agreed that they are recognized for a job well done and that we work together as a team
- Two-thirds agree that they can advance their career at NDCS
- Over three-fourths agree that they keep people safe

Compensation Strategies 2016

- TSCI Mileage/Commuting Bonus (ongoing)
- Referral bonus
- NAPE negotiated 2.4% increase
- Professional Development Bonus (up to \$500 continued learning one time)
- \$500 bonus for team members in high turnover / high vacancy positions (one time)
- NAPE special negotiated increases (11.26.16)
- Officers 4.5%, Corporals 5.4%, Unit Caseworkers 5%, Sgts 6%, MHPI 2.4%, MHPII 4%, RN 3.7%, FSS 4.2%.

Compensation Strategies 2017



- \$2500 Hiring Bonus NSP / TSCI
 - ▣ 96/100 positions filled
 - ▣ 71% (68/96) remain employed as of 6.25.18
 - ▣ 44/96 have received 2 quarterly payments of \$625

Compensation Strategies 2017



- Began hiring Corporals instead of Officers
- NAPE negotiated 1% increase

Compensation Strategies 2017

- Merit Incentive TSCI

- 1-3 years: 2.5%
- >3-6 years: 5%
- >6-9 years: 7.5%
- 10+ years: 10%

- Transfers, promotions to TSCI

- October 2016 – June 2017 4
- October 2017 – June 2018 13

Retention Initiatives

- Professional Development:
 - Leadership Academy
 - Franklin Covey coursework:
 - Speed of Trust, 7 Habits Signature, 4 Essential Roles of Leadership
 - Get Better curriculum; launched in Pre-Service and In-Service
 - Energy Bus book discussions; facilitated through multiple leadership teams and work teams

Retention Initiatives

- FTO/OJT (Field Training Officer/ On the Job Training) agency wide assessment; follow up revision of selection process, evaluation and training
- Case Management Academy launched agency wide training in evidence based practices to team members working directly with the incarcerated population
- SMART goals launched agency wide; focus on recognition of others, cultural engagement activities, and training

Retention Initiatives



- SERVES team
 - ▣ Staff Empowerment & Resiliency/Victim Education & Support.

- Family welcome event
 - ▣ Held at each STA graduation, sharing with new team member's family an overview of training and resources.

Evidence-Based Corrections

Scott Frakes
Director

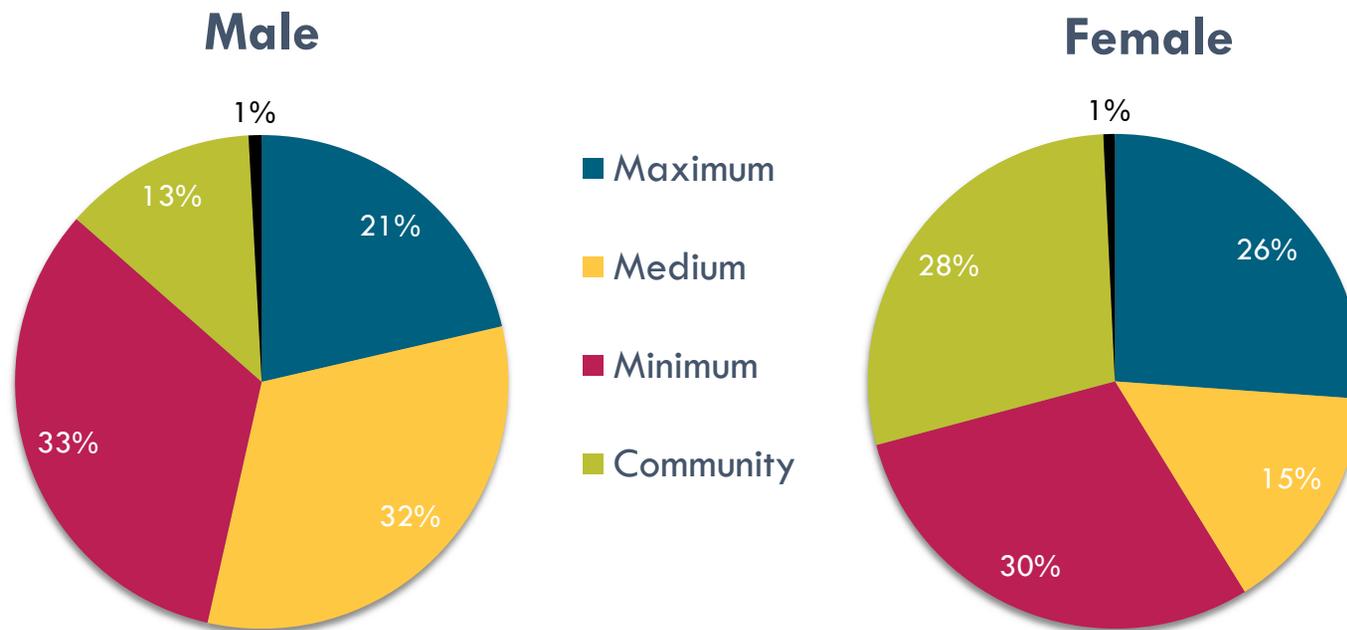
Evidence-Based Corrections



- Mission: Keep people safe.
 - Improve reentry success rate
 - Three years in to a five year process
 - Three main areas of focus, all directly linked to safety inside and outside
- 

Evidence-Based Corrections

- Focus:
 - ▣ Improve classification accuracy



Evidence-Based Corrections



- Focus:

- ▣ Assessing risks and needs

- Strong-R

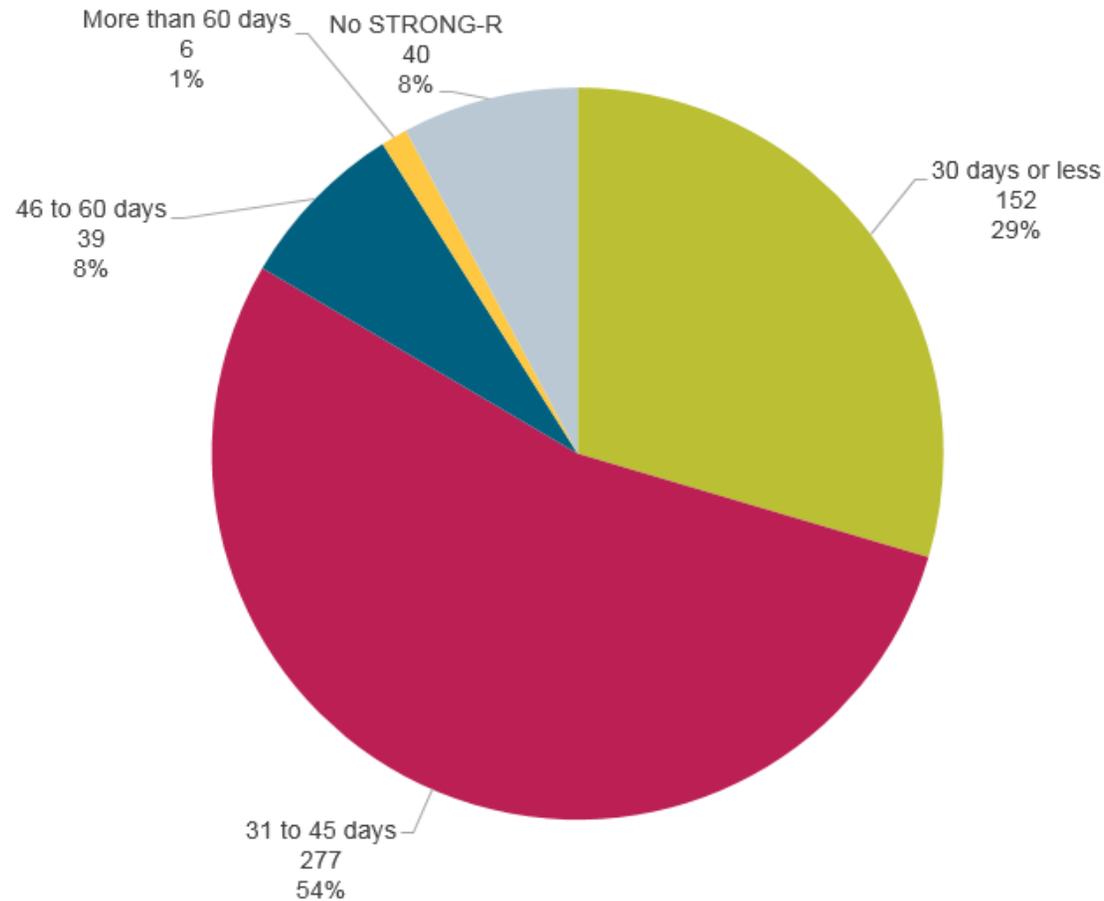
- Validated tool
 - Measures risk to re-offend
 - Measures readiness to change
 - Right programming, right person, right time



STRONG-R Completions from Admission to TRD

FY 2018

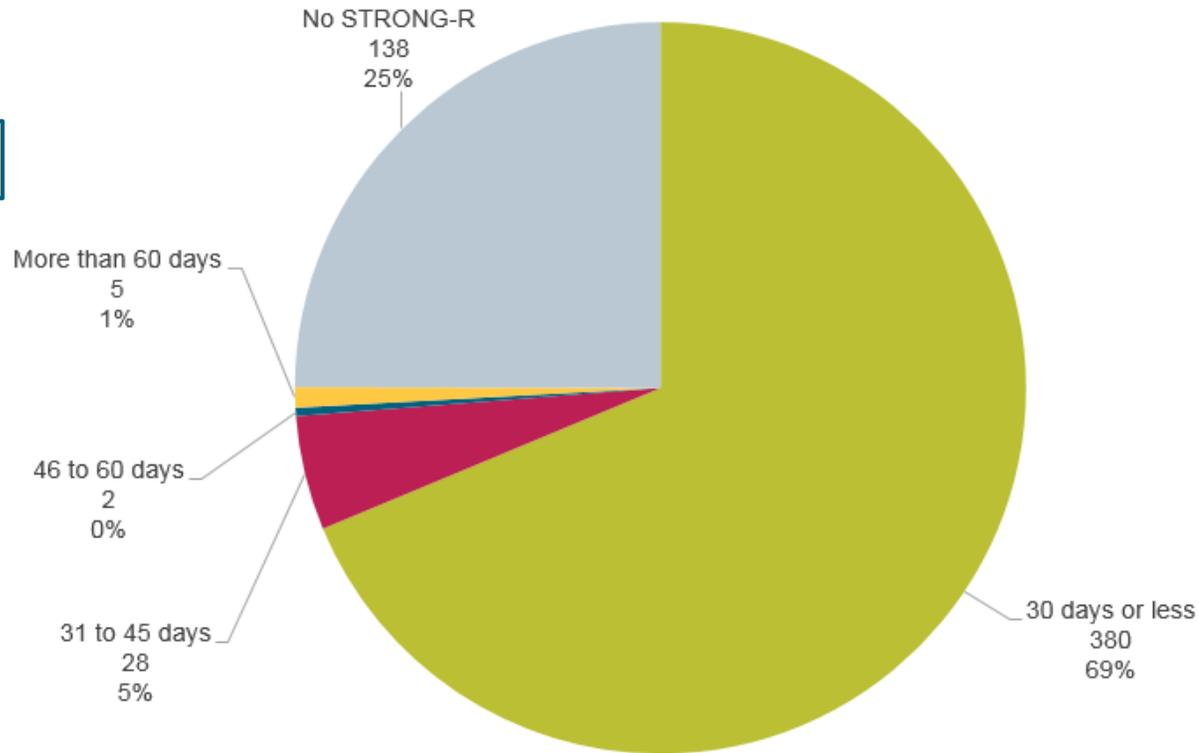
Quarter 1



STRONG-R Completions from Admission to TRD

FY 2018

Quarter 4



Evidence-Based Corrections



- Focus:
 - ▣ Programming
 - Clinical
 - Non-Clinical



Clinical Programming

Harbans Deol, D.O., Ph.D.
Medical Director

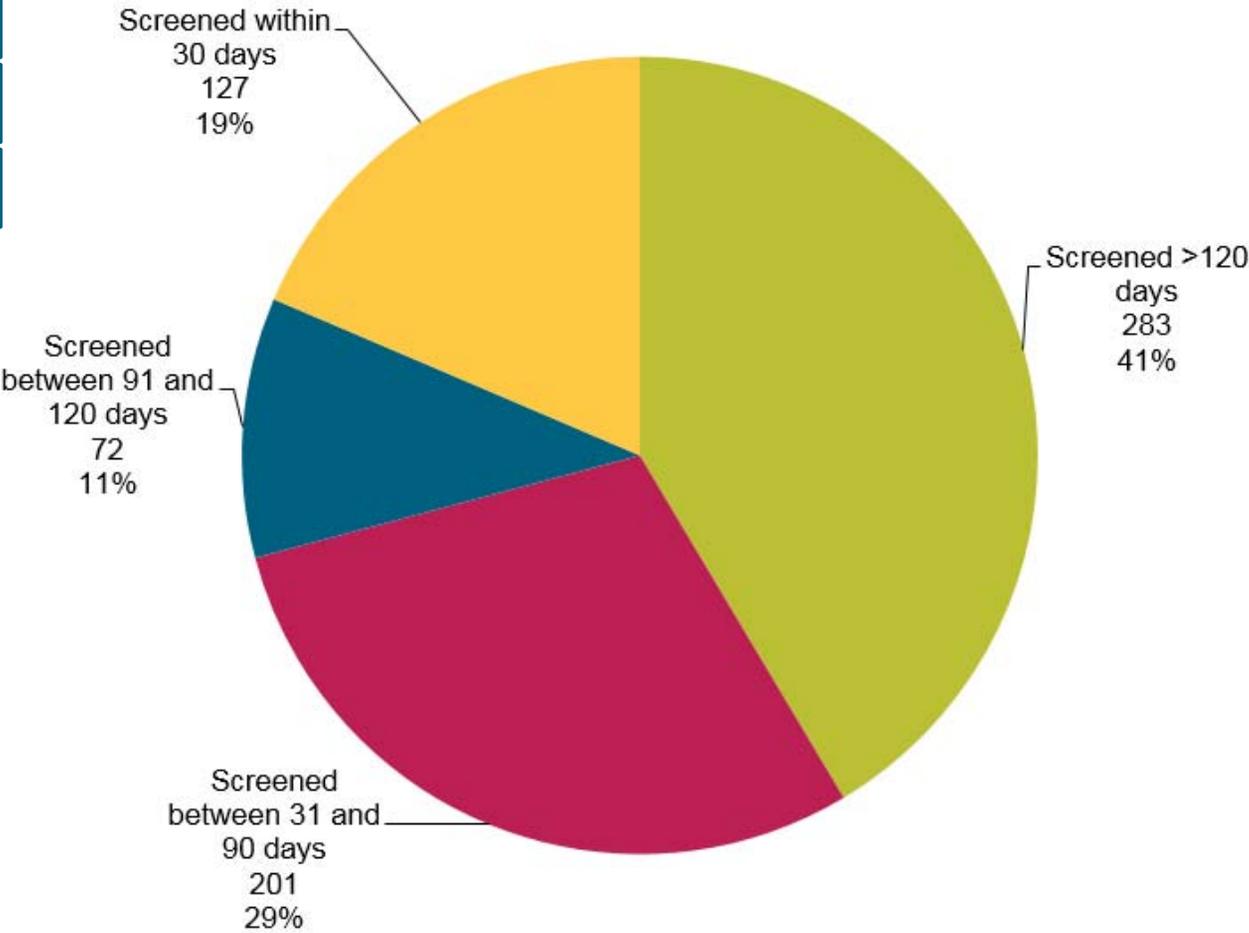
Clinical Programming



- Violence Reduction Program (VRP)
 - Anger Management (AMHRHN)
 - Sex Offender Services (S.O.)
 - Substance Use Treatment (SATP)
- 

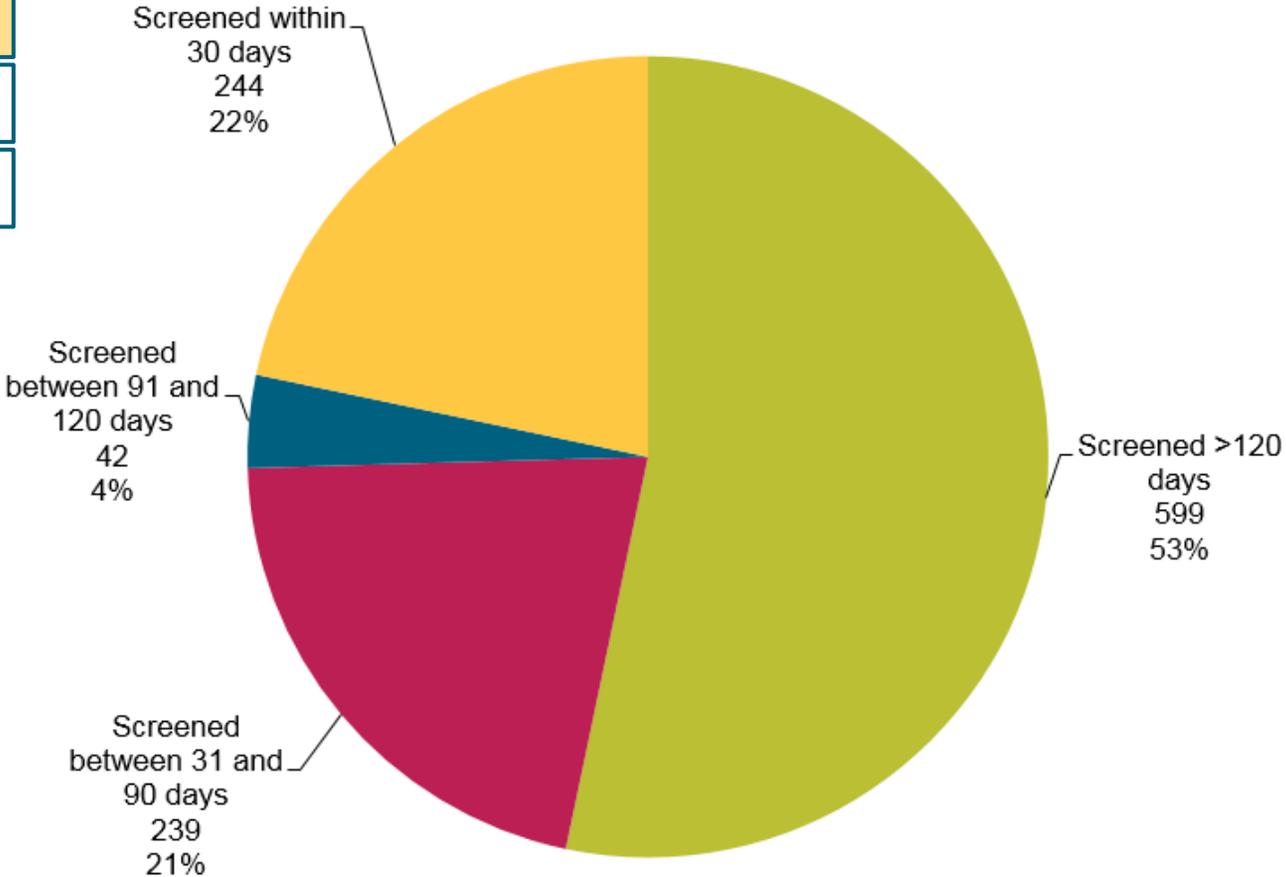
Days to Screening by CVORT

- FY 2015**
- FY 2016**
- FY 2017**
- FY 2018**



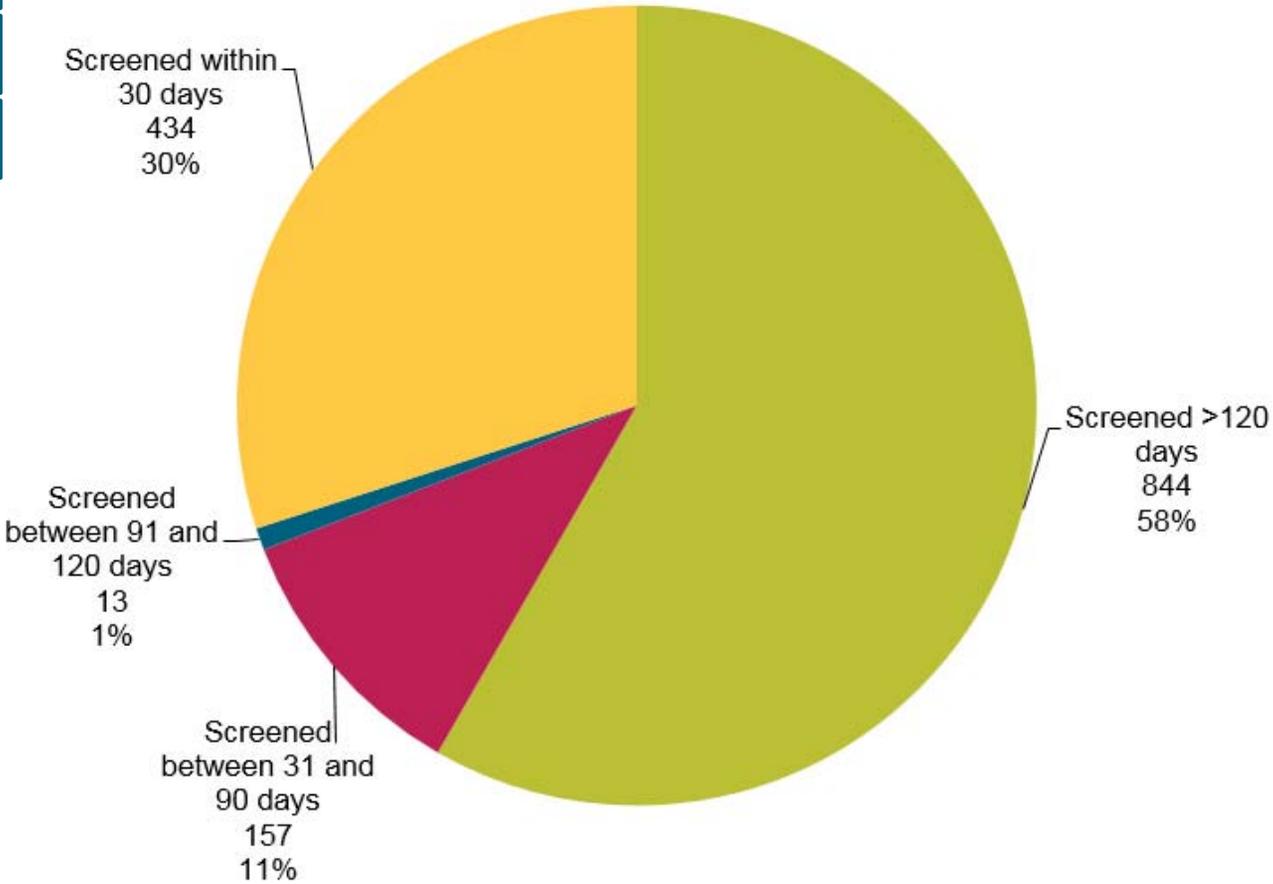
Days to Screening by CVORT

- FY 2015
- FY 2016**
- FY 2017
- FY 2018



Days to Screening by CVORT

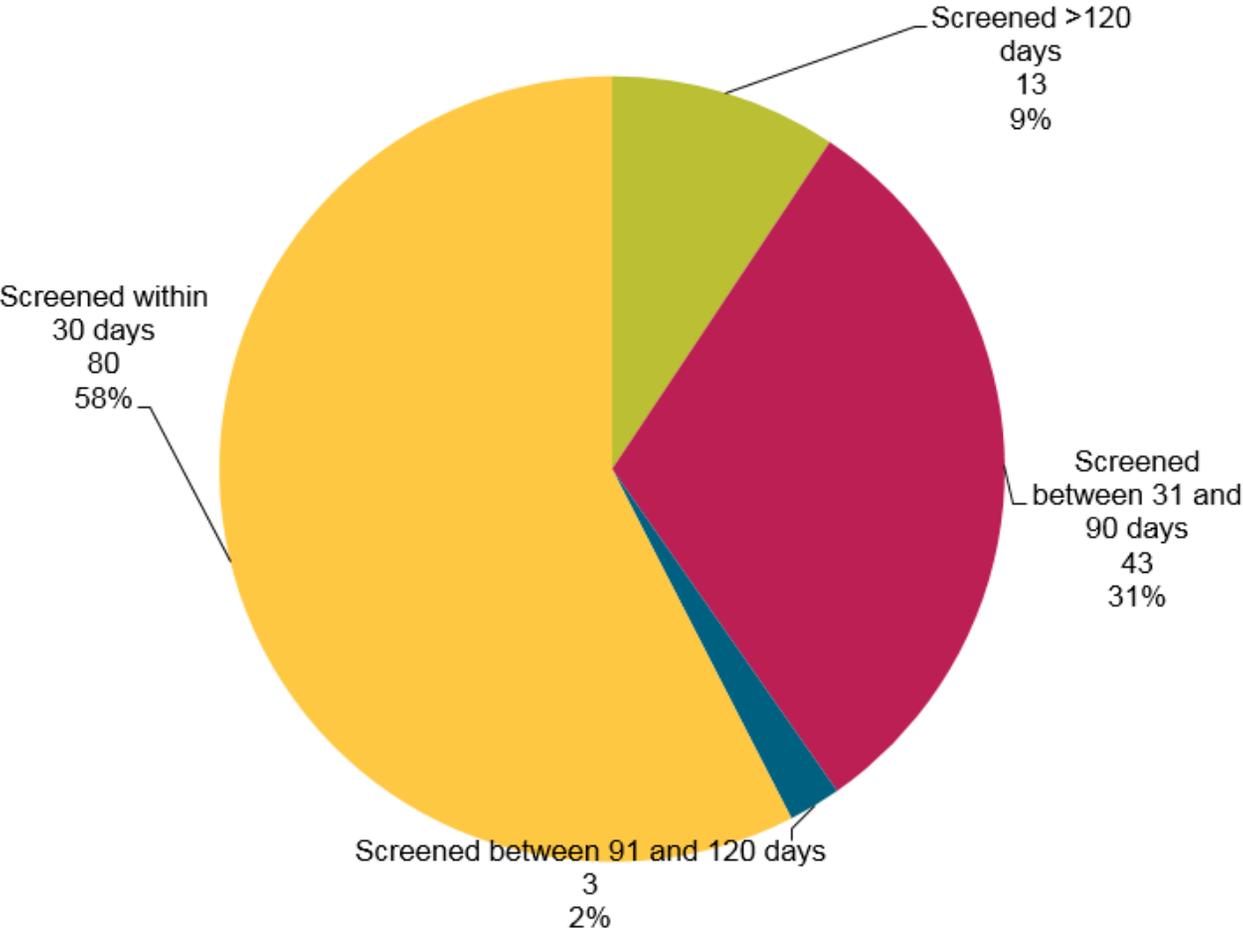
- FY 2015
- FY 2016
- FY 2017**
- FY 2018



Days to Screening by CVORT

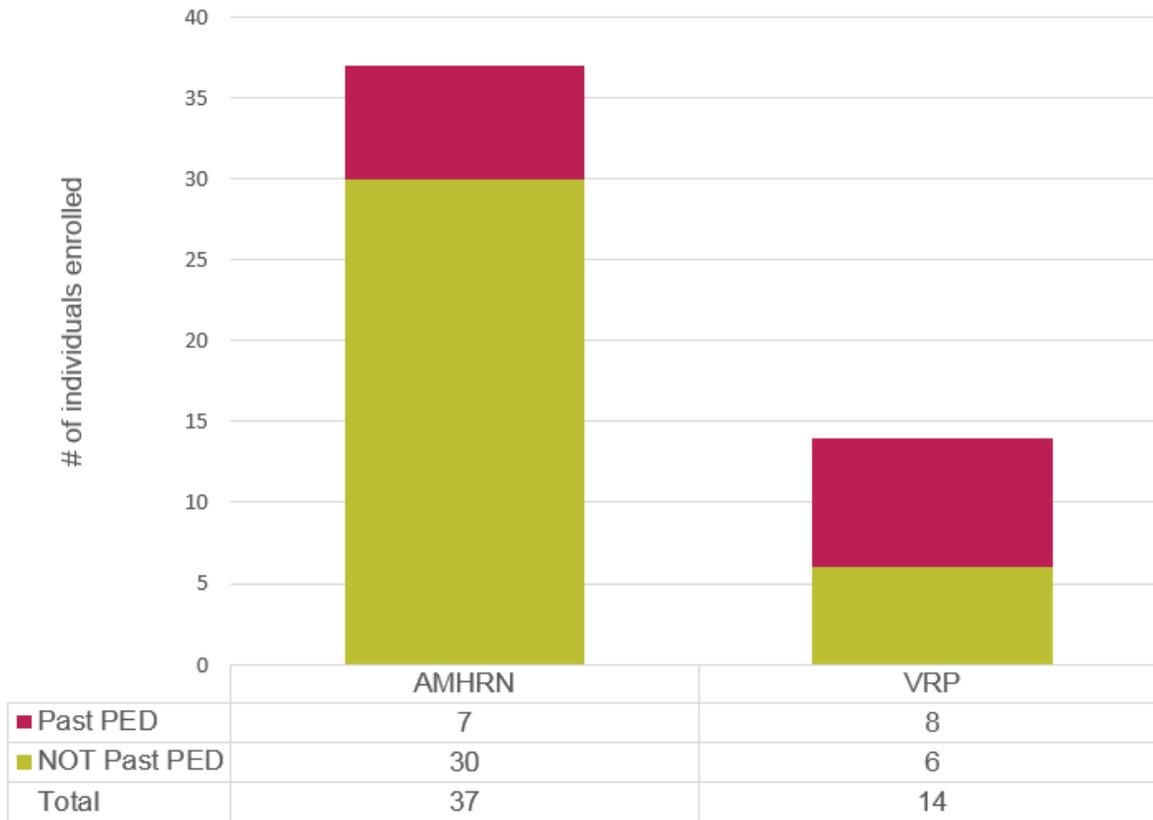
FY 2018

Quarter 4



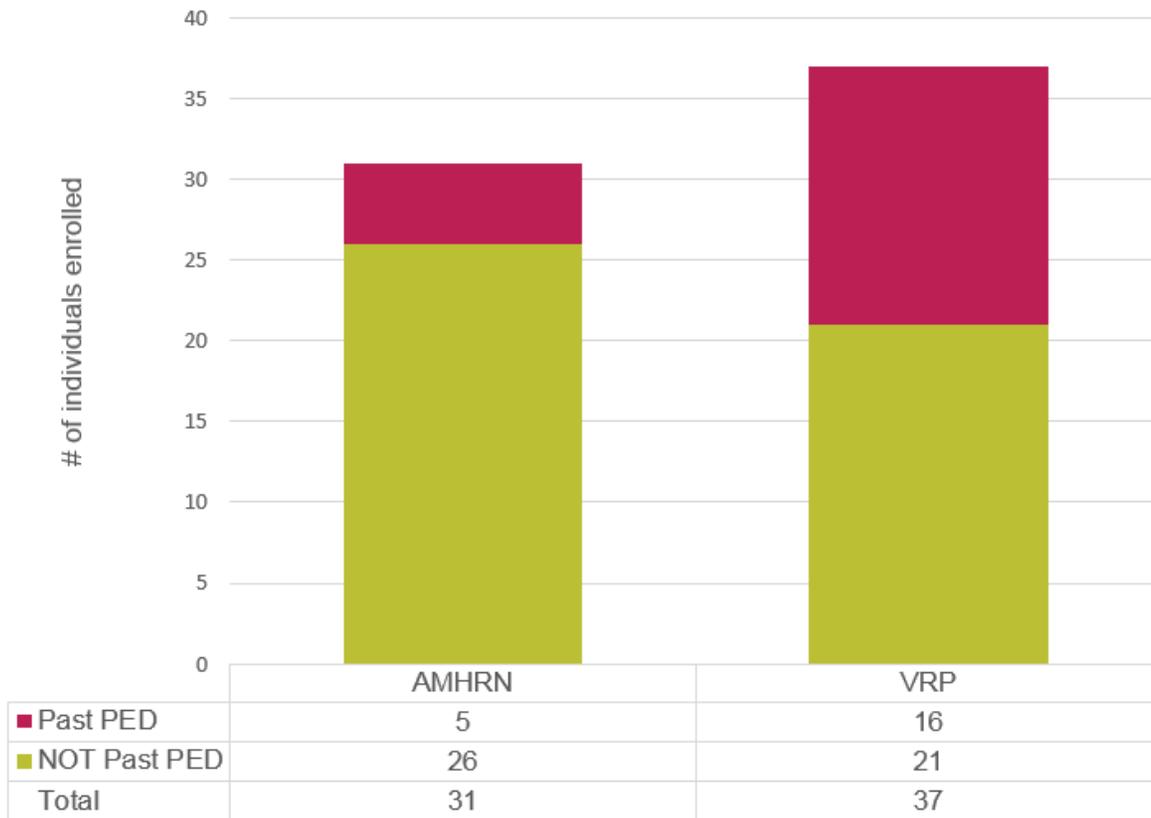
Currently Enrolled in Violence Programming by Time to PED

- FY 2018**
-
- Quarter 2
- Quarter 3
- Quarter 4



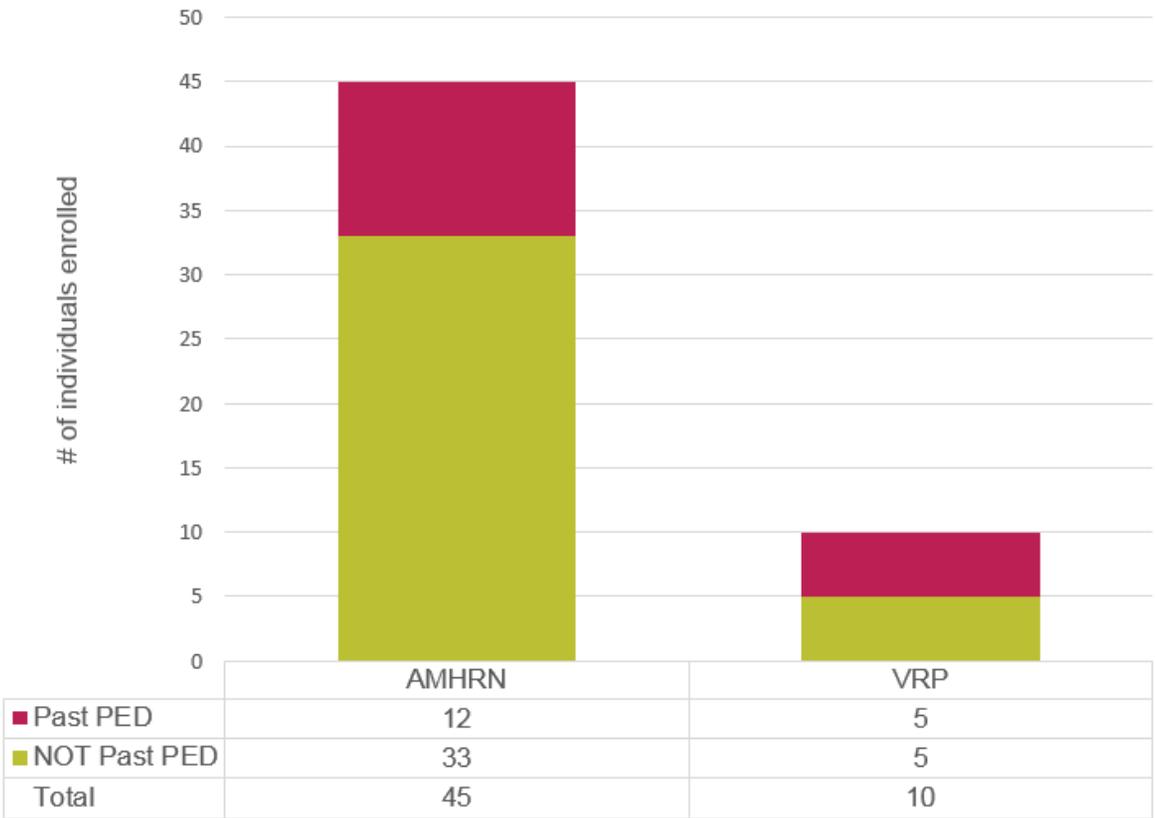
Currently Enrolled in Violence Programming by Time to PED

- FY 2018**
-
- Quarter 2
- Quarter 3
- Quarter 4



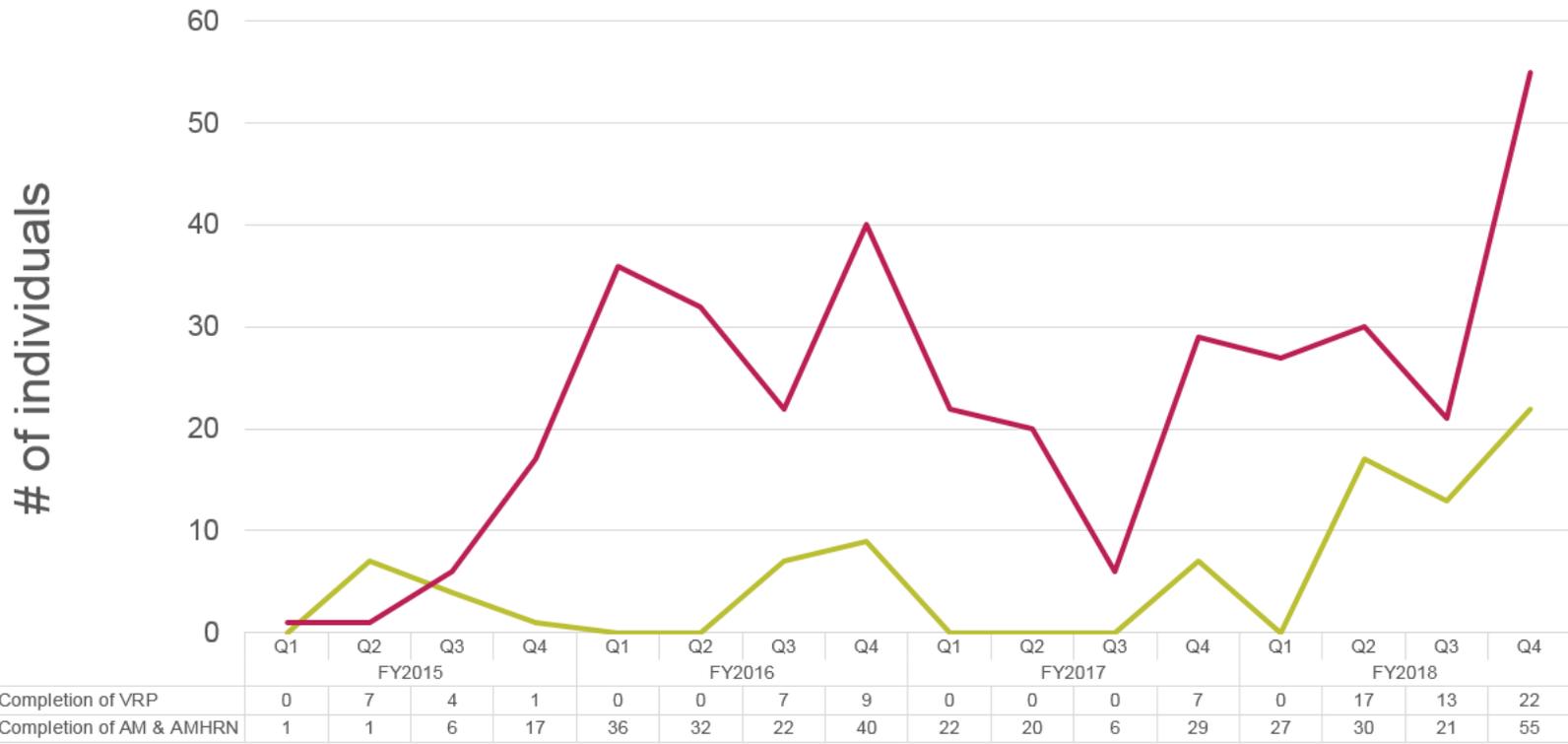
Currently Enrolled in Violence Programming by Time to PED

- FY 2018
-
- Quarter 2
- Quarter 3
- Quarter 4



Successful Completions

Successful Completion of AMHRN, AM, & VRP



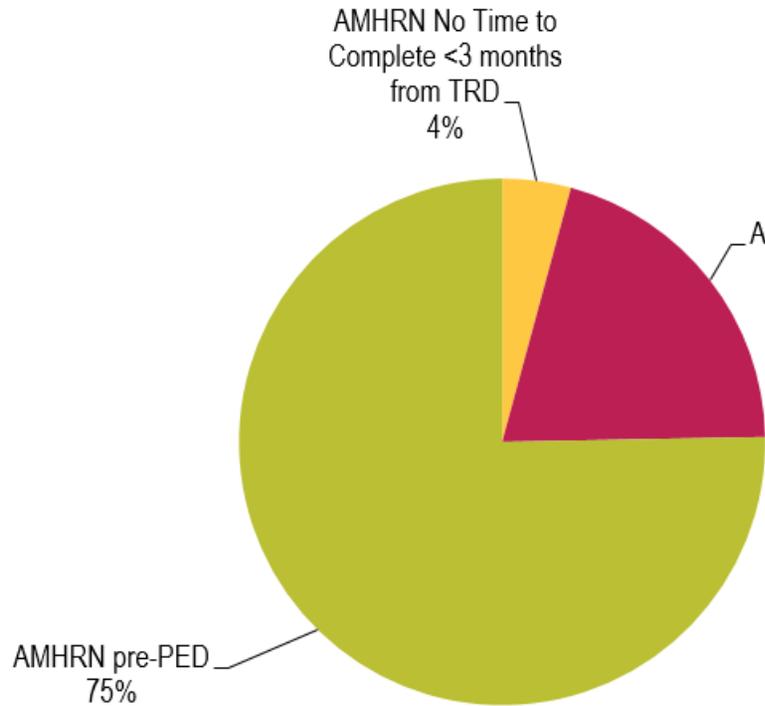
FY 2015

FY 2016

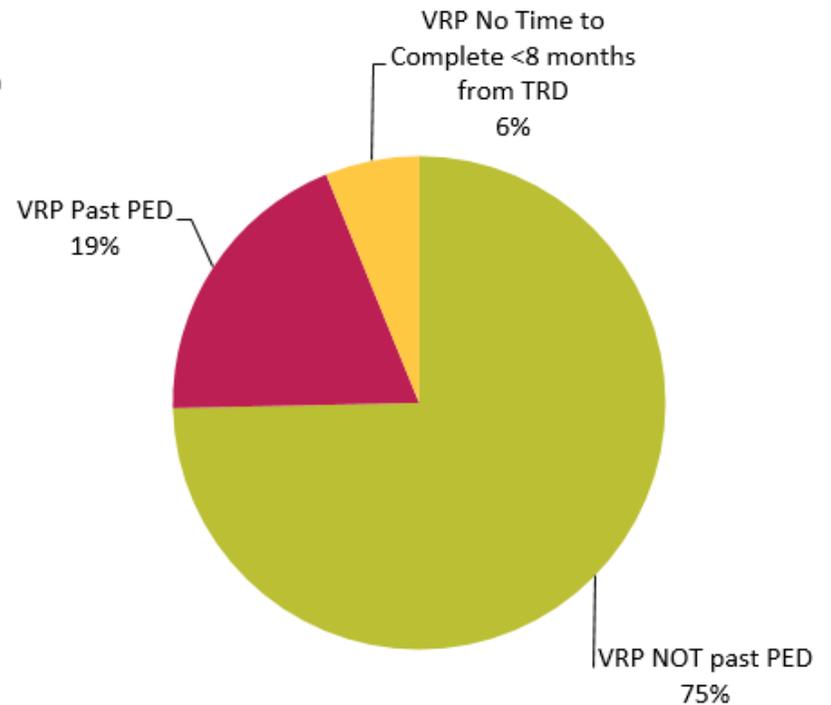
FY 2017

FY 2018

Waitlist for Violence Programming by PED



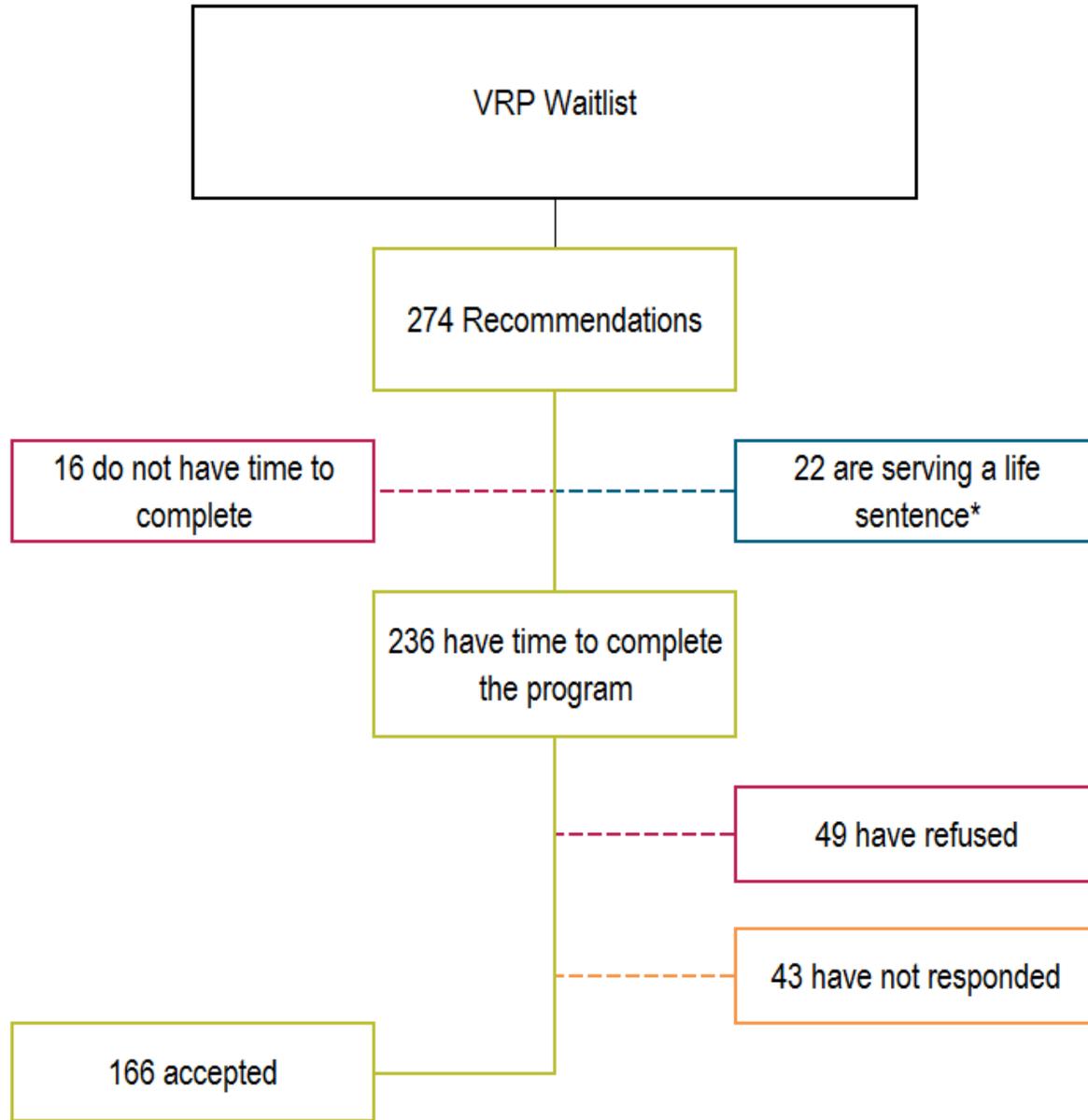
Total: 159



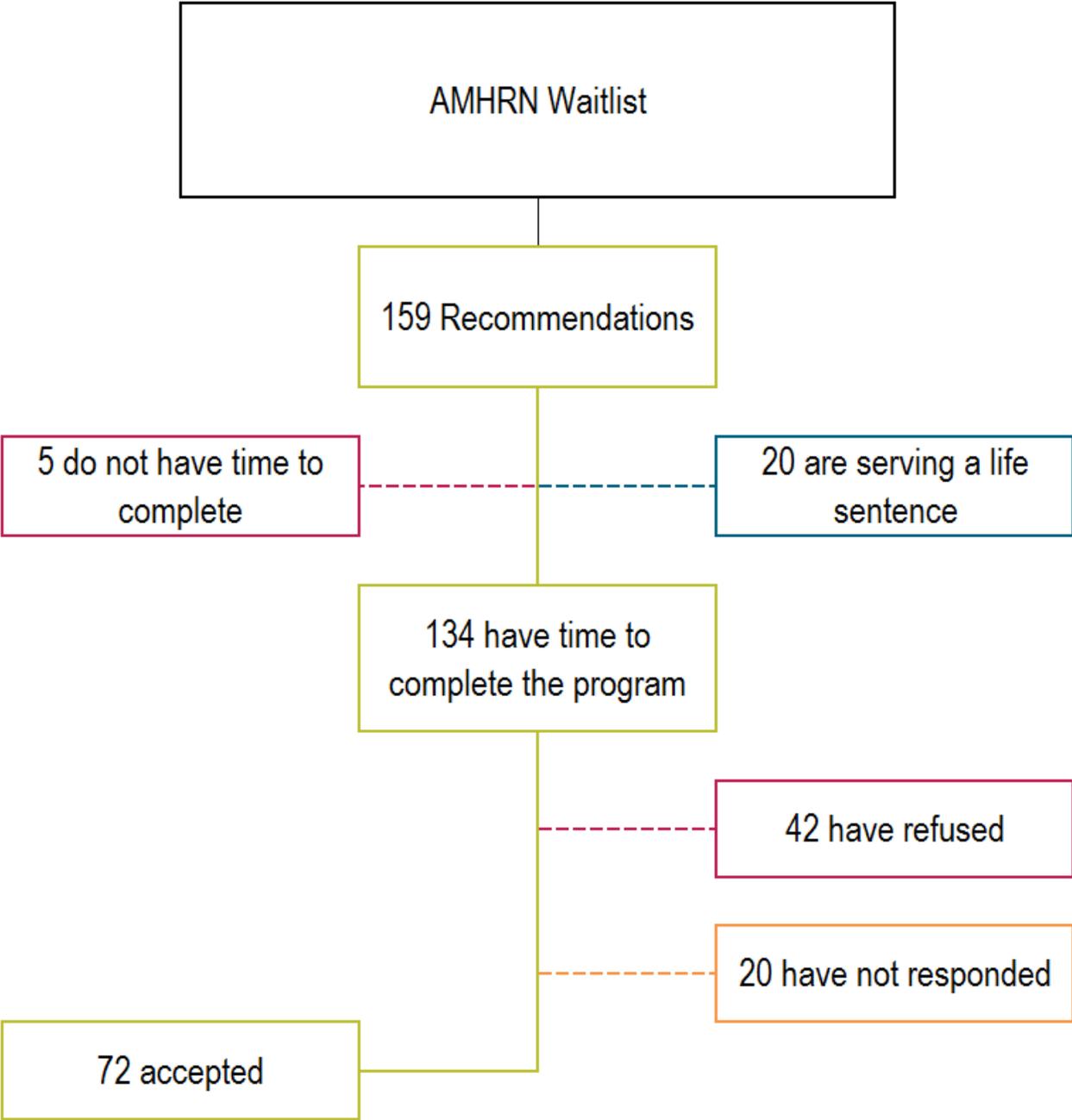
Total: 274

FY 2018

Quarter 4

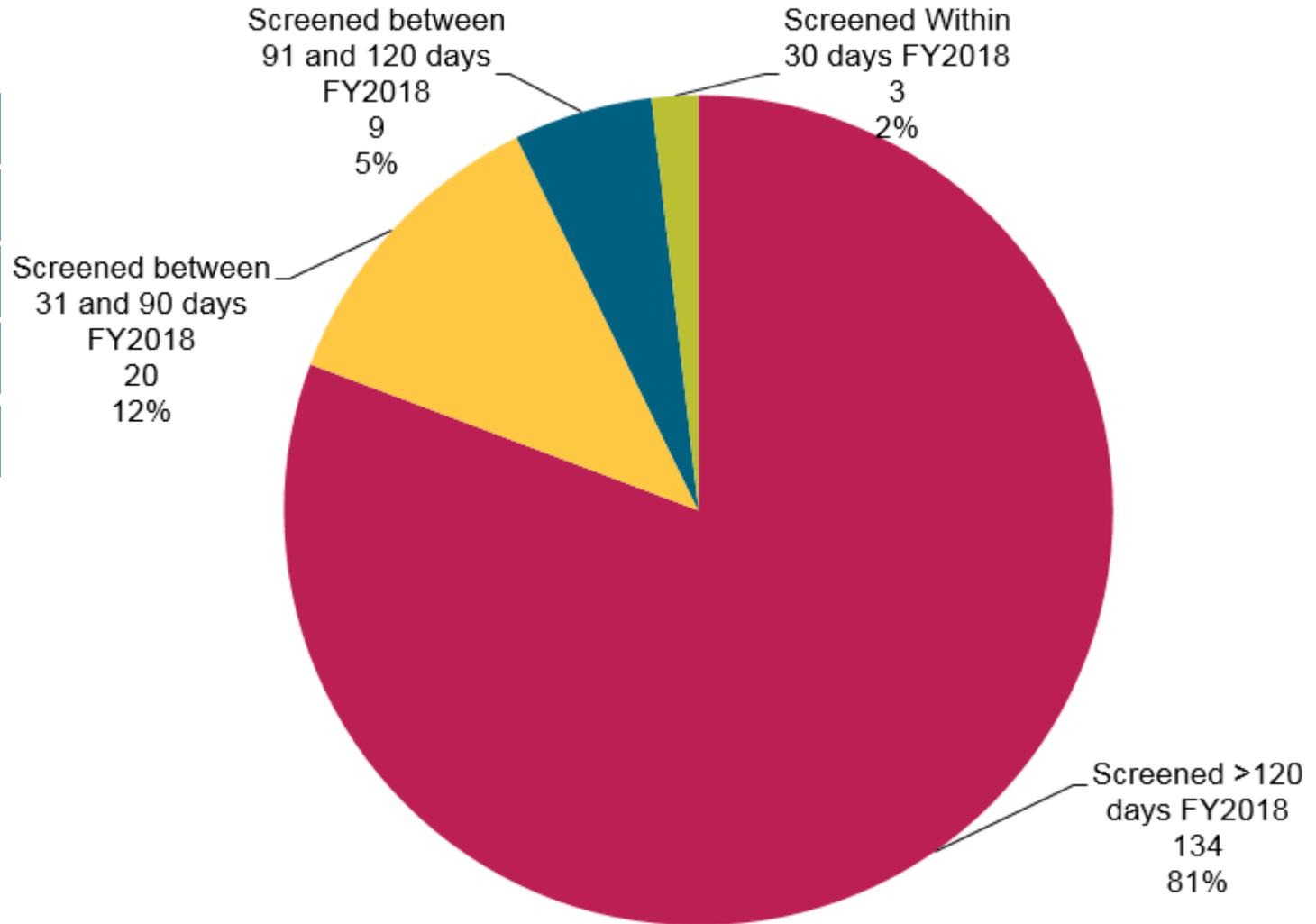


*Includes 3 inmates whom are on death row



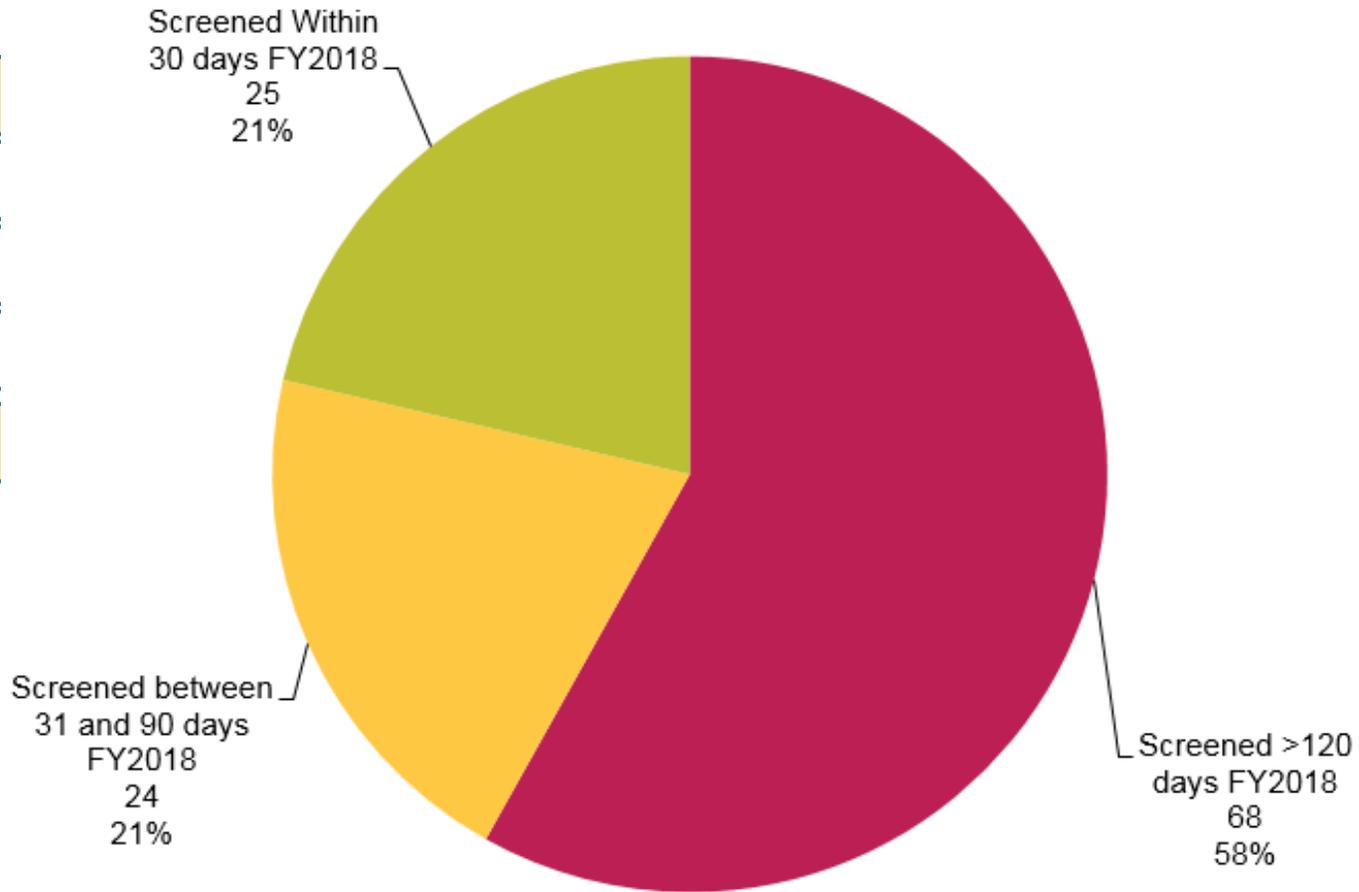
Days to Screening by CSORT

FY 2018
Quarter 1
Quarter 2
Quarter 3
Quarter 4



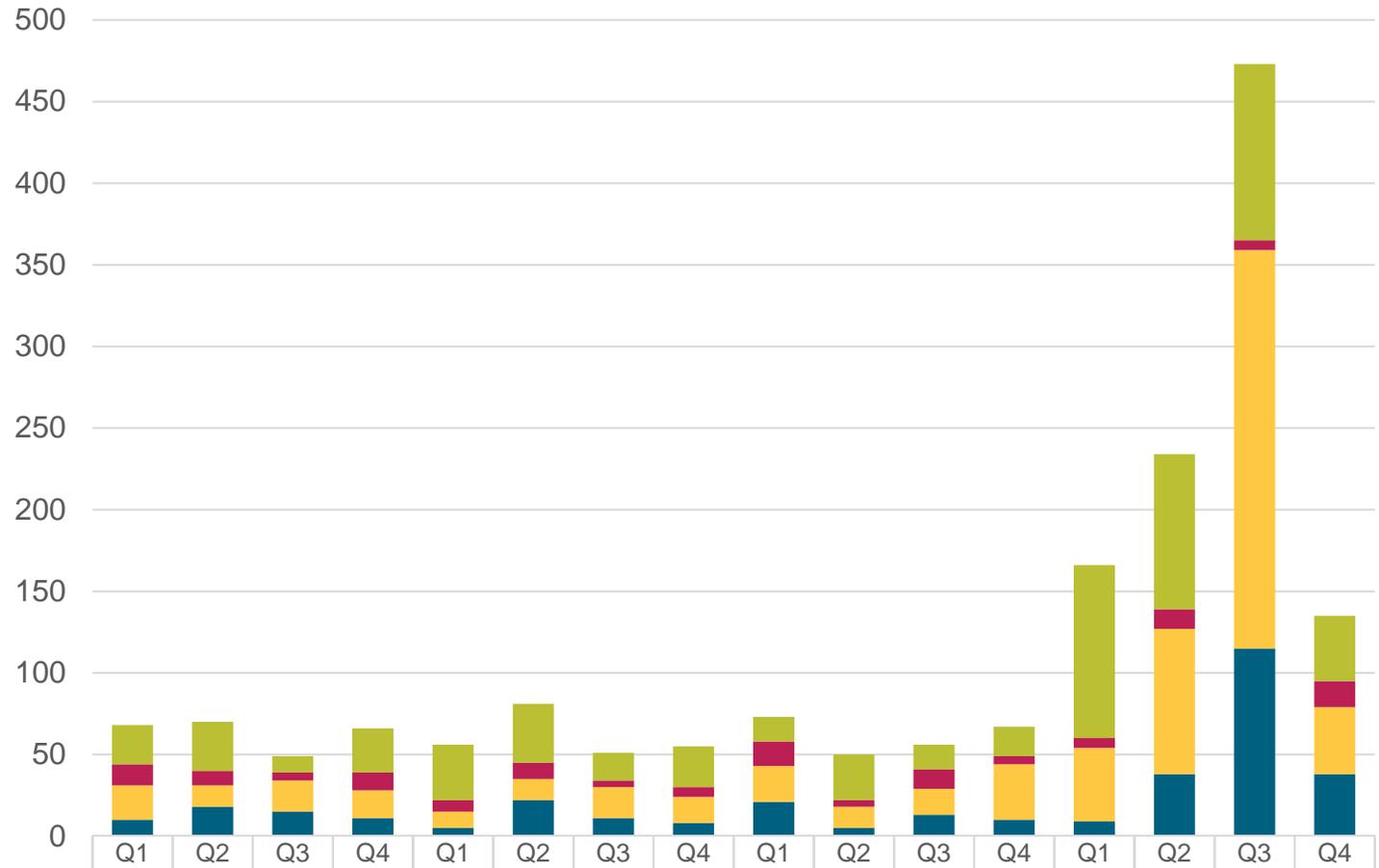
Days to Screening by CSORT

FY 2018
Quarter 1
Quarter 2
Quarter 3
Quarter 4



Trends in CSORT Program Recommendations

program recommendations



	FY2015				FY2016				FY2017				FY2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
No Sex Offender Programming	24	30	10	27	34	36	17	25	15	28	15	18	106	95	108	40
Continuing Care	13	9	5	11	7	10	4	6	15	4	12	5	6	12	6	16
oHeLP	21	13	19	17	10	13	19	16	22	13	16	34	45	89	244	41
iHeLP	10	18	15	11	5	22	11	8	21	5	13	10	9	38	115	38

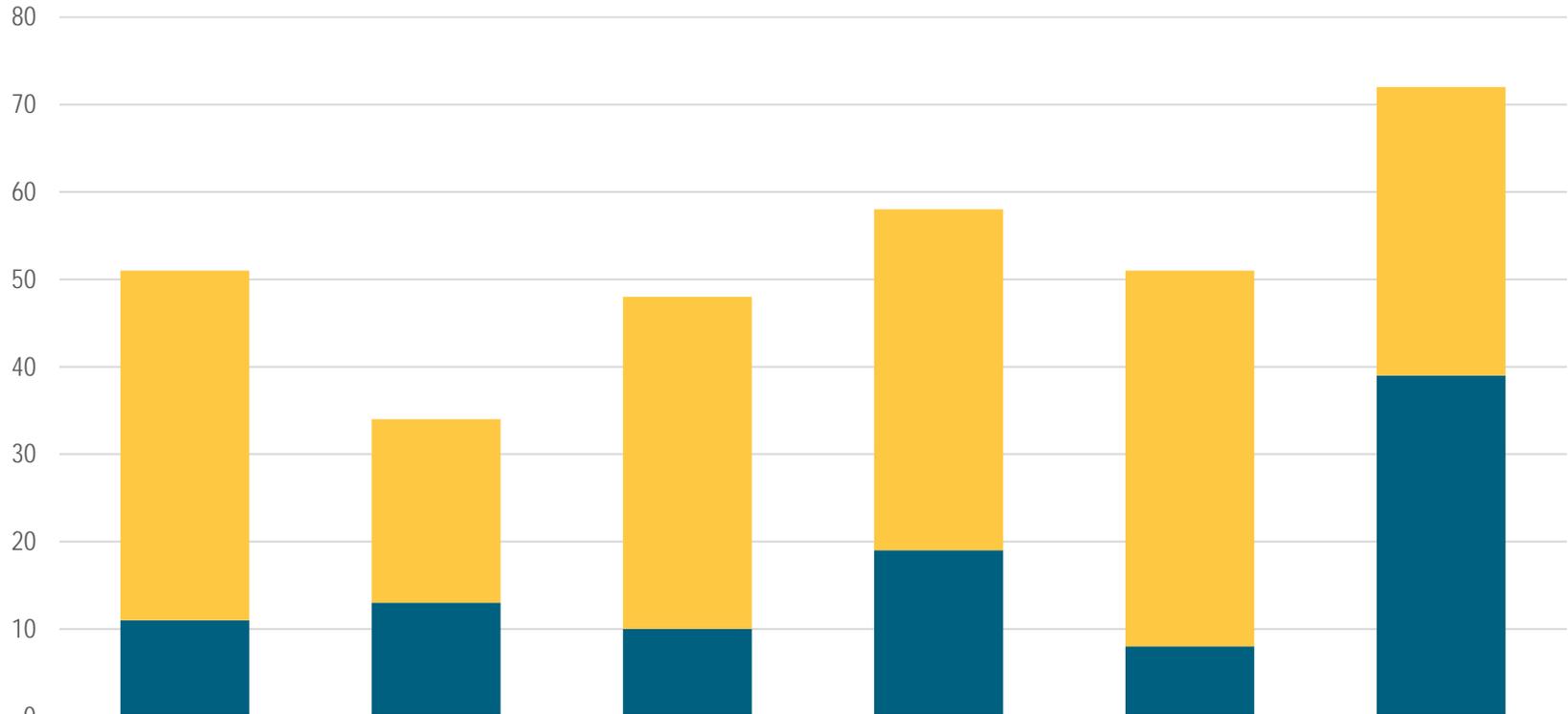
FY 2015

FY 2016

FY 2017

FY 2018

Currently Enrolled in Sex Offender Programming, by Time to PED



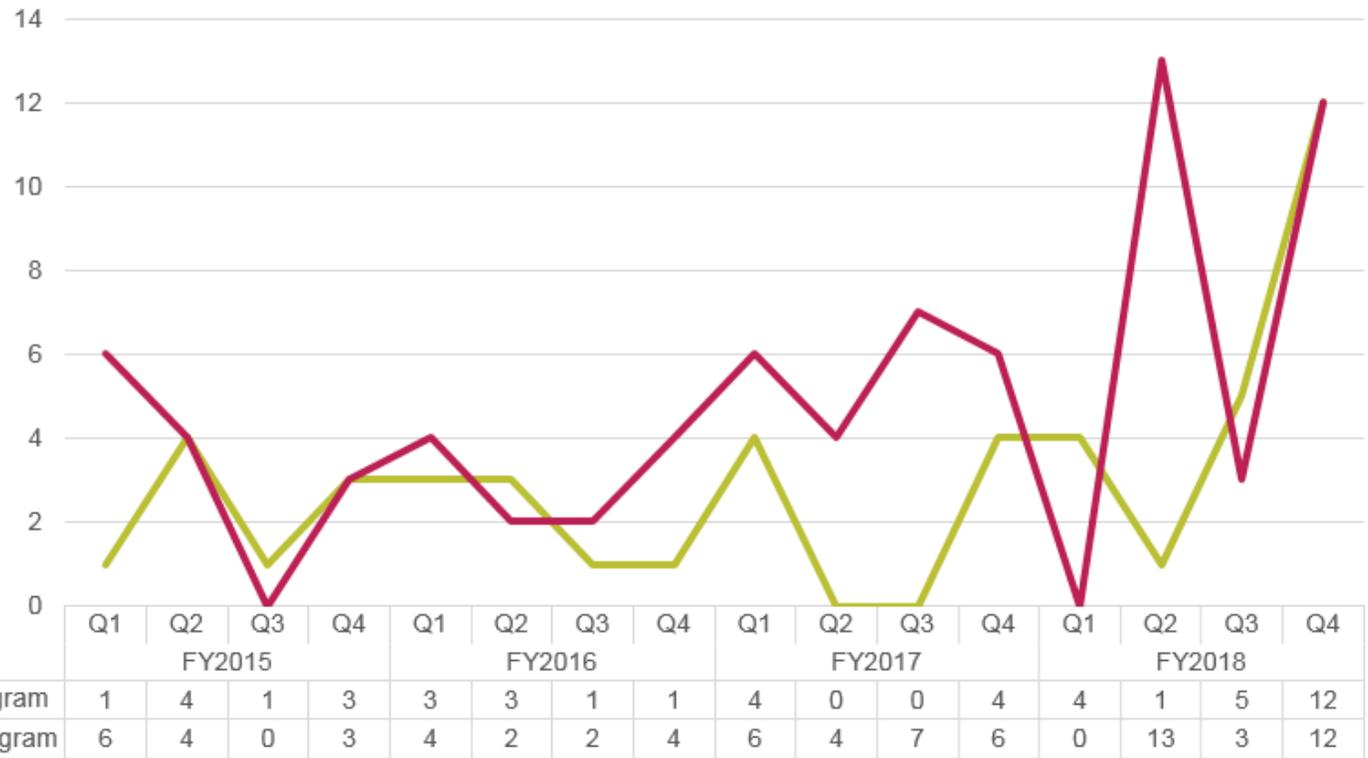
FY 2018

Quarter 2

Quarter 3

Quarter 4

Successful Completion of iHeLP & oHeLP



FY 2015

FY 2016

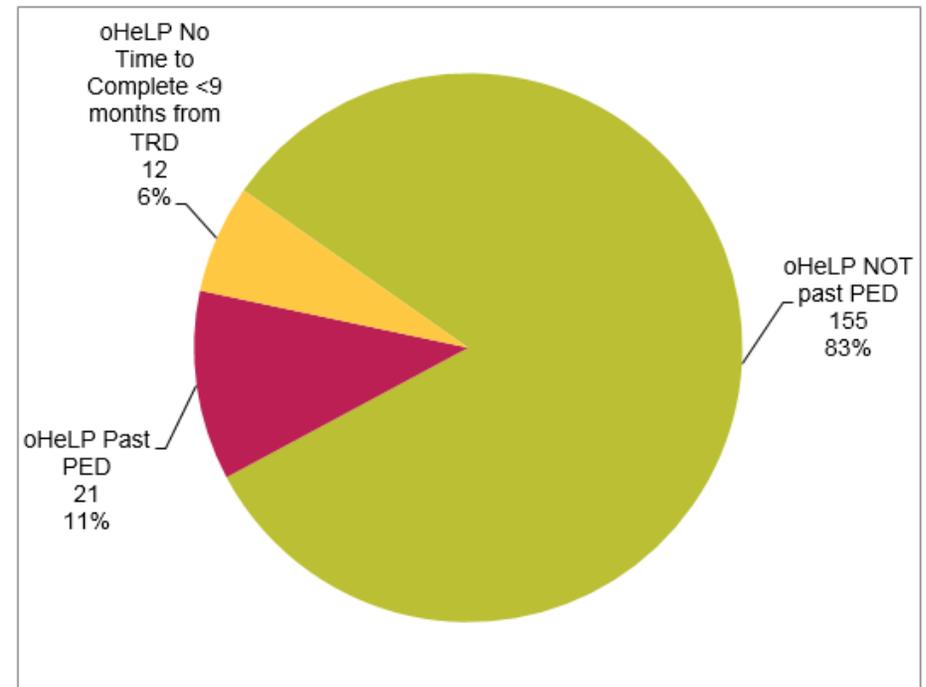
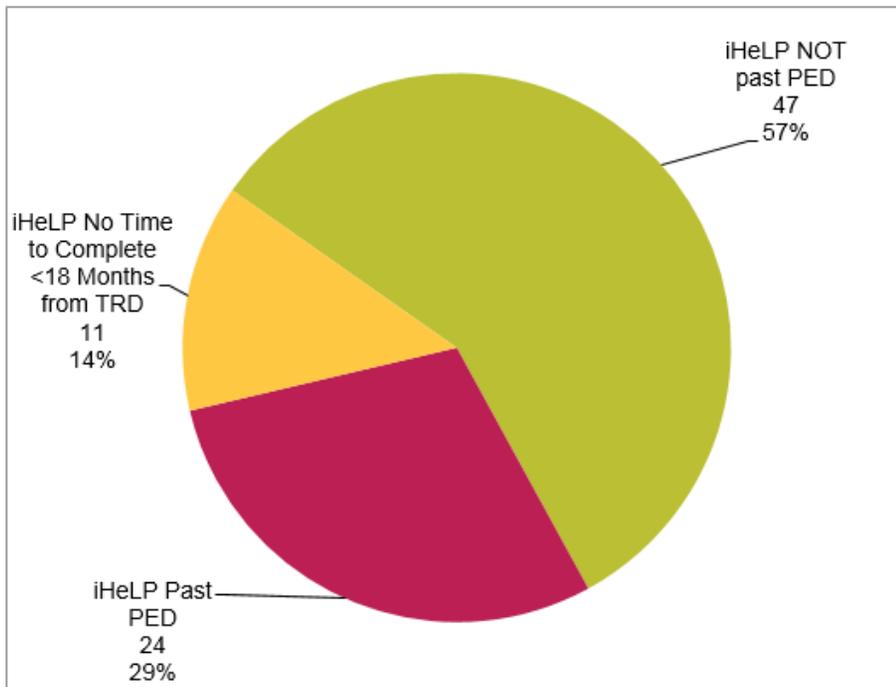
FY 2017

FY 2018

S.O. Programming Wait List

iHeLP

oHeLP



FY 2018

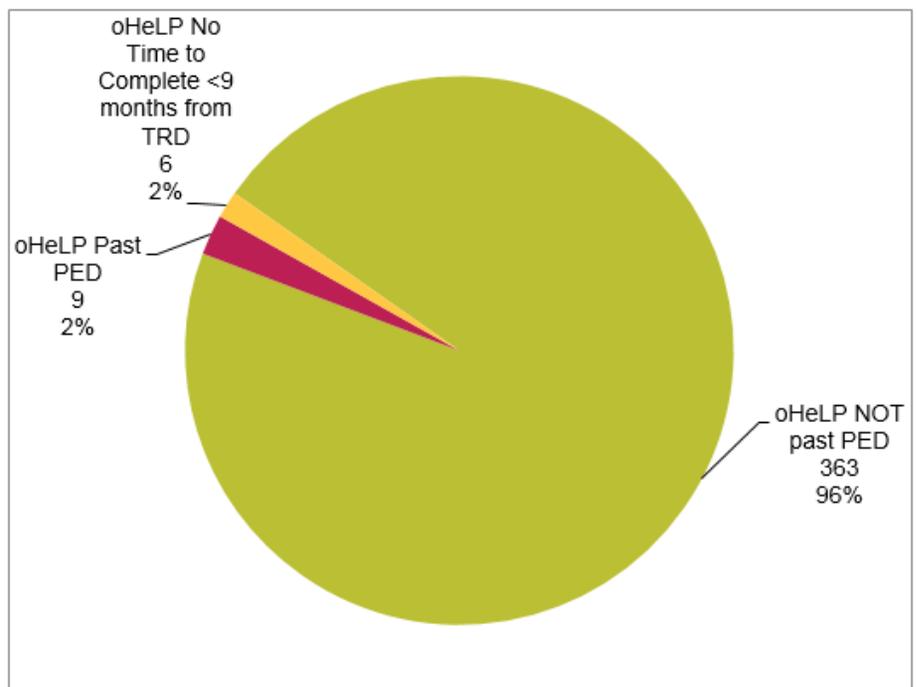
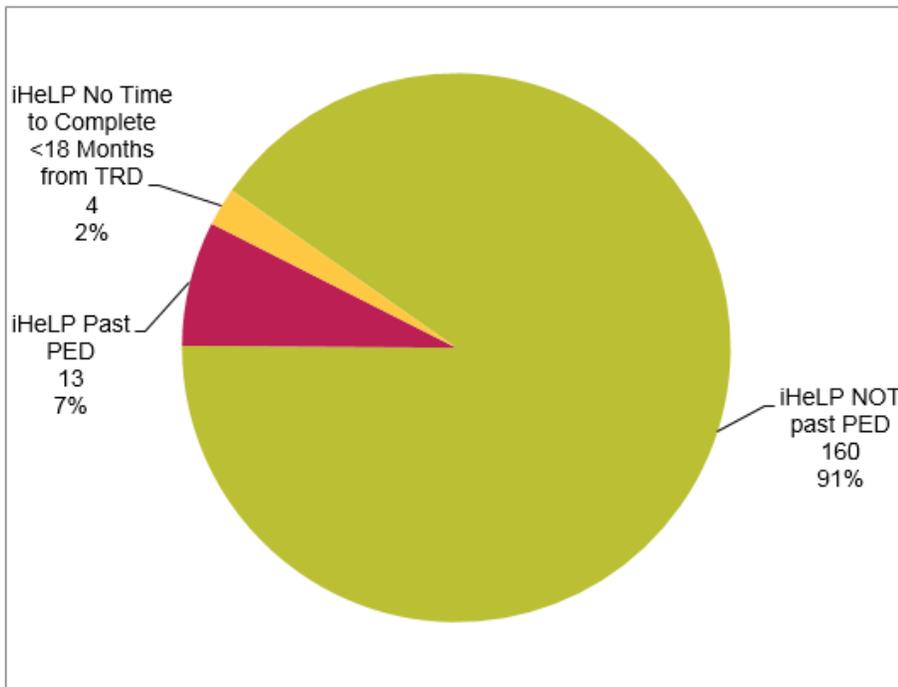
Quarter 2

Quarter 4

S.O. Programming Wait List

iHeLP

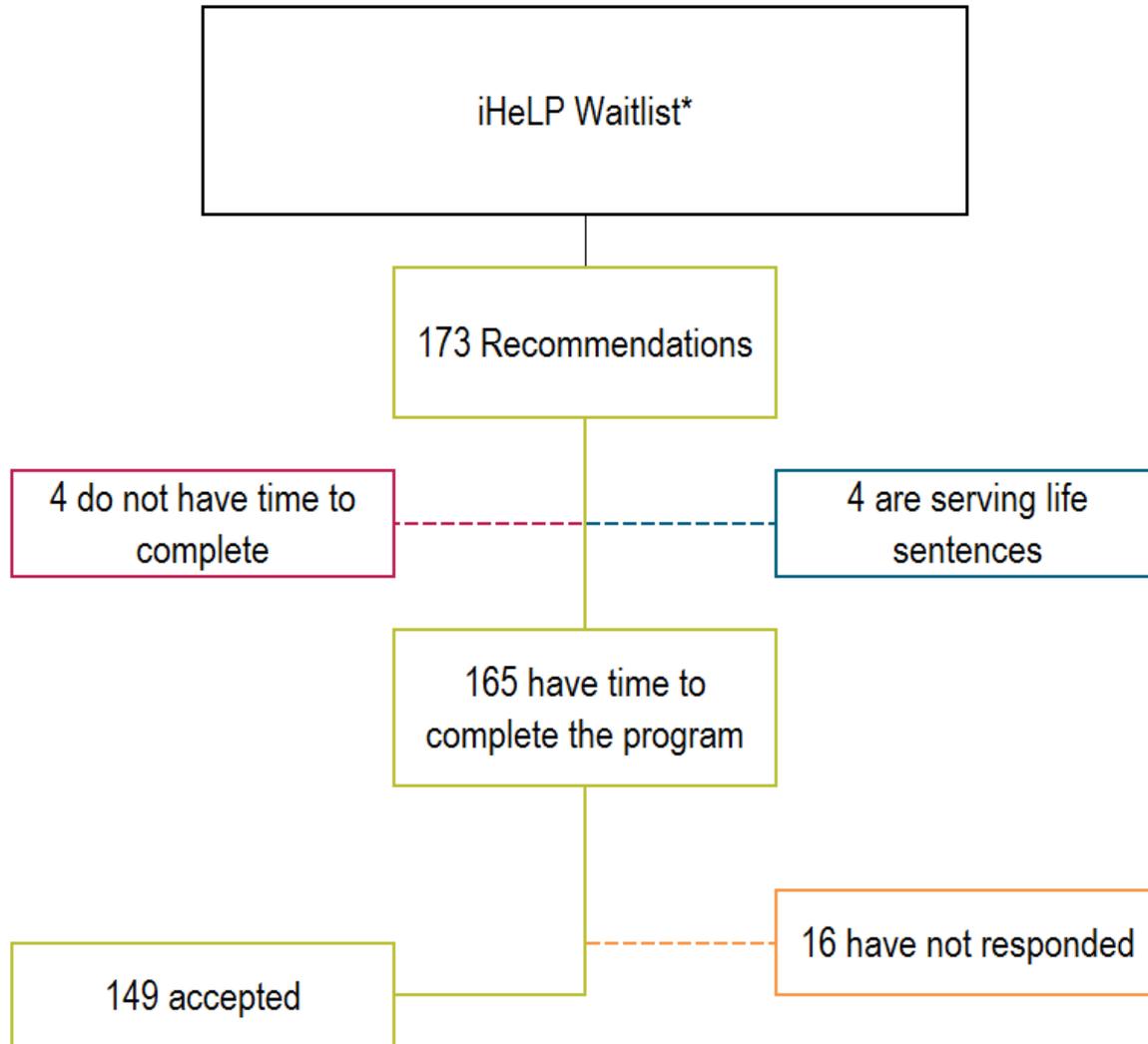
oHeLP



FY 2018

Quarter 2

Quarter 4



*iHeLP waitlist in quarterly programs report does not include refusals

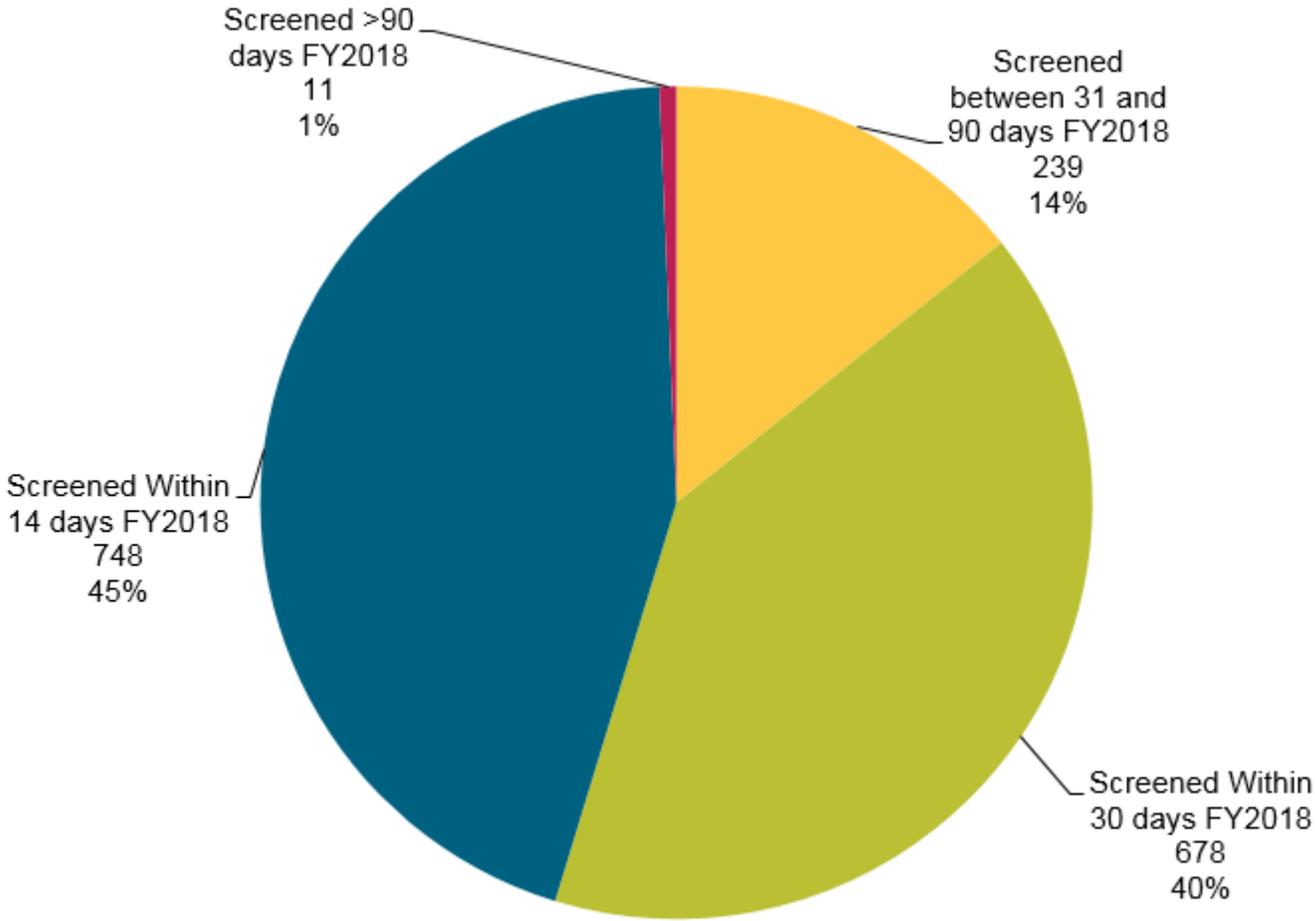
oHeLP Waitlist (pre PED)

358 Recommendations

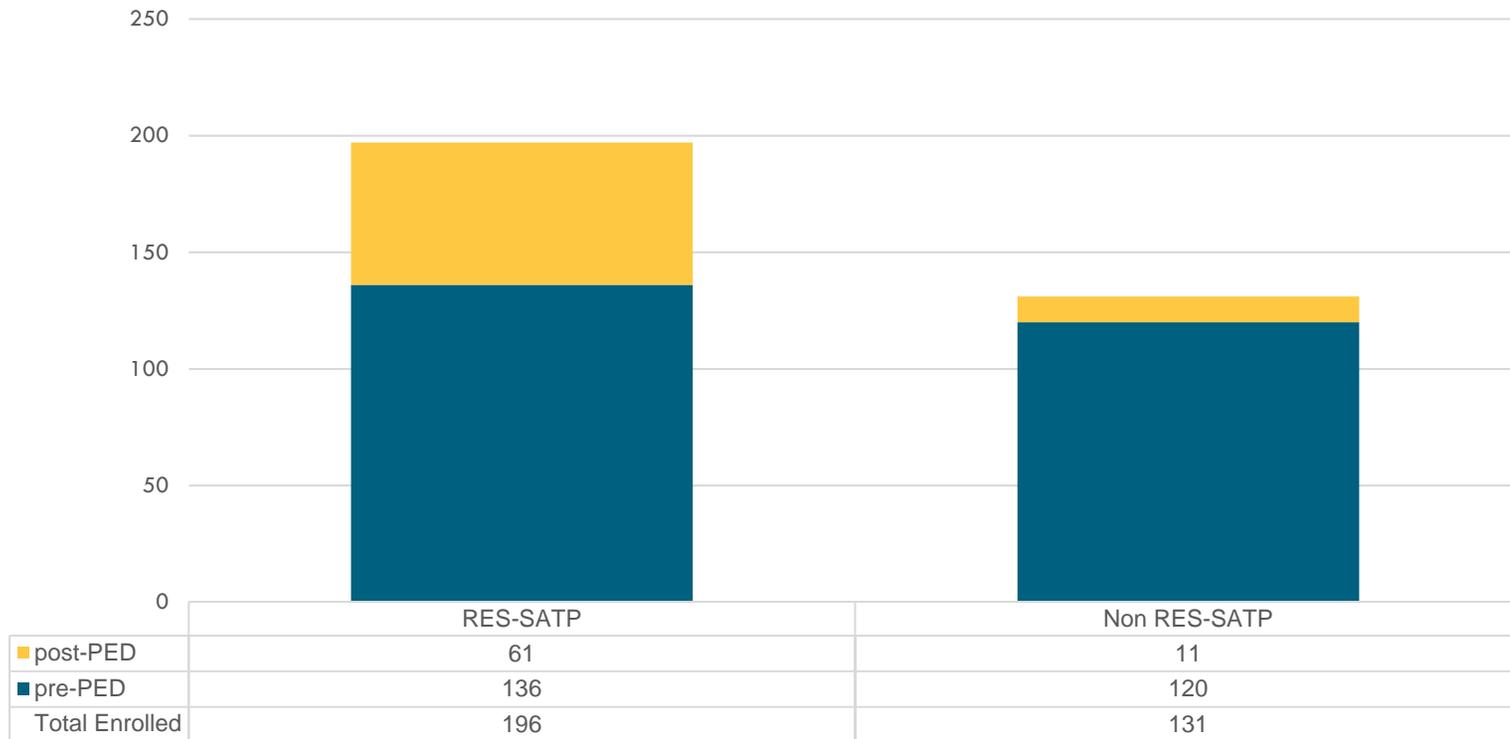
6 months or less	0
6 months – 1yr	3
1 – 3 years	40
3-5 years	50
5-10 years	91
10+ years	173
Life Sentence	1

Days to Screening for Substance Use Programming

FY 2018



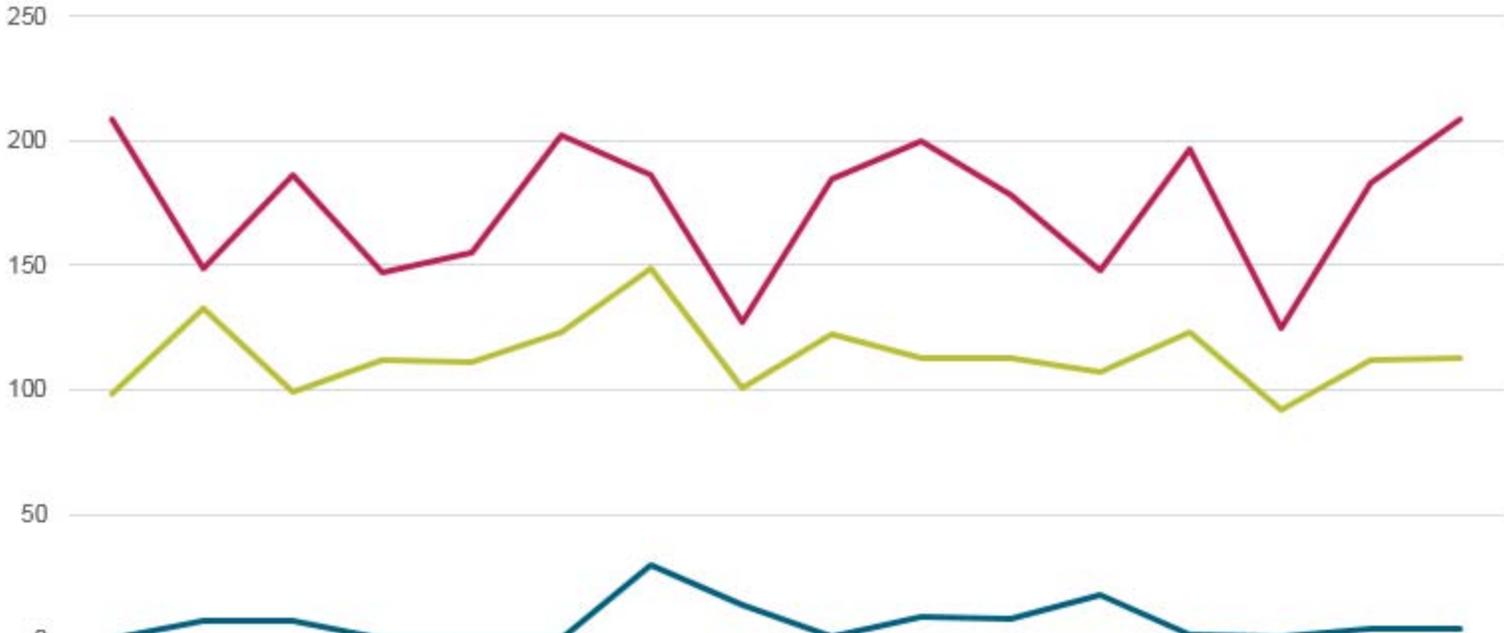
Currently Enrolled in Substance Use Programming by Time to PED:



FY 2018

Quarter 4

Successful Completion of Substance Use Programming



	Q1	Q2	Q3	Q4												
	FY2015				FY2016				FY2017				FY2018			
Residential	98	133	99	112	111	123	149	101	122	113	113	107	123	92	112	113
Non-Residential	209	149	186	147	155	202	186	127	185	200	178	148	197	125	183	209
Drug & Alcohol Education	0	7	7	0	0	0	30	14	1	9	8	18	2	1	4	4

FY 2015

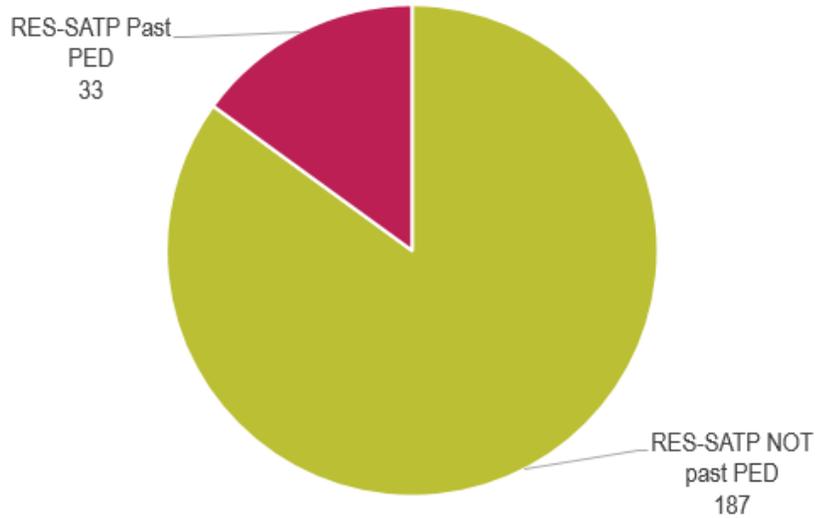
FY 2016

FY 2017

FY 2018

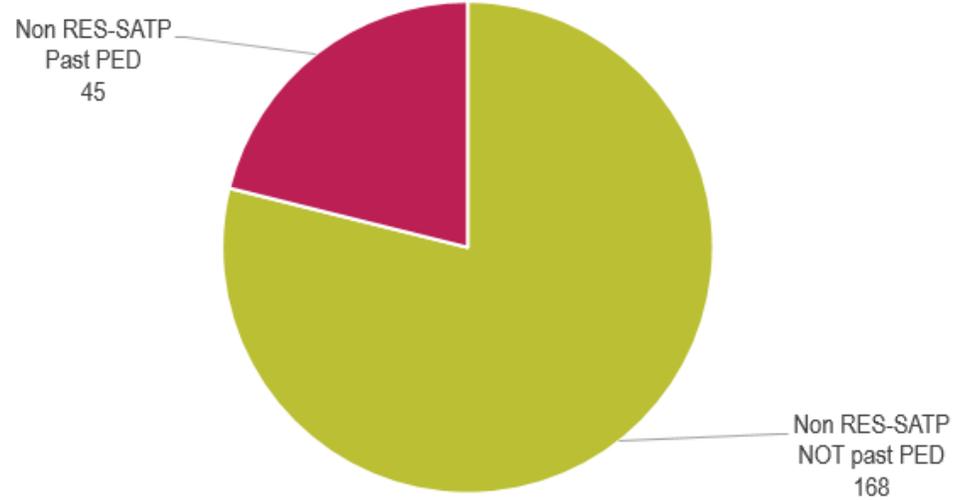
SATP WAIT LIST

RES-SATP



FY 2018

Non RES-SATP

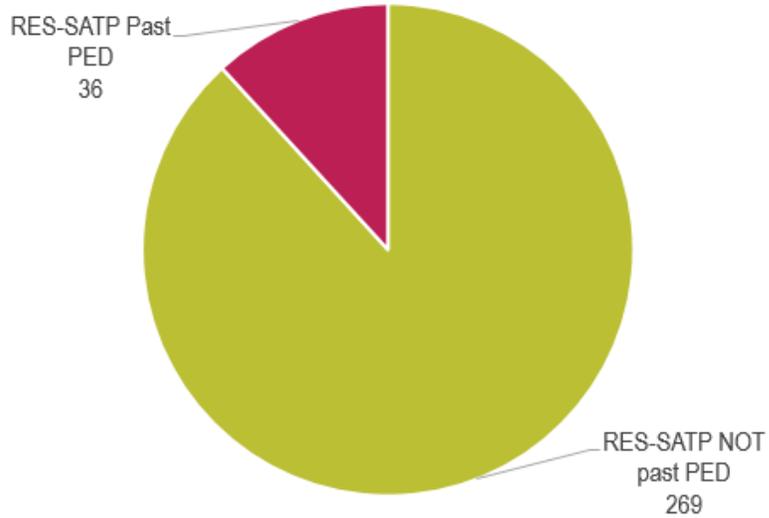


Quarter 2

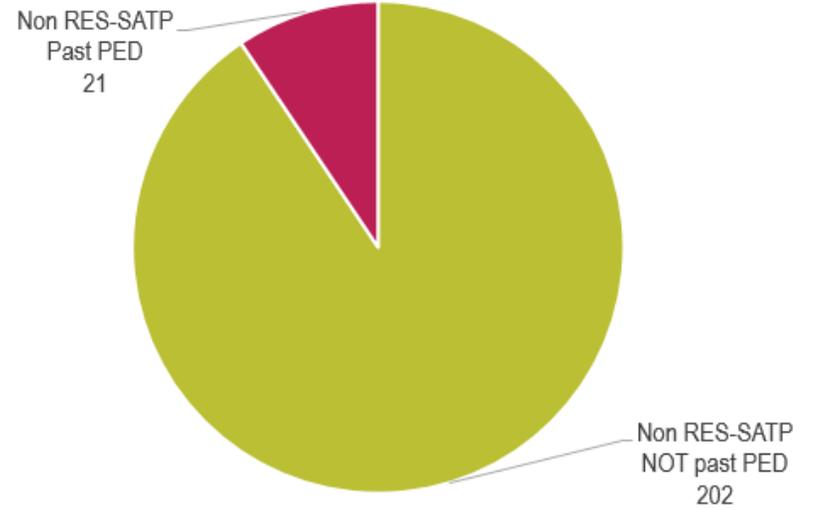
Quarter 4

SATP WAIT LIST

RES-SATP



Non RES-SATP



FY 2018

Quarter 2

Quarter 4

Non-Clinical Programming

Scott Frakes
Director

Non-Clinical Programming

- Cognitive Behavioral Interventions
 - Thinking for a Change (T4C)
 - Moral Reconciliation Therapy (MRT)
 - Living in Balance (LIB)

Currently in a Core Non Clinical Program By Time to PED



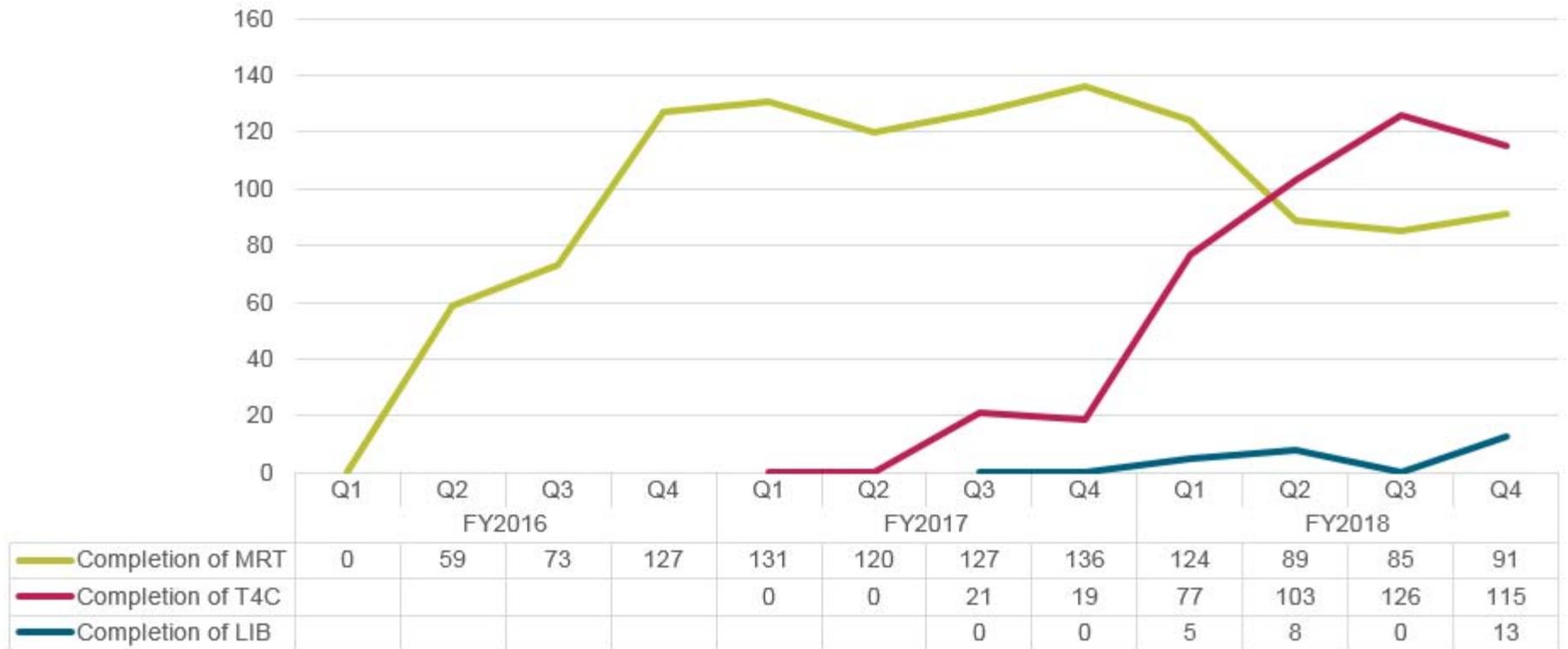
FY 2018

Quarter 2

Quarter 3

Quarter 4

Successful Completion of MRT & T4C



FY 2016

FY 2017

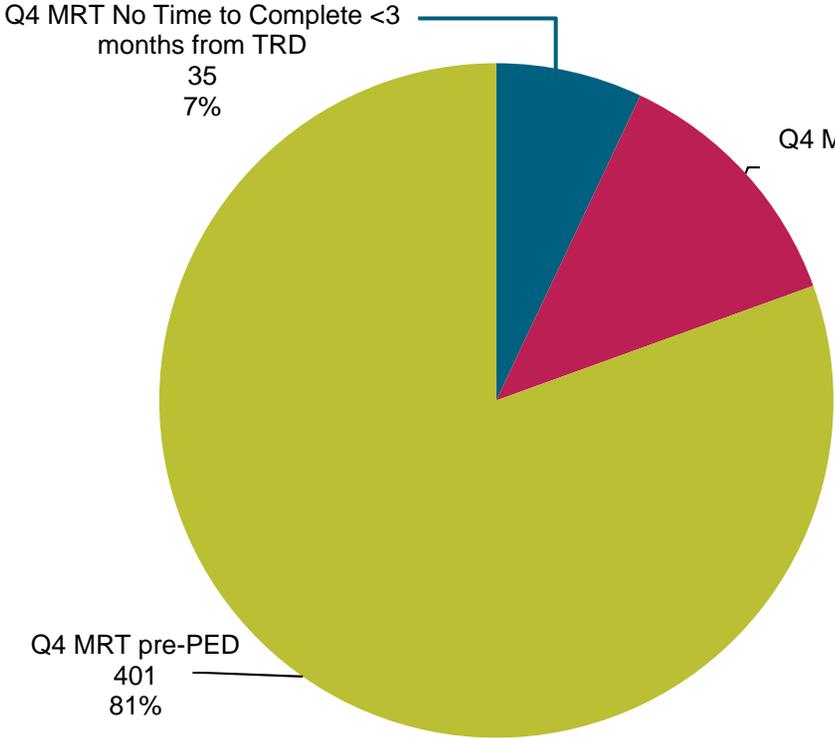
FY 2018

FY 2018

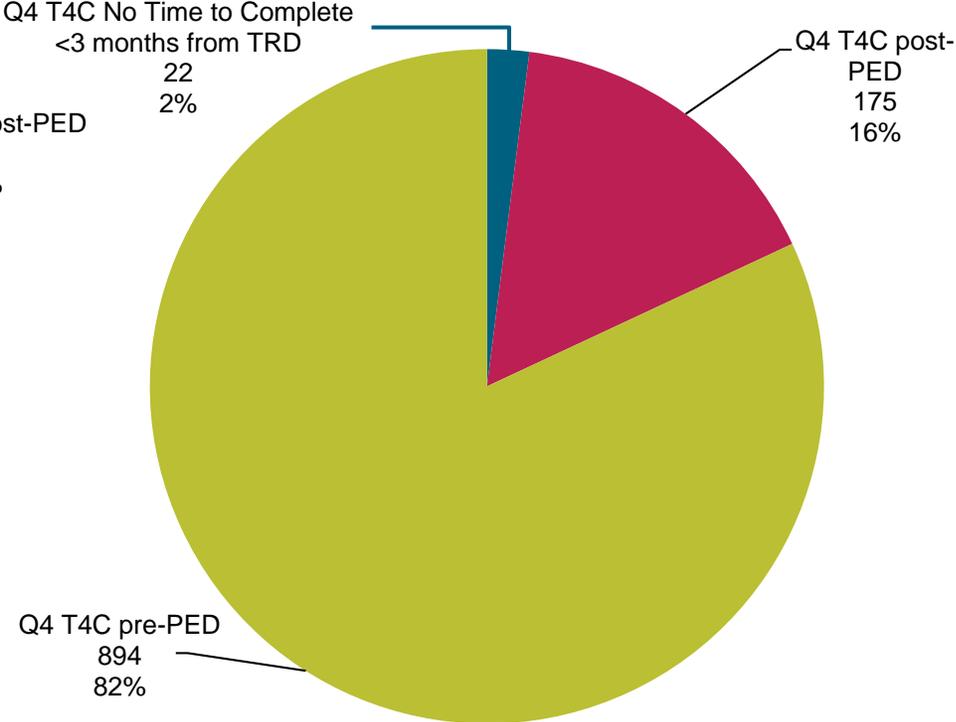
Quarter 4

Wait List

MRT



T4C



Doing the Work

Rowan Taylor
Unit Manager, LCC

Moving Forward



- Expanding mission-specific housing
- Increasing access to programming
- Enhancing the work environment
- Appreciating each other
- Refining the work

Keep people safe

Safe Prisons
Transformed Lives
Safe Communities

NEBRASKA
DEPT OF CORRECTIONAL SERVICES