REENTRY
A BRIDGE TO SUCCESS

REENTRY BUSINESS PLAN

FISCAL YEAR 2020

Wisconsin Department of Corrections
3099 E Washington Ave, Madison, WI 53707 • T 608.240.5000 • https://doc.wi.gov

SECRETARY'S MESSAGE

Department of Corrections Colleagues,

One of the reasons I was excited to join Governor Evers' Administration and the Wisconsin Department of Corrections (DOC), was because I strongly believe that investing in individuals who have the capacity for positive change is always the right thing to do. Individuals do not lose their value or human dignity just because they committed an offense. And, when we help folks do better, communities, families, and businesses thrive.

The Fiscal Year 2020 Reentry Business Plan reflects these values and serves as a North Star for the approximately 10,000 DOC staff throughout Wisconsin. The Plan captures the evidence-based activities that are occurring in all of our divisions to help individuals successfully reenter society. It also illustrates our commitment to regularly evaluating our work to ensure we are consistently meeting the unique and changing needs of the people in our care.

No matter your position in the DOC, I encourage you to read The Reentry Plan, which is found on the Reentry section of MyDOC, as well as on our WIDOC Public Website. The objectives highlighted in the Executive Summary, as well as others outlined in the broader plan, will no doubt lead to more individuals successfully reintegrating and ultimately reducing recidivism.

Each of us has a tremendous responsibility to each other, our communities, and the individuals we serve. I want to thank all of the DOC staff for their continued dedication to serving the people of Wisconsin.

Sincerely,

Kevin A. Carr

WI DEPARTMENT OF CORRECTIONS SECRETARY

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DOC'S VISION & MISSION

To achieve excellence in correctional practices while fostering safety for victims and communities.

Protect the public, our staff and those in our charge.

Provide opportunities for positive change and success.

Promote, inform and educate others about our programs and successes.

Partner and collaborate with community service providers and other criminal justice entities.

Every Person - Every Family - Every Community Matters

CORE VALUES

We are accountable to each other and the citizens of Wisconsin.

- We manage our resources in an efficient, effective, sustainable and innovative manner.
- We demonstrate competence and proficiency in the work necessary to accomplish our mission.
- We take individual responsibility for how we plan, perform, and manage our work.

We do what's right—legally and morally—as demonstrated by our actions

- We value courage, candor, and conviction of purpose.
- We expect ethical behavior and integrity in all we do.
- We require honesty, adherence to the law, and the fair and equitable treatment of others.

We recognize employees as the department's most important resource.

- We work towards building a workforce of diverse individuals who achieve great things together.
- We recognize exemplary performance.
- We advocate in the best interest of our workforce.

We value safety—for our employees, the people in our charge and the citizens we serve.

- We provide the resources & training necessary for employees to safely accomplish our mission.
- We operate safe and secure facilities.
- We offer opportunities for the individuals in our care to become productive members of their communities.

We expect competence and professionalism in our communications, demeanor, and appearance.

- We demonstrate knowledge and skills within our areas of responsibility.
- We respond effectively and appropriately in our interactions and communications.
- We treat all people with dignity and respect.
- We recognize that we have one opportunity to make a positive first impression.

REENTRY'S VISION

Promote public safety and client success from admission to custody through reentry and supervision in the community.

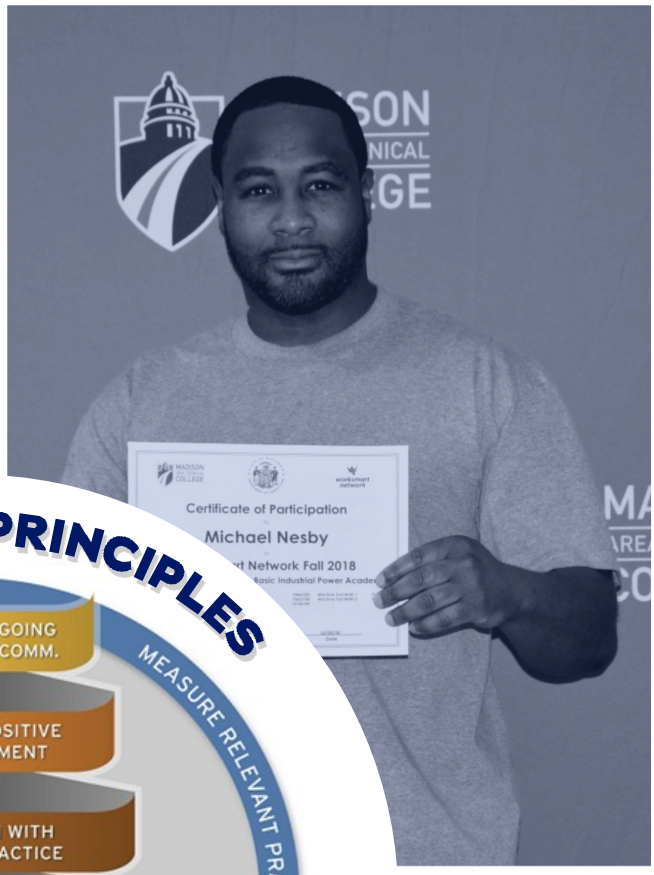
EVIDENCE-BASED PRACTICE

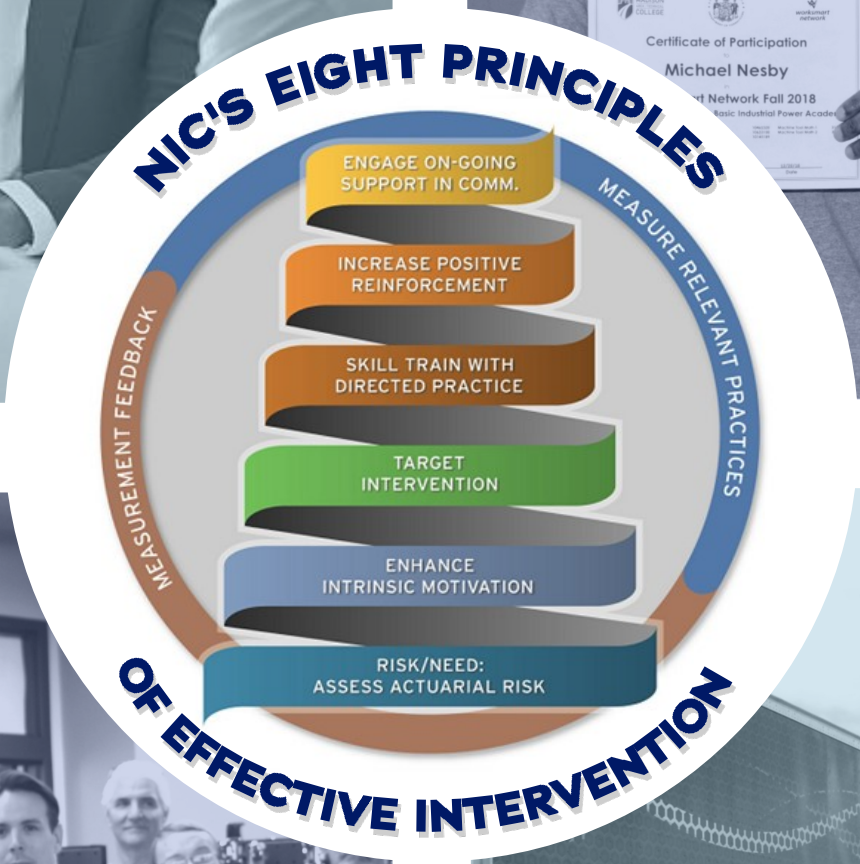
Implementing evidence-based practices is a priority for the Department of Corrections. The principles of evidence-based practice meet the community's needs in terms of quality, efficiency, and effectiveness. Research demonstrates that these principles will result in increased public safety through improved client outcomes, while holding the individuals in our care accountable. Accordingly, all staff, from those in Food Service to Correctional Officers, from Probation/Parole Agents to Social Workers, from Wardens to Regional Chiefs, and all others who are part of the corrections team share a common approach and commitment to enhancing public safety through evidence-based practices.

ELEMENTS OF REENTRY

The Department's Reentry Business Plan brings together a number of initiatives within the Department, each with a common goal of reducing the likelihood of future criminal behavior by individuals in our care convicted of crimes who are supervised by WIDOC staff. These initiatives share a common philosophy and approach to risk reduction among the juvenile and adult served by WIDOC. These are characterized by the following elements:

- Transition begins at intake to any WIDOC Division, when a comprehensive case plan is developed for moderate and high-risk individuals that addresses the criminal risk factors that, if addressed effectively, will enhance the likelihood of successful integration in the community and reduce recidivism.
- Staff hold individuals in our care accountable by providing both positive and corrective responses to client behavior, by serving as prosocial role models, affirming prosocial behavior, and teaching prosocial skills and by addressing in firm, fair, and appropriate ways antisocial attitudes, beliefs, and behaviors.
- Individuals in our care are prepared for community living through specific interventions related to their case plan, such as work, education, and focused treatment programs and release planning.
- Individuals in our care have the opportunity to develop healthy relationships with their family and children, when appropriate, in order to build prosocial community support and break the intergenerational cycle of crime.
- Transition from incarceration to community is carefully planned collaboratively by both institution and community corrections staff, coordinated with inmates and community stakeholders, and developed in full consideration of the concerns of victims.
- Supervision in the community, consistent with the corrections case plan and these principles, is key to reducing recidivism for those released from prison and those placed on community supervision.
- Programs and services provided to individuals in our care are outcome, research, and evidence-based.
- Staff support and reflect the Department's values in all aspects of their work.
- Performance measures will provide Department management, employees, and stakeholders with an objective assessment of the extent to which the strategies contained within the Reentry Business Plan are effectively implemented


Certificate of Participation
Michael Nesby


NIC'S EIGHT PRINCIPLES
OF EFFECTIVE INTERVENTION
ENGAGE ON-GOING SUPPORT IN COMM.
INCREASE POSITIVE REINFORCEMENT
SKILL TRAIN WITH DIRECTED PRACTICE
TARGET INTERVENTION
ENHANCE INTRINSIC MOTIVATION
RISK/NEED: ASSESS ACTUARIAL RISK
MEASURE RELEVANT PRACTICES
MEASUREMENT FEEDBACK

WISCONSIN
DWD

CRIMINOGENIC NEEDS

Recent research has demonstrated that certain types of correctional programs are shown to be more effective in reducing recidivism. In predicting recidivism, there are a number of static factors to include age and criminal history that cannot change. Treatment and programs can address other factors that influence values, attitudes and actions. These areas which have been shown to be associated with recidivism and can be changed are called criminogenic needs.

Top Four Criminogenic Needs are highlighted in the table below

CRIMINOGENIC NEED	RESPONSE
ANTI-SOCIAL COGNITION	Reduce anti-social cognition, recognize risky thinking and feelings, adopt an alternative identity
ANTI-SOCIAL COMPANIONS	Reduce association with offenders, enhance contact with pro-social
ANTI-SOCIAL PERSONALITY OR TEMPERAMENT	Build problem solving, self-management, anger management, and coping skills
FAMILY AND/OR MARITAL	Reduce conflict, build positive relationships and communication, enhance monitoring/ supervision
SUBSTANCE ABUSE	Reduce usage, reduce the supports for abuse behavior, enhance alternatives to abuse
EMPLOYMENT	Provide employment seeking and keeping skills
SCHOOL	Enhance performance rewards and satisfaction
LEISURE AND/OR RECREATION	Enhance involvement and satisfaction in prosocial activities

Source: Andrews, Donald A. (2007), "Principles of Effective Correctional Programs", in Motiuk, Laurence L. and Serin, Ralph C. (2007). Compendium 2000 on Effective Correctional Programming. Correctional Service Canada.

Available at http://www.csc-scc.gc.ca/text/rsrch/compendium/2000/index-eng.shtml

EXECUTIVE SUMMARY

The Reentry Executive Team has identified objectives in the Reentry Business Plan for completion in FY2020. The first Reentry Business Plan was published by the Wisconsin Department of Corrections (WIDOC) in 2008 and since has been used as a tool to guide the Department and reassess our strategies towards accomplishing our mission annually. The dynamic evolution of this plan clearly indicates WIDOC's commitment to using this roadmap for achieving excellence in correctional programming. The plan was initially envisioned as a five year plan and has now extended beyond this timeframe to provide clear direction for reentry priorities and initiatives. Some tasks require the completion of others before the next sequential step can commence, whereas, others require the creation of a process for activities that will become ongoing. This FY2020 Spotlight outlines some key objectives to be accomplished during this fiscal year.

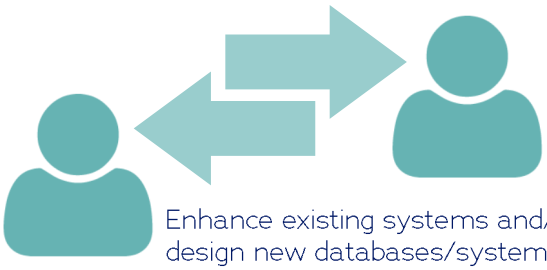
FY2020 SPOTLIGHT

Support **family reunification events**, such as **Camp Reunite**, at least twice per year at selected institutions.

Interventions, Programs, and Services—2.c.

Delivery of **vocational training cohorts** in two new mobile training labs at TCI for welding and JCI for electro-mechanical.

Interventions, Programs, and Services—1.f.



Enhance existing systems and/or design new databases/systems to **share pertinent** client-level **information** with community-based **stakeholders** for the purposes of program assignments, interventions, and continuity of care.

Data/Information/Measurement—2.a.

Expand case management, mental health treatment, and housing opportunities for seven new counties and **expand Average Daily Population (ADP)** in existing urban counties to total an increase of 50 ADP annually **for acutely mentally ill individuals** returning to Wisconsin communities through the **Opening Avenues to Reentry Success (OARS) Program**.

Interventions, Programs, and Services—6.b.

As pat of the BJA Adult Reentry and Employment Strategies Grant, **complete a process analysis** and **systems mapping** in south central Wisconsin that includes program referrals, information-sharing processes, transition planning protocols, and an inventory of the existing service capacity amongst community-based providers.

Organizational Philosophy—2.a.

At least 15 **CPC and CPC-GA evaluations** will be completed in DAI, DCC, and DJC with two **Corrective Action Planning Sessions** and three **Community Vendor Training Institutes** to support the full CPC process.

Continuous Quality Improvement—1.a.

Expand Windows to Work to all medium security institutions and **increase transfers** between Workforce Development Boards.

Interventions, Programs, and Services—1.a.

FY19 HIGHLIGHTS & ACCOMPLISHMENTS

PRIORITY ONE:

Organizational Philosophy

- WI DOC launched the **first institution-based job center in Wisconsin at Oakhill Correctional Institution** in partnership with the Department of Workforce Development and the Workforce Development Board of South Central Wisconsin.
- WI DOC **received a BJA FY 18 Adult Reentry and Employment Strategic Planning Program grant award ($200,000)** to develop Integrated Reentry and Employment Strategies for individuals who are returning from incarceration to south central Wisconsin (Columbia, Dane, Dodge, Jefferson, Marquette, Rock, Sauk).

PRIORITY TWO:

Data/Information/Measurement

- Enhanced the **Executive Data Dashboards** to include **more comprehensive, user-friendly statistics and broaden the availability of data** for both internal and external stakeholders via the WIDOC Public Website.

PRIORITY THREE:

Assessment

- Restructure of the **Unified Corrections Coalition (UCC)** to four stand-alone committees with a greater focus on Risk and Needs Assessment Training, Business Process Development, Continuous Quality Improvement and Oversight of Evidence-Based Programs.

PRIORITY FOUR:

Case Management System

- Developed the Executive Dashboard phase of Workload Manager.

PRIORITY FIVE:

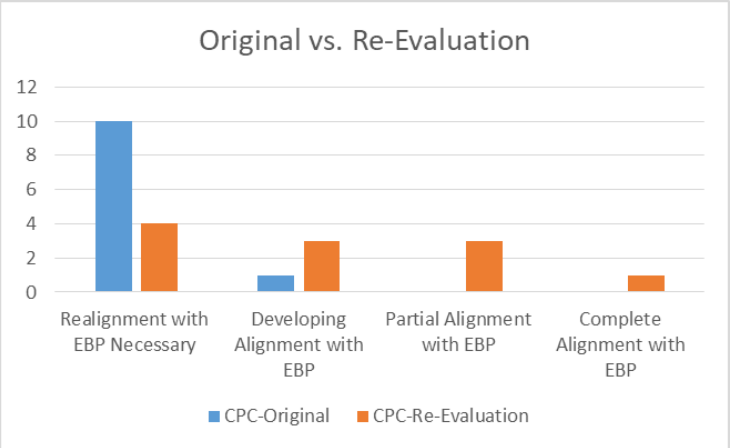
Interventions, Programs, and Services

- **190 incarcerated individuals** were engaged in accelerated, short-term **Career and Technical Education (CTE) opportunities** through local technical colleges during FY19 (**a 21% increase from FY18**).

PRIORITY SIX:

Continuous Quality Improvement

- From FY18 to FY19, programs showed **improvement in five of the eight** measured domains for the **full CPC**:
  1. **13.1% improvement in Client Assessment**
  2. 4.5% improvement in Treatment Characteristics
  3. 9.6% improvement in Quality Assurance
  4. 5.6% improvement in the Content area
  5. 0.3% improvement in the Overall Score
- From FY18 to FY19, programs showed **improvement in six of the seven** measured domains for the **CPC-GA**:
  1. 41.% improvement in Client Assessment
  2. 63.7% improvement in Treatment Characteristics
  3. **140.0% improvement in Quality Assurance**
  4. 16.8% improvement in the Capacity area
  5. 58.5% improvement in the Content area
  6. 41.2% improvement in the Overall Score
- Programs undergoing **CPC Re-Evaluations** (>2 years after original evaluation):
  - ⇒ At the time of the original evaluation, all programs scored in the Realignment with EBP Necessary or Developing Alignment with EBP categories. At the time of re-evaluation, **36.4% moved into the effective program range** in the categories of Partial Alignment with EBP and Complete Alignment with EBP.
  - ⇒ **10 out of 11 (90.9%)** programs **improved their Overall Score** from the original evaluation.
  - ⇒ Average time between the original evaluation and re-evaluation was 3.75 years.



FISCAL YEAR 2020

PRIORITIES, GOALS & OBJECTIVES

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PRIORITY ONE:

Organizational Philosophy

GOAL: Integrate Wisconsin Department of Corrections mission of promoting public safety through crime prevention, youth, inmate and client rehabilitation, and successful community reentry into all key departmental activities.

1 Ensure WIDOC vendor contracts define and require that the principles of evidence-based practices are operationalized.

1.a. Revise future DOC contracts to include evidence-based principles including Risk-Need-Responsivity (RNR), CPC program evaluation, program fidelity, and related quality assurance measures.

2 Integrate correctional and workforce strategies to increase employment rates and decrease recidivism.

2.a. As part of the BJA Adult Reentry and Employment Strategies Grant, complete a process analysis and systems mapping in south central Wisconsin that includes program referrals, information-sharing processes, transition planning protocols, and an inventory of the existing service capacity amongst community-based providers.

2.b. Coordinate with statewide chambers of commerce and employers to increase engagement with incarcerated and releasing individuals in order to expand access to training and employment.

2.c. Develop a strategic plan alongside Higher Education and workforce development partners to guide an integrated, coordinated system for individuals to access higher education opportunities throughout the term of their incarceration and during their transition to the community.

PRIORITY TWO:

Data/Information/Measurement

GOAL: Develop a performance-based management system to include the identification of process and outcome measures, data collections, and analysis methods, and regular reporting of key performance indicators in order to assess Wisconsin Department of Corrections' progress toward achieving DOC's reentry goals and objectives.

1 Continued development of employment outcomes.

1.a. Once data sources are validated by Research & Policy, implement reporting on Employment KPI.

2 Prioritize information sharing and reporting across internal and external stakeholders.

2.a. Enhance existing systems and/or design new databases/systems to share pertinent client-level information with community-based stakeholders for the purposes of program assignments, interventions, and continuity of care.

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PRIORITY THREE:

Assessment

GOAL: Implement a comprehensive process for administering validated risk and needs assessments throughout all of Wisconsin Department of Corrections' divisions in order to guide agency staff and partners in effectively applying evidence-based principles and practices to key decisions.

1 Continuing the evaluation and analysis of the risk and needs tool, integrating evidence-based practices with new business processes.

1.a. Convene the newly formed COMPAS Training Committee to review current COMPAS training curriculum and identify additional training needs.

1.b. Convene the newly formed COMPAS Business Process Review Committee to begin review of the current business process in the Electronic Case Reference Manual for relevancy and consistency.

2 Engage in ongoing review of alternative screenings, trailer tools, and other offense-specific risk assessments to determine feasibility of implementation for WIDOC.

2.a. Research, develop, and implement assessments in the areas of Anger Management and Domestic Violence.

2.b. Ensure consistent implementation of SUD assessments within DAI.

3 Classification Assessment

3.a. DAI will review options for a gender-responsive classification tool.

3.b. DAI will research options to create an evidence-based classification tool and develop a plan for implementation.

PRIORITY FOUR:

Case Management System

GOAL: Implement a case planning and management system that targets risk reduction services, based upon empirically assessed risk factors, to moderate and high-risk youth, inmates and individuals under community supervision. The case management system will result in a single, seamless case plan that transitions with the individual youth/adult through the correctional system; clearly delineates those strategies designed to reduce the individual's likelihood for future delinquent/criminal behavior; defines staff roles and responsibilities in the management of the individualized plan; and establishes clear measures for the individual's progress in accomplishing the goals of the plan.

1 **Continued enhancements of a case management system by all Divisions to include all aspects of evidence-based practices.**

- **1.a.** Deploy the Executive Dashboard phase of Workload Manager with the COMPAS 19.2 release.
- **1.b.** Deploy new case planning functionality in COMPAS.
- **1.c.** Better identify program needs in relation to the violation—EBRV
- **1.d.** Working with the Georgetown's Center for Juvenile Justice Reform and CJCA's Youth in Custody Practice Model, comprehensively review case management practices, identify areas for improvement, and create actions plans to implement the identified improvements.

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PRIORITY FIVE:

Interventions, Programs & Services

GOAL: Assure that the risk reduction interventions, programs, and services provided to youth, inmates, and individuals under community supervision are evidence-based and effectively address the criminogenic needs and level of risk of the individual.

1 Enhance client opportunities for success through education and employment initiatives.

1.a. Expand Windows to Work to all medium security institutions and increase transfers between Workforce Development Boards.

1.b. Research, develop, and implement updated Windows to Work employability curriculum.

1.c. Develop and deploy a consistent onboarding process for new contracted Windows to Work staff.

1.d. Plan, develop, and launch institution-based job centers in DAI facilities in coordination with the Department of Workforce Development and local workforce development systems.

1.e. Continuation of short-term Career & Technical Education (CTE) academies and expansion to Kenosha Correctional Center (KCC) and New Lisbon Correctional Institution (NLCI).

1.f. Delivery of vocational training cohorts in 2 new mobile training labs at TCI for welding and JCI for electro-mechanical during FY2020.

1.g. Develop and implement process aligned with DOC employability standards for addressing employability needs for offenders.

1.h. Enhance communication for all programs by sharing information with external partners through updates to the DOC public website

1.i. Pursue framework to share data between the DOC and the Department of Children and Families to track, analyze, and understand youth moving across the child welfare system into the juvenile justice system.

2 Develop and strengthen relationships that provide youth, inmates, and individuals under community supervision with opportunities for positive social support.

2.a. Initiate implementation of the Parenting Inside Out curriculum within the Wisconsin Women's Correctional System (WWCS).

2.b. Explore implementation of Parenting Inside Out curriculum in DAI male systems.

2.c. Support family reunification events, such as Camp Reunite.

3 Ensure the development and implementation of new and existing programs is aligned with EBP and the RNR principle.

3.a. Develop and implement cognitive-based Domestic Violence curriculum with ongoing research study to measure effectiveness of curriculum.

3.b. Define DV and Anger Management program standards that meet the needs of individuals in our care across DJC, DAI, and DCC.

3.c. Continue to implement a Department-wide Trauma-Informed Care approach that not only permeates all interactions with the population of individuals in our care but also accounts for the secondary trauma of WIDOC staff.

3.d. Evaluate existing Restorative Justice programs.

3.e. Continue to implement risk reduction skill building practices with offender contacts in DCC.

3.f. Working with Georgetown's Center for Juvenile Justice Reform and CJCA's Youth in Custody Practice Model review programs for alignment with EBP, identify areas for improvement, and create actions plans to implement targeted improvements.

4 Reevaluate current approaches to Alternative To Revocation (ATR) programming to ensure referral processes are aligned with the Evidence-Based Response to Violation Matrix (EBRV) and program interventions reflect the principles of effective intervention.

4.a. Align Sex Offender Treatment (SOT) ATRs with evidence-based programming and interventions.

4.b. Continuously reassess the recidivism rates of ATR program participants.

4.c. Develop and implement decision-making tools that ensure the risk need responsivity model is utilized in institution based and community based ATR referrals.

5 Enhance Intrinsic Motivational Communication Skills of key Departmental Staff.

5.a. Ensure all identified DOC sites are utilizing monthly Peer Learning Groups.

5.b. Integration of MI into direct practice at two Earned Release sites as part of a DAI Pilot.

5.c. Transition DCC MI Peer Learning Groups to target all evidence based supervision strategies within the division.

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6 Address continuity of care across divisions for youths, inmates and clients with serious mental health needs.

6.a. Broaden client access to certified peer support services for substance abuse and mental health recovery and reentry throughout the agency.

6.b. Expand case management, mental health treatment, and housing opportunities for seven new counties and expand average daily population (ADP) in existing urban counties to total an increase of 50 ADP annually for acutely mentally ill individuals returning to Wisconsin communities through the Opening Avenues to Reentry Success (OARS) Program.

6.c. Advocate for a potential pilot program for the use of Medicaid funding or other means to fund four, rather than two, weeks of client release medications.

7 Address continuity of care across divisions for youth, inmates, and clients with Substance Use Disorder (SUD) treatment needs.

7.a. Collaborate with state agencies and researchers to study access to BadgerCare+ and outcomes for clients receiving SUD treatment after release from prison.

7.b. Provide access to extended-release injectable naltrexone prior to release.

PRIORITY SIX:
Continuous Quality Improvement

GOAL: Ensure quality assurance practices are evidence-based and support implemented programs and services.

1 WIDOC initiatives and policy will be guided by knowledge of evidence-based practices.

1.a. At least 15 CPC and CPC-GA evaluations will be in DCC and DJC with two Corrective Action Planning Sessions and three Community Vendor Training Institutes to support the full CPC process.

1.b. Explore possible program fidelity models that can be implemented by DAI.

2 Implemented curriculums, programs, and services will abide by program fidelity and stay true to the intent of the intervention.

2.a. Expand the use of the Continuous Quality Improvement (CQI) UCCI Group Observation tool across DAI, DCC, and DJC. Work with community providers on training and coaching, when necessary.

2.b. Conduct at least three booster trainings to ensure program fidelity of the substance abuse curriculum.

2.c. Conduct six onsite visits with UCCI consultant, EBP Manager, and OPS Director at PDCI and SCI to coach staff on CQI techniques, fidelity to the curriculum, and ongoing quality assurance efforts.

2.d. Develop measurement plans to assess impact/effectiveness of the application of Georgetown's/CJCA's Youth in Custody Practice Model on changing practices and achieving positive outcomes.

3 The utilization of the Department's Risk and Needs Assessment Tool will be consistent, reliable, and true to the intent of the tool.

3.a. Validate the DOC risk and needs assessment.

3.b. Enhance current Quality Assurance methods and determine new quality assurance practices to ensure that data entered into all COMPAS assessments is accurate, to include e-Learn training for Portal 100 interpretation and implement the UAT for Portal 100 Interpretation e-Learn modules.

3.c. Convene the newly revised COMPAS Continuous Quality Improvement Committee to begin planning of the department-wide implementation of the Portal 100 Interpretation e-Learn modules.

3.d. Develop a plan for the creation of and implementation of an inter rater reliability study of the risk needs assessment.

3.e. Conduct quantitative and qualitative audits on a routine, scheduled basis each quarter.

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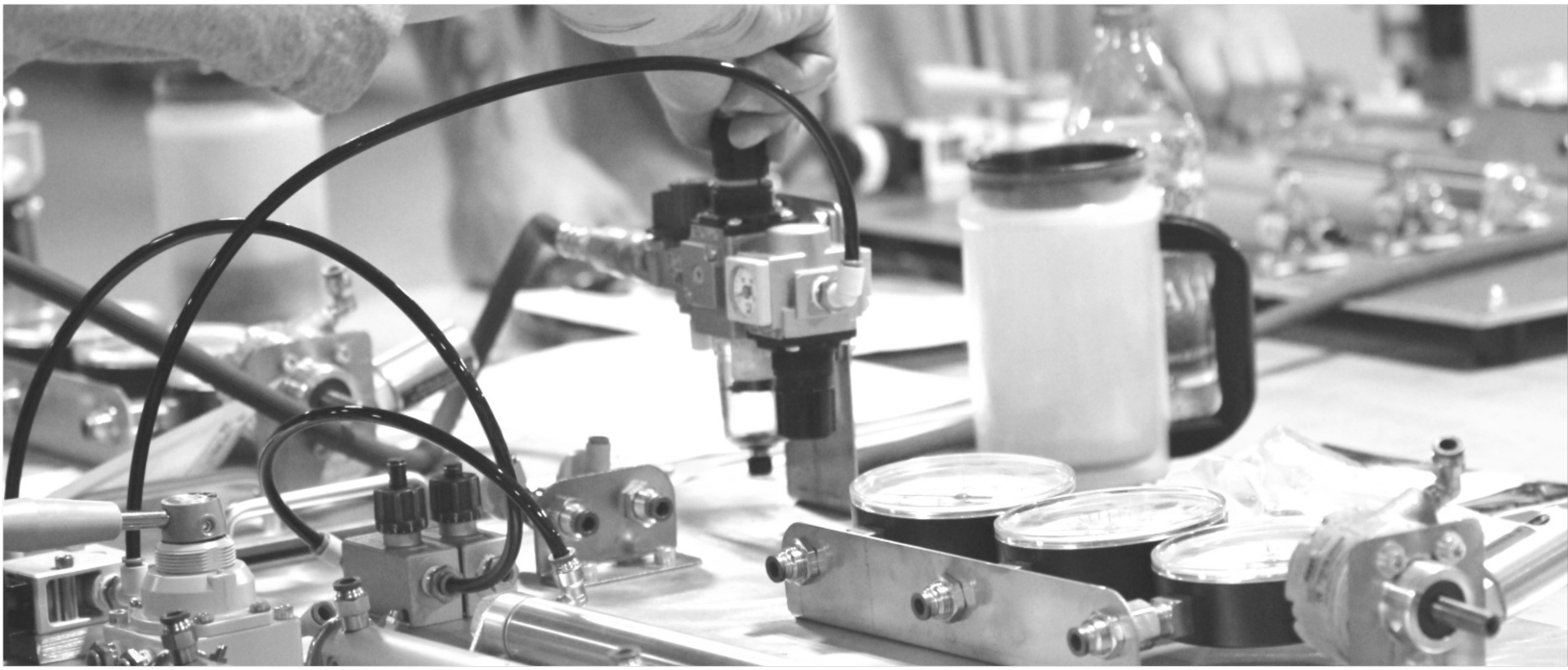
CONCLUSION

The Wisconsin Department of Corrections strives to increase public safety, as measured by reduced recidivism, through the implementation of the strategies included in the Reentry Business Plan. To be successful in achieving these results, the Department has defined a set of specific goals, objectives, and tasks designed to ensure our public safety goals are realized. In addition to defining the strategies the Department intends to implement in order to meet these goals, and the methods that will guide evaluation of the Department's success in achieving them, this plan will also assist all staff within the department to understand the change strategies underway and each individual staff person's role in supporting the agency's vision, mission and goals. The Reentry Executive Team will regularly evaluate the extent to which the goals, objectives, tasks and timelines within the plan are being met, and take action to address performance gaps that may be identified through their assessment. The plan will be regularly updated to reflect the Department's progress in achieving these change strategies; emerging research on client success and risk reduction; and the needs of the agency and our state and local communities. Finally, an appendix has been added to track completed Reentry Business Plan objectives and tasks.



GLOSSARY

Alternative Screening Tools

Tool set for assessing level and dosage of programming needed to address client's identified risk and need.

Ambassadors

COMPAS Ambassadors are subject matter experts in the COMPAS system and related business processes. They are comprised of multiple staff classifications from each operational division (DAI, DCC, and DJC). They are generally the first staff trained in COMPAS, EBP, and MI, and their roles generally entail implementation guidance for their respective work areas, communication, technical assistance and support, quality assurance auditing, and user acceptance testing for new functionality.

Best Practices

Best Practices do not necessarily imply attention to outcomes, evidence, or measurable standards. Best practices are often based on the collective experience and wisdom of the field rather than scientifically tested knowledge.

Case Management as it pertains to WIDOC Risk/Needs/Case Planning and Manager and this Reentry Business Plan

Case management is a collaborative process of assessment, planning and facilitation of interventions and services to meet an individual's criminogenic needs through communication and available resources to promote quality cost effective outcomes in that will reduce recidivism and increase public safety.

Case Manager

A module within the COMPAS software that is the technology system to support case management and service delivery.

COMPAS

The COMPAS software suite is a seamless, integrated, and web-based software solution for client assessment and case management.

Criminogenic Needs

Dynamic characteristics that a person presents that, if addressed, can reduce their likelihood of recidivism. Examples include: employment, housing, substance use, anti-social personality, anti-social attitudes, anti-social associates, family dysfunction, poor self-control, and poor problem-solving skills.

Andrews, Bonta, and Hoge (1990: 31) define criminogenic needs as a subset of risk factors consisting of dynamic attributes of individuals in our care and their circumstances that, when changed, are associated with changes in the chances of recidivism.

Evidence-Based Policy

Evidence-Based Policy, as defined by UC Irvine Center, is an approach that helps people make well informed decisions about policies and programs by putting the best available evidence from research at the heart of policy development and implementation.

Evidence-Based Practice (EBP)

In corrections, Evidence-based practice is the breadth of research and knowledge around processes and tools which can improve correctional outcomes, such as reduced recidivism.

(http://nicic.gov/EvidenceBasedPractices)

Evidence-Based Program Manager (EBP Manager)

This position is within the Reentry Unit ensuring development, implementation, and evaluation efforts in evidence-based programming across the divisions.

Limited English Proficiency (LEP) Executive Committee

Executive Committee to coordinate, oversee and ensure Department-wide compliance for Limited English Proficiency requirements.

Recidivate

To commit an offense subsequent to a prior court disposition, that results in a new criminal court disposition of custody or supervision under the WIDOC.

Recidivism Rates

The percentage of times that persons within a defined set have recidivated, compared with the entire population or persons in that set. WIDOC recidivism rate calculations are not able to include: persons convicted in another state, persons convicted in Federal court, persons convicted in another country, persons admitted to jail without a new conviction, persons admitted to prison without a new conviction, persons arrested with no conviction, persons convicted of a crime that results in a court disposition that does not lead to custody or supervision under the WIDOC, persons with municipal ordinance violations, persons who have been wrongly convicted of a new crime, persons who have not been apprehended or convicted of a new crime.

Reentry Executive Team (RET)

A team designated by the Department Secretary that is comprised of the Assistant Deputy Secretary, four Department Division Administrators, Reentry Director, Director of Research and Policy, Reentry Project Manager, Evidence-Based Program Manager, and the Director of the Office of Victim Services and Programs. The team meets regularly to oversee the implementation of the Reentry Business Plan and other initiatives.

Responsivity

Refers to delivering an intervention that is appropriate and matches the abilities and styles of the client.

Unified Corrections Coalition (UCC)

Personnel from the WIDOC, county and state courts, and Northpointe committed to the successful statewide implementation and maintenance of COMPAS, Evidence-Based Program Standards, and Continuous Quality Improvement.

Reentry Business Plan
Fiscal Year 2020

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Published: October 14, 2019