

ROADMAP

DIRECTOR ANNETTE CHAMBERS-SMITH

MISSION

Reduce recidivism
among those we
touch.

VISION

Reduce crime
in Ohio.



VALUES

Take care of our staff; they
will transform our
offenders

One team --one purpose

Civility towards all

Hope is job one

Ohio

Department of Rehabilitation & Correction

Mike DeWine, Governor
Annette Chambers-Smith, Director



Ohio | Department of
Rehabilitation & Correction

Mike DeWine, Governor
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CORE THEMES

Investing in Staff

Holistic Programming

Family Involvement in Offender Success

Enhancing Public Safety

Improving Operational Efficiencies

Modernizing Parole and Community Services



Investing in Staff



THEME 1



Crisis Intervention Training

**51%
growth**

—
IN STAFF HAVING
COMPLETED CRISIS
INTERVENTION TRAINING AT
DRC FACILITIES BY MAY
2020.

Core Correctional Training

**46%
growth**

—
IN STAFF HAVING CORE
CORRECTIONAL
PRACTICES TRAINING AT
DRC FACILITIES BY MAY
2020.

Employee Support Services

- IMPLEMENT TRAUMA INFORMED CARE FOR STAFF
- LAUNCH EMPLOYEE SUPPORT SERVICES IN PERSONNEL

JUNE 2019

MODIFIED CORRECTIONS OFFICER ASSESSMENT

Implementation of a pilot program that impacts recruitment, assessment as well as expedites the onboarding of new Correction Officers while maintaining quality and job readiness of hires.

NEW LEADERSHIP TRAINING

Sixteen APA Administrators will be trained at CTA in June of 2019.

AUGUST 2019

MENTORSHIP PROGRAM

Develop a formalized orientation and mentorship program for all newly appointed Wardens, Deputy Wardens and Regional Administrators.

JANUARY 2020

PACE PROGRAM

Modernize PACE program to allow staff greater opportunity to explore the agency.



Pickaway Correctional Institution



AARON RIFE

2019 CORRECTIONAL
OFFICER OF THE YEAR



ZONE
27
←

Holistic Programming



THEME 2

FAITH-BASED Program Expansion

HANNAH'S GIFT

Gender-specific, faith-based program designed to assist women in the role as mothers during incarceration.

STEPHEN MINISTRIES

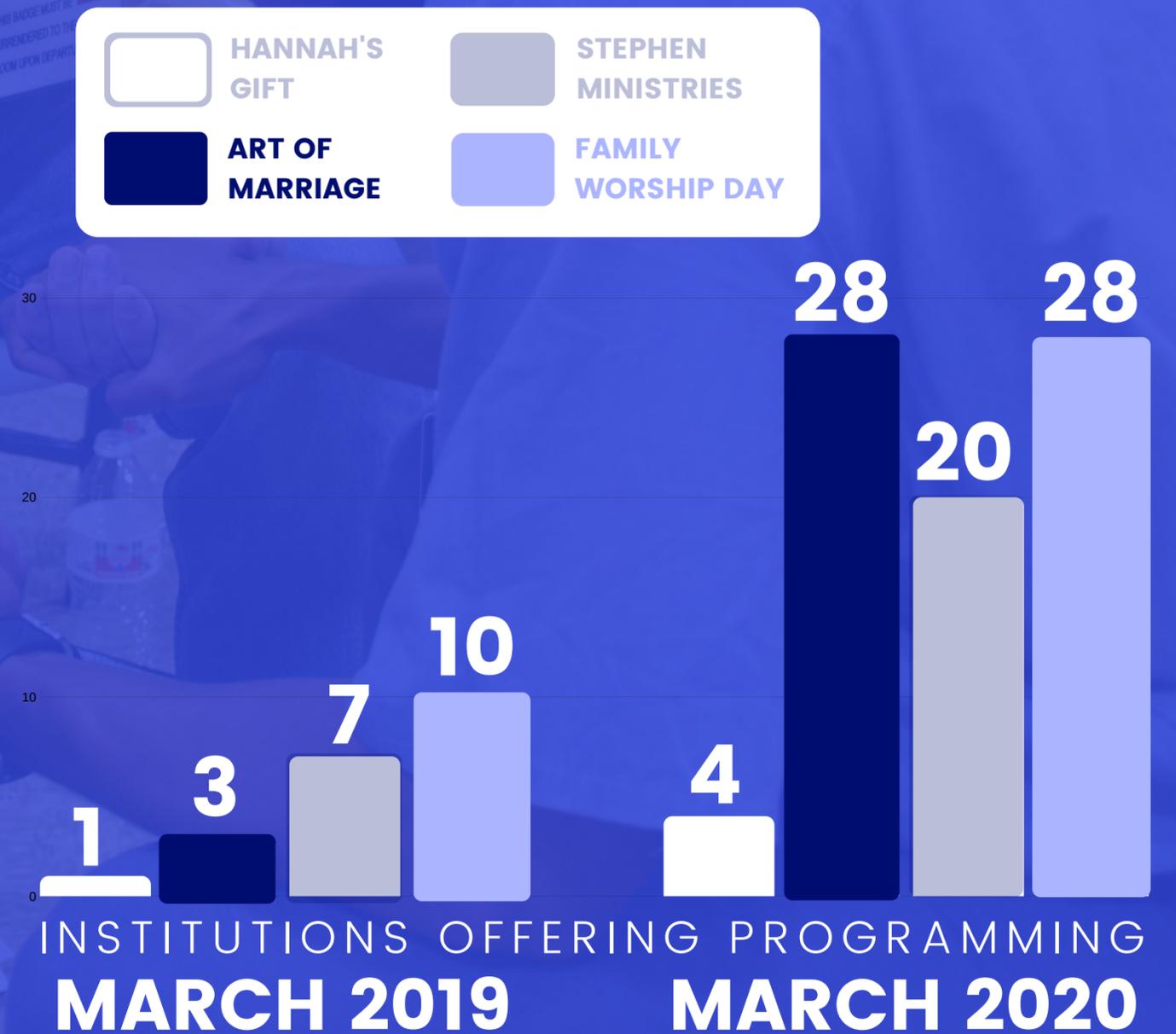
Faith-based, lay-care ministry -- DRC staff train adults in custody to serve as lay-care providers.

ART OF MARRIAGE

Faith-based program designed to support married couples by deepening their understanding of the purpose of marriage while providing opportunity for deeper spiritual connection for couples.

FAMILY WORSHIP DAY

Worship services designed to provide religious experiences for incarcerated adults with members of their family support system in an institutional setting.





Currently, **32%** of eligible incarcerated adults are earning credit for program participation.

By June 2020, **40%** of those eligible will be earning credit for education and/or work programs.

Earned Credit for Program Participation



Underway...

AUGUST 2019

TATTOO REMOVAL

Complete a concept of operational review with multiple courses of action for the Director's review.

MENTORING / COACHING PROGRAM

Identify curriculum for incarcerated adults mentoring and develop plan for roll-out at high security facilities.

JANUARY 2020

OPEN NORMALCY UNITS

Dynamic security means that direct supervision staff are trained and encouraged to develop good personal relationships with offenders, to know them as individuals, and to engage them in meaningful dialogue.

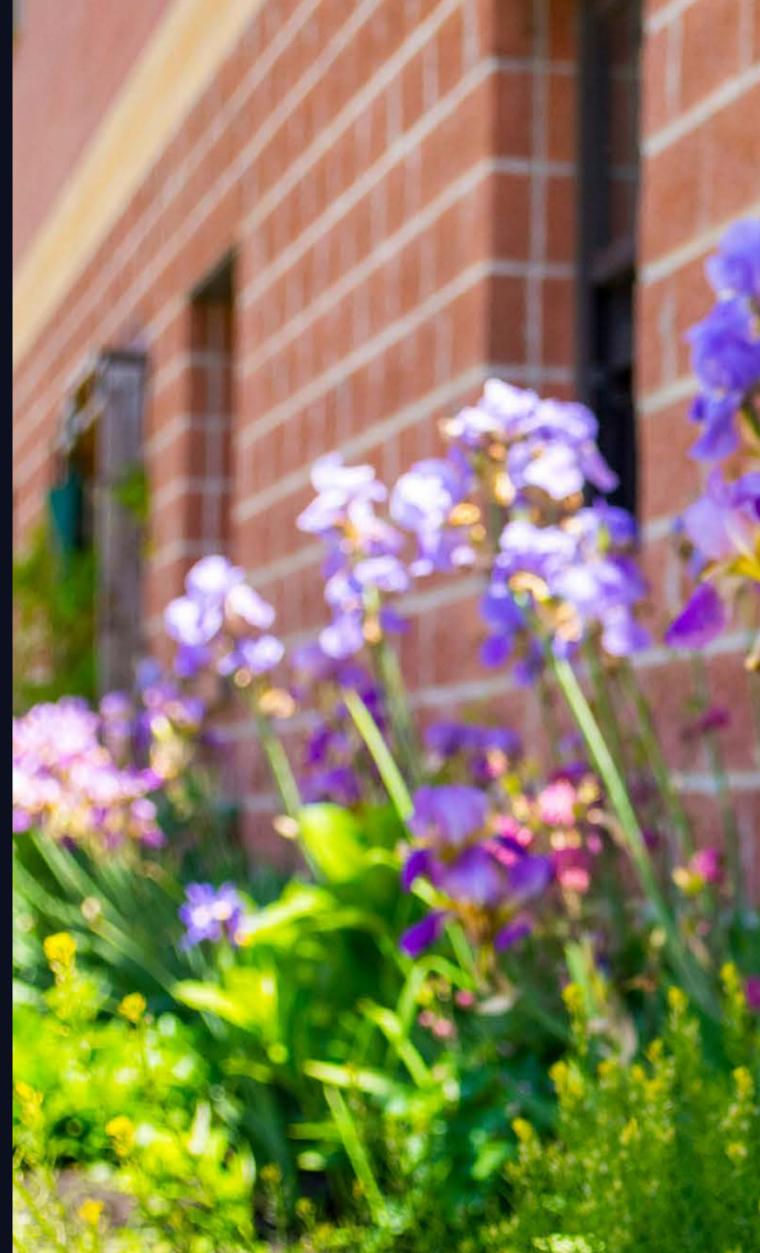
MARCH 2020

PERSONAL TRAINING CERTIFICATE PROGRAM

Enhance opportunities for adults in custody to pursue career opportunities and assist in the wellness of peers at four facilities.

EXPAND YOGA AND MEDITATIVE PRACTICE

Provide opportunity for institutions to incorporate yoga and meditative practice in Activity Therapy Programming.



ODNR PARTNERSHIP

By September 1, 2019 a formal Memorandum of Understanding between ODRC and ODNR will be developed to include current projects and the expansion of future partnership opportunities.

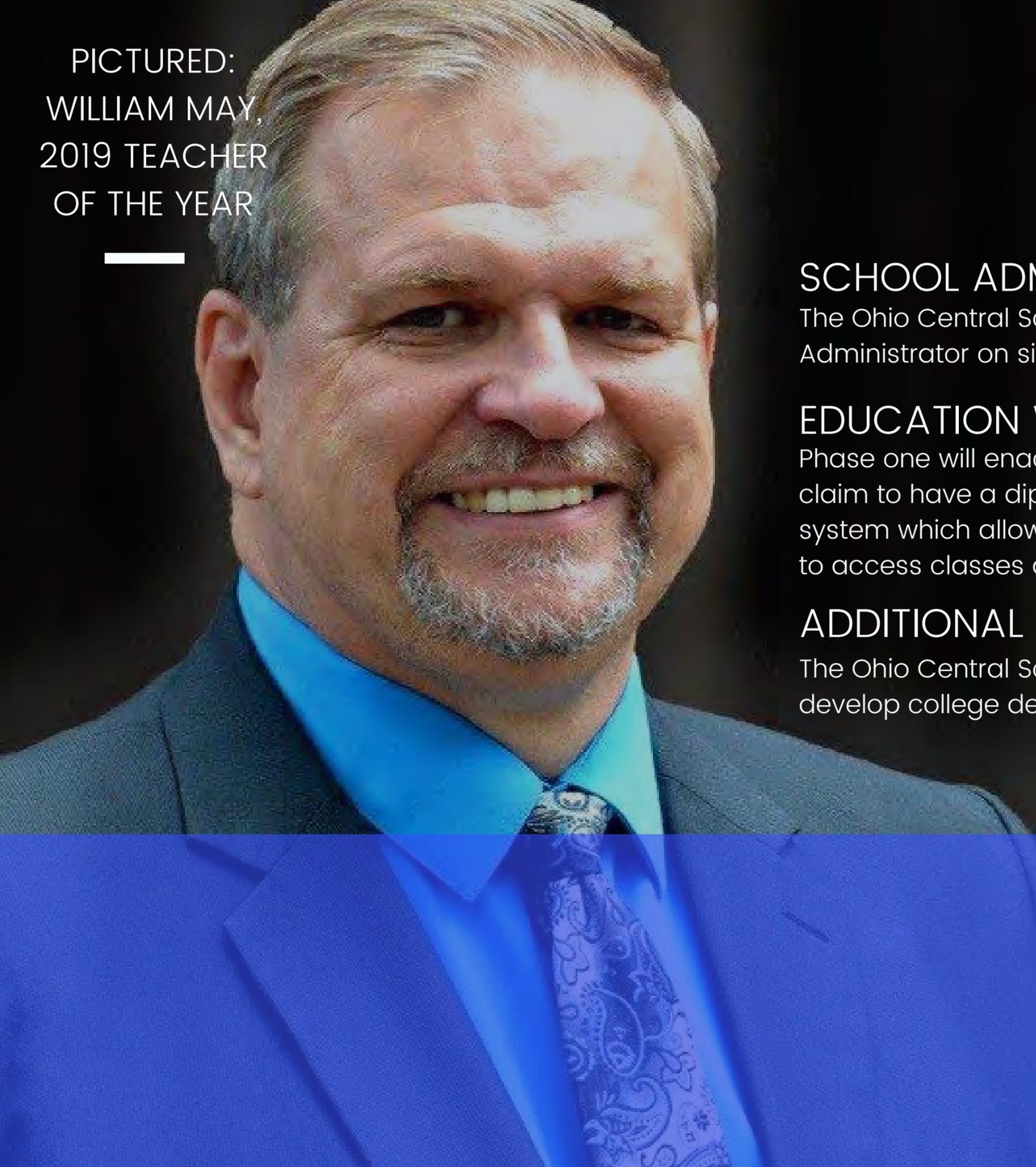
21%
growth

—
IN COMMUNITY
SERVICES HOURS
PROJECTED IN 2019

Service Activities include:

- Building bridges
- Dumpster repair
- Milkweed seeds
- Mower repair
- Building wooden kiosks

PICTURED:
WILLIAM MAY,
2019 TEACHER
OF THE YEAR



SCHOOL ADMINISTRATOR AT EACH FACILITY BY END OF **JULY 2019**

The Ohio Central School System will change its structure so that each facility will have a School Administrator on site.

EDUCATION WAITING LIST REVISION BY **OCTOBER 2019**

Phase one will enact a waiting period for those offenders who come to the department and claim to have a diploma. Phase two of this goal will be to create a new priority enrollment system which allows for those who desire and are ready for education programming to be able to access classes and programs before those who are not ready.

ADDITIONAL DEGREE PROGRAMS OFFERED BY **JANUARY 2020**

The Ohio Central School System will work with the contracted higher education providers to develop college degree programming in addition to the current job training programs.

Transition from Academic to Personal Development Model

Family Involvement in Offender Success

THEME 3



Enhanced opportunities for families of incarcerated individuals to participate in meaningful activities to support rehabilitation.

Family Engagement



JUNE 2019

FAMILY AND CUSTOMER CARE NOTES

Launched in DOTS to better assist staff responding to family inquiries and requests about their loved ones.

JULY 2019

REINSTATE FAMILY COUNCIL

A group of individuals who are committed to easing the barriers that families of incarcerated individuals face.

OCTOBER 2019

IEP ENGAGEMENT CLASS

The Ohio Central School System will create a class for offenders who are parents to teach the offender about education law, their rights as parents, and how to advocate for their child in school.

VISITING EXPANSION

Develop operational plans to expand visiting hours to include nights and weekends throughout the state.

MARCH 2020

VISITOR TRANSPORTATION

Complete an analysis of sustainable resources to provide transportation of visitors to all ODRC facilities for specialized visitation events.

HEALTHY MARRIAGE ENCOUNTERS

Increase the number of institutions that offer marriage encounters.

JUNE 2020

FAMILY INVOLVEMENT IN TREATMENT PLANS

A variance shall be written to policy 67-MNH-23, 67-MNH-22 that states within 12 months of release to the community from a specialized MH unit (RTU, SCDU, DTP), the treatment team shall attempt to engage family/support people in the release planning process, minimally inclusive of allowing family members to participate in treatment team meetings (in person, phone, skype, etc.), and allowing family members to engage with staff for the purpose of educating the family/support person about the dx, treatment and support necessary for successful community transition.

HEALTHY FAMILY EVENTS

Develop policy to provide framework for hosting holistic services events that are inclusive of families and external partners.





UNIT MANAGEMENT

Modernize Unit Managed Prisons by July 2020



PRE-RELEASE

Distinct Pre-Release processes developed for high security, low security & elderly populations



VISITING

Expand visiting hours to include nights and weekends

Be Expecting from Reentry...



THEME 4

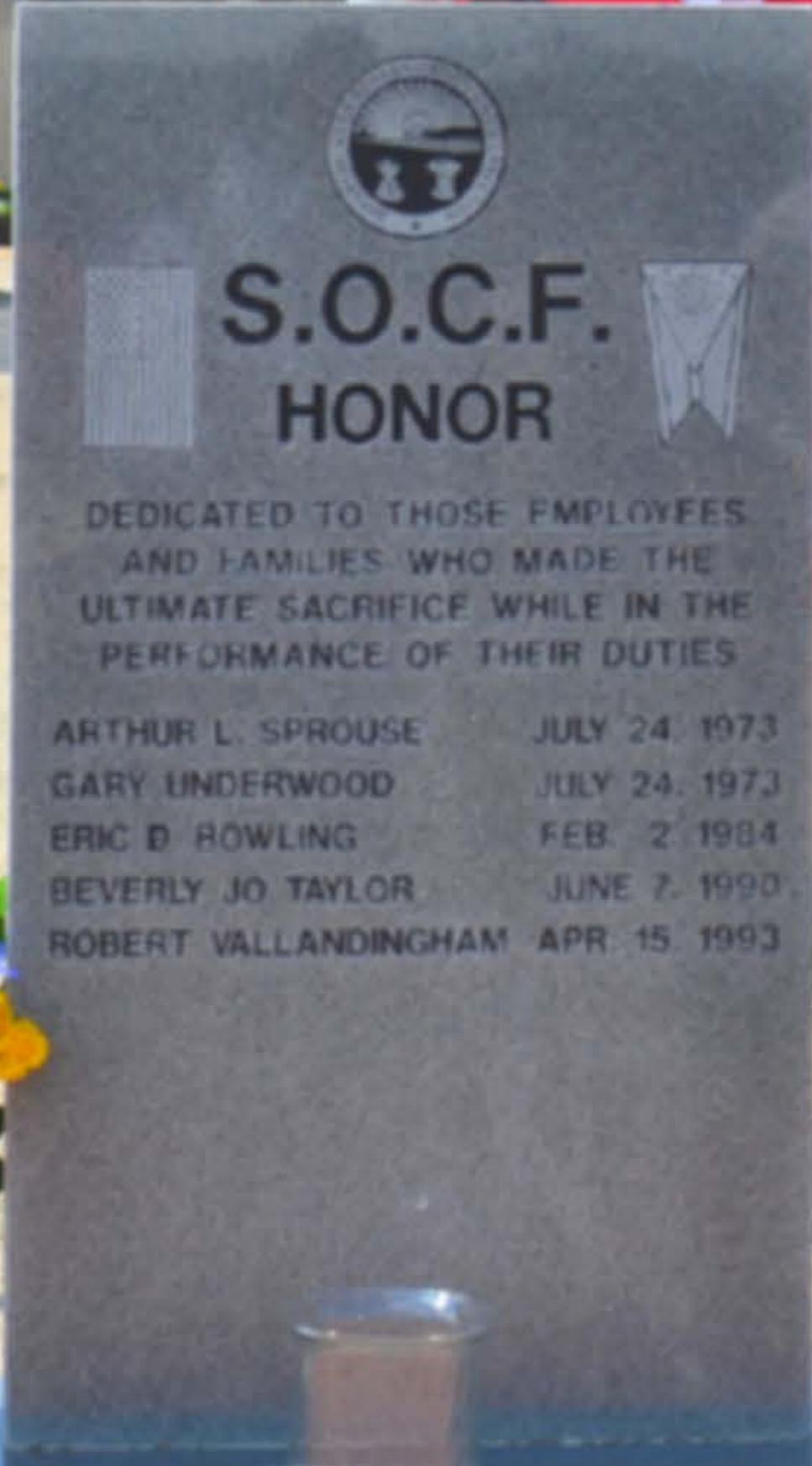
Enhancing Public Safety

2019 CORRECTIONAL OFFICERS OF THE YEAR

Reduce Recidivism

for individuals being released from High Security Prisons.

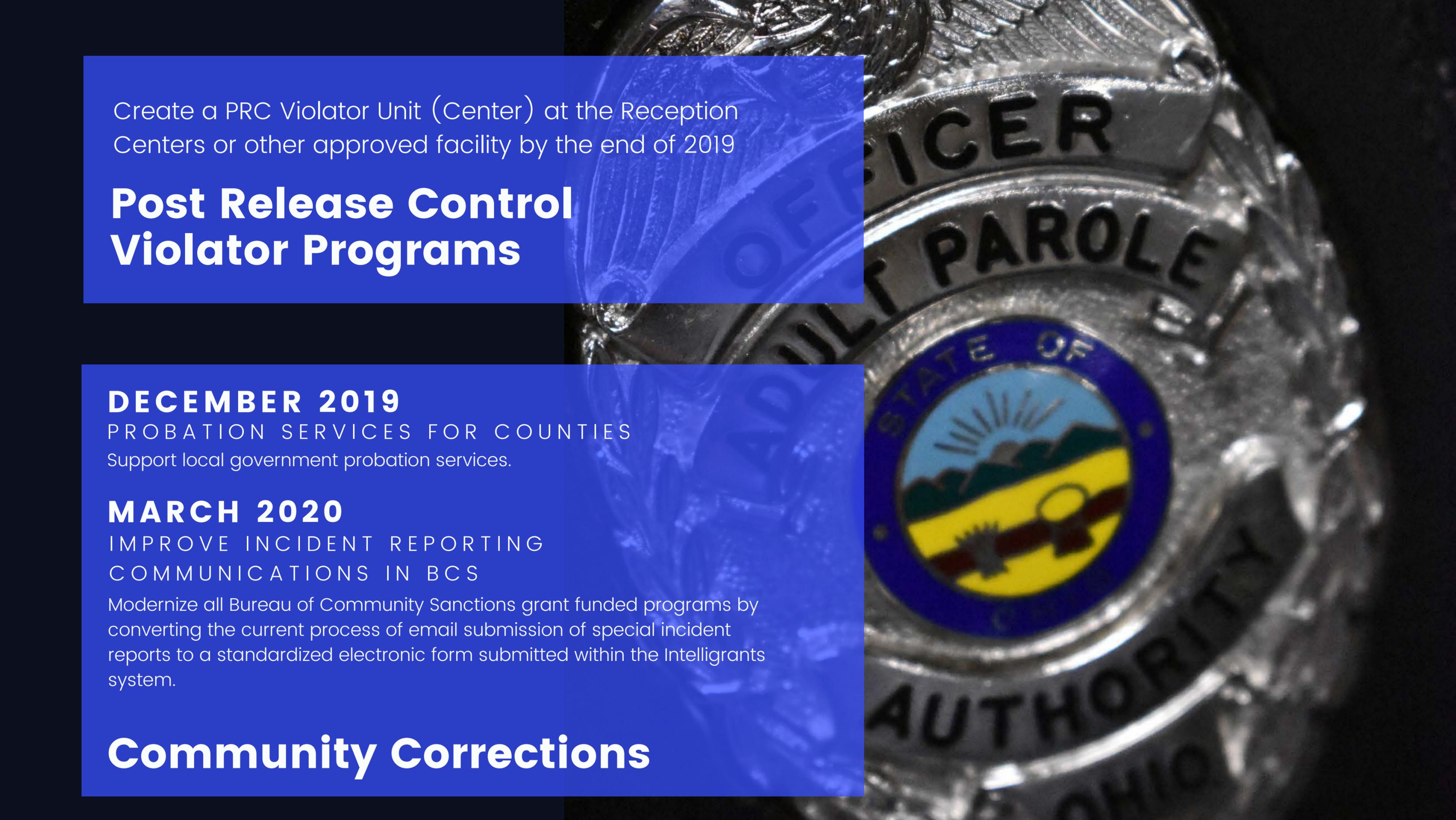
May 2020



S.O.C.F.
HONOR

DEDICATED TO THOSE EMPLOYEES
AND FAMILIES WHO MADE THE
ULTIMATE SACRIFICE WHILE IN THE
PERFORMANCE OF THEIR DUTIES

- | | |
|----------------------|---------------|
| ARTHUR L. SPROUSE | JULY 24, 1973 |
| GARY UNDERWOOD | JULY 24, 1973 |
| ERIC D. ROWLING | FEB. 2, 1984 |
| BEVERLY JO TAYLOR | JUNE 7, 1990 |
| ROBERT VALLANDINGHAM | APR. 15, 1993 |



Create a PRC Violator Unit (Center) at the Reception Centers or other approved facility by the end of 2019

Post Release Control Violator Programs

DECEMBER 2019

PROBATION SERVICES FOR COUNTIES

Support local government probation services.

MARCH 2020

IMPROVE INCIDENT REPORTING

COMMUNICATIONS IN BCS

Modernize all Bureau of Community Sanctions grant funded programs by converting the current process of email submission of special incident reports to a standardized electronic form submitted within the Intelligrants system.

Community Corrections

Improving Operational Efficiencies



Process Efficiencies

2019

POLICY REVIEW PROCESS

By October 2019-- Reduce steps in policy review process from 50 to 25
Reduce days of delay in policy review process from 235 to 72

ORAS ENHANCEMENTS

Data clean up finalized by July 1, 2019

Shared assessments, case plan updates, and waitlists deployed to production by August 1, 2019

2020

IMPLEMENTATION OF REAGAN TOKES ACT

The Reagan Tokes Act is a new legislative sentencing structure outlined in Senate Bill 201.

SINGLE SIGN-ON IMPLEMENTATION

Users can access multiple applications by authenticating only once with their OH|ID Workforce User ID, providing a simplified user experience for the state's workforce to launch the applications and programs needed to do their jobs.

Pictured from left to right: Sheriff Michael Heldman, Ronda Gibson, Sheriff Vernon Stanforth, John Adams



Improve the Ohio Jail inspection Process

- Increase staffing
- Inspect all standards on an annual basis
- Provide technical assistance to jails
- Engage key stakeholders in inspection results and incident monitoring

Assess, prioritize and monitor capital projects for Ohio jails

**BUREAU OF ADULT
DETENTION**

Modernizing Parole and Community Services

THEME 6



- Board members appointed with diverse backgrounds
- Offender participation permitted in Full Board hearings
- Live streaming planned for hearings
- Implementing Staff Conference Days to allow staff to provide input
- Continue to train Board on Motivational Interviewing
- Phase 2 will be introduced in September 2019



Parole Board Members as of May 2019

Parole Board Modernization

Adult Parole Authority Caseloads

PAROLE



BY JUNE 2020

DRC will move towards the reduction of caseloads from an average of 85 to 50

Through the redistribution of caseloads, the number of officers assigned to specialized caseloads will increase from 35 to 45

PAROLE

PICTURED IS THE CURRENT PAROLE OFFICER OF THE YEAR
ERIC FRENCH FROM THE CLEVELAND ADULT PAROLE AUTHORITY



The Adult Parole Authority has trained 445 staff in Motivational Interviewing. A total of 550 will be trained by December 2019.

Motivational Interviewing

MOTIVATIONAL INTERVIEWING IS A TECHNIQUE UTILIZED WITH INDIVIDUALS UNDER SUPERVISION TO ENCOURAGE THEIR SUCCESSFUL REINTEGRATION

If you would like to provide feedback on our roadmap, please contact Beverly Motton at Beverly.Motton@odrc.state.oh.us

