

# **REDGRANITE CORRECTIONAL INSTITUTION**

**Wisconsin Department of Corrections**

**Division of Adult Institutions**



## **Annual Report Fiscal Year 2019**

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# MESSAGE FROM WARDEN

Another year has passed us by, and I can't help but wonder where the time went. Vacancies within our Security ranks continue to be a major challenge for the institution. Recruitment efforts have been, and will continue to be, aggressive.

I would like to acknowledge the time, talent, and efforts that RGCI staff give each day as we strive to fulfill the Mission of the Department of Corrections and I am truly honored to be part of your team. Ensuring a safe environment for each other, our community and our inmate population can be a daunting task and I am proud of how staff at RGCI faces this challenge with professional resolve and courage.

While attending a recent training session titled Justice, Justice Shall You Pursue, I was asked the question, "Do you know your why"? I'm not sure I've ever been asked that question but it got me thinking, why do I do what I do? We all know what we do, we know how to do it, but do we always know why we do it? To me, the DOC Mission Statement defines what we do. We know how to accomplish that mission by referencing department policies and participating in various training opportunities. My question to each of you is, do you know your why? I know my "why", but honestly, it's something I've had to rediscover and remind myself of at different stages in my career.

The reason I bring this topic up is that over time what we do and how we do it become almost mechanical. When this happens we tend to lose focus and a sense of purpose, it happens to all of us. If we challenge ourselves to rediscover our why, we can rekindle the passion and purpose that first inspired us to get into corrections, and together we can all do great things.

Thank you,  
Michael Meisner

## INSTITUTION PROFILE

### Purpose Statement

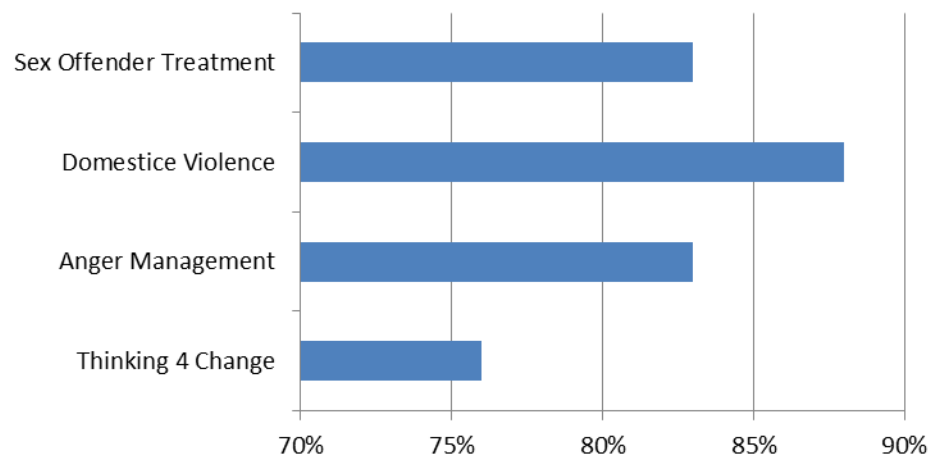
To maintain secure and safe custody of medium security offenders committed to RGCI while providing these offenders with opportunities for cognitive and behavioral development to enhance their potential as productive members of society.

### Fast Facts

- Opened January 8, 2001
- Medium Security
- Operating Capacity – 990
- Current Population – 1018
- Staff – 242
- Inmate to Staff Ratio – 4.2 to 1
- 89 acres
- Operating Budget – \$ 24,585,090
- Inmate Obligations – \$ 152,819.39

(Child Support, Restitution, Victim/Witness, DNA, Filing Fees, Legal Loans & Medical Co-pays)

### Program Completion Percentages



## Facility Accomplishments

- RGCI was the top fundraising law enforcement team for the 2019 Polar Plunge for Special Olympics.
- Inmate fundraisers were held throughout the fiscal year raising money for local non-profit and restorative justice charities. Fundraisers included the sale of ice cream, pizzas, and donuts.
- Finished the industrial maintenance classroom in preparation for the new vocational program.
- Began painting common hall areas to eliminate the uninspiring gray walls.
- Established an employee resource room off the education breakroom.
- Started a pre-diabetic program for select men who meet established criteria for participation.
- Hosted our first off-site local preservice academy, graduating 28 new officers.

## Staff Reporting

Positions	Classification	Positions	Classification
2	Buildings & Grounds Superintendent & Supervisor	1	Institution Human Resources Director
1	Chaplain	2	Inventory Control Coordinator
185	Correctional Officer/Sergeant	1	Inventory Control Coordinator (Advanced)
1	Correctional Management Services Director	1	Librarian
8	Corrections Food Service Leader 2	1	Medical Program Assistant (Associate)
1	Corrections Program Supervisor	5	Nurse Clinician 2
1	Corrections Security Director	1	Nurse Clinician 4
1	Corrections Sentencing Associate/CSA Senior	1	Nursing Supervisor
3	Corrections Unit Supervisor	2	Offender Records Associate
1	Deputy Warden	1	Offender Records Supervisor
1	Education Director	5	Office Operations Associate
1	Electrician	1	Payroll & Benefits Specialist – Confidential – Adv.
2	Electronic Technician Security (Senior)	1	Plumber
1	Facilities Maintenance Specialist	2	Program Assistant – Confidential
2	Facilities Maintenance Specialist (Advanced & Senior)	4	Psychological Associate (A-B)/Psychologist-Licensed
4	Facilities Repair Worker (Advanced)	1	Psychologist Supervisor
1	Financial Program Supervisor	2	Recreation Leader (A-B) Senior
3	Financial Specialists (Advanced & Senior)	1	Secretary Confidential
2	Food Service Administrator & FS Manager	10	Social Worker (Corrections) Senior
1	HVAC/Refrigeration Specialist (Advanced)	14	Supervising Officer 1 & 2
1	Human Resource Assistant	10	Teacher (Includes 1 Teacher-Scheduler)
1	Institution Complaint Examiner	1	Warden

## Staff Retirements

NAME	TITLE	YEARS OF SERVICE	RETIREMENT DATE
Daniel Pomplin	Correctional Sergeant	17	8/4/2018
Andrew Kolb	Correctional Officer	27	8/5/2018
Mary Fischer	Financial Specialist	17	8/31/2018
Jason Wilke	Captain	19	1/10/2019
Sandra Hautamaki	Deputy Warden	30	1/11/2019
Jeffrey Teletzke	Correctional Sergeant	31	2/1/2019
James Abig	Teacher	18	3/15/2019
Lee Krueger	Electrician	11	3/18/2019
David Tarr	Security Director	27	3/25/2019
Barbara Wulfers	Education Director	16	6/14/2019

## Employee Management Communication and Collaboration Committee

This committee meets monthly to actively engage employees at all levels of the organization, facilitating ongoing communication with staff to support the goal of two-way communication with employees, utilizing the knowledge and expertise of staff to problem-solve and plan.

# COMMUNITY RELATIONS

The RGCI continues to maintain its partnership with the community through its Community Relations Board. This board functions as a positive link between the institution and the Redgranite community. This board meets bi-annually in the spring and fall. Areas of mutual interest and concern include, but are not limited to, the following: public awareness and education about the operation and mission of the institution, offender program activities, the impact of the institution on the community, the institution's involvement in community affairs, and a variety of other law enforcement & community-related issues.

## 2018 Community Board Relations Members

- James Angelo, Redgranite Fire Chief
- Caitlin Reinke, Principal, Redgranite Elem. School
- Belinda Passarelli, Village President, Redgranite
- Steve Anderson, Waushara Co. District Attorney
- Guy Dutcher, Waushara County Circuit Judge
- Lafe Hendrickson, School Liaison, Waushara Co. Sheriff's Dept.
- Melinda Kamholz, Emerg Serv Mgr – ThedaCare Berlin
- Kathy Klemann, Waushara Co. Victim Witness Coordinator
- Matthew Marske, Warden, Oxford Federal Prison
- Kyle Tarr, Police Chief Redgranite
- Wally Zuehlke, Waushara County Sheriff
- Luther Olsen, Senator, WI State Legislature
- Kevin Petersen, US Rep. – Assembly District 40
- Gregg Sluke, Pastor – Redgranite
- Tony Smyrneos, Vice President, Hometown Bank
- Matt Stake, P & P Supervisor – Wautoma
- Jean Young, Regional Chief - DCC

## RGCI Community Relation Representatives

- Michael Meisner, Warden
- Eric Barber, Deputy Warden
- Vacant, Security Director
- Kristine McElligott, Corr. Mgmt. Services Director
- Michelle Smith, Human Resources Director

## CONDUCT REPORTS

Year	Major Conduct Reports	Minor Conduct Reports	Appeals Affirmed	Appeals Modified	Remanded
2014-15	472	507	108	16	10
2015-16	405	588	33	6	16
2016-17	452	722	45	10	26
2017-18	474	659	60	11	15
2018-19	538	1251	59	4	20

## COMPLAINTS

FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY2015	FY2016	FY2017	FY2018	FY2019
712	678	675	797	696	868	848	1232	1274	856

## MOVEMENT AND DEMOGRAPHICS

Inmate Movement Out of RGCI	
Transfers out	268
Releases (Includes Mandatory, Extended Supervision, Maximum Discharge, & Court Ordered Releases)	252
Deaths	2
<b>Total</b>	<b>522</b>

Population Breakdown by Race		
American Indian	56	5.5%
Asian	18	1.8%
Black	362	35.4%
Hispanic/Latino	97	4.3%
Unknown	0	0%
White	587	57.3%

Population by Age		
14-19	2	.2%
20-24	50	4.9%
25-29	145	14.2%
30-34	165	16.1%
35-39	151	14.7%
40-44	113	11.0%
45-49	121	11.8%
50-54	102	10.0%
55-59	66	6.4%
60-64	54	5.3%
65+	55	5.4%

# RESTORATIVE JUSTICE EFFORTS

## Crochet/Sewing

The men who participate in crochet/sewing have created many handmade items such as hats, mittens, scarf sets, afghans, stuffed animals, baby blankets, Christmas stockings, sweaters, baby sets, fleece mittens and baby carrier covers which have been donated to many different charitable organizations to distribute to the needy both locally and worldwide. The crochet project accepts yarn donations from local citizens and organizations.

## Garden

The institute garden continues to thrive. Over 20,000 pounds of produce and plenty of fresh herbs were grown and harvested by eight inmate garden workers. Most of what is grown and harvested in the institute garden is used in-house to prepare our 3200+ meals per day, which helps reduce our food cost. In addition, over 1200 pounds of produce was also donated to local food pantries. This year several dwarf apple trees were added to the garden area. Composting of acceptable food scraps, helps regenerate soil conditions and aids in plant growth.

## R.Y.T.E. (Reaching Youth through Education)

The program is designed not only to educate but also to deter teens from participating in negative behavior that could ultimately lead them to incarceration. Students learn that the everyday choices they make in life will determine their life's consequences. The use of drugs and alcohol are main themes in the inmates' stories of how they came to be incarcerated. Inmate participation is voluntary and they are carefully screened before chosen to participate. Many schools from the surrounding area participate.

## Community Service

There are seven full-time community service inmate workers.

## Donations

This year the inmate workers in the maintenance department's woodshop built and donated multiple keepsake boxes, flag holders, a semi-truck toy box and assembled picnic tables for a local organization. In addition, multiple crocheted afghans, mittens, hats and scarves, and backpacks were created and donated by RGCI's community service workers.

# VOLUNTEERS

## Volunteer Based Services

RGCI has over 100 approved volunteers from various occupations that provide special services and programs for inmates. RGCI is able to provide the following programs due to the assistance of these volunteers: Alcoholics Anonymous; Narcotic Anonymous; Inside out Dad; family counseling; religious activities; tutoring; and veterans' affairs.

## Chapel Programming

The chapel has a full range of programs addressing the spiritual needs of RGCI inmates. The chapel utilizes over one hundred volunteers in providing programs (including worship services, study groups and prayer) for the seven religious groups (Eastern Religion, Humanist/Atheist/Agnostic, Catholic, Islam, Jewish, Native American/American Indian, Pagan and Protestant/Other Christian). These volunteers are coordinated and scheduled by one full-time chaplain. The chaplain also counsels individual inmates and coordinates professional clergy visits.

## Dog Therapy

RGCI began a pilot program in November 2007 assisted by an outside service agency, Dog Therapy Incorporated. Dog therapy is a service that promotes positive mental health through visitation with animals. The target population for RGCI's dog therapy group is elderly, infirmed (chronic high blood pressure), terminal, wheelchair bound, severe depression, and those inmates that tend to isolate. Approximately 15-20 inmates participate once a month.

# PROGRAMS

## Correctional Programs and Services Offered

### Thinking for Change (T4C)

T4C is an evidence-based Cognitive Behavioral Program produced by the National Institute of Corrections. During this program, offenders are introduced to the Program Organizer concept, which shows the connection between cognitive self-change, problem-solving, and social skills—essentially demonstrating that thinking controls behavior. At the end of the program, offenders work together with a group and present a final role-play to incorporate all of the skills learned. Each participant was also tested during a final exam on the T4C concepts.

### Anger Management

Anger Management is a 12-week program that is delivered in two, 6-week sections. The first section focuses on identifying anger, the hidden reasons and causes for anger, knowing the anger cycle and anger styles, and getting in touch with unresolved or past anger. The second half of the program helps inmates build new coping skills, challenge old thoughts and beliefs, explore the feelings behind anger, learn stress reduction techniques, and enhance effective communication and conflict resolution.

### Domestic Violence

Domestic Violence/STOP (Skills, Techniques, Options, and Plans for Better Relationships) is a cognitive behavioral intervention program that consists of 26 lessons, delivered in a closed group. This program targets criminogenic needs with inmates assessed as high or moderate risk on the COMPAS assessment tool. It consists of three components: cognitive self-change, social skills, and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes, and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations.

### Sex Offender Treatment

The Sex Offender Treatment Program meets an inmate's initial classification need for institution-based sex offender treatment, SO-2. It is designed as a 90-hour program offered in weekly two-hour classes for approximately one year of treatment. The program follows the model designed by the DOC. Two professionals trained in sex offender programming, including at least one psychologist, lead each group.

### Grief Recovery Group

This is a seven-week program where the goals include: completing unfinished business with the object of our loss and being able to say goodbye; completing the inmate's personal "grief work" through writing, sharing, and creative expression;



dealing with other losses that may surface during the weeks they are together; allowing inmates to feel joy, sorrow, anger, and many other emotions without fear.

#### Read-to-Me

The Read-to-Me program provides inmates with an opportunity to select a donated and age appropriate children's book and be videotaped while reading the book aloud. Both the book and the tape are mailed to a child in the inmate's life. This helps inmates develop and maintain important emotional connections with their children and allows inmates to have an important role in their children's development.

#### Got Purpose Group

This group offers inmates with 25+ year sentences an opportunity to meet monthly to work on self-awareness. The group works on identifying ones talents, qualities, values, perception and self-reflection. The goal is to work on self-discovery and finding purpose while incarcerated and after release. Many inmates that have been incarcerated for many years understand that their values and beliefs have changed over the years and this group lets them explore changes in a group with individuals in the same circumstances.

## DEPARTMENT INFORMATION

#### Unit Management

This institution is designed to function under a decentralized management and service delivery system. The four housing units operate, for the most part, as self-contained units. Inmate dining is decentralized and takes place within each housing unit, as do many of the program and leisure-time activities. This design enables more effective control of movement and reduces risks apparent in large groupings of inmates.

Each of the four housing units are managed by a unit supervisor in conjunction with a multidisciplinary team consisting of correctional officers, social workers, teachers, work supervisors, a psychologist, and liaisons from health services and the security supervisor ranks. The multidisciplinary team meets on a regular basis to discuss unit operations and issues related to the management of individual inmates. By sharing information and perspectives, staff members gain a fuller view of the inmate and the various responsibilities of all staff.

#### Educational Services

The Education Department offers three distinct academic competency-based curriculums: Basic (K-6), Intermediate (7-9) HSED (9-12). Test of Adult Basic Education (TABE) assists in placing inmates in the appropriate level. Enrollment in Academic Primary or Refresher courses averages approximately 155 - 170 students. The number of enrollments have remained about the same as in the previous year. During FY2019, there were 40 HSED diploma recipients and 1 GED recipient. There was one student that received his Associates Degree. Thirty Google Chrome Bases are in use and have been distributed throughout our classrooms into our ABE/HSED curriculum. Each teacher has a Google Chrome Book to use in their classrooms in unison with the Student Chrome Bases. The education department also offers vocational programming in Bakery Fundamentals. We are set to implement the Industrial Maintenance Mechanic vocational program. Financial support for this new CTE course of study was provided through Perkins Funds and Reentry Department with backing from the Department of Workforce Development. Students that pass these courses receive college credits through Fox Valley Technical College. Sixteen students have completed the bakery program during FY2019. There are currently eight students working toward their Bakery Fundamentals certificates. We held two graduation ceremonies during FY2019.

A new unit workshop program has been developed for inmates who have completed their academic needs, but who are

looking for additional educational opportunities. One of our teachers has taken on the task of developing a variety of enrichment classes that include the following topics: How to Tie a Tie, Creative Writing I; II; and III, Preparing for an Interview; Core Values, Sales Skills I and II, Very Basic Computer Skills, Etiquette, Mindfulness Meditation, and Getting a Job at RGC. There has been over 900 inmates that have participated in the Enrichment Workshops on the units. The inmate tutor training program will be up and running again in 2019. One teacher is running a personal development book club with inmates.

We are currently serving approximately 120 inmates a day in the library. We have six Lexis Nexis research computers, two Job Center computers, and ten stand-alone typing computers. We also have three Rachel computers in the library that are used for research and Education classes. June 1, 2019 the new Library system program, Follette Destiny, went live in the library to replace EOS.

### Health Services

RGC's health services unit is staffed seven days per week by registered nurses. Hours of operation are Monday through Friday 6:00 am to 10:30 pm and Advance Care Providers are available during those hours. Weekend hours are 10:00 am to 6:00 pm with an on-call physician available 24/7. Our staff includes nine FTE nurse clinicians, one health services manager, one physician, one nurse practitioner, four licensed practical nurses, one medical assistant, and three medical program associates. Our dental clinic is open three days per week and is staffed with one dentist, a dental assistant and a dental hygienist.

Advanced care providers and nursing have an average of 1,200 appointments per month. Each inmate is seen a minimum of once yearly for an annual screening, other appointments are chronic care, acute care, therapies, diagnostic testing, and medication management. Other part-time services provided on site are physical and occupational therapy, optical, x-ray, audiology, psychiatry, and ultra-sound testing. Routine appointments for health maintenance are handled through the chronic condition clinics. Inmate patients are referred for surgical interventions, cancer treatment, and to specialty clinics ranging from orthopedics to infectious disease specialists. Theda Care, UW Madison, Berlin Memorial, St. Agnes, Aurora, and Waupun Memorial hospitals/clinics are all utilized.

We strive to meet our patients' needs while being cognizant of health care cost. We continue to value quality improvement and therefore complete several audits each month in an effort to strive for quality and continuity of care.

### Mental Health Services

The Psychological Services Unit is responsible for monitoring, supporting, and treating inmates with mental health problems. The mental health issues addressed include serious crises and severe long-term mental illnesses as well as difficulty coping with issues of life and incarceration. PSU works closely with security staff, health services (including psychiatry) and unit staff to address these issues. PSU is also responsible for providing sex offender treatment, assisting in training staff, providing specialized psychological evaluations of inmates and supporting the safe, secure functioning of the institution. Psychologists are assigned to housing units where they provide an array of direct mental health services as well as administrative and consultative services to correctional staff. Additionally, PSU staff are on call for coverage after regular working hours. Our staff are committed to excellence in mental health treatment. They offer treatment of psychological problems including and not limited to trauma, depression, anxiety, pain, grief and loss, attention and concentration, needed psychological testing and when necessary referrals to the Wisconsin Resource Center.

### Food Service

The food service department operates seven days a week, 365 days per year from 4:00 am to 6:30 pm. It is staffed by one food service administrator, one food service manager, four officers, eight food service leaders, and 66 inmate workers. We

have our own bakery and produce approximately 50,000 loaves of bread on an annual basis. In fiscal year 2019, the food service department prepared and served over 1,166,696 meals, that's approximately 3,200 meals per day with an average meal cost of \$.88 per meal. Inmate workers learn many skills that will aid in finding employment in the industry upon their release.

### Maintenance Department

Under the general direction of the buildings and grounds superintendent and buildings and grounds supervisor, the department employs thirty-eight inmates. The maintenance department is responsible for all physical plant maintenance including plumbing, electrical, electronic technical services, HVAC, welding, woodworking, painting, automotive services, food service equipment repair, and grounds keeping.

Maintenance accomplishments in FY2019:

- 3,400 work orders completed.
- Remodeled the Deputy Warden's conference room.
- Completed the Industrial Mechanical Vocational classroom and lab.
- Installed WIFI on the housing units for inmate tablets.
- Repaired sink holes in the blacktop outside a housing unit.
- Completed a stun fence upgrade.
- Continued converting our NVR camera system to a new Milestone camera system.
- Inmate workers in the wood shop made numerous items that were donated to local charities.

### Bureau of Correctional Enterprises (BCE), Durable Medical Equipment (DME) Refurbishing (Shop 893 at RGCI)

BCE at RGCI currently employs 12 inmate workers. When donated equipment is received in the shop, the following process takes place: It is evaluated, sanitized, disassembled, cleaned, repaired, replacement parts are issued as needed, reassembled and final quality control checks are conducted. Upon completion, the items are then placed for sale via BCE Catalog, on Wisconsin AT4ALL and Wisconsin Surplus websites to be available for Wisconsin's unique abilities population thru any non-profit organization. Many customers do not have the insurance or funds needed to purchase the new equipment they need. This used equipment can be purchased at a fraction of the cost of new.

In FY19, BCE refurbished 613 pieces of DME for our previous partners at IndependenceFirst, the above for sale sites and other non-profits. The types of DME that was refurbished includes: manual and power wheelchairs, power scooters, walkers, transfer benches, bath/shower chairs & seats, elevated toilet seats, bed rails, seats, cushions, batteries, battery chargers, commodes, rollators, hospital beds (manual and power), patient lifts (manual and power) and several other miscellaneous items. BCE also recycled 306 pieces of DME this fiscal year. This ensures that these items do not end up in a landfill. This helps our environment.

BCE DME refurbishing at RGCI also refurbishes DOC wheelchairs for \$80 each. This allows institutions/facilities to have their heavily used and damaged equipment repaired in a convenient manner, at a reduced cost, while supporting BCE's mission to teach inmates employable skills. In FY19, we refurbished or sold 71 pieces of DME for/to DOC. We are currently looking at ways to obtain additional training and certification for our inmates. In the past year we've gained additional non-profit customers that have donated equipment to us for refurbish and sale to help increase revenues. We continue to seek out opportunities to partner with non-profits for assistance with obtaining used and donated items for refurbish as well as to help with sales and equipment placement to the end user. Thanks to generous donations from King Veteran's Home and Milwaukee's ALS chapter we were also able to refurbish and donate several pieces of DME to IndependenceFirst Mobility Store and releasing inmates who were indigent in need of equipment. The contact for refurbishing services, equipment sales and/or donation is: Christine Trinrud – christine.trinrud@wi.gov / 920-566-2600 X2300

# CONTACT INFORMATION

<b>PREA Compliance Manager</b>	
Joli Grenier, Unit Supervisor	920-566-3174

<b>ADA Coordinators</b>	
Brian Miller, Buildings and Grounds Superintendent	920-566-3227
Nathan Beier, Institution Complaint Examiner	920-566-3187

<b>LEP Coordinators</b>	
Butch Dodd, Administrative Lieutenant	920-566-3222
Joel Bruessel, Teacher	920-566-2320

## ACRONYMS

ADA	Americans Disability Act
BCE	Bureau of Correctional Enterprises
CGIP	Cognitive Intervention Program
CTE	Career and Technical Education
DME	Durable Medical Equipment
DNA	Deoxyribonucleic Acid
DOC	Department of Corrections
DCC	Division of Community Corrections
FTE	Full Time Employee
FY	Fiscal Year
GED	General Education Development
HSED	High School Equivalency Degree
HVAC	Heating, Ventilation, and Air Conditioning
LEP	Limited English Proficiency
P&P	Probation & Parole
PREA	Prison Rape Elimination Act
PSU	Psychological Services Unit
RGCI	Redgranite Correctional Institution
R.Y.T.E.	Reaching Youth Through Education
SOT	Sex Offender Treatment
STOP	Skills, Techniques, Options, and Plans for Better Relationships
T4C	Thinking 4 Change
TABE	Test of Adult Basic Education