**Racine Correctional Institution**

**Date Opened:** May 6, 1991

**Security Level:** Medium

**Operating Capacity:** RCI-1,171; STF-150

**Current Population:** RCI-1,585; STF-113

**Security Staff:** 348 FTE

**All Other Staff:** 176 FTE

**Staff Ration to Person In Our Care:** 3.2 PIOC for every staff member

**Number of Acres:** 123.7

**Operating Budget FY20:** $45,393,285.58
A Message from Warden Paul Kemper

It is my privilege to present the Annual Report for 2020. The Racine Correctional Institution (RCI) and Sturtevant Transitional Facility (STF) works toward maintaining a safe and secure environment for our staff and the persons in our care (PIOC). We continuously strive to work collaboratively with our community partners and stakeholders and to be a “good neighbor” to our surrounding communities.

Our purpose is to present the PIOC with an opportunity to move forward from past decisions by offering program, educational, and work experiences that will affect positive change in their lives.

This past year has presented us with challenges that have forced us to suspend some aspects of our operations and change how we provide services. This has required innovation by our staff and patience by the PIOC.

As you review these pages I am confident you will see many examples of the commitment and dedication of our staff, and the willingness to change from the men we serve.

Thank you.

Paul S. Kemper, Warden
About RCI...

Racine Correctional Institution, which includes the Sturtevant Transitional Facility, is located in Racine County within the Village of Sturtevant.

Racine Correctional Institution (RCI)
2019 Wisconsin Street
Sturtevant, WI 53177-1829
Phone: (262) 886-3214
Fax: (262) 886-3514

Sturtevant Transitional Facility (STF)
9351 Rayne Road
Sturtevant, WI 53177-1842
Phone: (262) 884-2410
Fax: (262) 886-6069 (East side)

Historic Notes
Although RCI officially opened its doors on May 6, 1991, part of the facility was the former St. Bonaventure Prep School. St. Bonaventure was founded in 1901 in Pulaski, Wisconsin. Originally, the school’s goal was to prepare Polish youth for priesthood. The Franciscans who ran the school wanted a location to draw students from the largest Polish populations of Milwaukee and Chicago. In 1921, they moved to Sturtevant. As the years passed and interest in the priesthood decreased, the school’s focus changed to preparing young men for college. In 1983, financial difficulties forced the school to close, and it was later converted into the RCI.

Purpose Statement
To give the persons in our care the ability to move forward from past poor decisions and behaviors that not only negatively impacted their lives, but other lives as well. This will be accomplished by providing them with a safe and secure environment, and affording them programming and educational opportunities to affect positive change in their lives and prepare them for their return to society.

RCI/STF Overview
Racine Correctional Institution (RCI) is a medium security correctional institution housing adult, male persons in our care (PIOC). RCI includes the Sturtevant Transitional Facility (STF), which is a minimum security facility housing adult PIOC participating in work release. Because of the many departments listed below, RCI/STF are able to provide a safe and secure environment for both staff and PIOC, while providing programming which will prepare them for return to the community.

* Administrative Services
* Education Department & Library
* Food Service
* Health Services Unit
* Human Resources Department
* Inmate Complaint Review System
* Maintenance Department
* Management Services/Business Office
* Program Review
* Program Services
* Recreation & Chaplain Services
* Psychological Services
* Records Office
* Security Department
The 298-bed Sturtevant Transitional Facility (STF) is located on Rayne Road, east of the Division of Community Corrections (DCC) Region 2 offices. The facility operates under the supervision of the Racine Correctional Institution (RCI) and is directly overseen by a Correctional Center Superintendent. The Warden of RCI has overall responsibility for oversight of the facility.

STF is designed to provide persons in our care (PIOC) a better transition to the community as productive members of society. The facility provides the following programming opportunities: Anger Control Training Program, Thinking for a Change Program, Cognitive Behavioral Interventions for Offenders Seeking Employment Program, Adult Basic Education, Work Release, Project Crews, and Community Service.

STF-Minimum opened in December of 2003. STF-Medium opened in May 2004; this portion of the facility has been redesigned and is now part of RCI-Medium.

**Minimum Security:** The minimum security portion of STF houses one hundred and fifty-two (152) minimum security Division of Adult Institution (DAI) PIOC.
- Work release is only available to DAI PIOC in Minimum Community custody residing on the minimum-security side of the facility.
- PIOC must be physically fit and stable on medications before being placed on work release.
- STF staff approves all job sites.
- There were 73 new work release placements this fiscal year. The Work Release program was suspended on March 16, 2020 due to COVID-19 precautionary measures and subsequent restrictions.

**Medium Security:** The 146-bed medium security portion houses DAI Intakes and the Behavioral Modification Program for RCI. This portion of the facility is supervised by the RCI Security Director and assigned Programs Captain.

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**STF Income**

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<td>Work Release Pay</td>
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<td>Bureau Correctional Enterprises Pay</td>
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<td><strong>TOTAL</strong></td>
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**STF Obligations**

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<tr>
<td>Obligations</td>
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<tr>
<td>Room, Board &amp; Travel</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>394,320.66</strong></td>
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Amounts also included in RCI chart totals.

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**Program Completions**

Nov. 18, 2019-June 30, 2020

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<tr>
<th>Program</th>
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<tr>
<td>Thinking for a Change</td>
<td>27</td>
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<tr>
<td>Employability</td>
<td>25</td>
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<tr>
<td>Anger Control</td>
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Primary programs and off grounds movement suspended in March 2020 due to pandemic restrictions.

**Vital Documents Processed**

- WI Identification Card: 26
- Duplicate Social Security Card: 23
- WI Driver’s License: 19
- Birth Certificate: 4

Assisted in Obtaining

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RCI Annual Report - Fiscal Year 2020
July:
- Installation of the newly contracted CenturyLink phone system for PIOC occurred at RCI and STF on July 9.
- A representative from FEI Behavioral Health, the state’s employee assistance program, visited on July 10 to present, “Integrating Emotional Intelligence in Leadership Development” to supervisory staff. Emotional intelligence (EI) is the capacity to control, express and be aware of one’s emotions while handling interpersonal relationships judiciously and empathetically; a character in becoming an effective leader. The session cued in on helping supervisors define and integrate EI into leadership development to help establish a welcoming and resilient workplace environment for everyone.
- A group of STF work release PIOC assisted with setting up the grounds for the Salmon-A-Rama festival the week of July 10 in Racine. Throughout the following couple of weeks they also provided sanitation duties as well.
- Volunteer orientation sessions were held on July 16 for 35 guests from local community organizations that currently serve or are willing to be a volunteer in the institution.
- The Shakespeare Hip Hop Performance Workshop was held on July 16 and 18 for current and new Shakespeare Project participants. The workshop was intended to help expand interest in Shakespeare and to broaden the horizons of current participants. The Q Brothers, award-winning and internationally acclaimed theater artists, taught the workshop funded by the Prison Outreach Fund at University of Wisconsin-Parkside under the leadership of Dr. Jonathan Shailor, Shakespeare Prison Project Director.
- Representative from several state and federal veteran service agencies attended a staff meeting on July 17. They presented information about available resources and provided reference literature.
- Milwaukee Area Technical College (MATC) held a recruitment event on July 22 at Belle Venture School (BVS) for the Second Chance Pell Grant program. MATC and BVS are collaborating to enroll up to 15 additional students in the post-secondary program offered by MATC.
- RCI hosted Poet Laureate Kenyatta Turner on July 31. Ms. Turner facilitates poetry sessions with PIOC participating in the Prose and Cons group.

August:
- MATC staff and several DOC education representatives toured RCI on August 6. Currently, MATC and RCI’s education staff are collaborating to enroll students in post-secondary programs through the Second Chance Pell Grant program. This opportunity will allow PIOC to jump start their college studies while incarcerated to provide a path to employment upon release to the community.
- Psychological Services staff attended onsite professional development training on August 6 presented by the Madison Training Center as part of the DOC University training series. The training was an escape room-type experience that focused on the foundational function of trust building.
- RCI was a host site for the live-streaming of the Global Leadership Summit held on August 8-9. The two-day live broadcast delivered a unique blend of vision, inspiration, and practical leadership skills to many churches, prisons and other organizations throughout the world participating in this annual event. Through RCI chapel services, approximately 75 PIOC were afforded an opportunity to partake as well as have questions answered by local Prison Fellowship volunteers during summit platform speaker breaks.
- A community service crew of five men from STF assisted with setting up and dismantling St. Rita Church’s festival grounds August 14 – August 19 for their annual festival.
- Seven staff from Racine Youthful Offender Correctional Facility (RYOOF) visited RCI on August 12 to tour the institution’s vocational kitchen. They learned about the kitchen’s design, dining area, and general operations of the culinary program that is offered onsite through Gateway Technical College.
- A representative from FEI Behavioral Health visited on August 14 to give a presentation to management staff on “Diversity and Inclusion: Creating a Culturally Competent Workplace”. The session addressed how diversity, equity and inclusion are critical components to successfully have a productive workplace. Specifically, the presentation taught the value of workplace diversity and explored practical application of an inclusive environment through staff orientation and by reviewing specific behavioral expectations of all staff.
- RCI hosted Poet Laureate Kenyatta Turner again on August 14 to facilitate poetry sessions with PIOC who participate in the Prose and Cons group.
- Ms. Avila, STF Superintendent, attended a meeting on August 15 with The Hunting Retriever Club of America and the WISILL Hunting Retriever Club. They finalized community service logistics being offered by STF at the Richard Bong Recreation Area on September 9-12. A ten man, facility-supervised crew will serve as “bird technicians”, using equipment to launch birds during the competitions.

September:
- Representatives from the DOC Prison Rape Elimination Act (PREA) Office provided Sensitive Investigation Network Communication (SINC) training on September 4. The training was a refresher for approximately 20 staff involved in reporting and investigating sexual harassment and sexual abuse. Participants were given an opportunity to brush up on the basics, ask questions based on experiences with SINC, and solve any issues with the SINC process.
- RCI staff along with a few DCC staff donated a total of 24 units of blood when the Blood Center was at the institution on September 9. The amount of blood donated surpassed the goal and has the potential of saving up to 72 lives.
October

On September 9 a representative from FEI Behavioral Health gave a presentation to interested staff on “Managing Stress through the Everyday Pursuit of Happiness”. The session helped staff recognize the power of optimism, gratitude, and compassion; explored the relationship between diet and our moods; discussed how to develop meaningful relationships; and strategies for slowing down and appreciating life.

A ten man, facility-supervised crew from STF served as “bird technicians”, using equipment to launch birds, on September 9-12 for a competition held at the Richard Bong Recreation Area in southeastern Wisconsin. The competition was sponsored by The Hunting Retriever Club of America and the WISILL Hunting Retriever Club.

The Southeast Wisconsin Re-entry Employment Expo took place on September 19 hosted by Gateway Technical College at the SC Johnson IMET Center in Sturtevant. Sponsors were public and private agencies throughout the state. STF and Kenosha Correctional Center staff were invited to meet with prospective employers to discuss work-release programs. Several PIOC from STF spotlighted their culinary skills by preparing and serving continental breakfast treats. The Expo served as a networking event linking area leaders and community organizations with PIOC facing barriers to employment.

Fourteen staff attended Interview Question Training held at RYOCF on September 18. The training was provided to instruct supervisors on creating employment interview questions.

Two social worker students from University of Wisconsin-Parkside, who were looking for experiential opportunities, toured and job shadowed staff on September 20.

The institution held a Relay for Life event on September 21 with nearly 200 PIOC participating. The event included a walk/run and softball games with members of Brother Bob’s Outreach, a Christian prison ministry in Wisconsin. An estimated total of $527 was raised to donate to the American Cancer Society and other charities.

An inter-institution softball tournament and family fun day, with staff participating from numerous Southeastern Wisconsin correctional facilities and local fire/public safety departments, was held on September 21. A portion of the money raised was donated to a local charity of the winner’s choice.

A Question, Persuade and Refer (QPR) training session was held with management staff on September 25. QPR training is intended to teach those who are in a position to recognize the warning signs, clues and suicidal communications of people in trouble, and to act vigorously to prevent a possible tragedy.

The creative writing group, Prose and Cons, held a Poetry Slam on September 27 that packed the gymnasium. Over 200 men went wild as they listened to RCI poets share spoken word and scat. Collaborative works were presented, as well as many individual spoken word pieces.

October:

Liz Pusch, DWD-Bureau of Apprenticeship Standards Program & Policy Analyst, and Nicolas Abbott, Milwaukee Area Apprenticeship Training Representative, were at RCI on October 2. They provided technical assistance to Education Director Dr. Paula Decker. Their meeting goal was to explore potential apprenticeships or pre-apprenticeships to increase readiness for employment for the PIOC.

RCI held its Health and Safety Fair for staff on October 7. Various health care providers, insurance companies, and financial institutions attended, along with representatives from the Wisconsin Deferred Compensation and FEI Behavioral Health. In addition, a StayWell Flu Shot Clinic was offered. The Peer Supporter group hosted a bake sale and as a “Pay it Forward” initiative, $450 was given to MSDF staff for the family of a staff member who tragically lost her life in August.

A training session covering Prison Rape Elimination Act (PREA) Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) was held with management staff on October 9 and 10. PREA LGBTI training provided participants with strategies for working with LGBTI PIOC.

Domestic Violence Awareness Month (DVA) was observed on October 14 by staff wearing purple to demonstrate their support of victims and survivors and of the national efforts to end domestic violence.

RCI held its annual staff silent auction October 21-25 in recognition of Domestic Violence Awareness (DVA) Month. The auction showcased the generous donations received from staff, as well as crafted items made by PIOC. Proceeds totaled $1,180 which was combined with other money raised during DVA events held throughout the month. The money was donated to Sojourner Family Peace Center in Milwaukee, who provides education, advocacy and resources to keep families safe from domestic violence.

RCI staff and approximately 180 PIOC attended a domestic violence (DV) awareness assembly on October 23. The event featured guest speaker Leanne Delsart, who is the Integrated Services Manager of Strategic Initiatives for Wraparound Milwaukee. Her presentation on Adverse Childhood Experiences (ACE’s) was about childhood trauma, adversity, mental health and behavioral health challenges. Joining her were three women from the VOICES Group at Sojourner Family Peace Center. They shared their personal experiences relative to the impact of domestic violence in their lives. In addition, two selected PIOC who completed the DV program read their essays reflecting on how their own actions have impacted others, and PIOC musicians performed a few musical selections. Numerous other activities and fundraisers have taken place throughout the month.

A “To Restore Understanding, Trust and Hope” (TRUTH) Project weekend intensive seminar was held at RCI on October 26-27. TRUTH project volunteers, who also meet weekly with identified PIOC, facilitate this bi-annual weekend event. During this time they met with 28 PIOC to facilitate personal growth. The TRUTH Project program supports reentry by inviting participants to take personal responsibility for their growth by modeling openness, emotional maturity, self-mastery, and skills development.
PIOC were provided an opportunity to order sandwiches from the local Jersey Mike’s Submarines as a fundraiser in support of Domestic Violence Awareness Month. A total of 606 submarine sandwiches were delivered during the week of October 28. A portion of the proceeds was donated to a domestic violence organization as part of Domestic Violence Awareness Month activities.

The Workplace Enhancement committee held a soup fundraiser on October 30 to raise money for the general fund used to financially support staff events throughout the year. Soup fundraisers will be held throughout the cooler months to break up the monotony of the season and support camaraderie.

November:

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A Bible Blitz workshop was held from November 1-3. It was taught by a team of seven Bible teachers and was designed to teach Biblical truths and give student an understanding of Bible themes. The term “blitz” in the title describes the rapid flow of the workshop, as each subject is taught in great detail through an intensely accelerated format. Each participant received an Apologetics Study Bible, journal and notes. A concert was also held. Ninety PIOC participated in the Bible Blitz and approximately 150 PIOC attended the concert.

Carey Guides training was held on November 6 at RYOCF for southeastern region staff, to include nine staff from RCI. The Carey Guides offer cognitive interventions that help PIOC change their behavior and also helps supervisors by putting user-friendly and effective tools in their hands.

The annual Native American Ghost Fest was held in the RCI chapel for eligible participants on November 8.

Regional interviews were held at RYOCF on November 8 and at MSDF on November 11 as part of the partnership between RCI and the two institutions to recruit correctional officers. Regional interviews are conducted in an effort to increase recruitment by reducing travel for potential candidates.

Volunteer orientation sessions were held on November 12 for 23 guests from local community organizations that currently volunteer at the institution or plan to in the near future.

The documentary The Work was presented at the University of Wisconsin-Parkside on November 12. The documentary follows three citizens participating in a four-day group therapy retreat with incarcerated persons at California’s Folsom Prison to show the raw and revealing process they go through while in the treatment program. Following the viewing, a discussion panel was hosted by the Wisconsin Truth Project highlighting the work being done at RCI.

Psychological Services staff attended onsite professional development training on November 14 presented by the Madison Training Center as part of the DOC University training series. The training was an escape room-type experience that focused on conflict resolution.

The Charity Crafts program donated 100 handmade teddy bears and 55 crochet hats to Toys for Tots on November 14.

The Workplace Enhancement Committee coordinated a Veterans Day raffle. An American/ POW-MIA wooden flag wall hanging made by PIOC working in the Maintenance Department was raffled off on November 15. A check in the amount of $180 was presented to the Sturtevant VFW Post.

Legislative Fiscal Bureau staff and staff from the DOE Budget office toured on November 19 to see firsthand some of the projects taking place and for a better understanding of expenditures incurred and requested by the institution.

December:

The Workplace Enhancement group requested staff participation in “Coats for Kids”. On December 6, 34 jackets along with six hats, six pairs of gloves and eighteen scarves were donated to the local Salvation Army for distribution to community members in need.

BVS’s librarian facilitated a book discussion on December 9 with 12 PIOC. They discussed the graphic novel, Maus, a Pulitzer-prize winning book. The book was about family and about survival as the father and mother were Holocaust survivors. It was a thought-provoking discussion.

PIOC, along with their family and friends, were offered an opportunity to place orders for holiday meat and cheese products. This is a special occasion at RCI as the numbers indicate, with a total of 1,090 orders placed totaling $56,000 worth of products with delivery on/about December 10.

Five representatives from the South Shore Fire Department, institution jurisdiction, toured on December 10 to familiarize themselves with the layout of the institution for a better understanding when called to the facility for an emergency situation.

A HOPE concert led by the Prison Fellowship organization was held for PIOC on December 12.

In an effort to make a difference in the lives of others during the holiday season, the Workplace Enhancement group coordinated a collection of filled shoeboxes as well as monetary donations towards the Santa in a Shoebox program. The local program’s goal is to distribute blessings in the form of a surprise-filled shoebox to community members in need during the holidays. RCI’s contribution on December 10 was 73 filled shoeboxes.

PIOC who participated in the Veterans Day fundraiser were provided an opportunity to purchase flavored coffee creamers, pastries, and muffins received their deliveries in December. Nearly $810.00 was raised which was donated to the Veteran’s Outreach of Wisconsin (VOW) in Racine along with another $1,084 contributed during an ice cream fundraiser held in July. VOW is committed to assisting homeless and at-risk veterans strive for normalcy by providing food, clothing, shelter, and other basic human needs.
For the first time in 11 years, staff played a double-header basketball game against PIOC on December 13. Money raised from the entrance fee paid by PIOC and staff donations was used to provide supportive holiday services to a local organization project.

Milwaukee Poet Laureate Dasha Kelly Hamilton spent December 26 at BVS with the Prose and Cons group. Ms. Hamilton ran a writing workshop in the morning and facilitated a group discussion about race, class, and equity in the afternoon. There were over 20 men who attended.

**January:**

- Though January is historically a low turnout month for blood drives, staff managed to donate a total of 12 units of blood when the Blood Center visited the institution on January 6. The amount of blood donated has the potential of saving up to 36 lives.
- Regional interviews were held at RYOCF on January 10 as part of the partnership between RCI, MSDF and RYOCF to recruit correctional officers. Regional interviews are conducted in an effort to increase recruitment by reducing travel for potential candidates.
- The Intercept Body Scanner was introduced into the institution on January 13. All PIOC leaving the visiting area and/or any PIOC directed by a Security Supervisor will be scanned. RCI is the first Wisconsin DOC facility to use a body scanning device.
- A meeting was held at RCI on January 23 with the Education Director, Culinary Arts Teacher, Custodial Arts Teacher, and a Department of Workforce Development representative. They reviewed apprenticeship contracts with three culinary and two custodial program participants, who signed the contract agreeing to complete apprenticeship hours to demonstrate competency requirements of the program.
- A pilot program began on January 24 allowing sixteen PIOC enrolled in MATC classes to use a “clear book”. The device looks like a mini, clear laptop and is used to complete homework assignments.
- RCI’s BVS hosted staff from Oshkosh Correctional Institution and Racine Youthful Offender Correctional Facility on January 31. They observed STAR (STudent Achievement in Reading) classes to use a “clear book”. The device looks like a mini, clear laptop and is used to complete homework assignments.

**February:**

- On February 1, RCI hosted the live-streaming of the men’s “No Regrets Conference”. The program covered various self-improvement topics intended to empower men to become “servant leaders”. Through chapel services, PIOC were afforded the opportunity to partake and shared very positive feedback about their experience.
- Deputy Warden Wells and several other staff met with three representatives from the Leader Dogs of the Blind on January 13 for a presentation of their program.
- The Sabercats Outreach soccer team, a national championship runner-up of Brother Bob’s Outreach, played soccer games with general population PIOC as a sports ministry on February 22. Brother Bob’s outreach is a Christian prison ministry in Wisconsin.
- Agents from the Mexican Consulate in Milwaukee met with 14 PIOC on February 24.
- Senator Taylor made a request through the Department Secretary’s Office to host a Town Hall meeting with PIOC. The event was held on February 26 which also included State Representative David Bowen, Milwaukee County Supervisor Felesia Martin, and Racine Alderman Maurice Horton, along with DOC’s Legislative Liaison Paulina De Haan. Approximately 30 PIOC openly discussed concerns they have, to include their lives after releasing from prison.
- RCI’s BVS held a graduation ceremony on February 27. Forty-eight graduates received diplomas for Custodial Services, Computer Numerical Control (CNC), High School Equivalency Diploma, and General Education Development programs. Warden Kemper welcomed students, families, and staff. Keynote speaker Makda Fessahaye, administrator of the DAI, addressed the graduates and guests as well as Dr. Bryan Albrecht, Gateway Technical College President and CEO. The celebration included a Veterans Color Guard, a band, and family photos. A reception immediately followed the ceremony.

**March:**

- Faculty of BVS collaborated on the development of a new 5.09 curriculum.
- Due to Governor Evers signing Executive Order #72 relating to a Proclamation Declaring a Health Emergency in Response to the COVID-19 Coronavirus on March 12, RCI/STF temporarily suspended all personal visits and services provided by volunteers out of an abundance of caution in an effort to mitigate the introduction of COVID-19. Along with this action, staff were also encouraged to be vigilant in self-care and be mindful of interactions with one another as well as those PIOC.
- Regional academy classes for Corrections Training Center students were held at RCI throughout the week of March 4-8.
May:
- Regional phone interviews were held on May 12 and May 14 as part of the partnership between RCI, MSDF and RYOCF to recruit correctional officers. Phone interviews were conducted in an effort to continue with recruitment efforts while maintaining social distancing during the COVID-19 pandemic.
- Correctional Training Center academy students were onsite on May 21 for training. Training has been taking place regionally to reduce class size due to the current pandemic. The students participating in the training will work at a southeastern area correctional facility upon graduation.

June:
- The Wisconsin National Guard performed COVID-19 testing of all staff and PIOC from June 16-18.
- BVS began the process of restructuring its English as a Second Language (ESL) program in accordance with state guidelines. During a two-week period, 70 non-native speakers of English were tested on reading, writing, speaking, and listening comprehension using the TABE CLAS-E language assessment exams, and were reassigned to leveled classes based upon their individual proficiencies. Classroom instruction began in July 2020, serving the needs of 42 ESL students.
- In response to COVID-19 precautions, video visitation started being offered at our facility on June 22, 2020. This allows PIOC and their authorized visitors an opportunity to virtually visit free of charge while in-person visitation is suspended.

Throughout the Fiscal Year:
- College students and their instructors from University of Wisconsin-Parkside and Whitewater, Carthage College, Gateway Technical College, Mount Mary University, and Alverno College toured the facility. Students gain knowledge about the potential career opportunities within the criminal justice system as correctional officers, social workers, nurses, etc. Participants also use this opportunity to fulfill coursework requirements.
- Human resources staff represented DOC at various job/career fairs throughout southeastern Wisconsin to promote the many diversified employment opportunities available to perspective applicants.
- United States Census Bureau representatives frequently visit the institution to gather census data from PIOC living at the institution as part of the American Community Survey.

COMMUNITY RELATIONS BOARD

In support of the mission of the DOC, the DAI, and individual institutions/centers, Community Relations Boards (CRB) are intended to function as a mechanism for the enhancement of public education and advocacy for issues that are relevant to the operation of adult correctional institutions/centers in Wisconsin. In 2015 the structure of the CRB changed to consolidate institutions and centers in Racine and Kenosha counties. Institutions include Robert E. Ellsworth Correctional Center, Racine Youthful Offender Correctional Facility, Kenosha Correctional Center and RCI/STF. The CRB typically meets a couple times a year. Members of the community are invited to attend.

EDUCATION

“Education is the most powerful weapon which you can use to change the world.” — Nelson Mandela

The 2019-2020 school year has presented unprecedented challenges to each of us in unique ways, particularly to the people living and working at the RCI. In that light, the dedicated staff of BBS have continued to enhance institution climate and contribute to public safety by offering in-person instruction and services during the COVID-19 pandemic, thus engaging students in academic endeavors while emphasizing the intrinsic value of educational attainment. This was achieved by providing Primary Academic, English as a Second Language (ESL) and Career Technical education programs to create opportunities, including pathways to jobs and transition to postsecondary enrollment upon release.

Managing the needs of the PIOC while serving the greater cause of public health has been no small task and has, in turn, drawn upon the character and commitment of PIOC and staff alike. Institutional operations have been widely overhauled with respect to individual safety and slowing the spread of the Coronavirus, which included a temporary suspension of services within BVS during the academic year. However, due to the creativity and resolve of RCI’s education staff, classes and testing were able to resume while following CDC guidelines regarding sanitation, the use of masks, and socially distant gatherings.
The following statistics represent the 2019-2020 academic year’s achievements, including periods of closure due to the pandemic restrictions:

* BVS served an average of 296 students and administered approximately 310 Tests of Adult Basic Education (TABE) to support PIOC and institution programming. The TABE 11/12 is used to measure basic academic skills commonly found in adult education curricula taught in high school and adult instructional programs.
* Prior to the March closure, 48 students graduated from various instructional programs, including:
  - 24 HSED graduates
  - 10 GED graduates
  - 7 Custodial Services graduates
  - 7 Computerized Numeric Control (CNC) graduates
* One hundred eighteen (118) GED tests were administered, and of those, 101 passed. RCI had an 86% pass rate, surpassing the national average of 76% during the same timeframe. Source: GED Manager.
* BVS also continued its partnership with MATC in offering the Second Chance Pell Grant Program which affords students an opportunity to earn college credits, up to and including Associate of Arts or Science degrees:

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<th>Enrolled</th>
<th>Credits Earned</th>
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<tr>
<td>34</td>
<td>231</td>
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* In association with Wisconsin Institutions Literacy Council, BVS also continued to offer a tutoring program covering all academic subject areas, ranging from adult basic skills coursework to English language acquisition:

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<tr>
<td>Total ESL Students Tutored</td>
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**FINANCIAL ACCOUNTING**

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<tr>
<th>Expenditures</th>
<th>$21,166,024.05 (43%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent Salaries</td>
<td>$12,659,620.21 (26%)</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>$6,113,317.10 (12%)</td>
</tr>
<tr>
<td>Projects-Special Funds</td>
<td>$3,744,723.47 (8%)</td>
</tr>
<tr>
<td>Food</td>
<td>$2,448,067.40 (5%)</td>
</tr>
<tr>
<td>Gas, Electric &amp; Water</td>
<td>$1,796,102.12 (4%)</td>
</tr>
<tr>
<td>Repair &amp; Maintenance</td>
<td>$1,166,024.05 (43%)</td>
</tr>
</tbody>
</table>

**PIOC OBLIGATIONS COLLECTED**

- Court-ordered Obligations: $382,151.89
- Victim Witness & DNA Surcharges: $155,700.58
- Room: $151,347.10
- Transportation: $111,313.03
- Child Support: $81,405.39
- Board: $46,189.20
- Institution Restitution: $5,093.00

Due to the pandemic, work release was suspended in March ultimately reducing wages earned and obligations collected.

Chart figures include RCI and STF.

Additional phones were installed on the housing units at RCI and STF, increasing the opportunity for PIOC to call loved ones and place canteen orders.

Due to limitation in activities and services during the pandemic, activity bags with a variety of books, cards and other items were provided. Additionally, other free items provided to PIOC during the pandemic included: a minimum of four face masks, two phone calls every two weeks, one stamped envelope every two weeks, and five electronic messages every two weeks.

At the end of FY20, RCI and STF changed canteen delivery from biweekly to weekly. This afforded the PIOC a reduced amount of time between ordering therefore out of stock or incorrect items could be received sooner. In addition, placing orders was changed from paper to phone processing for efficiency and better tracking of available funds.
HEALTH SERVICES UNIT

The Health Services Unit (HSU) provides skilled nursing coverage by onsite or on-call staff 24 hours a day/7 days a week. Nursing services provided include daily sick call, urgent care, medical emergency stabilization and also the management of chronic medical conditions. Additional third shift coverage is available for emergent services or needs via the on-call nursing staff. Onsite medical appointments are available with the Nurse Practitioner, Physician or Psychiatrist as needed. The health service unit also provides laboratory, radiography, spirometry and cardiologic testing (EKG).

Prescription medications are refilled by the onsite medication room nursing staff. In addition, the health service unit provides Optical and Dental services as well as Physical Therapy to meet the needs of the population. Education regarding the services available through the HSU is provided during a weekly orientation for new transfers.

Number of HSU Contacts during FY20: 78,402 at RCI and 2,788 at STF

INMATE COMPLAINT REVIEW SYSTEM

The Wisconsin Department of Corrections provides PIOC with the necessary resources to address their grievances. RCI/STF staff works proactively with PIOC to utilize informal, effective methods of resolution for a favorable outcome and positive institution climate. The purpose of the Inmate Complaint Review System is to provide all PIOC a forum to raise significant issues such as rules, living conditions, or staff actions affecting institution environment. These complaints are processed in accordance with Administrative Code DOC 310. This process allows staff and PIOC to understand and be aware of institution and correctional policies, as well as provides the institution the opportunity to address any errors that may be identified.

Number of Complaints during FY20

<table>
<thead>
<tr>
<th></th>
<th>RCI</th>
<th>STF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Received</td>
<td>1,351</td>
<td>48</td>
</tr>
<tr>
<td>Returned</td>
<td>896</td>
<td>25</td>
</tr>
<tr>
<td>Accepted</td>
<td>455</td>
<td>23</td>
</tr>
</tbody>
</table>

MAINTENANCE PROJECTS

- Completed construction of the New Health Services Unit building which is now operational.
- Replaced Gatehouse tiling in doorway entrances with non-slip tiles.
- Repaired boiler and replaced tubing at STF.
- Installed new furnaces, tankless water heaters, backup storage heaters, and added hot sinks on Rock Unit.
- Painted walls and metal furniture on Rock Unit.
- Installed new x-ray machine in Gatehouse.
- Installed full-body scanner in visiting room area for PIOC.
- Modified Control Center with new counters for placement of new radio consoles.
- Installed seven new Chromebooks used for GED testing in Education Department.
- Replaced several aging air conditioning units at STF.
- Installed eight new phones for PIOC in every housing unit.
- Repaired facility entrance driveway and perimeter road, where needed.
- Replaced antennas on communications tower so PIOC could receive digital television signal.
- Upgraded phones in new Health Services building with Voice Over Internet Protocol (VOIP) technology.
- Built and installed COVID screening in several areas throughout the institution.
- Replaced expansion tank bladders in the main power plant.
- Completed temporary roof repairs on all housing units.
- Upgraded Fuel Island to current State of Wisconsin codes per inspection.
- Replaced condenser for main kitchen freezers and coolers, and two Combi Ovens.

RESTORATIVE JUSTICE

Charity Crafts

Through the Charity Crafts program, PIOC have made over 459 full-size, hand-sewn teddy bears and another 178 miniature bears this fiscal year. Three hundred twenty-five (325) bears were donated to professional organizations such as local police and fire departments, Salvation Army, hospitals, nursing homes and local churches. PIOC visitors are given the opportunity to purchase teddy bears as well. This fiscal year, 58 bears were purchased. Charity Crafts utilizes eight full-time bear makers and ten part-time bear makers.
Charity Crafts also consist of yarn work in the form of crocheted items. PIOC crochet hats, blankets, doilies, teddy bear hoodies, individual scarves, shawls and tapestries. The items are made from donations from multiple church organizations, individuals, and the Toys for Tots organization. All created items are returned to the respective organization that donated the yarn. The staffing for the yarn work projects is currently seven (7) full-time workers and one (1) part-time worker.

**Domestic Violence Awareness Month**

During the months of September and October, RCI/STF PIOC and staff participated in several activities and fundraisers for Domestic Violence Awareness Month. PIOC participated in numerous events/fundraisers such as a walk/run, essay contests, and a food fundraiser featuring Jersey Mike's sandwiches. Staff held a silent auction fundraiser which included many staff donated items as well as items made by PIOC. RCI/STF raised $1,000 and donated to the Sojourner Family Peace Center, who is a provider of domestic violence prevention and intervention services.

**National Crime Victims' Rights Week**

Every April since 1981 the Office of Victims of Crime (OVC) has helped lead communities throughout the country in their annual observances of National Crime Victims’ Rights Week (NCVRW) by promoting victims’ rights, bringing awareness about sexual assault and domestic violence. Educating people on how it not only affects the victims, but also the victims’ family and the community. This year’s theme for NCVRW was “Seek Justice, Ensure Victims’ Rights, Inspire Hope” to celebrate the progress made, raise awareness of victims’ rights and services, and stand with those whose lives have been forever altered.

During the month of April, RCI/STF PIOC and staff participated in several activities and fundraisers for NCVRW. PIOC participated in numerous events/fundraisers such as a walk/run, essay contest, haircuts, food fundraisers (Another Bundt Cake & Rocky Rococo Pizza), and Brother Bob’s basketball games. This year, RCI and STF raised $3,977.74 and split the proceeds between the Sojourner Foundation and Selah Freedom. We strive to make a difference by bringing awareness and assisting the community in providing resources to victims of crime.

**Play for Justice Event**

The DOC was contacted by Good Films’ founder Scott Budnick regarding the potential collaboration between the DOC and his film production company. As part of the release of the movie Just Mercy that was released in January 2020, the production company did a number of social impact events as part of an overall campaign including Play for Justice. This initiative was aimed at bringing the “outside” world into the prison system to help bridge the gap between incarcerated individuals and the general public. The event provided an opportunity for the rest of the world to see the progress individuals who are incarcerated are making in order to return to their communities as productive and socially aware members of society.

In cooperation with Play for Justice with the Milwaukee Bucks organization, a special event took place on December 17. Ten PIOC were involved in a round table discussion with members from the Anti-Recidivism Coalition in California and Milwaukee Bucks players. The group shared their struggles and triumphs involving breaking the cycle of re-incarceration. Later in the evening, ten PIOC had the opportunity to play with and against players from the Milwaukee Bucks. Local and national media outlets filmed and later aired portions of these events. Many dignitaries from across the state and approximate 120 PIOC were able to be a part of this rare opportunity to humanize justice involved individuals with the rest of the world.

**PROGRAMMING**

**CORE PROGRAMS**

**Anger Management Group Intervention Program**

Anger Control Treatment (ACT) is a cognitive-behavioral based program designed to address the needs of violent PIOC whose aggressive behaviors tend to be impulsive and reactive rather than instrumental and pre-planned. In addition to cognitive restructuring, ACT programs teach PIOC cognitive and interpersonal skills to deter and replace violent behaviors. These skills include stress management, impulse control strategies, assertiveness skills, communication skills, identifying personal anger precursors (thoughts and situations that provoke angry reactions), handling criticism and provocation. Lessons are presented by social service staff to groups of eight to twelve offenders. Group sessions are generally 90 minutes in length and held twice a week. University of Cincinnati-Corrections Institute curriculum is utilized.

Enrolled: 40  
Completed: 21
Cognitive Behavioral Program

The Thinking for a Change (T4C) program is a skills-based program aimed at achieving long-term change rather than short term compliance. The program provides information and skills to help PIOC learn to recognize beliefs, thoughts, feelings and actions that lead to criminal behavior. The content of the curriculum provides tools to make a positive plan for change and to see and appreciate the scope of the consequences of present ways of thinking; and, to utilize techniques of controlling and changing these habits of thinking.

Enrolled: 24  Completed: 20

Domestic Violence

PIOC enrolled in Domestic Violence programming examine their pattern of problematic behavior in domestic relationships and develop strategies to deal with them more effectively. Domestic Violence is currently a 26 session group facilitated by unit Social Workers. Prior to enrollment, PIOC are evaluated to determine their level of readiness and appropriateness for treatment. Only appropriate PIOC are accepted into the program. There are twelve to fourteen in a group. During this reporting period, seven PIOC were terminated for attendance, lack of participation, or disruptive conduct.

Enrolled: 32  Completed: 25

Earned Release Program (ERP)

Earned Release Program “Operating While Intoxicated”

The Earned Release Program began at RCI in December 2007 and is open to non-violent PIOC who have an identified substance use disorder treatment need. The sentencing court determines at sentencing whether a PIOC will be eligible for the ERP. Initial/re-classification action determines whether the PIOC meets DOC criteria for entering the program. Those who complete the program may be released to extended supervision.

In January 2015, the Earned Release Program began the process to become more in line with evidence-based practices. Entrance into the groups is based on court eligibility and Correctional Offender Management Profiling for Alternative Sanctions (COMPAS) risk and needs assessment scores. Medium/high risk groups are 20 weeks in duration and low risk groups are 12 weeks in duration.

During this reporting period (7/1/19-6/30/20), there were 12 graduating classes of the medium/high risk groups for a total of:

Participants Enrolled: 120  Saved Bed Days: 46,315
Participants Completed: 99  Total Savings: $4,197,477.69
(Completion rate 79%)

During this reporting period (7/1/19-6/30/20), there were 9 graduating classes of the low risk groups for a total of:

Participants Enrolled: 90  Saved Bed Days: 44,153
Participants Completed: 89  Total Savings: $3,801,338.75
(Completion rate 90%)

Sex Offender Treatment

❖ Alternative to Revocation / Sex Offender Treatment (SOT-2 ATR)

This 75-day ATR/SOT program is open-ended and allows for intake at any time. The PIOC are involved in treatment during the day, which consists of sex education, relapse prevention, denial and minimization, and cognitive disorders. The program also focuses on compliancy to supervision and life rules, including their distortions and excuses for behaviors that get them in trouble and harm others.

**Programming suspended in March due to pandemic restrictions and has not yet resumed.

Enrolled: 69  Completed: 66

❖ Beacon (SOT-4)

The Beacon program is sex offender treatment for above average risk sex PIOC. The group utilizes evidence-based, cognitive behavioral methods to address risk factors and develop protective factors. The intent is for PIOC to lower risk while incarcerated and learn skills to address dynamic risk factors.

**Programming suspended in March due to pandemic restrictions.

Enrolled: 32  Completed: 0
**Lighthouse (SOT-2 Adaptive)**

The Lighthouse sex offender treatment program has been designed to address the unique needs of sex offenders who are unable to engage in traditional sex offender treatment. PIOC with significant cognitive impairments and/or significant mental health concerns or developmental disabilities would qualify for the Lighthouse program provided they are willing to engage in treatment and are prepared to openly admit to and discuss their offending behaviors. The Lighthouse group is held two days a week for approximately one year. The program meets the treatment needs of SOT-2 PIOC. **Group was not provided during this reporting period but may be offered in the future.**

**Sex Offender Treatment (SOT-2)**

Sex Offender Treatment 2 is an approximately nine to twelve month program designed to treat sexual offending behavior using cognitive behavioral methods. The group meets two days a week and addresses etiology of sex offending behaviors, thinking errors, risk factors leading to sexual offending, and relapse prevention. ***Programming suspended in March due to pandemic restrictions therefore some participants were unable to complete the program.***

Enrolled: 42  Completed: 32

**Sex Offender Treatment (SOT-2 LEP)**

Sex Offender Treatment 2 is approximately a nine to twelve month program designed to treat sexual offending behavior using cognitive behavioral methods. The group is facilitated in Spanish, including homework assignments and tutoring. The group meets two days a week and addresses etiology of sex offending behaviors, thinking errors, risk factors leading to sexual offending, and relapse prevention. **Group was not provided during this reporting period but may be offered in the future.**

### ADDITIONAL PROGRAMS OFFERED

**Depression and Anxiety Group**

Depression and Anxiety Group is for inmates with identified mental health concerns in the general population. It is a three-to-four month program facilitated by Psychological Services. The group focuses on helping the participant identify and heal psychological symptoms of depression, anxiety, and other psychological maladies. Rational Emotive Therapy is the primary form of therapy provided. The group is offered continuously, with 12 participants per group. ***Programming suspended in March due to pandemic restrictions. Some participants have not been able to complete the program.***

Enrolled: 25  Completed: 13

**Men’s Trauma Recovery and Empowerment Model Group**

Men’s Trauma Recovery and Empowerment Model (M-TREM) group takes a psychoeducation and cognitive-behavioral approach to trauma recovery skills development and enhancement. The group’s emphasis is on making connections between abuse histories and current functioning and on assisting with recovery skill development. The M-TREM group is held one day a week for seven months.

Enrolled: 10  Completed: 6

**New Freedom/Carey Guide In-cell and Behavioral Health Programs**

New Freedom and Carey Guide “packets” are primarily self-guided materials for PIOC for the purpose of teaching self-management and goal-setting. Each person in our care enrolled has an opportunity to complete numerous packets that correspond with their particular criminogenic and case management needs. The completion of these packets are not a substitute for any program needs identified through the Assessment and Evaluation process or by the Program Review Committee. Program participation provides an incentive for potential restrictive housing status changes. The addition of Carey Guides programming started in October 2019.

<table>
<thead>
<tr>
<th>Program</th>
<th>Enrolled</th>
<th>Packets Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Freedom</td>
<td>84</td>
<td>1,026</td>
</tr>
<tr>
<td>Carey Guides</td>
<td>293</td>
<td>333</td>
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</tbody>
</table>

RCI Annual Report  
-13-  
Fiscal Year 2020
VOLUNTEERS

RCI and STF have approximately 200 volunteers currently on their roster, with more than 80% of them being long-term volunteers. RCI/STF value and recognize the contribution the volunteers are making by dedicating their time to work with our PIOC. These dedicated volunteers provide the following services at RCI/STF:

- **Alcoholics Anonymous**
- **Charity Crafts**
- **Religious Services**
- **Narcotics Anonymous**
- **Recreation**
- **TRUTH Project**
- **Reentry**
- **Education**
- **Community Reentry**

![Volunteer Icon]

### INSTITUTION CONTACTS – (262) 886-3214

<table>
<thead>
<tr>
<th>Service</th>
<th>Name</th>
<th>Extension</th>
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</thead>
<tbody>
<tr>
<td>Americans with Disabilities Act (ADA)</td>
<td>Teresa Wiegand, Unit Manager</td>
<td>Ext. 5065</td>
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<tr>
<td></td>
<td>Sara Bellis, Program Supervisor</td>
<td>Ext. 1245</td>
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<tr>
<td></td>
<td>Rozetta Hughes, Nurse</td>
<td>Ext. 3542</td>
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<tr>
<td>Core Correctional Practices (CCP)</td>
<td>Tina Ettinger, Asst. Unit Manager</td>
<td>Ext. 1820</td>
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<tr>
<td></td>
<td>Michael Giernoth, Admin. Captain</td>
<td>Ext. 2123</td>
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<tr>
<td>Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)</td>
<td>Sara Bellis, Program Supervisor</td>
<td>Ext. 1245</td>
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<tr>
<td>Field Training Officer (FTO)</td>
<td>Teresa Wiegand, Unit Manager</td>
<td>Ext. 5065</td>
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<td></td>
<td>David Launderville, Lieutenant</td>
<td>Ext. 2125</td>
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<td>Limited English Proficiency (LEP)</td>
<td>Teresa Wiegand, Unit Manager</td>
<td>Ext. 1116</td>
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<td>Prison Rape Elimination Act (PREA)</td>
<td>Stephanie O’Neill, Security Director</td>
<td>Ext. 2102</td>
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<td></td>
<td>Jason Wells, Deputy Warden</td>
<td>Ext. 1101</td>
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<tr>
<td>Trauma Informed Care (TIC)</td>
<td>Michelle Bones, Unit Manager</td>
<td>Ext. 1113</td>
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<tr>
<td></td>
<td>Jackie Heidt, Unit Manager</td>
<td>Ext. 1111</td>
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<tr>
<td>Windows to Work (W2W)</td>
<td>Lisa Avila, STF Superintendent</td>
<td>Ext. 6010</td>
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<tr>
<td>Wisconsin Institutions Literacy Council (WILC)</td>
<td>Joyce Caldwell, Teacher</td>
<td>Ext. 3523</td>
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</table>

### STATISTICAL DATA

**Movement**
- TLU/ATR IN: 242
- TLU/ATR OUT: 138
- GP IN: 945
- GP OUT: 1037
- OWI: 1485
- OOC: 400
- RCJ/DCI HOLD IN: 269
- DCI HOLD OUT: 269

**Conduct Reports & Appeals FY 2020**
- Processed: 5174
- Monthly Average:
  - Minors: 2111
  - Majors: 176
- Appeals:
  - Minor: 127
  - Major: 71

### APPEALS MONTHLY AVERAGE

<table>
<thead>
<tr>
<th>Program</th>
<th>Minor</th>
<th>Major</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcoholics Anonymous</td>
<td></td>
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<td>Charity Crafts</td>
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<td>Recreation</td>
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<td>Education</td>
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<tr>
<td>Community Reentry</td>
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