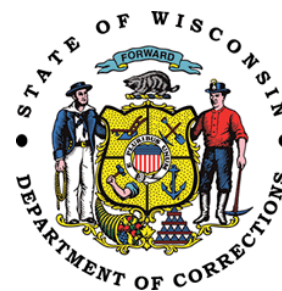


# Wisconsin Department of Corrections



## Becky Young Community Corrections Recidivism Reduction Fiscal Year 2017 Report

September 2017

**REENTRY**  
A BRIDGE TO SUCCESS!

### Highlights Inside This Report:

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### Message from Secretary Jon E. Litscher



As Secretary of the Wisconsin Department of Corrections (WIDOC), I am pleased to share the 2017 Annual Report on the Becky Young Community Corrections Recidivism Reduction Appropriation.

We are committed to the safety of Wisconsin residents by providing supervision to the offender population in the community and within our facilities. Our focus is on working with community agencies to deliver programming and related services to offenders that target criminogenic needs with the goal of reducing recidivism.

To achieve this goal, we utilize evidence-based practices which have been proven effective. Some examples of evidence-based practices at WIDOC include the use of COMPAS, motivational interviewing, targeting interventions to the appropriate population, role playing new skills, use of positive reinforcements

when appropriate, engaging community support, and providing feedback to those delivering interventions.

This report details our efforts to make a positive difference in the lives of WIDOC offenders through the use of the Becky Young funds. All programs using Becky Young funds are highlighted, along with outcome data from community agencies. We have also included recidivism data to track the effect these programs have on reducing overall recidivism for offenders.

Given the overwhelming demand for workers due to Wisconsin's historically low unemployment rate and tens of thousands of job openings, we will be increasing vocational training opportunities in high-demand fields like Industrial Maintenance and Welding, expanding the Windows to Work program to additional facilities and acquiring additional Mobile Labs through the Wisconsin Fast Forward program, which is operated by the Department of Workforce Development. Our hope is to greatly increase training for inmates and offenders so they can gain marketable skills that result in them finding a career, enabling them to become productive citizens and making Wisconsin a safer place to live for all citizens.

Respectfully,  
Secretary Jon E. Litscher

**REENTRY**  
A BRIDGE TO SUCCESS!

## Message from Silvia Jackson, Ph.D., Reentry Director

As the WIDOC Reentry Director, I am very pleased to present the Becky Young Community Corrections Recidivism Reduction Report for Fiscal Year 2017 (FY17). The Reentry Unit has administered these funds since FY11 with the goal of recidivism reduction; which makes our communities safer. This report details WIDOC's adherence to the National Institute of Corrections (NIC) Eight Principles of Effective Intervention. Our highest priority for use of Becky Young funding continues to be supporting programs that are evidence-based and target offender criminogenic needs.

The work of the WIDOC Reentry Unit has been guided by a Reentry Business Plan, our roadmap to implement evidence-based strategies for reducing recidivism. Goals and objectives are identified by the Reentry Executive Team (RET) on an annual basis.

Thanks to the dedication and hard work of employees throughout the WIDOC, we were able to accomplish the following tasks under the Reentry Business Plan 2017 objectives:

- The Evidence-Based Response to Violations (EBRV) went "live" in the COMPAS and the Impaired Driver Assessment (IDA) was automated in the COMPAS software.
- A pilot evaluation for a gender-responsive assessment was completed and recommendations have been made for additional training, shortening of the assessment, and discontinuing the use of the Anger scale for women in alignment with research.
- Motivational Interviewing continued to roll out with 628 employees trained in our 3-day MI trainings. This included 29 training days provided by a combination of in-house trainers and contracted providers. Twenty-two Peer Learning Group training days were delivered and eight Motivational Interviewing videos were created to assist in training.
- The Alternative to Revocation (ATR) Steering Committee formed subcommittees with deliverables into FY18.
- Two Community Provider Vendor Sessions were completed providing both end-user and train-the-trainer opportunities by the University of Cincinnati Corrections Institute (UCCI).
- Computer Numerical Control (CNC) instruction continues in the WIDOC Mobile Lab at Racine Correctional Institute (RCI) with 56 offenders completing the accelerated 13-credit program through Gateway Technical College.
- The 11-credit Industrial Maintenance Essentials Academy concluded with two inmates completing the program and gaining credits from Madison College. Both inmates are currently employed earning \$17.61 as a Process Operator II and \$19.11 in a Warehouse Maintenance position.
- The Division of Adult Institutions (DAI) and Bureau of Correctional Enterprises (BCE) coordinated with Moraine Park Technical College to offer a two-credit Dairy Farm Worker Training academy to inmates at the John Burke Correctional Center (JBCC). Nine inmates completed the program in FY17.
- Chaired by the WIDOC Deputy Secretary, a Trauma-Informed Care (TIC) Core Implementation Team has been formed and an agency-wide work plan has been developed. Through the use of the Substance Abuse Block Grant funds, 50 trainers were trained in the SAMHSA Trauma-Informed Care curriculum.
- 15,283 notifications were sent to registered victims and staff responded to the emotional needs of 5,936 victims.

The programs and expenditures highlighted in this year's report reflect the spirit of the Reentry Business Plan. While many programs were funded, I would like to draw attention to several initiatives in particular. For participants served in the Windows to Work employment program (pg. 6-9), 273 different program participants were engaged in 411 episodes of employment during FY17 at an average wage of \$11.30 per hour. The Opening Avenues to Reentry Success (OARS) program (pg. 13-15) served 254 participants receiving mental health treatment, housing, transportation, employment, and other related services. The combined one year recidivism rate FY14 and FY15 for all OARS participants enrolled was 11.4% compared to 16.1% for those not enrolled in OARS with similar risk level and mental health need. Disabled Offender Economic Security (DOES) Project attorneys (pg. 16-17) secured benefits for 199 individuals (59% success rate) and closed 407 cases for clients supervised by WIDOC. In collaboration with the University of Cincinnati Corrections Institute (UCCI) (pg. 18-20), WIDOC continued to implement the Evidence-Based Program Standards in the areas of Cognitive Behavioral Programming and Substance Abuse Treatment. These are just a few of the programs that are detailed in the following pages.

I am pleased with the progress we have made in FY17 and look forward to our work in FY18 using the Becky Young Community Corrections Recidivism Reduction funds. Through the dedication of our staff and our partners in the community, we continue to strive for effective intervention strategies to engage long-term change in our offender population.

Sincerely,  
Silvia Jackson, Ph.D., Reentry Director



## Becky Young Community Corrections: Recidivism Reduction Community Services

In 2009, Act 28 created the Becky Young Community Corrections: Recidivism Reduction Community Services appropriation (Appropriation 112). The statutory language is outlined below to assist the reader in assessing the Department's efforts to provide programming to improve successful offender reentry.

### 20.410(1)(ds)

Becky Young Community Corrections: recidivism reduction community services. The amounts in the schedule to provide services under s. 301.068 to persons who are on probation, or who are soon to be or are currently on parole or extended supervision, following a felony conviction, in an effort to reduce recidivism.

### 301.068(1)

The Department shall establish community services that have the goals of increasing public safety, reducing the risk that offenders on community supervision will reoffend, and reducing by 2010-11 the recidivism rate of persons who are on probation, parole, or extended supervision following a felony conviction. In establishing community services under this section, the Department shall consider the capacity of existing services and any needs that are not met by existing services.

### 301.068(2)

The community services to reduce recidivism under sub. (1) shall include all of the following:

#### 301.068(2)(a)

Alcohol and other drug treatment, including residential treatment, outpatient treatment, and aftercare.

#### 301.068(2)(b)

Cognitive group intervention.

#### 301.068(2)(c)

Day reporting centers.

#### 301.068(2)(d)

Treatment and services that evidence has shown to be successful and to reduce recidivism.

#### 301.068(3)

The Department shall ensure that community services established under sub. (1) meet all of the following conditions

#### 301.068(3)(a)

The community services target offenders at a medium or high risk for revocation or recidivism as determined by valid, reliable, and objective risk assessment instruments that the Department has approved.

#### 301.068(3)(b)

The community services provide offenders with necessary supervision and services that improve their opportunity to complete their terms of probation, parole, or extended supervision. The community services may include employment training and placement, educational assistance, transportation, and housing. The community services shall focus on mitigating offender attributes and factors that are likely to lead to criminal behavior.

#### 301.068(3)(c)

The community services use a system of intermediate sanctions on offenders for violations.

#### 301.068(3)(d)

The community services are based upon assessments of offenders using valid, reliable, and objective instruments that the Department has approved.

#### 301.068(4)

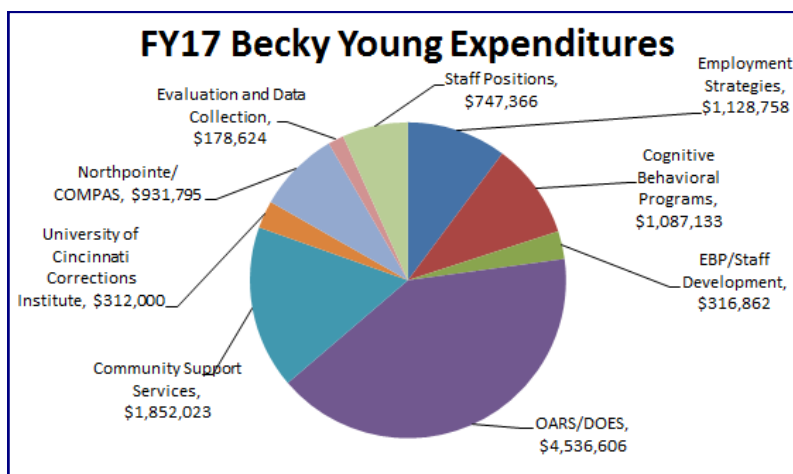
The Department shall develop a system for monitoring offenders receiving community services under this section that evaluates how effective the services are in decreasing the rates of arrest, conviction, and imprisonment of the offenders receiving the services.

#### 301.068(5)

The Department shall provide to probation, extended supervision, and parole agents training and skill development in reducing offenders' risk of re-offending and intervention techniques and shall by rule set forth requirements for the training and skill development. The Department shall develop policies to guide probation, extended supervision, and parole agents in the supervision and revocation of offenders on probation, extended supervision, and parole and develop practices regarding alternatives to revocation of probation, extended supervision, or parole.

#### 301.068(6)

The Department shall annually submit a report to the governor, the chief clerk of each house of the legislature for distribution to the appropriate standing committees under s. 13.172(3), and the director of state courts. The report shall set forth the scope of the community services established under sub. (1); the number of arrests of, convictions of, and prison sentences imposed on offenders receiving the community services under this section; and the progress toward recidivism reduction.



## COMPAS/Northpointe Contract

301.068(3)(a); 301.068(3)(d)

WIDOC continued its partnership in Fiscal Year 2017 with Northpointe Inc. for ongoing license and support of the COMPAS risk, needs, and case management system. The COMPAS system provides an actuarial decision-support tool which allows WIDOC staff to align with several evidence-based principles including targeting medium and high risk clientele for services that address criminogenic needs. COMPAS also provides a comprehensive case management module, which serves as a vehicle whereby WIDOC documents and stores social history information (education, employment, substance use history, etc.), violation disposition information, rewards and incentives, drug testing, rules of supervision, and workload credit.

COMPAS is used in more than fifteen states across the country and has been validated both internally and externally. Despite being validated in other states and jurisdictions, the statewide COMPAS implementation in Wisconsin requires continuous validation. COMPAS was normed on a Wisconsin population in February of 2016, which means the assessment is now based on a geographically-representative offender population. Likewise, it has been exposed to significant inter-rater reliability testing and measurement under a Continuous Quality Improvement framework. Finally, independent validation continues to be ongoing in the WIDOC Research & Policy Unit. The Wisconsin Department of Corrections is committed to replicating all of these studies over time.

*“As data changes, our use of evidence-based tools will have to change as well. The justice system must keep up with the research and continuously assess the use of these tools.”*

*- WI Supreme Court*

In addition to license and maintenance, Becky Young funding subsidizes approximately 450 hours of development time and project management. These services allowed WIDOC to enhance reporting capabilities for better outcome tracking, create workflow efficiencies for staff so as to maximize their time spent with WIDOC clientele, improve functionality for documenting employment and vocational programming services, and automate additional evidence-based assessment tools such as the Impaired Driving Assessment.

Finally, in collaboration with the University of Cincinnati Corrections Institute and Northpointe Inc. technical assistance, WIDOC was able to automate and deploy Gender-Responsive Risk Assessment for all women entering and leaving the Wisconsin Women’s Correctional System (WWCS). Reaching completion in September of 2016, a pilot study was conducted on the use of the Gender-Responsive COMPAS assessment. Over the course of the pilot, 650 assessments were administered. Guided by the results of the pilot, WIDOC is currently developing business process changes designed to support better decision-making and a smoother transition for women re-entering the community. Chart A depicts the risk level for women who were assessed during the pilot.

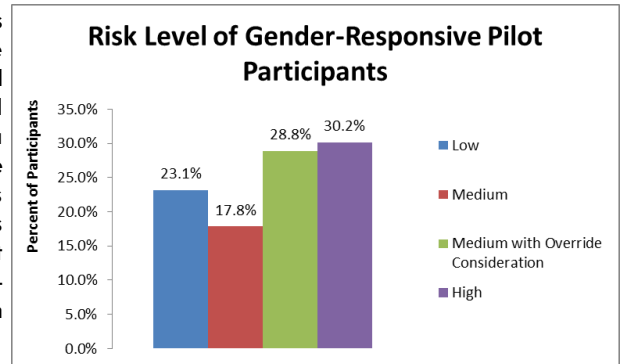


Chart A

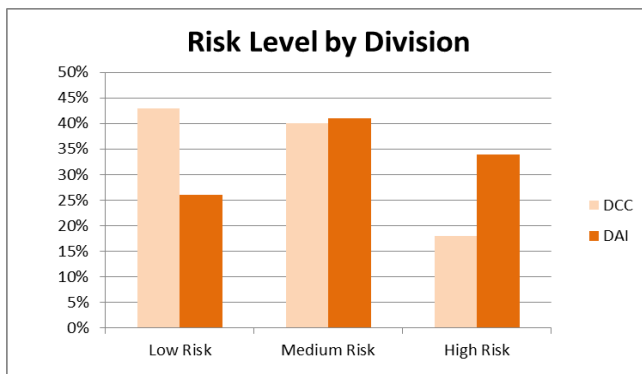


Chart B

Chart B takes a closer look at WIDOC’s intake assessments in FY17. COMPAS identifies both the risk and criminogenic needs of the assessed offender. Risk ratings demonstrate recidivism within the next three years in the community. Risk is separated by Low, Medium, High and is identified by a decile score within the COMPAS software. For example, if an offender scores a four on the scale then this indicates that 60 percent of a similar population is more risky than him or her. As indicated on Chart B, a significant portion of the Division of Community Corrections (DCC) offender population scores Low Risk, while a significant portion of the Division of Adult Institutions (DAI) offender population scores High Risk.

## COMPAS/Northpointe Contract (continued)

301.068(3)(a); 301.068(3)(d)

Just as COMPAS provides risk level, the criminogenic needs of the offender are also rated on a decile scale. In Chart C, the top eight criminogenic needs are broken out by Division according to COMPAS assessments conducted in FY17. As the chart shows, substance abuse continues to challenge a majority of offenders under the custody of WIDOC. We see a general trend of more pervasive criminogenic need in DAI, as higher risk offenders are sentenced to prison. As the case management process begins with each offender, these criminogenic needs are analyzed and the driving needs as understood through COMPAS are collaboratively identified for intervention.

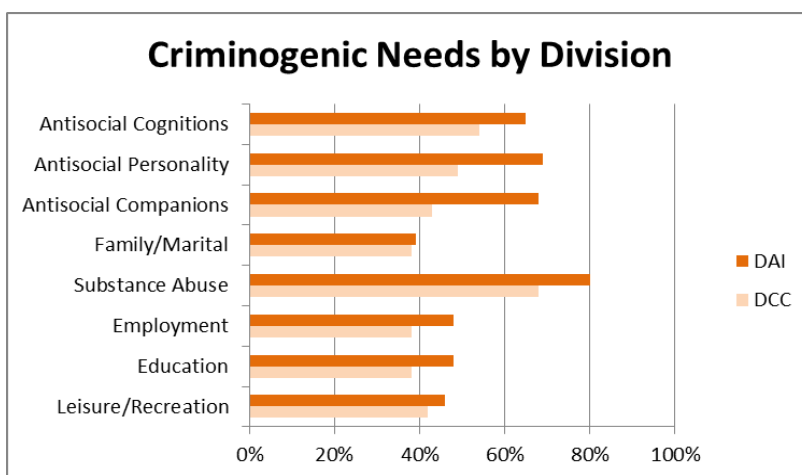


Chart C

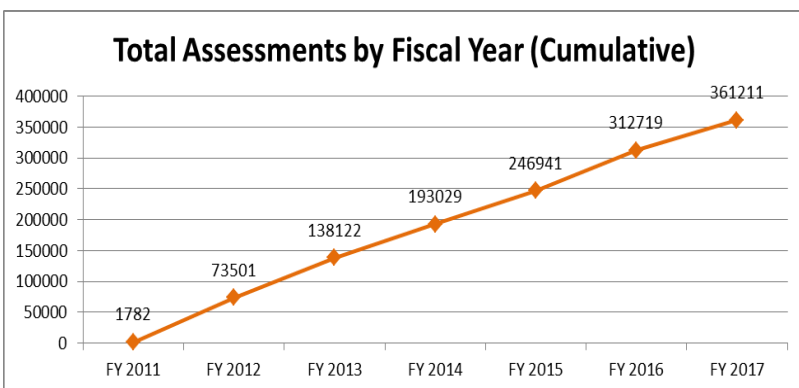


Chart D

It is important to note the work completed by the WIDOC staff and the progress made in conducting assessments with our offender population. WIDOC completed 48,492 COMPAS assessments during FY17 (multiple assessments may have been completed for one offender). This number includes all COMPAS assessments, specifically, the Wisconsin Primary Needs (WPN), Core, Legacy, and Reentry, and Gender-Responsive assessments. The offender's position in the lifecycle (i.e. Intake, Supervision, Discharge) dictates the type of assessment used. Chart D depicts the cumulative increase over time in adult assessments completed since COMPAS went live. Likewise, at the end of FY17, WIDOC has started 227,675 case plans.

Table A indicates the total number of offenders with at least one COMPAS assessment completed in FY17. As Divisional business process dictates the frequency and type of assessment, some offenders may have more than one assessment completed within the Fiscal Year. Only offenders within DCC and DAI are tabulated in the Total Offenders number.

WIDOC is pleased to continue our relationship with Northpointe Inc. moving into the eighth year of our contract. We share a common vision of ongoing enhancements related to documenting and tracking evidence-based treatment dosage, revocation workflows and the monitoring of violation/revocation practice, and the refinement of case planning, both in practice and in the COMPAS system that must support the work.

### Total Offenders with at least One Assessment in FY17 by Division

DCC	26,993
DAI	8,874
<b>Total</b>	<b>35,867</b>

Table A

## Windows to Work

301.068(2)(d); 301.068(3)(b)

Windows to Work is a pre- and post-release program designed to address criminogenic needs that can lead to recidivism. WIDOC contracts with each of Wisconsin's eleven Workforce Development Boards (WDB) to provide, or subcontract to provide, a Windows to Work Program at selected state correctional institutions or county jail facilities in each workforce development area (program sites below).

The mission of the Windows to Work Program is to promote self-sufficiency for individuals returning to the community through the development of constructive skills and the modification of thought processes related to criminal behavior.

### Pre-Release Services

Both individual and group participation begins approximately three to nine months prior to release from incarceration. Participants must be identified as medium- to high-risk on a validated assessment (COMPAS) in order to enroll in the program. The Windows to Work Coach provides participants with classroom training in core curriculum content areas, such as Cognitive Intervention, General Work Skills and Expectations, Financial Literacy, Community Resources, Job Seeking, Applications and Resumes. In coordination with the institution social worker and/or community corrections agent, individual release/case planning takes place.

### Post-Release Services

In coordination with the DCC agent, coaches assist participants with job search and job retention activities for approximately twelve months after release from incarceration. Participants receive assistance in accessing available community resources, and programs sometimes have limited funds to assist participants in addressing barriers to employment, such as transportation, education, identification and work supplies.

### Enrollment and Completion Data

Enrollment figures for FY17 are shown in Chart A, and Chart B displays enrollments for the past four fiscal years. New enrollments are those who began the program during the fiscal year, and those who are listed as continuing service were still enrolled in the program as of July 1, 2017. It is noted that participants may have continued from FY16 as well.

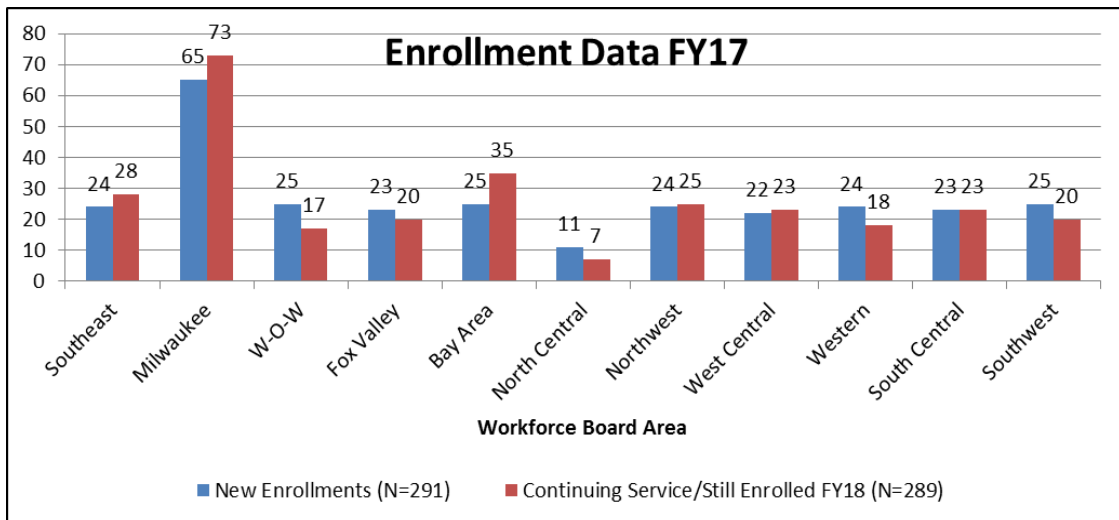
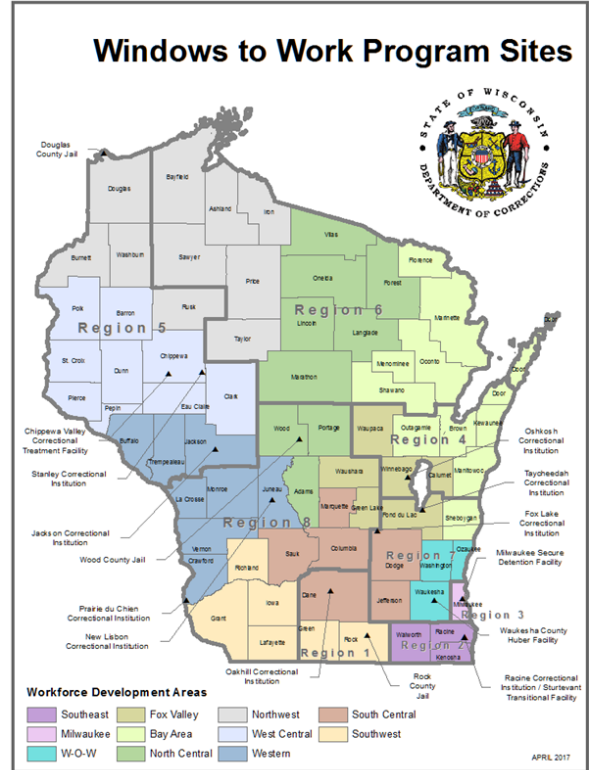


Chart A

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## Windows to Work (continued)

301.068(2)(d); 301.068(3)(b)

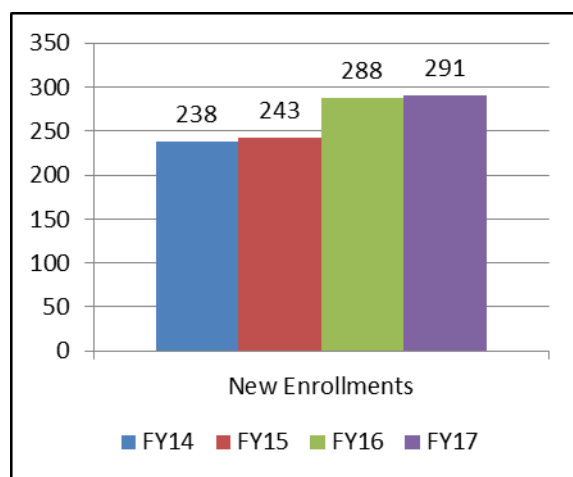


Chart B

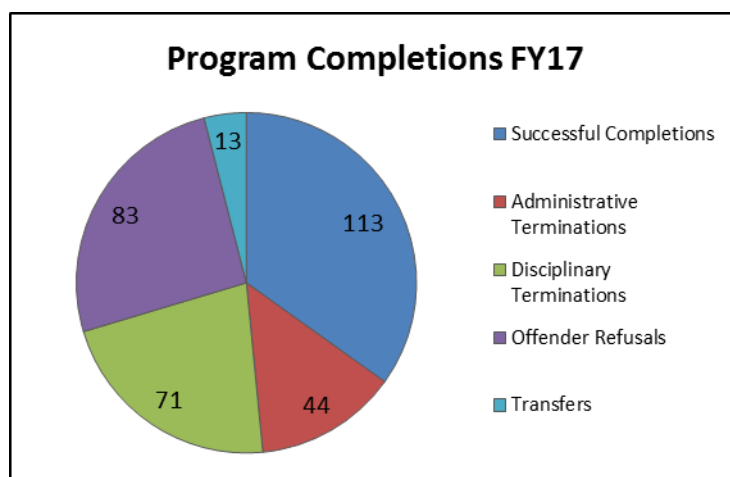


Chart C

FY17 completion data is shown in Chart C. Completion codes are further defined below:

- Successful Completion – Participants who participated in the entirety of the program and successfully completed all requirements of the program.
- Administrative Termination – Participants who were removed from the program prior to the completion date due to uncontrolled circumstances. Instances could include, but are not limited to, transfer to another facility or agency, program hold due to facilitator absence or unavailability of services, medical leave, death, transfer, or discharge from supervision.
- Disciplinary Termination – Participants who were removed from the program prior to the completion date due to disciplinary reasons including rule infractions, positive drug/alcohol use, conduct reports, supervision violations/revocation, absconding, new offense, no show/poor attendance, removal from program by DCC Agent, and/or other related behaviors.
- Offender Refusal – Participants who removed themselves from the program prior to the completion date.
- Transfer – In these programs (W2W and CCEP), participants may enroll and begin a program with one provider and then transfer to another region/provider to continue the program.

### Employment and Education

Windows to Work program data has historically been tracked through spreadsheets. The data from these spreadsheets was then entered into the WIDOC data warehouse. In an effort to increase accuracy of data collection and better report on outcomes, WIDOC transitioned to the Program Data Collection System (PDCS) to track Windows to Work program data. PDCS is a web-based system that allows providers to enter data, run reports, and more accurately track participation in the program. This system will ensure that data is accurate and can be evaluated with additional WIDOC data sources. WIDOC is still in the midst of the transition to the PDCS system, so the employment data in this year's report follows a different format compared to previous years. While some of the data analysis (due to the transition to a new system) from this fiscal year is still being configured and analyzed, the prospect of a more robust and accurate system of reporting in the future is extremely encouraging.

During FY17, 172 Windows to Work participants were either released from incarceration (DAI program; N=121) or began a jail-based program (N=51). Of these, 151 obtained employment as of July 15, 2017 (cut-off date extended to account for individuals who released and/or began a program in June, 2017). This means that 87.8% of the Windows to Work participants who were either released from incarceration or began a jail-based program during FY17 obtained employment. In all, 273 different program participants were engaged in 411 episodes of employment during FY17 at an average wage of \$11.30 per hour (accounting for participants who may have started the program during FY16). Of these 411 episodes of employment, 27% were in Production Occupations (see Chart D), and 96% were unsubsidized employment. For occupational coding, WIDOC utilizes the Bureau of Labor Statistics 2010 Standard Occupational Classification (SOC) system. More

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## Windows to Work (continued)

301.068(2)(d); 301.068(3)(b)

specifically, all employment episodes are classified using the 23 SOC major groups, found here: [https://www.bls.gov/soc/major\\_groups.htm](https://www.bls.gov/soc/major_groups.htm). Please note WIDOC did not track occupational categories prior to the inclusion of Windows to Work data in PDCS. Thus, all of the individuals in Chart D with an “unknown” category of employment were those individuals who were employed prior to February, 2017. No employment episodes will be coded in future reports with an “unknown” designation.

For the 117 individuals who released from incarceration (DAI program) and obtained employment, there was an average of 38 days between release and the start of the first employment episode.

In addition to seeking employment, 18 Windows to Work participants enrolled in education programs during FY17. Of these programs, 15 were college enrollments and/or vocational/technical training with the Wisconsin Technical College System. Enrollment in educational programming is supported through Windows to Work funding.

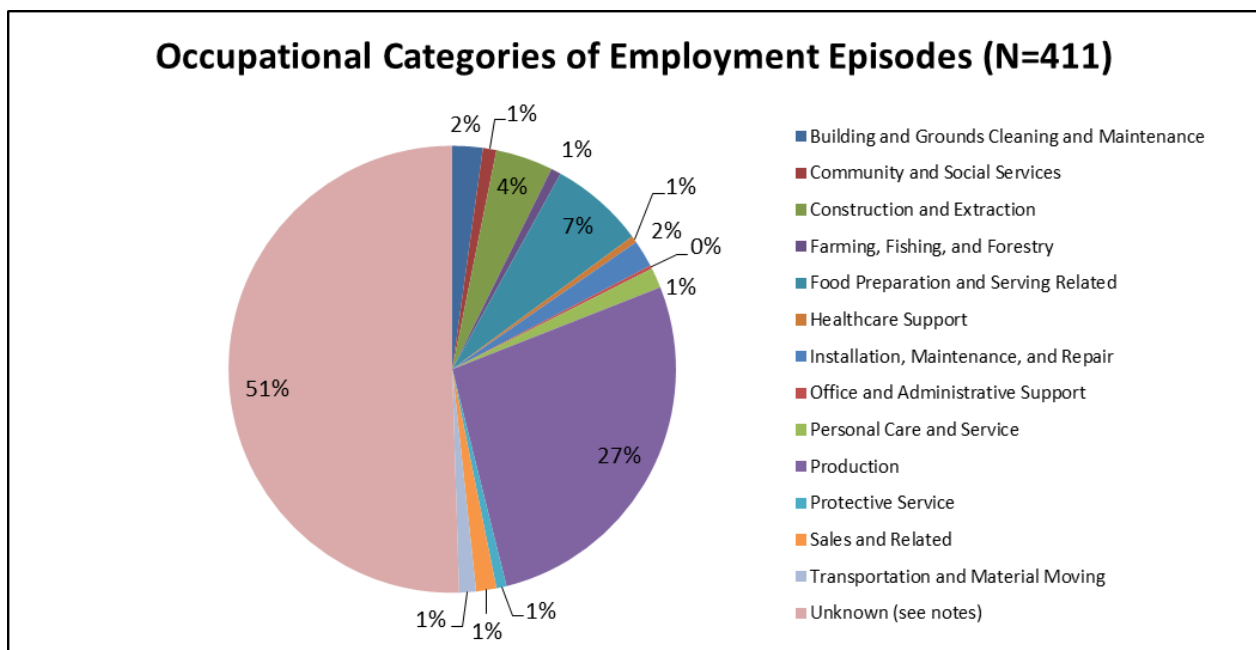


Chart D

### Recidivism and Reincarceration

WIDOC defines recidivism as: following an episode of incarceration with the WIDOC, to commit a criminal offense that results in a new conviction and sentence to WIDOC custody or supervision. WIDOC defines reincarceration as: following an episode of incarceration with WIDOC, an admission to prison within a specified follow-up period for either a revocation, a revocation with a new sentence, or a new sentence.

In order to assess Windows to Work’s effectiveness in reducing recidivism and reincarceration, the WIDOC’s Research and Policy Unit conducted an outcome evaluation using a statistical technique called propensity score matching (PSM). This technique allows for the comparison of outcomes for program participants and non-participants by controlling for variations in background characteristics that are associated with recidivism (e.g., gender, race, age, risk level, most serious offense, time served, release year, other program participation). The use of this technique produces recidivism and reincarceration outcomes for Windows to Work participants and non-participants that can be more confidently attributed to participation in the program rather than other factors.

Results of the recidivism and reincarceration outcome comparison indicated that while Windows to Work participants (“W2W Participants” group) generally demonstrated lower recidivism and reincarceration rates than non-participants (“W2W Controls” group), these differences were only statistically significant (difference unlikely to occur by chance) for a one-year follow-up period for reincarceration. Given that Windows to Work has gone through significant programmatic changes in



## Windows to Work (continued)

301.068(2)(d); 301.068(3)(b)

more recent years (to more closely align with evidence based treatment principles), the results of this analysis can serve as a meaningful baseline with which to compare future outcome analyses of the impact of Windows to Work on recidivism and reincarceration.

**Table 1: W2W Recidivism Trends FY14-FY15**

Release Year (Fiscal)	W2W Participants						W2W Controls					
	1-Year Follow-Up			2-Year Follow-Up			1-Year Follow-Up			2-Year Follow-Up		
	Total Releases	Recidivists		Total Releases	Recidivists		Total Releases	Recidivists		Total Releases	Recidivists	
FY14	126	24	19.0%	124	35	28.2%	520	109	21.0%	518	168	32.4%
FY15	149	29	19.5%	—	—	—	561	96	17.1%	—	—	—
Total	275	53	19.3%	124	35	28.2%	1,081	205	19.0%	518	168	32.4%

**Table 2: W2W Reincarceration Trends FY14-FY16**

Release Year (Fiscal)	W2W Participants								
	1-Year Follow-Up			2-Year Follow-Up			3-Year Follow-Up		
	Total Releases	Reincarcerated		Total Releases	Reincarcerated		Total Releases	Reincarcerated	
FY14	126	13	10.3%	124	40	32.3%	124	51	41.1%
FY15	149	21	14.1%	149	47	31.5%	—	—	—
FY16	133	22	16.5%	—	—	—	—	—	—
Total	408	56	13.7%	273	87	31.9%	124	51	41.1%
Release Year (Fiscal)	W2W Controls								
	1-Year Follow-Up			2-Year Follow-Up			3-Year Follow-Up		
	Total Releases	Reincarcerated		Total Releases	Reincarcerated		Total Releases	Reincarcerated	
FY14	520	101	19.4%	518	184	35.5%	517	235	45.5%
FY15	561	114	20.3%	559	201	36.0%	—	—	—
FY16	551	112	20.3%	—	—	—	—	—	—
Total	1,632	327	20.0%	1,077	385	35.7%	517	235	45.5%

For Tables 1 and 2, “W2W Participants” are those who released from WIDOC incarceration during the identified fiscal year and who completed the core curriculum for Windows to Work. This data does not include participants in jail programs or who may have enrolled in the program while in the community.

### **Expansion and Redesign**

With an increase in funding in the 2017-19 biennial budget, WIDOC will expand the Windows to Work program to additional WIDOC facilities, redesign the program to allow for individuals at a participating institution to enroll in the program while incarcerated and transfer to the program in the WDB area where they are releasing after incarceration, and provide increased funding for “offender services” expenses.

Windows to Work was originally designed so that participants could not enter a Windows to Work program at a facility that didn’t also serve the area to which they were releasing. This significantly limits the capacity of the program. In an effort to increase enrollments and better serve individuals who will be releasing to the community, the structure of enrollments in Windows to Work has been adjusted (due to additional funding) to allow for transfers between WDB areas. Finally, WIDOC will work to expand Windows to Work to two additional WIDOC facilities: Kettle Moraine Correctional Institution and Redgranite Correctional Institution.

## Vocational Training Initiatives

301.068(2)(d); 301.068(3)(b)

Note: WIDOC offers vocational training in 24 areas of study across 17 institutions. The following initiatives are supported specifically through Becky Young funding and do not represent the full scope of WIDOC vocational offerings.

### CNC Mobile Lab

WIDOC continues its partnership with Gateway Technical College to provide training in Computer Numerical Control (CNC) machining and operation through the CNC Mobile Lab. The CNC Mobile Lab is a self-contained classroom, equipped with a CNC Lathe, CNC Mill, Control Simulators, tools and safety equipment, laptops, computers, and audio-visual equipment necessary to provide current technical instruction to participants at the Racine Correctional Institution (RCI).

Gateway Technical College offers an accelerated 13-credit CNC technical education certificate program for WIDOC inmates in the CNC Mobile Lab. Instruction began at RCI in early 2015, and 56 inmates have completed training as of June 30, 2017.



### Milwaukee Interagency CNC Project

During FY15, Milwaukee Area Technical College (MATC) was awarded a Wisconsin Fast Forward grant from DWD to offer an approximately 14-week, 14-credit CNC technical education certificate program for WIDOC inmates who were incarcerated at Marshall E. Sherrer Correctional Center (MCCC), Felmers O. Chaney Correctional Center (FCCC), and the Milwaukee Women's Correctional Center (MWCC), as well as offenders who were under DCC supervision in Region 3 (Milwaukee). WIDOC leveraged Becky Young funding to support the training, and instruction began at the MATC Downtown Campus in early 2015. Fifty-six participants have completed training with the assistance of Becky Young funding. The final cohort to utilize Fast Forward funding ended in August, 2016, however WIDOC and MATC are continuing to

offer training through the Second Chance Pell Grant Pilot Program (24 participant completions as of June 30, 2017). As of August 2017, of the 80 participants who have completed training, 42 are currently supervised in the community (29 employed), and 16 of the incarcerated inmates are employed through work release. Of the 16 inmates employed through work release, all are employed in manufacturing occupations and earning an average wage of \$13.54 per hour.

*"Vocational training programs are critically important to prepare inmates for life in the community while also providing opportunities for them to learn how to work as part of a team, develop a good work ethic, and communicate with colleagues. These skills are invaluable for employers seeking trained workers in the community and we look forward to furthering our partnership with Wisconsin's technical colleges."*

*Jon Litscher, WIDOC Secretary*



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## Vocational Training Initiatives (continued)

301.068(2)(d); 301.068(3)(b)

### Dairy Farm Worker Training Academy

WIDOC and Moraine Park Technical College (MPTC) developed a training program for inmate workers at WIDOC's Waupun State Farm. The eight-week program was spearheaded by Lt. Governor Rebecca Kleefisch, and taught inmates how to raise calves, grow crops, to feed cows and the basics of dairy farm operations.

Eight inmates earned a Dairy Worker Training Certificate, a two-credit transferable credential which includes instruction in milking, feeding, cow reproduction and calf care, as well as farm maintenance and other critical skills. The training combined classroom instruction with hands-on practice at the Waupun State Farm.

*“Obviously, I have done this to myself and I've left them at home and let them down but even given the circumstances of where I've been and how I got here I still made the right decision, the positive decision to move forward and to learn and grow and hopefully that is a great learning lesson for them.”*

*Scott, program participant, on how the decision to enter the program impacted his family*

Representatives from WIDOC, and MPTC, as well as employers and family members attended the completion ceremony on June 27, 2017 at the John Burke Correctional Center. Lt. Governor Rebecca Kleefisch, WIDOC Secretary Jon Litscher, and Representative Michael Schraa all provided remarks. WIDOC plans to continue this training initiative in FY18.

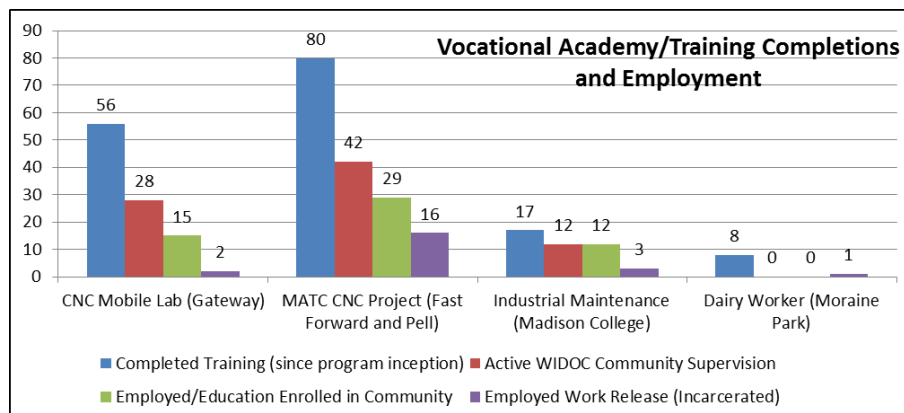
### Industrial Maintenance Essentials

Based on the success of the previously referenced CNC projects, WIDOC, Madison College, and the Workforce Development Board of South Central Wisconsin (WDBSCW) have partnered to offer an Industrial Maintenance Essentials: Fluid Power & Metal Processes Specialized Training Academy for inmates from Thompson Correctional Center (TCC) and Oregon Correctional Center (OCC). This is an 11-credit accelerated training, offered at the Madison College Truax Campus on second shift and Saturdays, and includes the following courses: Interpreting Engineering Drawings, Math-Employability Skills & Support, Workplace Communications, Machine Tool Math 1, Safety for Industry (OSHA-30), Metal Processes 1, Industrial Fluid Power 1, and Industrial Fluid Power 2. Instruction began in early 2016 and 17 inmates have completed training.



Industrial maintenance is a rapidly-growing field, with the Bureau of Labor Statistics estimating 16 percent annual growth. The local median wage for industrial maintenance mechanics in south central Wisconsin is \$18.80 per hour. As of July 2017, of the 17 participants who have completed training, 12 are currently supervised in the community, and three of the incarcerated inmates are in work release status. Of the 15 inmates eligible for work (in the community or work release), all 15 are working and are earning an average wage of \$17.08 (nine of 12 participant wages known). Of those 15 participants who are working, nine are employed in maintenance and/or manufacturing occupations.

Due to the success of these initiatives, WIDOC plans to offer additional, accelerated vocational training opportunities to incarcerated inmates over the coming biennium.



## Community Corrections Employment Program (CCEP)

301.068(2)(d); 301.068(3)(b)(c)

The Community Corrections Employment Program (CCEP) is a statewide program designed to assist medium to high risk offenders with an identified employment need per COMPAS, in obtaining the skills necessary to obtain and maintain employment in a competitive work environment. Priority is given to offenders who are within six months of release to 90 days post-release from an institution. However, offenders on probation are considered for the program as resources allow.

In recent fiscal years, CCEP implemented a reach-in component with eligible incarcerated offenders nearing release to connect them with services and employment prior to or immediately upon release. Participants are assessed and placed into services based on their level of skill and work readiness. In addition, Employment Program Coordinators conduct a variety of activities including employer engagement and employment readiness groups that assist participants in areas such as resume building and interviewing skills, while working directly with employers for job placement. Staff also provide presentations to community stakeholders and institution staff/offenders, attend job and resource fairs, and coordinate and refer participants to training opportunities with technical colleges and other community providers. Finally, these employment coordinators work closely with Workforce Development Boards and the Department of Workforce Development in the coordination of employment related opportunities and activities. In addition to the above services, the program funds work experience, on-the-job training, and educational and training assistance opportunities. CCEP also offers assistance to employers regarding work opportunity tax credits and bonding.

The Employment Program Coordinators approach the services that they offer based on the needs of their community. In May 2017, the Fox Valley Technical College, Division of Community Corrections, and Forward Services Corporation

partnered to provide ten individuals from Fond du Lac, Oshkosh, Neenah, and Appleton with entry level training in welding. In this Basic GMAW Welding training the students learned to identify environmental work and personal hazards in the welding industry, proper personal protection methods, and welding and metal fabrication safety. Furthermore, they learned to perform common tasks essential to the welding and metal fabrication lab. They also learned how to weld in all positions, interpret detailed welding symbols, read blue prints and have an understanding of written welding procedures. Each graduate received hands-on training in the manufacturing welding labs on a variety of materials, machines, and tools. In addition, all graduates received five college credits and a college certificate for completion of this training which is in high demand, and will provide them an entry level career in welding.

To see the progress of the graduates was a testament of the opportunity this program will provide to their future. Staff was able to watch the students grow from little to no knowledge of welding and feeling a bit confused, to working together, demonstrating team building skills, challenging and leading each other, and at the end seeing how proud they were of their success.

In FY17, there were 770 offenders served in CCEP. Of the 770 offenders, 415 (53.9%) offenders either successfully completed the program or are continuing services into the next fiscal year.

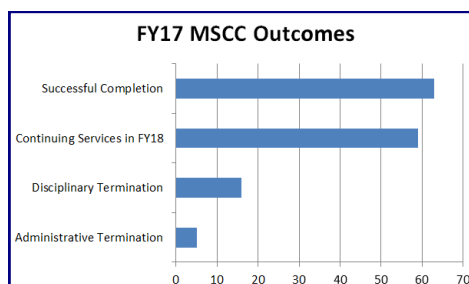
Becky Young Funds supports three Employment Program Coordinator positions, in addition to five Division of Community Corrections-funded positions from other sources. The eight Employment Program Coordinator positions are aligned with the eight DCC regions.

## DAI Employment Specialists

301.068(3)(b)

DAI Correctional Centers are committed to providing employment support for offenders to assist in the successful transition from prison to the community. Similar to past years, the Becky Young Funds have allowed DAI to contract for two Employment Specialist positions at Winnebago Correctional Center (WCC) and Marshall C. Sherrer Correctional Center (MSCC). These Employment Specialists assist in work release and other employment opportunities for offenders currently incarcerated at the minimum custody correctional centers. The Employment Specialist, in coordination with the Center Work Release Sergeant, assists offenders in the completion of Pre-Release modules, development of pre-release plans, obtaining identification documentation, developing resumes, and exploring employment opportunities. In addition, Employment Specialists and Work Release Sergeants locate new employers and send resumes to prospective employers for offenders eligible for employment. During FY17,

offenders were employed in several areas of work including but not limited to manufacturing, packaging, construction, material handling, and mechanical work. Outcome data collected by MSCC is shown below. Moving forward in FY18, services will continue to be offered for those identified for services, as WIDOC continues to move towards an evidence-based approach.



## Opening Avenues to Reentry Success (OARS)

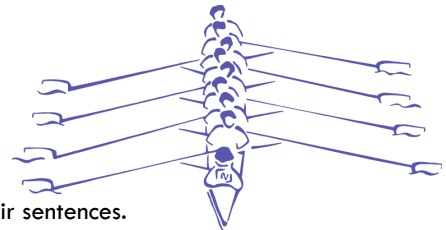
301.068(2)(a-d); 301.068(3)(a-c); 301.068(5)

The Opening Avenues to Reentry Success (OARS) Program is a joint partnership between the WIDOC and the Department of Health Services (DHS). The OARS program provides participating offenders with mental illnesses releasing from prison intensive case management and access to psychiatric treatment, safe and affordable housing, and structured activities including employment and education. Participants also receive treatment to address individual and criminogenic needs.

The goals of the OARS program are to increase public safety by increasing participant success on supervision and reducing revocation and recidivism. The OARS program is designed to aid in participant recovery and help establish their self-sufficiency in the community. The OARS program uses a person-centered approach, individualized service plans (ISPs), and motivational interviewing to encourage participants' intrinsic motivation and involvement in their treatment plans. The frequent interactions between OARS team members and participants can help with the transition from institution to community life.

OARS Participants must:

- Volunteer.
- Be referred by a staff member.
- Be medium or high risk to reoffend based on the COMPAS risk assessment.
- Have a diagnosed serious mental illness.
- Release to one of the 37 OARS counties.
- Have at least six months of post-release WIDOC supervision remaining on their sentences.



Enrollment in the OARS program begins approximately six months prior to institution release. Contracted case managers enter facilities and work closely with DHS OARS Program Specialists, WIDOC facility Social Workers, and Division of Community Corrections (DCC) Agents to determine clinical needs, risk factors, and to develop therapeutic rapport with participants. The team develops ISPs and encourages participants to stay engaged with treatment and programming during the pre-release phase.

### Case Example of an OARS Participant

Many current and former participants have expressed deep appreciation for the program and its impacts. The following example comes from a participant that successfully completed the OARS Program during this fiscal year. The participant's name has been withheld to protect his privacy. The participant was referred to OARS and to the Wisconsin Resource Center (WRC) for mental health stabilization. His diagnosis included Bipolar I Disorder, Borderline Personality Disorder, and Substance Use Disorder. After his admission to WRC, he declined psychiatric services and was placed under a Chapter 51 commitment. Prior to his incarceration and OARS involvement, his psychiatric history included over 20 suicide attempts, multiple related hospitalizations, and a previous Chapter 51 commitment in the community. After becoming stable on his medications, he participated in programming at WRC.

When he released from prison to the OARS Program, the participant had clear goals and was dedicated to his recovery. During his involvement in OARS, he remained sober and violation-free. He became involved in AA and other recovery support groups that opened doors to employment and rides to recovery meetings. He attended school full-time while working and continuing to be mindful of his mental health and medication practices. The participant reached out to others that were new in recovery, and has an interest in becoming a peer support specialist. He remains on supervision and continues to do well. After graduating from the program, he wrote a paper that he wanted to share with others. Below are some excerpts.

"I recently finished a program offered by the State of Wisconsin that provides extra care to people who have been released from prison, who have mental health issues, and have drug and alcohol addictions. Personally, I am truly sorry for the crimes I committed that eventually put me in the position I am in. However, I am using this experience to become the person I never envisioned while also working toward enjoying a productive life. Since my release, I have completed the two year program with excellence, and I've had no violations and no issues with law enforcement agencies. I have been employed full time while working on a degree in AODA counseling. After my first year out of prison, I made the dean's list with 4.0 GPA. Also I received a letter from my parole officer, a 15 year veteran, who explained to me that I was chosen to be her first letter of reference because of my hard work, dedication, and courage. In addition, I received a letter from her regional supervisor in which he explained how impressed he was because of my dedication to the program and its success."

"Since the day my foot stepped outside those prison doors, I was determined to not let those 1,000 days behind bars prevent me from making a difference for myself and others."

## Opening Avenues to Reentry Success (OARS) (continued)

301.068(2)(a-d); 301.068(3)(a-c); 301.068(5)

During the post-release phase, participants can remain in the program for up to two years. Case planning focuses on orienting participants toward psychiatric stability and promotes decisions that enhance mental health and recovery from addiction. This process starts with creative, intensive case management, monitoring, and treatment immediately following release to the community. As the participant positively adjusts, the level of monitoring and services may gradually decrease. The OARS team then works toward transition to financial independence through education, employment, or needed county-based services. When these supports have been established, the participant successfully discharges from the program.

In FY17, the OARS program experienced significant fiscal challenges. Many more participants enrolled in the program this fiscal year faced complex health issues and required higher levels of supportive housing, treatment, and supervision as compared to cohorts in previous years. Despite the Departments' efforts to control these additional costs, annual spending increased to \$2,914,188.36.

During FY17, the OARS program:

- Served 254 participants.
- Managed an Average Daily Population (ADP) of 153 participants.
- Calculated a cost of \$19,047 per participant using the ADP.

Participants in the OARS Program continue to demonstrate lower rates of recidivism than individuals with similar characteristics not participating in the program. WIDOC defines recidivism as: following an episode of incarceration with the WIDOC, to commit a criminal offense that results in a new conviction and sentence to WIDOC custody or supervision. The reincarceration rates for OARS participants and control groups are now also available this fiscal year. WIDOC defines reincarceration as: following an episode of incarceration with WIDOC, an admission to prison within a specified follow-up period for either a revocation, a revocation with a new sentence, or a new sentence.

For this fiscal year, the data presentation will appear differently than previous Becky Young reports. COMPAS and its associated risk score were available as of July 1, 2013 and were used to generate the OARS data, explaining why the data is limited to FY14-16. In order to assess OARS Program effectiveness in reducing recidivism, the WIDOC's Research and Policy Unit conducted an outcome evaluation using a statistical technique called propensity score matching (PSM). This technique allows for the comparison of outcomes for program participants and non-participants by controlling for variations in background characteristics that are associated with recidivism (e.g., gender, race, age, length of prison stay, high school or equivalent completion, marital status, mental health code, most serious offense, COMPAS general and violent risk levels, year of release, and completion of other DAI primary programs while incarcerated). The use of this technique produces recidivism and reincarceration outcomes for OARS participants and non-participants that can be more confidently attributed to participation in the program rather than other factors.

In the figures below and on the following page, the control group includes individuals released during the same fiscal year who were moderate or high risk to reoffend and categorized as MH-2. The control group includes two individuals for each program participant with matching characteristics.

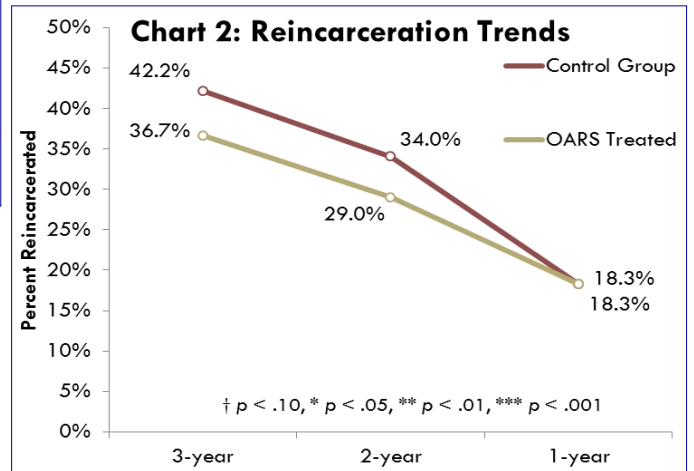
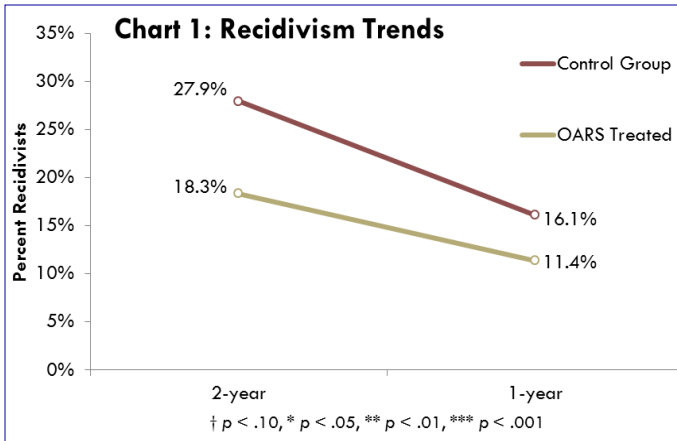
**Table 1: Recidivism Trends FY14-FY16**

Total Re-releases (Fiscal Year)	OARS Participants						OARS Control Group					
	1-Year Follow-Up			2-Year Follow-Up			1-Year Follow-Up			2-Year Follow-Up		
	Total Releases	Recidivists		Total Releases	Recidivists		Total Releases	Recidivists		Total Releases	Recidivists	
<b>FY14</b>	60	7	11.7%	60	11	18.3%	132	25	18.9%	129	36	27.9%
<b>FY15</b>	72	8	11.1%	-	-	-	154	21	13.6%	-	-	-
<b>Total</b>	132	15	11.4%	60	11	18.3%	286	46	16.1%	129	36	27.9%

(cont. next page)

### Opening Avenues to Reentry Success (OARS) (continued)

301.068(2)(a-d); 301.068(3)(a-c); 301.068(5)



**Table 2: Reincarceration Trends FY14-FY16**

Total Releases (Fiscal Year)	OARS Participants								
	1-Year Follow-Up			2-Year Follow-Up			3-Year Follow-Up		
	Total Releases	Reincarcerated		Total Releases	Reincarcerated		Total Releases	Reincarcerated	
FY14	60	9	15.0%	60	18	30.0%	60	22	36.7%
FY15	72	12	16.7%	71	20	28.2%	-	-	-
FY16	136	28	20.6%	-	-	-	-	-	-
<b>Total</b>	268	49	18.3%	131	38	29.0%	60	22	36.7%

Total Releases (Fiscal Year)	OARS Control Group								
	1-Year Follow-Up			2-Year Follow-Up			3-Year Follow-Up		
	Total Releases	Reincarcerated		Total Releases	Reincarcerated		Total Releases	Reincarcerated	
FY14	132	24	18.2%	129	47	36.4%	128	54	42.2%
FY15	154	29	18.8%	153	49	32.0%	-	-	-
FY16	250	45	18.0%	-	-	-	-	-	-
<b>Total</b>	536	98	18.3%	282	96	34.0%	128	54	42.2%

Overall, none of the group differences were statistically significant, likely due to the small sample sizes. There was a trend-level difference ( $p < .10$ ) between both groups in the two-year recidivism rate, with individuals in the OARS group presenting with slightly lower rates of reincarceration than controls. In future years with additional participants, it is likely trends will continue and approach statistical significance.

## Disabled Offenders Economic Security (DOES) Project

301.068(2)(d); 301.068(3)(b); 301.068(5)

The Disabled Offender Economic Security (DOES) Project provides mentally ill and disabled offenders access to civil legal services. These services include application advocacy for Social Security benefits and public medical assistance. Please note that while some offenders are denied Social Security benefits, attorneys also advocate for clients' Medicaid and FoodShare benefits with success rates near 100 percent. Attorneys may also advocate for housing assistance, employment training programs, and other legal concerns that impact a client's successful community reintegration. WIDOC currently contracts with Legal Action of Wisconsin (LAW), a Legal Services Corporation, for licensed attorney benefits specialists. WIDOC generates a list of inmates eligible for DOES Project assistance in one of three categories: serious mental illness code, intellectual disability determination, and required on-site medical care categorization. Attorneys meet with inmates interested in application assistance and begin working with those that agree to be represented approximately six months prior to release from prison. The attorneys prepare public benefits applications and submit the initial applications on the client's behalf. They continue to advocate for clients through the latter stages of the application process, including reconsiderations and Administrative Law Judge (ALJ) appeals as necessary. DOES Project attorneys generally represent clients after release from prison until they have attained benefits or appeals are exhausted, while considering both merit and project resources.

DOES Project attorneys are expert benefits specialists. They develop working relationships and procedural knowledge about the Social Security Administration (SSA), WIDOC, and the Department of Health Services (DHS) Disability Determination Bureau (DDB). These professional skills contribute to the ability to rapidly process and submit claims and advocate for disability determinations, a process that can be lengthy and confusing for offenders who face barriers to successful application. Chart A demonstrates how rapidly determinations are being made, with nearly 40 percent of approved applications during FY17 being completed within four weeks of clients' releases from prison. The chart also demonstrates how important continued advocacy is after release, with the remaining 60 percent of DOES Project clients being served in the months after their release from prison, some for up to three years. To further illustrate the importance of continued advocacy, 208 cases remain open from previous fiscal years (2012-2016), including one case opened in 2012 (Table A).

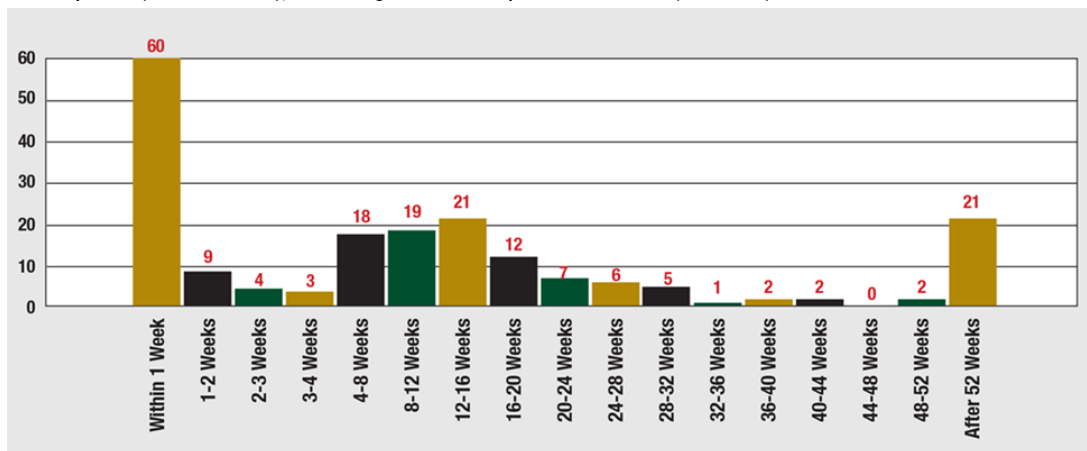


Chart A: FY17 DOES Project Social Security Benefits Application Approval Timeframes

During FY17, DOES Project attorneys provided civil legal services and closed 407 cases for clients supervised by WIDOC, including 71 brief service and advice cases. Chart B describes the number of offenders for whom the DOES Project has submitted cases to the SSA. The attorneys represented 336 offenders applying for Social Security benefits, with 199 gaining benefits, representing a 59.20 percent success rate. The SSA provides award rates for all benefits applications. In comparison, the 2014 data published by the Social Security Administration indicates the final outcome award rate for all disabled beneficiaries awarded Social Security Disability Insurance (SSDI) was 29.2 percent and the rate for Supplemental Security Income (SSI) was 30.5 percent. DOES Project applications nearly double the national award rate, while representing a complex and challenging population.

DOES Project Open Cases at the End of FY17	
Fiscal Year	Cases Opened
2012	1
2013	3
2014	18
2015	42
2016	144
2017	266
<b>Total</b>	<b>473</b>

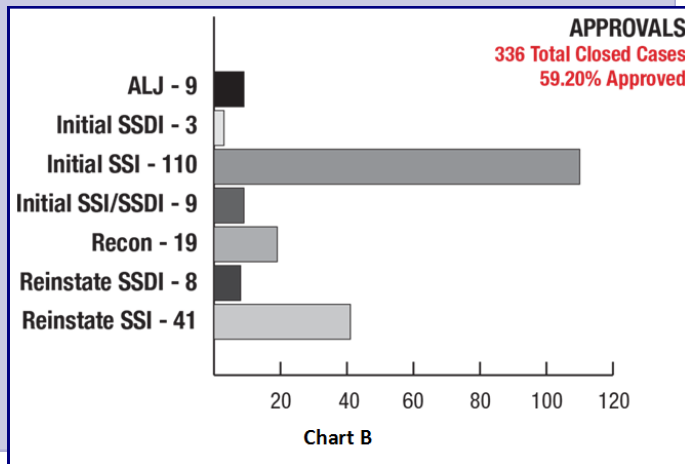
Table A

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## Disabled Offenders Economic Security (DOES) Project (continued)

301.068(2)(d); 301.068(3)(b); 301.068(5)



Since January 20, 2015, offenders have been applying for BadgerCare Plus prior to prison release using the inmate telephone system. Offenders with developmental disabilities, mental illnesses, reading difficulties, and Limited English Proficiency (LEP) are screened for additional assistance with the application phone call. In the five facilities releasing the highest numbers of these populations, offenders meeting one or more of the criteria are referred to one of three LAW benefits specialist paralegals who provide application assistance and advocacy. Since the inception of the program, the DOES Project paralegals have assisted 3,526 inmates with healthcare applications. Of those, 3,422 inmates were determined eligible prior to release, a 97.05 percent success rate. LAW staff members provide an indispensable service to facility staff, alleviating a time consuming task for a challenging population.

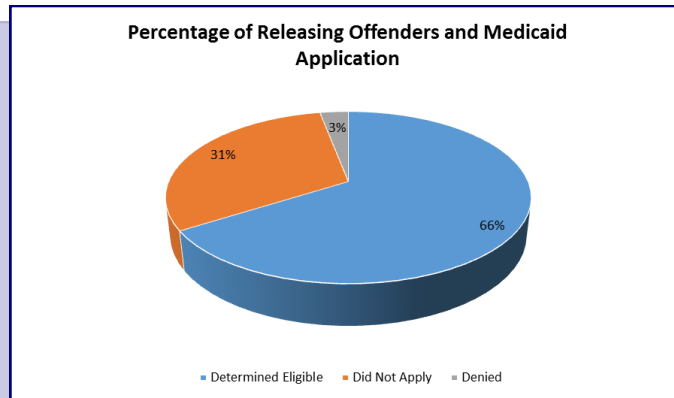
## BadgerCare Plus

301.068(2)(d); 301.068(3)(b); 301.068(5)

The Wisconsin Department of Corrections (WIDOC) and Wisconsin Department of Health Services (DHS) have an agreement to facilitate Medicaid applications for inmates by telephone prior to release from incarceration. The agreement includes information-sharing, which allows both departments to study outcomes and potentially improve advocacy efforts. Emerging research indicates access to health care immediately after release from prison can have positive impacts on chronic health conditions and mental health treatment. Medicaid programs also provide no-cost or low-cost prescription medications and Substance Use Disorder (SUD) treatment in Wisconsin.

DHS matches individuals releasing from WIDOC incarcerations to existing Medicaid application records and returns the information to WIDOC. Application and eligibility data are available for individuals releasing from WIDOC facilities on or after August 1, 2016 through June 30, 2017. For the purpose of this report, there were 8,369 releases during this timeframe. To be counted as a release, individuals had to meet the following criteria: youth or adult incarcerated longer than 30 days in WIDOC custody and released from WIDOC facilities, certain county jails, the Wisconsin Resource Center, and Mendota Juvenile Treatment Center. During this timeframe, 66 percent of offenders releasing from incarceration applied for and were determined eligible, also described as being enrolled in, a Medicaid program. The months evaluated included the month prior to, the month of, and the month after their releases. Approximately 31 percent of inmates did not apply during the months studied and approximately 3 percent of the identified release population were denied.

The information can be used by WIDOC administrators to sustain effective practices in preparing inmates for the application process. The data may also be used to identify areas in need of increased advocacy.



## University of Cincinnati Corrections Institute (UCCI) Contract

301.068(1); 301.068(2)(a); 301.068(2)(b); 301.068(2)(d); 301.068(3)(a-d); 301.068(4); 301.068(5)

The University of Cincinnati Corrections Institute is committed to the dissemination of best practices to communities, facilities, and agencies seeking to change offender behavior, improve public safety, and reduce recidivism. UCCI collaborates with federal, state, and local governments, as well as with the private sector and professional organizations to promote effective assessments and interventions for adult and juvenile offenders. UCCI's nationally-recognized faculty and consultants synthesize:

- Evidence-based practices known to be effective in changing offender behavior
- Experience from research conducted in all 50 states
- Objectivity and excellence in scholarly research
- Creative intervention and implementation strategies
- Comprehensive spectrum of resources.

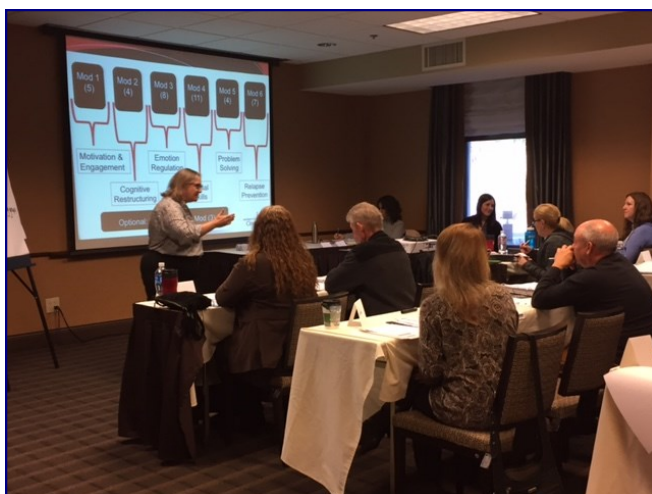


<http://cech.uc.edu/criminaljustice/research/centers-institutes.html>

WIDOC has been and will continue to be committed to the design, implementation, and monitoring of rehabilitation programs and services aligned with the principles of effective intervention. UCCI technical assistance and support have been integral to this transformative process since 2011. Contracted UCCI Research Associates and Consultants well-versed in the most recent and scientifically-sound methodologies have facilitated the following activities throughout FY17:

### Training Institutes for Current and Potential Contracted Service Providers:

Corrections Program Checklist evaluation results within the WIDOC Division of Community Corrections have consistently illustrated priority needs for formal training in evidence-based curricula. In response to these identified training needs, a collaborative planning process involving the Division of Community Corrections, the Reentry Unit, and the University of Cincinnati Corrections Institute culminated in the design and delivery of two Wisconsin-based Training Institutes. On October 24-28, 2016, and on June 5-9, 2017, current and potential contracted service providers accessed certification training in the following curricula:



### Cognitive-Behavioral Interventions for Substance Abuse (CBI-SA):

This curriculum is designed for individuals that are moderate to high need in the area of substance abuse and is well-suited for criminal justice populations. The curriculum can be delivered as a stand-alone substance abuse intervention, or incorporated into a larger program, particularly those designed for clients in the corrections system. As the name of the curriculum suggests, this intervention relies on a cognitive-behavioral approach to teach participants strategies for avoiding substance abuse. The program places heavy emphasis on skill-building activities to assist with cognitive, social, emotional, and coping skill development. Such cognitive-behavioral strategies have routinely demonstrated high treatment effects when used with correctional clients.



**“Doing the role plays and performing the lessons helped me understand exactly what delivery should look like—and the trainers were so positive and supportive—a wonderful experience!”**

*Training Institute Participant*

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## University of Cincinnati Corrections Institute (UCCI) Contract (continued)

301.068(1); 301.068(2)(a); 301.068(2)(b); 301.068(2)(d); 301.068(3)(a-d); 301.068(4); 301.068(5)

### **Thinking for a Change (T4C):**

This intervention targets the most prevalent criminogenic need area—antisocial cognition. T4C combines cognitive restructuring theory with cognitive skills theory—creating an innovative and integrated curriculum designed to help justice-involved individuals take control of their lives by addressing their criminal thinking. The three instructional components of T4C are cognitive self-change, social skills, and problem-solving skills. Cognitive self-change teaches a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes, and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem-solving skills instruction integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real-life situations.

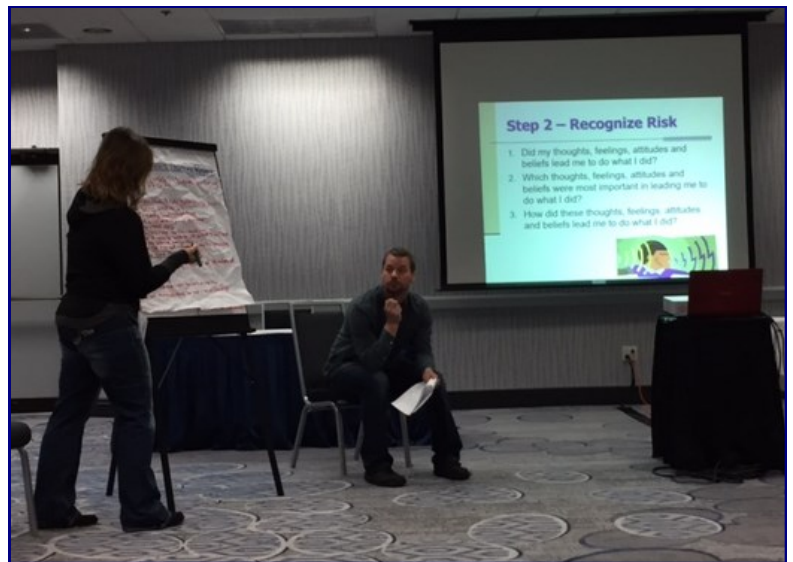
### **Core Correctional Practices:**

This foundational training material orients criminal and juvenile justice workers to the core skills needed to support cognitive-behavioral programming. The training is relevant to direct care, security staff, and treatment staff. Content includes:

- Review of the principles of effective intervention
- Overview of the core correctional practices (relationships skills, effective use of reinforcement, effective use of disapproval, effective use of authority, prosocial modeling, cognitive restructuring, social skills training and problem solving skills)
- Practice of each of the core correctional practices occurs and implementation strategies are discussed
- Review of the principles of an effective behavior management system

With an eye toward building capacity and sustainability within our current and potential network of contracted service providers, UCCI facilitated a second Train-the-Trainer (TOT) Institute June 5-9, 2017. In addition to TOT offerings in all three of the curricula described above, providers received formal orientation to the principles of Continuous Quality Improvement—including training and practical application of a group intervention observation tool—a key component in quality assurance efforts and program fidelity monitoring.

**“Trainers shared great analogies and examples of what we are dealing with daily—they understood and validated our work—and shared tools to help us help our clients!”**  
*Training Institute Participant*



### **Evidence-Based Corrections Program Checklist (CPC) and CPC Group Assessment Evaluator Training:**

UCCI conducted Evidence-Based Corrections Program Checklist (CPC) Evaluator training with WIDOC staff members in September of 2016. The CPC is a tool developed to assess the extent to which correctional treatment programs align with the principles of effective intervention. Designed to assess program integrity rather than outcomes, the CPC process allows for a thorough examination of program capacity and content. CPC Evaluators engage in direct observation, structured interviews, and curriculum and file review prior to crafting a formal evaluation report which serves as a roadmap for program quality improvement efforts.

## University of Cincinnati Corrections Institute (UCCI) Contract (continued)

301.068(1); 301.068(2)(a); 301.068(2)(b); 301.068(2)(d); 301.068(3)(a-d); 301.068(4); 301.068(5)

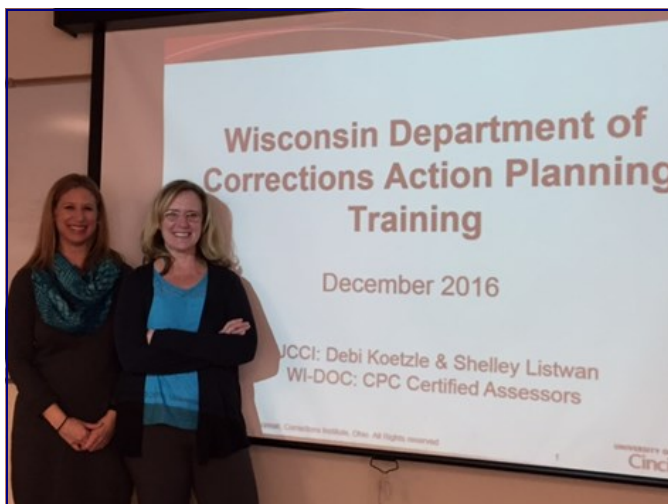


*CPC and  
CPC-GA  
Evaluator  
Group*

Training on the CPC-Group Assessment (CPC-GA) tool was conducted with newly-certified CPC evaluators in April of 2017. The CPC-GA is designed to examine multiple types of group interventions within correctional settings—both within institutions and community-based settings—and is utilized to ascertain how closely these interventions align with the principles of effective intervention. CPC-GA results are utilized as program fidelity monitoring measure and create opportunities for mentoring and coaching of group facilitators.

### **Evidence-Based Corrections Program Checklist (CPC) Action Planning Workshops:**

These collaborative workshops conducted in December of 2016 and May of 2017 engaged WIDOC CPC Evaluators and DCC Contracted Service Providers in the design of site-specific blueprints for program improvement. Following a foundation-building orientation to the principles of effective intervention, UCCI Consultants guided participants through an action planning process. This systematic process utilized each program's Evidence-Based CPC Evaluation Report as the starting point for a prioritized plan for incremental improvement. Regionally-assigned CPC Evaluators/Program and Policy Analysts continue to support and monitor progress toward the goals and objectives delineated within these plans on a quarterly basis. UCCI-sponsored technical assistance, training, and guidance have been and will continue to be provided as necessary.



*Evidence-Based Corrections Program Checklist (CPC) Action Planning Workshop participants discuss next steps.*

### **Evidence-Based Earned Release Program (ERP) Expansion**

UCCI, the Reentry Unit, and the Division of Adult Institutions/Office of Program Services continue their efforts to replicate the evidence-based program model developed at the Drug Abuse Correctional Center (DACC) during 2013-2015. The ERP Redesign reflects the Department of Corrections' commitment to design and implementation of programs and strategies grounded in the principles of effective intervention. The DOC's Mission, Vision, and Core Values statements and the Reentry Business Plan reflect this focus on implementation of evidence-based practice (EBP). Validated assessment of criminogenic risk and needs, followed by application of research-driven intervention strategies ultimately results in reduced recidivism and improved public safety. Generalization of the DACC Model to Earned Release Program sites statewide represents a strategic, phased approach to realignment with the current research on effective correctional interventions.

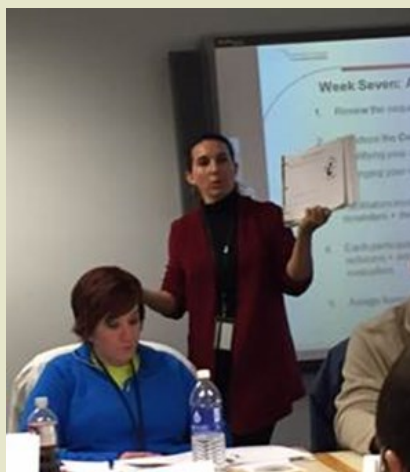
*Evidence-Based Practice (EBP) is defined as the progressive, organizational use of direct, current scientific evidence to guide and inform efficient and effective correctional program service provision.*

## University of Cincinnati Corrections Institute (UCCI) Contract (continued)

301.068(1); 301.068(2)(a); 301.068(2)(b); 301.068(2)(d); 301.068(3)(a-d); 301.068(4); 301.068(5)

### Anger Control Training

UCCI worked collaboratively with the WI DOC Division of Adult Institutions on the implementation of Anger Control Training (ACT) throughout FY17. ACT, a subcomponent of Aggression Replacement Training, engages participants in the practical application of a series of responses to provocation. This response chain focuses on triggers, cues, reducers, reminders, social skills alternatives, and self-evaluation. Treatment providers at both maximum and medium security correctional institutions participated in this two-day training session—an evidence-based approach to addressing aggression.



### Cognitive-Behavioral Interventions for Domestic Violence Offenders Research Project

In an effort to improve recidivism rates for domestic violence offenders, WI DOC and UCCI have designed and implemented a research study examining the impact of the cognitive-behavioral interventions with this challenging offender population. This work commenced in late FY17 and will continue over the next three fiscal cycles.

Chippewa Valley Correctional Treatment Facility (CVTCF), Racine Correctional Institution (RCI), and Prairie du Chien Correctional Institution (PDCI) have been working with internal DOC Implementation Coaches and UCCI consultants to align with the principles of effective intervention. Achievements during FY17 have included foundational training in Core Correctional Practices, Cognitive-Behavioral Interventions for Substance Abuse, Thinking for a Change, and also Advanced Practice. In order to build capacity and sustainability within the Earned Release Programs, train the trainer (TOT) opportunities in these core curricula have been orchestrated. The ERP Redesign Project at RCI concluded with a celebratory event on April 17, 2017.

Earned Release Programs have also added Cognitive-Behavioral Interventions for Offenders Seeking Employment (CBI-EMP) curriculum to their programming frameworks. Targeted participants include moderate and high risk justice-involved individuals with elevated employment-related scales in COMPAS. The curriculum integrates cognitive-behavioral interventions with more traditional employment approaches. The program teaches individuals how to identify and manage high risk situations related to finding and keeping employment. Heavy emphasis is placed on skill-building activities to assist with cognitive, social, emotional, and coping skill development for use within the work environment. Using a modified closed group format with multiple entry points, the curriculum is designed to allow flexibility across various service settings and intervention lengths. Broader implementation of the this curriculum within WI DOC Division of Adult Institutions facilities will be a priority in FY18.

The Wisconsin Women's Correctional System (WWCS) continues to adapt the Earned Release Program (ERP) Model to reflect a more gender-responsive approach. Milwaukee Women's Correctional Center and Robert E. Ellsworth Correctional Center have continued to refine implementation plans with UCCI consultants throughout FY17. The Gender Responsive Assessment Workgroup concluded their pilot project in late FY17 and these results will drive program development efforts within the next fiscal cycle. Read more about the Women's Risk and Needs Assessment Pilot under the Northpointe article on page 4.

### Alternative to Revocation (ATR) Program Alignment with Evidence-Based Practices

The ATR Steering Committee received technical assistance via the UCCI contract through FY17 to assist in refining the assessment of the driver of the ATR referral and linkage to programs/interventions aligned with this driver.

The committee has been meeting monthly with representatives from the Research and Policy Unit and the Reentry Unit attending meetings by invitation. Progress to date includes the following:

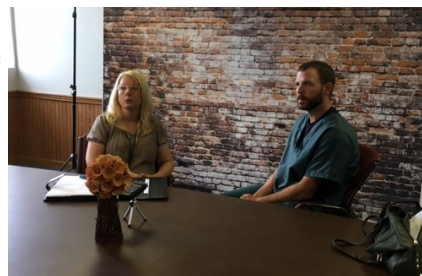
- Data collection and analysis continues to drive decision-making processes—particularly treatment needs of offenders referred to the Alternative to Revocation (ATR) intervention programs.
- A menu of evidence-based curricula, considering needs, risk, and prior treatment has been proposed.
- A centralized referral process has been developed.
- A sub-committee is analyzing bed allocation.
- Criteria have been established for program/dosage referral processes.
- A sub-committee is working on standard ATR criteria for medical, dental, and health-related needs.

## Motivational Interviewing (MI) Training Initiative

301.068(5)

WIDOC adopted Motivational Interviewing (MI) as a key communication component for the department in August 2014. Motivational Interviewing first emerged more than 30 years ago and supports one of NIC's eight principles of evidence-based practice: enhancing intrinsic motivation. Research has shown that the more we reflect change talk rather than sustain talk, the more likely it is that someone is going to move in the direction of change.

MI is a form of collaborative conversation for strengthening a person's own motivation and commitment to change. It is a well-established, evidence-based practice for addressing ambivalence about change by paying close attention to the language of change. MI is designed to strengthen an individual's motivation for and movement towards a specific goal by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion. It is a way of arranging a conversation so that people talk themselves into change, based on their own values and interests. (Miller & Rollnick, 2013)



Just like learning a musical instrument, MI takes deliberate practice and time. Staff members begin to learn MI in a basic initial two-day training, followed by a third day of training one month later. WIDOC understands the importance of learning this communication and is training staff who have the most direct contact with clientele. Staff, who previously had MI training, may attend a refresher course and then receive training in the Department's Peer Learning Group format. All identified future staff will receive a two-day basic MI training, as well as a third day of training one month later. These staff are also trained in the Peer Learning Group format. Peer Learning Groups are communities of practice that allow staff to come together to work on their MI skills, review skill building tools, and grow in their MI skills together. In FY17, as a way to model the proper Motivational Interviewing skills, WIDOC created eight MI videos with the assistance of the Alma Institute in Milwaukee, WI. The videos are available to staff to

view and help staff visualize how MI looks within their work roles.

This fiscal year a total of 628 employees were trained in our three day Motivational Interviewing trainings and began Peer Learning Groups. This included 29 training days hosted by various institutions and included training 154 DAI Staff and one DCC Staff.

In addition, staff who were previously trained in Motivational Interviewing attended the Peer Learning Group training and began conducting monthly Peer Learning Groups. This included DCC holding 22 training days, with 46 Units trained, involving 455 Agents/Corrections Field Supervisors. In addition, DCC held a total of 12 training days as part of Agent Basic Training and Specialized Supervision Training so new Probation and Parole Agents are learning these skills within their first six months of employment.

WIDOC held seven training days of a Motivational Interviewing-Intermediate level were held at various locations for staff to start to build on their existing skills. Staff that attended these trainings included: fifteen DCC and ninety-nine DAI staff. In FY18 and FY19, additional staff will continue to be trained from each division. The trainings are split funded between Becky Young funds and funds through the Corrections Training Center.

## Trauma-Informed Care (TIC) Technical Assistance

301.068(5)

Under the direction of the Deputy Secretary, WIDOC has continued to implement a two-year trauma-informed learning community under Wisconsin's Fostering Futures initiative. According to the WI Department of Health Services (DHS), trauma-informed care (TIC) is an intervention and organizational approach that focuses on how trauma may affect an individual's life and his or her response to behavioral health services from prevention through treatment. Trauma is unique to the individual, however trauma generally refers to extreme stress that overwhelms a person's ability to cope. It can be a single event, a series of events, or a chronic condition such as childhood neglect or domestic violence.

WIDOC has focused on the vicarious trauma that WIDOC staff experience working in a challenging environment. Over FY17 with the use of Substance Abuse Block Grant funds and collaboration with DHS, Policy Research Associates (PRA) delivered two train-the-trainer sessions for WIDOC staff on the SAMHSA "How Being Trauma-Informed Improves Criminal Justice System Responses" curriculum. The four hour training provides seven modules covering the importance of learning about trauma, what is trauma, trauma's effects, individual differences, trauma-informed responses, trauma-informed systems, and ways to develop a trauma-informed work setting.

Division-specific trauma-informed care committees have now been formed and are developing trauma-informed activities and responses. Furthermore, trauma-informed care principles are being incorporated into WIDOC's trainings of Agent Basic Training (ABT), Correctional Officer Pre-Service (COPS), Division of Juvenile Corrections Youth Counselor Academy, New Employee Training, and Supervisory Development. The Fostering Futures two-year learning community will end in October 2017, however WIDOC will continue to develop and implement trauma-informed care principles among staff and offenders.

## Cognitive Behavioral Programs (CBP)

301.068(2)(b); 301.068(2)(d); 301.068(3)(a-d)

The WIDOC contracts for Cognitive Behavioral Program (CBP) services within both DAI and DCC. Offenders are screened and assigned the program need upon completion of a COMPAS assessment. The importance of such a program cannot be understated, as antisocial cognition is identified as one of the top four criminogenic needs along with antisocial companions, antisocial personality/temperament, and family/marital. In FY17, 55.7% of offenders assessed in DAI had an antisocial cognition need, while 56.8% of offenders assessed in DCC had the need. The program is offered in both the institution and in the community, in order to address the need at every stage of the lifecycle to increase the offender's opportunity for success.

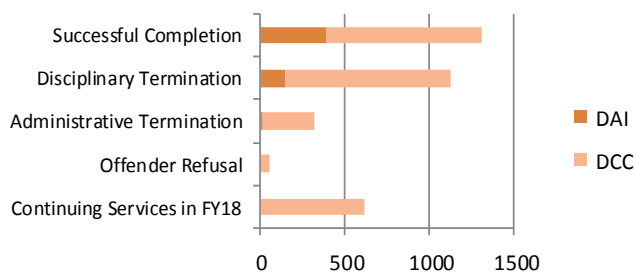
The objectives of Cognitive Behavioral Programs include teaching specific strategies or techniques that enable participants to (1) identify the specific thoughts that support criminal behavior (self-observation); (2) recognize the pattern

and consequences of thinking; (3) utilize reasoning, problem-solving, self-talk, and social interaction skills as a means of controlling and changing thinking; (4) recognize and evaluate potential choices and make a conscious decision to change or not to change a behavior. These programs combine two types of cognitive interventions: cognitive restructuring (changing the thinking patterns, attitudes, and beliefs that lead to offending) and cognitive skills training (learning and practicing reasoning, problem-solving, and social skills).

In FY17, DAI contracted services to provide 45 Thinking For a Change (T4C) groups covering 25-28 sessions over a 16 week period. Approximately 12-15 offenders were served per group in two distinct phases. In Phase One, offenders are encouraged to make objective observations of past behaviors. In Phase Two, offenders learn how to develop and use self-statements that help them control impulses. Lessons also teach counter-thinking techniques that challenge previous thinking patterns and attitudes.

Of the 3,477 participants served under Becky Young CBP services in FY17, 72.0% of the 546 DAI participants successfully completed the program. Additionally, 52.8% of the 2,931 DCC participants completed or were continuing CBP services in FY17.

### FY17 Cognitive Behavioral Program (CBP) Outcomes



Thinking  
for a  
Change



## Community Residential Programs (CRPs)

301.068(2)(a-d); 301.068(3)(a-d)

Since 2013, the WIDOC has provided a new model of residential treatment for our offender population, the Community Residential Program (CRP). Providers are encouraged to develop new and creative interventions to provide high dosage hours of treatment for medium and high risk offenders utilizing evidence-based practices that reduce recidivism. Interventions include a step-down service for offenders transitioning to off-site residential locations or their own housing. Offenders may return to the facility for completion of dosage hours.

A CRP is expected to provide an environment that includes support and supervision assisting offenders in making the transition to independent living. Services provided include assessment, treatment planning, service coordination, evaluation, group and individual counseling, life skills, and daily living skills services. Housing assistance, if needed, will be coordinated with the DCC Agent. It is the intent of the program that offenders who are not participating in the residential component of CRP will be housed in existing WIDOC contracted housing or in the offender's own residence while completing the proposed program.

WIDOC's first CRP, Portage House, became operational in FY14 and continues to offer services into FY18. In addition, Addams House, a second CRP in Appleton, is fully operational with ten beds. Between both CRPs, 121 DCC offenders received services with 60 (49.6%) successfully completing the program. It is noted that 22 (18.2%) offenders are continuing services into the next fiscal year.

## Community Partnership and Outreach Program (CPOP)

301.068(2)(d); 301.068(3)(b-c)

WIDOC has established Community Partnership Outreach Programs (CPOP) in two areas of the state. The WIDOC contracts with Options Treatment Programs, Inc. located in Green Bay, WI to provide supportive services to men and women releasing from institutions into Brown County. The services provided include residence assistance, employment training and placement, family reunification, pro-social relationships, substance abuse services, and restorative justice opportunities. This program also focuses in addressing anti-social thoughts and anti-social companions to strengthen the core services of the program and better align with evidence-based practices.

Offenders meet one to two times per week with vendor staff and community stakeholders, in an effort to increase successful reintegration after incarceration and reduce recidivism.

A second site is located in Milwaukee, WI and services are provided by the Center for Self-Sufficiency. The program is a wraparound service for medium to high risk offenders participating in the Alternative to Revocation (ATR) program through Milwaukee Secure Detention Facility (MSDF). The program provides pre-treatment to offenders enrolled in the

ATR who are being released back to Milwaukee County. The CPOP program also works in conjunction with the Milwaukee Medication Assisted Treatment Partnership Program to provide supportive services to those who elect to participate. Upon release, the CPOP provides both the support and services that each offender needs to sustain and build upon the progress made during their participation in the ATR program.

According to the most recent data collected from the Program Data Collection System (PDCS) and WIDOC-DCC:

- 475 offenders participated in the program during FY17.
- 131 (27.6%) successfully completed the program, while 139 (29.3%) are continuing into the next fiscal year.
- The remaining participants were terminated from the program for disciplinary, administrative, or offender refusal reasons.

WIDOC will continue to work with providers to enhance program services and to align with evidence-based principles of effective intervention.

## Community Services Project (Circles of Support)

301.068(2)(d); 301.068(3)(b-c)

The WIDOC contracts with Goodwill Industries of North Central Wisconsin (NCW) to provide supportive services to men and women releasing from institutions in the Fox Valley area. The services provided include residence assistance, employment training and placement, education, family reunification, W-2 eligibility, medical and health care, financial literacy, pro-social relationships, social/leisure plans, substance abuse services, and restorative justice opportunities. Offender support groups are overseen by trained community volunteers and delivered utilizing the "circles" model.

According to the most recent data collected from the Program Data Collection System (PDCS) and WIDOC-DCC:

- 203 offenders were served in FY17 with 90 offenders successfully completing the program.
- 90% of active participants were employed at the end of each quarter (please note that this figure does not include SSI/SSDI participants).
- 102 new offender hires in FY17.
- 116 community volunteers participated in FY17.

WIDOC will continue to work with providers to enhance program services and to align with evidence-based principles of effective intervention.

### Circles of Support Services Provided:

- Prosocial Support
- Temporary Employment
- Concrete Resource Linkage
- Group and Individual Support
- Transportation, as determined by need
- Information and Referral to Services





## AODA Non-Residential Programs

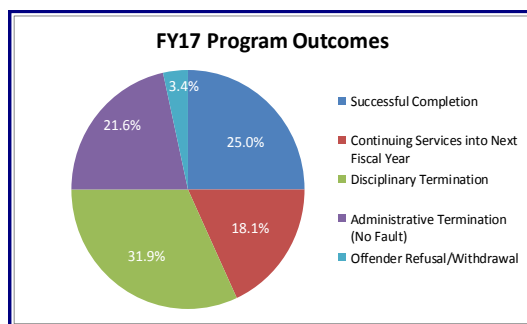
301.068(2)(a); 301.068(2)(d); 301.068(3)(a-d)

The AODA Non-Residential Programs provide treatment to referred offenders with an identified substance abuse need and/or exhibiting signs of relapse/destabilization. AODA Services and AODA Certified Services treat the offender's identified substance abuse need as part of their individual treatment plan. For AODA Relapse programs, the goal is to re-stabilize the offender following a structured re-exposure to program elements designed to address the offender's specific substance abuse issues. Relapse prevention may be combined with outpatient substance abuse counseling as elements of an individual treatment plan or might occur through an Alternative to Revocation (ATR) process with the needed elements identified in the treatment plan. The programs serve male and female offenders who are under WIDOC supervision for the duration of services. The WIDOC and providers work together to accommodate any identified special needs such as learning disabilities or cognitive limitations prior to entry into programming.

In FY17, 436 offenders participated in the Becky Young funded AODA Non-Residential Programs with 109 (25.0%) offenders successfully completing the program and 79 (18.1%) offenders continuing services into the next fiscal year. It should be noted that additional AODA Non-

Residential Programs were facilitated throughout the state using other funding sources.

In support of the use of evidence-based practices, factors considered in referrals include the results from a validated risk and needs assessment tool (COMPAS) and alignment with the Risk-Need-Responsivity (RNR) Principle. The results of the COMPAS Assessment are used to prioritize concerns to be addressed within programming. The target population is Probable to Highly Probable in the criminogenic need areas of antisocial cognitions, antisocial companions, antisocial personality/temperament, family/marital, and substance abuse.



## System Collaboration: County Jail-Based Recidivism Reduction Programs

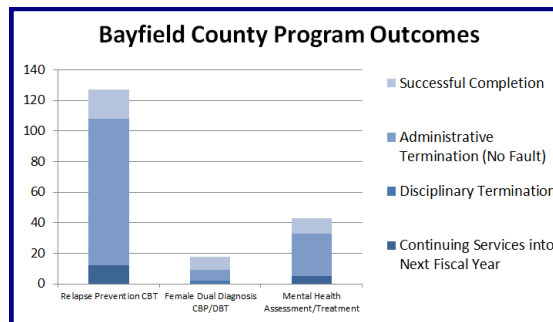
301.068(2)(a-d); 301.068(3)(b)

The WIDOC continues to initiate, foster, and enhance systemic collaboration within the statewide criminal justice community. Partnerships with the Bayfield County Jail and the Green Lake County Law Enforcement Center demonstrate this commitment to cross-agency implementation of evidence-based practice.

The Bayfield County Jail Project facilitates multiple services including relapse prevention, cognitive-behavioral treatment; substance abuse assessment services; female dual diagnosis cognitive-behavioral/Dialectical Behavior Therapy (DBT); mental health assessment services, and individual mental health therapy. The project serves three counties (Bayfield, Ashland, Sawyer), as well as tribal members from three Native American Tribes (Red Cliff and Bad River Band of Lake Superior Chippewa and Lac Courte 'Orielles Band of Lake Superior Ojibwe). During FY17, Bayfield County Jail served a total of 188 offenders with seventeen offenders continuing services into the next fiscal cycle. Outcomes are noted in Table A for the three types of programs offered within the program. It is noted that 89.9% offenders successfully completed the program or exited the program due to administrative reasons (release to the community, moved to another county, etc.).

In addition, WIDOC has partnered with Green Lake County Law Enforcement Center personnel and the Green Lake County Department of Health and Human Services via

Memorandum of Understanding (MOU) since 2011. Program services are available to inmates housed in the county jail, as well as offenders on active community supervision. Program components address substance abuse treatment, mental health services, education, employability services, literacy, and wellness. The project collaborates with a number of local education and service agencies including the University of Wisconsin-Extension, Moraine Park Technical College, Ripon College, and the Green Lake County Department of Health and Human Services. During FY17, Green Lake County Jail served a total of 167 offenders within all programming options. Eighty-three of these individuals were enrolled in education programs producing 33 Educational Functioning Level (EFL) gains. Forty-one General Educational Development (GED) tests were taken with three receiving High School Equivalency Diploma (HSED) certificates.

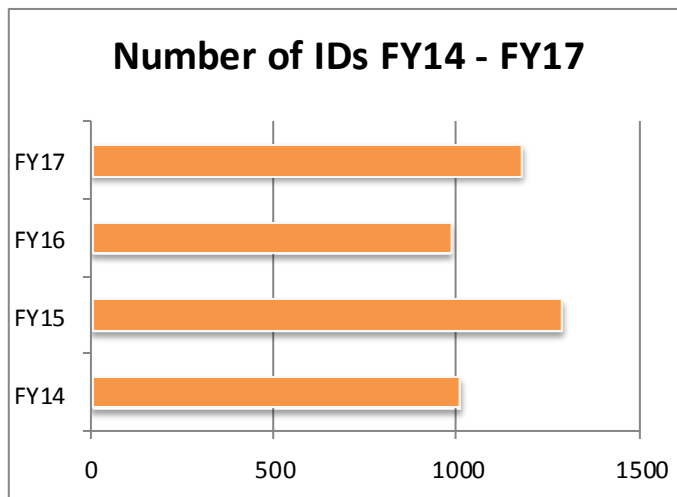


## Department of Transportation (DOT) State IDs

301.068(3)(b)

An official form of identification is critical when an offender is preparing for release back to the community. Many offenders entering our institutions have never had proper identification or have lost their identification cards due to their unstable life situations. State identification is required for residence search, employment applications, educational services, and state/federal benefit applications.

For this reason, the WIDOC, in partnership with the WI Department of Transportation (DOT), continues to provide state identification cards for those releasing to the community. In FY17, the WIDOC provided 1,178 state identification cards to our offender population. The WIDOC continues to use the COMPAS software to track vital documents required to obtain a state identification card. This process ensures a more timely and efficient application process.



## Key Performance Indicators (KPIs): Office of Victim Services and Programs (OVSP)

301.068(4)

As part of the Reentry Business Plan, WIDOC has outlined five key performance indicators (KPIs) to measure and evaluate over time. The five key performance indicators include recidivism; primary program completion; assessment; employment; and victim restitution collection.



The WIDOC Office of Victim Services and Programs (OVSP) is committed to mitigating the effects of crime and advancing the principles and philosophy of victim-centered restorative justice. It is their mission to address the needs of crime victims, their families, and the community through a variety of available services. Such services include:

- Providing comprehensive information, assistance, advocacy, and support to those harmed by crime including victims, their families, and communities;
- Integrate victims' rights and services into program planning throughout the Department of Corrections;
- Develop community partnerships to advance victims' rights and the principles of restorative justice; and
- Develop and maintain a resource center dedicated to victim services/issues and restorative justice.

Victim Advocates are available Monday through Friday to provide assistance, in person, by phone, or e-mail. Services include answering questions about the criminal justice system, providing victims with information about the offender who committed the crime against them, advocating for victims' rights, supporting victims in their healing, and referring victims to other professionals in the community for assistance. Staff members are also available to provide training on crime victim issues and restorative justice initiatives to WIDOC staff and community groups.

Over FY17, OVSP sent 15,283 notifications to registered victims. Most of these notifications included information regarding an offender's admission to prison, release from prison, notice of parole hearings and community supervision status changes. OVSP staff also responded to the emotional needs of 5,936 victims during this same time period via telephone, mail, email and face to face. Many of these responses involved answering questions regarding the criminal justice system, providing referral for services and follow-up, providing information on offender status, assisting with the development of safety plans, working cooperatively with Probation and Parole Agents in the development and modification of rules of supervision, and answering questions regarding restitution.

For more information about victim services, please visit the Department of Corrections' Victim Web site, "VOICE for Victims", at <https://www.WIVictimsVOICE.org>.

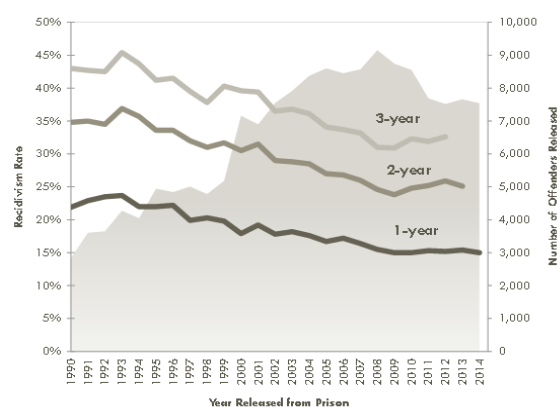
## Recidivism and Reincarceration after Release from Prison Report

301.068(4)

### WIDOC Research and Policy Unit

Reducing recidivism and reincarceration is a vital part of the mission of the WIDOC. Offenders may participate in treatment and programming under WIDOC custody, but it is in the community where they put into practice what they have learned. Fewer crimes mean fewer victims and safer neighborhoods. An accurate understanding of recidivism and reincarceration allows WIDOC to begin to examine who is at a greater risk for re-offending, and ultimately to shift resources to focus on those offenders.

WIDOC release from prison recidivism is defined as committing a new offense within a specified follow-up period that results in a new sentence to either prison or probation (following a release from prison). The date an offender is labeled a recidivist is the date the offense occurs, leading to a new sentence to the WIDOC. Recidivism calculations require an additional lag-year to allow for new offenses to be adjudicated in court proceedings.



Recidivism Trends 1990-2014

### Recidivism Trends from 1990-2014

Recidivism rates have generally declined since 1990, but have increased somewhat in recent years. Offenders released in 2009 had the lowest one-, two-, and three-year recidivism rates across the entire period of analysis. Since then, the two- and three-year rates have increased somewhat, with the two-year rate rising 1.3 percentage points by 2013 and the three-year rate increasing 1.5 percentage points by 2012. In comparison, the one-year recidivism rate has remained relatively stable over that same period of time.

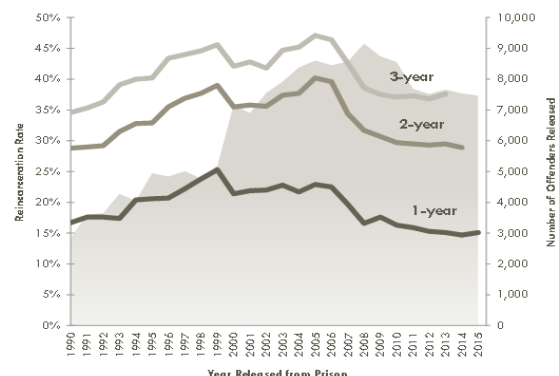
WIDOC reincarceration is defined as an admission to prison within a specified follow-up period for either a revocation, a revocation with a new sentence, or a new sentence (following a release from prison). The date an offender is labeled reincarcerated is the date he/she physically re-enters prison. No additional lag-years are required for calculation of reincarceration rates.

### Recidivism Rates by Follow-up Period

Release Year	Follow-up Period	Recidivism Rate
2014	1-year	15.0%
2013	2-year	25.1%
2012	3-year	32.6%

### Reincarceration Rates by Follow-up Period

Release Year	Follow-up Period	Reincarceration Rate
2015	1-year	15.1%
2014	2-year	28.9%
2013	3-year	37.6%



Reincarceration Trends 1990-2015

### Reincarceration Trends from 1990-2015

Reincarceration trends have followed a more curvilinear pattern over time. From 1990 to 2005, reincarceration rates followed an upward trend. However, reincarceration rates over the most recent decade have generally been on the decline. The three-year rate significantly decreased from 47.1% for those released in 2005, to 37.6% for those released in 2013. One- and two-year reincarceration rates have also significantly decreased over the last decade, with the one-year rate decreasing by 7.8 percentage points from 2005 to 2015, and the two-year rate decreasing by 11.3 percentage points from 2005 to 2014.

## Looking Ahead to Fiscal Year 2018

Fiscal Year 2017 has been a productive year with many key enhancements to WIDOC's evidence-based programs and initiatives. The WIDOC remains committed to implementing strategies and interventions that are research-driven and will ultimately reduce recidivism. Born out of input from Divisional leadership and the vision of the Office of the Secretary, the Reentry Business Plan continues to guide our priorities moving into Fiscal Year 2018. Outlined below are a few highlights:

- Continue the validation of COMPAS and update WI DOJ arrest data.
- Finalize the Employment Key Performance Indicator (KPI) and validate data sources to be used for reporting on offender employment outcomes.
- Implement gender-responsive modifications in training, assessment, and evaluation of needs.
- Continue the implementation of the Motivational Interviewing FY18 strategic plan with additional training and coaching.
- Provide support for the alignment of Alternative to Revocation (ATR) programming with Evidence-Based Program Standards in the areas of substance abuse treatment, sex offender treatment, and cognitive behavioral programming.
- Continue to implement approved, evidence-based programming and treatment with continued use of the Corrections Program Checklist (CPC) program evaluation process.
- Deploy the Thinking for a Change for Domestic Violence Offenders Pilot within DAI, in collaboration with the University of Cincinnati Corrections Institute (UCCI).
- Pursue expansion of the Reentry Unit's capacity to offer employment and vocational training programs and services in high demand fields.
- Continue the Computer Numerical Control (CNC) Mobile Lab technical training program.
- Continue the implementation of an Industrial Maintenance Essentials accelerated training at Madison College.
- Continue to implement a Trauma-Informed Care (TIC) approach to WIDOC's programs, interventions, and interactions with our offender population. Provide support and technical assistance to implement a Fostering Futures Trauma-Informed Care (TIC) initiative with a focus on secondary trauma.
- Continue to improve the accuracy and fidelity of WIDOC's risk/need assessment process by conducting ongoing research and validation analysis.
- Research and implement additional screening instruments that augment WIDOC's general risk/need assessment process.

In FY18, the WIDOC will continue to strive towards implementing evidence-based practices by phasing out approaches unsuccessful at reducing recidivism and implementing more effective, research-driven approaches. Ultimately, we hope to instill long-term change in our offender population to ensure fewer victims, reduced recidivism, and a safer community.

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# REENTRY

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