



Advisory Board Meeting

May 5 – 6, 2016

Discussions, Decision Points, and Outcomes

In Attendance: Panda Adkins (NIC), Stephen Amos (NIC), Andre Bethea (BJA), Lorie Brisbin (NIC), Robert Brown (NIC), Maureen Buell (NIC), Norman Carlson (AZ), Francina Carter (NIC), Sandora Cathcart (NIC), Jim Cosby (NIC), Jonathan Dickey (NIC), Jim Eaglin (JFC), Kim Ferguson (NIC), Thomas Feucht (NIC), Marie Garcia (NIJ), Kathleen Grilli (Sentencing Commission), Jeff Hadnot (NIC), Wayne Hill (NIC), Mike Jackson (NIC), Robert Listenbee (OJJDP), Colette Peters (OR), Anne Precythe (NC), Gary Raney (Vice-Chair/ID), Anne Seymour (DC), Susan Shaffer (DC), Melanie Simms (NIC), Amy Solomon (OJP), Shaina Vanek (DFO-NIC), A.T. Wall (RI), Jeffrey Washington (ACA), Glenn Watson (NIC), Reginald Wilkinson (OH), Kenneth Windham (NIC), and Diane Williams (Chair-IL).

Thursday, May 5, 2016

NIC's Designated Federal Official, Shaina Vanek, called the meeting to order at 8:00 AM.

Meeting Opening & Instruction

Shaina Vanek (NIC-DFO) reviewed the rules and regulations as required under Federal Advisory Committee Act (FACA) of 1972. The FACA is the legal foundation defining how federal advisory committees operate, with special emphasis on open meetings, chartering, public involvement, and reporting. Introductions of Advisory Board members, guests, and NIC staff were made.

Opening Comments

Diane Williams (Chair/IL) opened the meeting by welcoming everyone, board, NIC staff, and guests.

Bureau of Prisons Acting Director Update

Thomas Kane (BOP) provided the Board with an overview of Bureau activities, including the recent National Reentry Week. Reentry Week had over 350 special events across BOP facilities nationwide. BOP has also created a resource pocket guide for inmates to have upon release as

well as a 1-800 line for them to call after release regarding any reentry challenges they may be experiencing. The focus is on federal inmates, but anyone can call and will be directed to appropriate available resources. The 800 number is staffed by inmates that have been specially trained to work in call centers.

Thomas Kane (BOP) noted that BOP's population decreased over the past year from approximately 208,000 inmates to 196,000 inmates, attributing the decreases to the revised sentencing guidelines released by the US Sentencing Commission, different charging decisions on the part of the Department of Justice, and Smart on Crime initiatives. He noted that there were, however, indications that there may be an uptick in major offenses with longer sentences that could counter the decreasing population trend. The BOP will continue to monitor this and will update the Board at the next meeting. Acting Director Kane also touched on (1) the overrepresentation of special learning needs within the BOP population and the Bureau is evaluating education (GED v. diploma) and (2) the work that the Bureau has done with respect to restrictive housing, including developing a work group to review the work of the Colson Task Force.

****** *Shaina Vanek (NIC Designated Federal Officer) to provide Board members with the most recent Colson Task Force report, including a list of the task force members.*

Approval of Previous Meeting/Call Outcomes Notes

The June 8-9, 2015 Meeting Outcomes were reviewed and date corrections noted. The outcome document was accepted by the Advisory Board, without objection or correction. The January 14, 2015 Conference Call Outcomes document was reviewed and accepted by the Advisory Board without objection or correction.

National Institute of Corrections Director's Update

Director Jim Cosby (NIC) welcomed the Board and thanked them for making the time for the board meeting. His presentation included the organizational health of NIC, discussing open communication, teamwork, planning some team building activities for the Executive team, and celebrating successes as an agency (*see Director's report PowerPoint*). He also commented on the agency's work on data management and better data collection/tracking and the hiring of a data management specialist to work on data collection and reporting.

Director Cosby (NIC) introduced Thomas Feucht, a Senior Science Advisor on loan from the National Institute of Justice for a 12-month detail to NIC. "Mr. Feucht's time at NIC will be focused on better data usage, evaluation, and measuring NIC's impact." He noted how Thom Feucht's detail was also paired with the starting point in NIC's work around creating a three-year strategic plan for the agency.

Discussion points, recommendations, and requests from the Board included:

- The Board expressed the desire to be involved with the strategic plan and asked to review information and documentation (*see ** from May 6, 2016 meeting*).
- Director Jim Cosby (NIC) discussed his desire to see NIC focus on redemption and collateral consequences in the future.
- The Board would like to review NIC's mission, vision, and core values as they currently exist (*DFO Shaina Vanek will provide the Board with requested documents via email*).
- The Board requested additional information on the Delphi process (*Director Cosby (NIC) will provide via email*).
- The Board suggested looking outside the US for innovative ideas in corrections, noting work that has been done by the United Kingdom, Norway as potential examples.
- The Board noted that states are addressing victim's issues with funding from the Office on Victims of Crime (OVC), recommending that NIC tie this into their work. OVC awarded approximately \$2B to states in both FY16 and anticipated for FY17.

Agency and Association Updates

Diane Williams (Chair/IL) thanked NIC Director Cosby and moved the agenda forward to agency and association updates.

- **Office of Justice Programs**

Amy Solomon (OJP) provided an update for the Office of Justice Programs, noting that (1) they had over 500 events across the country for National Reentry Week, (2) the Affordable Care Act closed the 'donut hole' for Medicaid in halfway houses, (3) Housing and Urban Development's fair housing guidance has stated that states cannot universally deny housing for those with criminal records, and (4) the Office of Personnel Management has proposed a rule on "banning the box" (e.g., not asking about any felony convictions until hiring official is at the point of making an offer of employment). She also noted that the President had authorized the Attorney General's Reentry Council to continue its work for the next fiscal year and into the next administration.

- **United States Sentencing Commission**

Kathleen Grilli (USSC) spoke to the 71,000 sentenced inmates in FY15, noting that the average numbers sentenced in previous years averaged approximately 86,000. The Drugs Minus Two sentencing policy change that was enacted in 2014, provided that federal inmates who met criteria for sentence reduction could retroactively apply for that reduction starting on November 1, 2015. 38,242 petitions had been received by the courts, with 26,850 being granted (6,000 released on or about November 1, 2015).

Kathleen Grilli (USSC) also commented on the career offender guidelines/definitions, proposed amendments regarding compassionate release to include extraordinary and compelling circumstances. She noted that a report on federal recidivism had recently been released, following offender recidivism for eight years post-release, measuring recidivism for three measures: re-arrest, re-conviction, and re-incarceration.

*** DFO Shaina Vanek will provide a copy of the recidivism report with Board members.*

▪ **Federal Judicial Center**

Jim Eaglin (FJC) provided an update on the Federal Judicial Center, noting that the FJC provides eight-month cycles of trainings for judges and court personnel. Three specific studies have been released by the FJC, including: (1) federal court records and harm to personnel, (2) federal reentry program evaluation, and (3) pretrial diversion. All are available on the FJC website (www.fjc.gov).

▪ **Office of Juvenile Justice and Delinquency Prevention**

Robert Listenbee (OJJDP) first acknowledged the work of the White House's workgroup on solitary confinement, particularly as it related to juvenile segregation. He noted that the Council of Juvenile Correctional Administrators (CJCA) has developed a policy statement and toolkit for reducing solitary confinement for juveniles. He also talked about children of incarcerated parents, and OJJDP's recent experience of receiving the largest number of applications for their fatherhood program.

▪ **National Institute of Justice**

Marie Garcia (NIJ) spoke to NIJ's work on restrictive housing, including the release of reports (one has been released, another nine are anticipated over the course of the next year). She stated that there were two open solicitations addressing incarceration, restrictive housing, and mental health...and a total of \$16M allocated for open solicitations in the field of corrections.

*** DFO Shaina Vanek will provide a copy of released reports with Board members, upon receipt from Ms. Garcia.*

▪ **Bureau of Justice Assistance**

Andre Bethea (BJA) spoke to the work of BJA, including state wide recidivism work, children of incarcerated parents and the partnership with NIC on that effort, and incarcerated veterans.

▪ **American Correctional Association**

Jeffrey Washington (ACA) commented on the upcoming Congress of Corrections conference, scheduled for August 5 – 10, 2016. He noted that the ACA standards

committee was also meeting on restrictive housing for adults, noting that the juvenile group was doing the same thing. He also commented on the work that OJJDP was doing around health and mental health in corrections, noting that both were critical for safe operations.

Public Comment Period

Diane Williams (Chair) opened the floor to public comments. Hearing none, the public comment period was closed.

NIC Jails Division Update

Division Chief Stephen Amos (NIC) provided an overview on the work of the NIC Jails Division, including (1) A Primer on Efforts and Division Staff, (2) Program Reviews and Assessments, (3) Targeted Technical Assistance and Initiatives, and (4) California's AB 109 and its Impact on Local Jails (*see attached documents/handouts for contents of discussions*).

Discussion points, recommendations, and requests from the Board included:

- The Board recommended developing/augmenting NIC's tracking/data gathering of the types of technical assistance requests that come in and are executed in order to help inform the field of areas of need.
- The Board noted that what agencies bring to NIC in terms of TA requests is sometimes influenced by their agendas – which may or may not be aligned with what they actually need at their agencies. NIC needs to continue its careful triage of requests and determine actual needs, followed by tracking of the TA that is actually delivered.
- The Board brought up short term detainees (30-60-90 days) and the field's need to tailor programs to that population; discussions around the Council of State Governments' Stepping Up initiative (<https://stepuptogether.org>) and NIC's Transition from Jail to Community initiative (<https://nicic.gov/jailtransition>) to address these needs transpired.
- The Board noted that there had been an uptick in the field discussing building new jails, particularly with respect to regional sites. NIC stated that the new jail planning program and technical assistance opportunities (<https://nicic.gov/newjailplanning>) could help to meet those needs.
- The impact of AB 109 was a significant area of discussion, including (1) information available from the Public Policy Institute of California (www.ppic.org), (2) the significantly higher length of stay in California as compared to other states (200 days versus 20 days), and a recent report by NIJ on the effect of AB109 (*DFO Shaina Vanek will provide a copy of released reports with Board members, upon receipt from Ms. Garcia*).

Public Comment Period

Diane Williams (Chair/IL) opened the floor for a second public comment period. Hearing none, the public comment period was closed. The Board members used the time for a roundtable discussion of items of interest.

- **Prison Rape Elimination Act Update** - Dee Halley (NIC) provided a briefing on the Institute's work with respect to the Prison Rape Elimination Act (PREA). She noted that two additional eLearning courses are under development: one on investigations in confinement settings, and one on the medical/mental health response to potential PREA incidents. The Office of Justice Programs (OJP) is currently conducting an audit cycle, as well as governor certifications and assurance statements. Over 700 auditors have been trained and certified, with the Bureau of Justice Assistance (BJA) providing quality control and field training experience for auditors. She noted that appeals are possible and the office is working on how to facilitate the resolution of those appeals when they do come in to BJA/OJP.
- **North Carolina Mental Health Pilot** – Anne Precythe (NC) shared that her agency has a pilot underway with Health and Human Services, looking at assessments, research, and planning to develop a strategic plan to work with probationers with mental health issues. The Bureau of Justice Assistance has provided NC with a grant to expand the pilot to three additional counties. She noted that state studies indicate that 15% of state probationers have a diagnosable mental illness, 6% have a serious mental illness.
- **Oregon Restrictive Housing Project** – Colette Peters (OR) stated that the Department of Corrections has a grant from BJA to support the Vera Institute of Justice's work with the state around restrictive housing. She will update the Board at the next meeting as to the progress/outcomes of that work, depending upon when the next meeting is scheduled.
- **Opioid Deaths** – A.T. Wall (RI) spoke about the opioid deaths and use that he has been experiencing in his state, noting that his governor is putting several million dollars into the DOC's budget to address it. Other board members noted that they were seeing similar increases in their states; NIC Jails Division Chief Stephen Amos concurred, noting that NIC had seen an increase in requests for assistance from the Institute.

Wrap Up and Adjourn

Diane Williams (Chair/IL) wrapped up the Board's discussion, going over the schedule for the next day. With no further business to discuss for the day, Shaina Vanek (NIC/DFO) adjourned the meeting at 4:36 PM.

Friday, May 6, 2016

NIC's Designated Federal Official, Shaina Vanek, called the meeting to order at 8:04 AM.

Follow Up on Items/ Issues from Day 1 (Next Steps, Advice to NIC, etc.)

Diane Williams (Chair/IL) welcomed everyone back and provided a recap of the previous days' meeting. She then spoke about relationship building with national associations (e.g., ASCA, ACA, APPA, NACo, etc) and putting structure in place in order to engage with one another in between meetings. The NIC strategic plan was discussed, with Anne Seymour (DC) asking to form an Advisory Board Strategic Planning sub-committee to assist NIC once the work gets underway.

** Chairperson Diane Williams (IL) asked for a motion to *create an Advisory Board Strategic Planning Sub-Committee*. A.T Wall (RI) made the motion, with Colette Peters (OR) seconding the motion. The motion to create an Advisory Board Strategic Planning Sub-Committee to assist NIC in its planning carried with a unanimous vote. It was determined that *Anne Seymour, Susan Schafer, Gary Raney, and Anne Precythe will sit on the Strategic Planning subcommittee*.

Shaina Vanek (DFO-NIC) informed the subcommittee that the FACA rules are slightly different regarding record keeping, public announcement, and DFO presence at all meetings – but she would advise the subcommittee and serve as a resource throughout their engagement on this topic.

** Reggie Wilkinson (OH) proposed a *Research Subcommittee or a Board Representative to provide outreach and assistance to NIC while Dr. Feucht is on detail from NIJ*. Diane Williams (Chair/IL) stated that the topic should be an agenda item at the next meeting in order to determine how best to assist NIC/Dr. Feucht.

Wellness Subcommittee Report Out and Approval of Draft Report

Subcommittee Chair Colette Peters (OR) submitted her report on the Wellness Subcommittee to the Board (*see attached*), going through the highlights of the report. She discussed her background and why staff wellness has become an area that she is so passionate about (e.g., her agency has had four staff suicides in an 18-month period). She noted that corrections staff are in a constant state of vigilance – and one in three staff have post-traumatic stress disorder (PTSD), more than law enforcement and fire/rescue.

Discussion points, recommendations, and requests from the Board included:

- The Board discussed how the topic of wellness needed to be a focus for the Institute.

- Colette Peters (OR) stated that the wellness-oriented virtual conference was incredibly successful and that it had become a mark made on the field. “My hope is that it’s not a flash in the pan, but rather something we look back at in 20 years and say, ‘Yes! We made a difference!’”
- Further Board discussion revolved around having a wellness day during Corrections Week, garnering more attention to the issue at conferences, getting the topic of wellness into college curriculums, and partnering more effectively with agencies to build a collective impact on the field of corrections.
- Diane Williams (Chair/IL) asked Jim Cosby (NIC) to make Wellness initiatives part of his report at the next Board meeting.

Board Engagement Between Meetings

Gary Raney (Vice-Chair, ID) discussed the need for engagement and interaction between scheduled in-person Board meetings and suggested having conversations with individual Chiefs during the year. He rhetorically asked, “What is the value of the Board to NIC?” stating, “...the Board needs to advocate more for NIC, be better at sharing information about NIC.”

Discussion points, recommendations, and requests from the Board included:

- The Board discussed how they could get more information about major projects and milestones outside of the regular meetings. Suggestions of more meetings and the development of information blasts to the Board were made.
- Jim Cosby (NIC) discussed the work being done on date collections and management and how that could inform the Board in between sessions.
- The Board discussed that more meetings was not necessarily the answer; “...NIC should be getting something out of Board engagement. There should be a return on their investment.”
- Jim Cosby (NIC) noted that more meetings could be held, however considerations related to budget restrictions, Continuing Resolutions, staff time, board member appointments, and the possible new Attorney General and change in administration all need to be taken into consideration.
- The Board has four (4) members’ terms expiring on September 6, 2016: Colette Peters (OR), Susan Schaffer (DC), A.T. Wall (RI), and Reggie Wilkinson (OH). Thomas Kane (BOP) suggested to the Board to get any appointments and reappointments done before the change in administration. DFO Shaina Vanek (NIC) concurred, noting that fewer appointed members could result in an inability of the Board to reach quorum (resulting in no valid decisions being able to be made by the Board).

- Director Cosby (NIC) noted to the Board that NIC has received preliminary approval to begin using social media and that might aid in increasing engagement. The Board was happy to hear this news and encouraged the use of social media.

Public Comment Period

Diane Williams (Chair/IL) opened the floor for a public comment period. Hearing none, the public comment period was closed.

Planning for Next Advisory Board Meeting

Diane Williams (Chair/IL) suggested August 24 – 26, 2016 as possible dates for a working meeting.

Wrap Up/Adjourn Public Meeting

With no further business to discuss, Shaina Vanek (NIC/DFO) adjourned the NIC Advisory Board meeting at 9:48 AM.

Director' s Update

NIC Advisory Board Meeting

May 5, 2016



Organizational Health

- Open lines of communication
 - Minutes of Executive Staff Meetings
 - All Staff Meeting Notes
 - Treating Staff with Dignity and Respect



Organizational Health

- Fostering Teamwork
 - Operational Instruction Teams
 - Strategic Planning Team
 - Cross Divisional Assignments
 - FY 17 Budget based on Strategic Planning with staff input and ranking of goals



Organizational Health

- Team Building
 - Executive Team
 - Team building exercises this summer
 - Committing to a common vision for NIC



Organizational Health

- Staff Interviews
 - One-on-One Interviews continue
 - Staff comments and feedback
 - Analysis of past years and comparisons



Organizational Health

- Celebrating Success
 - Implementation of Special Act Awards
 - Performance Awards
 - Recognition of Individual Staff Achievements



Business Practices



Business Practices

National Institute of Corrections FY18 Priorities and Timelines

#	Item	Task or Project	Lead Staff (Responsible)	February 2018	March 2018	April 2018	May 2018	June 2018	July 2018	August 2018	September 2018	Notes
1	2018 Communications Management Review	Task	Michelle Clark (Responsible staff)				Review Report (Begin work)					
2	Building / Rebuilding confidence in the CJA, coordinating stakeholders, being consistent	Task	Jim Davis (Responsible staff)						Ongoing			Personnel management and/or CJA Manager Account?
3	Advisory Board Meeting	Task	Jim Davis (Responsible staff)				May 2-4, 2018 (Washington DC)					
4	Report to the National PIA Staff Development of CJA, staff approvals, writing/setting goals	Task	Thomas Davis (Responsible staff)				Identify, Assess, Plan and Report	High Design (Due June 1st)		Lead CJA Development (Due June 1st)	Private Staff (Due July and August)	Director's program?
5	Budget Planning (Outlining Design and content)	Project	Jim Davis (Responsible staff)			Plan for and conduct budget process and complete budget	Executive Staff (through planning)			All Staff (through planning)		Confidential and budget processes will need to occur somewhat regularly (1 to 3 times per year, depending on the final budget cycle)
6	Data Mining (Review and development project with PPA)	Project	Laura B. (Responsible staff)				Private (through PPA)	PPA Design / (through PPA)	Beta Test (through PPA)	Private / (through PPA)	Private and (through PPA)	
7	Internal Process (Review current program and development of (CA managers))	Project	Jim Davis (Responsible staff)			Review	Review PPA	Review PPA				Checklist "Checklist"
8	Operational Instructions, Policy/Procedures, Training Manual	Project	Tom Project Leads (Responsible staff)			Complete Current CJA and (Responsible staff)	Stop Revision (Responsible staff)		Ongoing			Full CJA and related tasks on hold until programmatic and other pressing priorities are met
9	Impact Project	Project	Scott (Responsible staff)				Analysis (Responsible staff)	Assess (Responsible staff)				A model for proving the value of the agency. One manager role on board 4/2018
10	TRP Selection (Criteria, Methods, communications)	Project	Jim Davis (Responsible staff)							Identify Staff / (Responsible staff)		To bring close with this ongoing process, to bring along with this already be established from existing case management and we work team to staff/lead
11	Director's Release	Task	Executive Staff									

Priorities and Timelines



Business Practices

- Cooperative Agreements:
 - 17 CA's in 2016 totaling \$2.5 million
 - 13 Currently in process
 - 3 will be developed in May
 - FY 17 Will likely see an increase due to combining CA's for training events



Business Practices

- Staffing:
 - Hired 6 FTE's during FY 16 including 2 chiefs
 - 3 Staff departed during this period
 - Working on up to 4 new positions
 - Total compliment of 46 staff including IPA and Health Services



Business Practices

- Operational Instructions:
 - 10 Now in place to support our infrastructure
 - 5 Currently in process
 - 10 More have been identified for potential development



Business Practices

- Blanket Purchase Authority:
 - A process to create a pool of technical assistance experts to respond to similar technical assistance requests
 - Will assist in streamlining the contracting (RP) process for more effective responses



Business Practices

- Data Management
 - Collaborating with BOP IT staff to replace the TA tracking system
 - Exploring the utilization of software to provide project management for cooperative agreements and contracts



Business Practices

- Impact Project:
 - Proving NIC's value through data evidence
 - Pending Analytic Contract
 - Detail of Senior Research Scientist from NIJ – Dr. Thomas Feucht



Business Practices

- Strategic Planning:
 - Ongoing discussions since January
 - Information gathering through Delphi and Conferral Process
 - Review of Mission, Vision and Values
 - Agency resources will be vetted through the strategic plan ongoing



Business Practices

- Program Reviews:
 - Establish a process for use in FY 17
 - Examination of goals, deliverables and data from projects
 - Measures of success
 - Determine value to the field



Other Efforts



Outreach and Collaboration

- Engaging Stakeholders:
 - Recent contact with NSA, AJA, ACA, NACO, LJNI, BJS, BJA (COIP), ONDCP (MAT), OJJDP, BOP, Local Professional Associations, Networks
 - Designed to enhance our input and exchange of information with important stakeholders



Outreach and Collaboration

- Corrections Executive Coordinating Meeting:
 - Designed to address specific issues
 - First meeting topic is Medication Assisted Treatment (ACA, NSA, BOP, NACO, Pew, NCCHC, BJA, NIJ and ONDCP)
 - Enhances our relevance



Programmatic Information

- Major Initiatives:
 - EBDM, TJC, Employment Retention, CIT, Learning & Performance, Pretrial, Desistance (CHAMPS), Veterans, Women Offenders, Victim Issues, Women in Leadership, Core Correctional Practices, Virtual Conference and Behavioral Health



Programmatic Information

- Major Initiatives:
 - Restrictive Housing
 - Focus on this issue at the National level
 - 3 scheduled trainings
 - Curriculum is currently under review

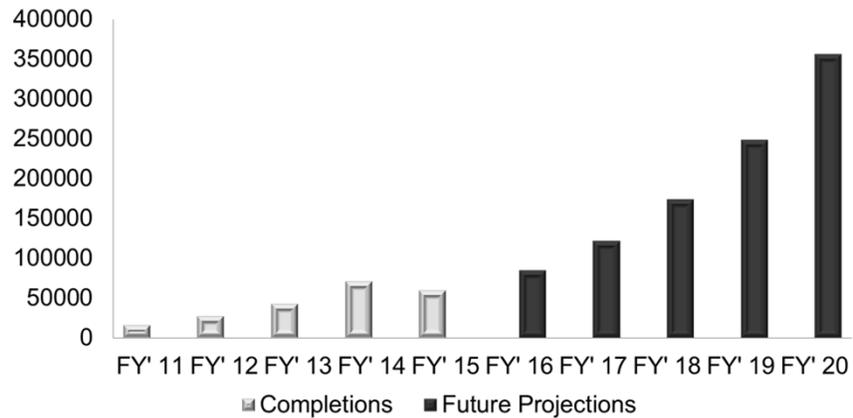


Current E-Course Completions and Future Projections - LMS

Fiscal Year	Completions	Future Projection
FY' 11	16,421	
FY' 12	27,633	
FY' 13	42,814	
FY' 14	70,447	
FY' 15	59,477	
FY' 16		85,052
FY' 17		121,625
FY' 18		173,923
FY' 19		248,710
FY' 20		355,655



Current E-Course Completions and Future Projections - LMS



Programmatic Information

- Major Initiatives:
 - FY 17 and 18 will be guided by the Strategic Plan, feedback from the field, BOP and the Advisory Board
 - Broadcasts: *No News Is Not Good News* (PIO) April 13th, *Correctional Stress: Peaks and Valleys* June 21st, *Transgender Offenders* July 27th, *EBDM* Sept. 14th, *Restrictive Housing* November 16th



Priorities Moving Forward

- Fill remaining positions
- Award contract and cooperative agreements
- Continue Strategic Planning process
- Continue engagement and collaboration with key stakeholders
- Deliver exceptional service to the field while continuing our Mission



Cynthia – we will miss you



Questions ??



Jim Cosby, Director

National Institute of Corrections
320 First Street NW, Room 5002
Washington, DC 20534
jcosby@bop.gov
www.nicic.gov

Information Center:
800.877.1461
support@nic.zendesk.com





NIC Advisory Board

Jails Division Program Review

I. PROGRAM REVIEW AND ASSESSMENTS

Guiding Principle: Assessment is a continuous quality improvement, review process.

Key Areas of Inquiry

- An assessment of staff wellness, skills and professional attitude of employees.
- What is the relationship of the divisional program offerings to other divisional offerings by NIC?
- In what ways is the program similar or unique compared to like programs available through professional associations, consulting firms, and government agencies?
- What is the documented demand for the Jails Division's training and technical assistance offerings for the next two years?
- What is the "value added" of NIC's Jails Division program offerings to the field?
- Is the Jails Division training recognized by employing agencies, community colleges, or at four-year institutions for academic credit or professional advancement?
- What evidence does NIC have as to the continued student interest and employer demand for the NIC's Jails Division offerings?

PROGRAM REVIEW AND ASSESSMENTS (cont'd)

Methods of Inquiry

- Extensive interviewing of divisional staff.
- Review of key documents and historic efforts.
- Multiple information gathering sessions and conferral meetings with local, regional and national stakeholders.
- Multiple information gathering and conferral meetings with regional Stakeholders.
- Professional associations.

PROGRAM REVIEW AND ASSESSMENTS (cont'd)

Program Productivity

- NIC Jails Division training programs graduated 782 participants over the past two years (FY 14-15), averaging 396 per year.
- NIC Jails Division enrollment in e-learning courses was 83,771 for the past three years.
- NIC Jails Division has responded to 287 technical assistance requests between October 1, 2012 and March 30, 2016.
- How efficient is the Jails Division in managing workload and does it meet NIC expectations?

PROGRAM REVIEW AND ASSESSMENTS (cont'd)

Program Productivity (cont'd)

JAILS DIVISION'S E- COURSE COMPLETIONS	FY' 15	FY' 14	FY' 13	Total
Assigning Inmates to Housing	2016	1766	1593	5375
Jail Data Analysis	121	101	75	297
Jail Data Collection	244	192	264	700
NIC Staffing Analysis for Jails	61	34	57	152
Objective Jail Classification: Assessing Inmate Risk and Needs	329	327	353	1009
Staffing Analysis for Jails	62	35		97
Inmate Suicide Prevention	4429			4429
PREA for Community Confinement Facilities	30			30
PREA: Audit Process and Instrument Overview	696	1087		1783
PREA: Behavioral Health Care for Sexual Assault Victims in a Confinement Setting	1936	7352		9288
PREA: Coordinators' Roles and Responsibilities	827	1204		2031
PREA: Investigating Sexual Abuse in a Confinement Setting	4576	4045		8621
PREA: Medical Health Care for Sexual Assault Victims in a Confinement Setting	2798	3823		6621
PREA: Preventing and Addressing Sexual Abuse in Tribal Detention Facilities	596			596
PREA: Your Role Responding to Sexual Abuse	8509	15127	19106	42742
Total	27230	35093	21448	83771

IV. TECHNICAL ASSISTANCE REQUESTS: OCTOBER 2012 – MARCH 2016

Three Categories

1. **Jail Administration**
 - Operational Assessments
 - Staffing
 - Staff Wellness
 - Reentry
 - Managing Veteran Populations
 - Use of Force
 - Restrictive Housing
 - General Policy, Procedure, Practice, & Training
2. **Jail Planning**
 - Jail and Justice System Assessments
 - How to Open a New Institution (HONI)
 - Managing Jail Design and Construction
 - Criminal Justice Coordinating Councils (CJCC)
 - Facility Assessments
3. **Inmate Management**
 - Inmate Behavior Management (IBM)
 - Direct Supervision
 - Crisis Intervention Training (CIT)
 - Medical/Mental Health Training and Assessments
 - Female Offender Management

	Requests	TA Approved	Referred	Denied/ Withdrawn
FY 13				
Jail Administration	44	32	7	5
New Jail Planning	26	19	2	5
Inmate Management	29	23	1	5
Total	99	74	10	15
FY 14				
Jail Administration	25	21	1	3
New Jail Planning	25	18	1	6
Inmate Management	18	15	1	2
Total	68	54	3	11
FY15				
Jail Administration	32	24	0	8
New Jail Planning	21	17	0	4
Inmate Management	19	17	0	2
Total	72	58	0	14
FY 16 (10/1/15-3/31/16)				
Jail Administration	20	20	0	0
New Jail Planning	11	11	0	0
Inmate Management	17	16	0	1
Total	48	47	0	1
Totals 10/1/12 - 3/31/16	287	233	13	41
		81.2%	4.5%	14.3%

PROGRAM REVIEW AND ASSESSMENTS (cont'd)**Program Costs and Resources**

- NIC Jails Division budgets for the past two years to support program offerings:
 - FY-14 \$1,477,193 of which \$771,588 was spent. (Only two NIC Jails Division staff during this period; Staff were furloughed as of October 2013 for 17 days; sequestration remained in effect through the fiscal year. CPS's progressively provided more services and offerings beginning in late spring of 2014.
 - FY-15 \$1,754,450 of which \$771,558 was spent. (Federal continuing resolution prevented four months of no financial expenditures)
- No external resources or partnerships contribute to supporting the programs at this time.
- The NIC Information Center provides excellent library resources in support of the Jails Division and its stakeholders.

II. PROGRAM IMPROVEMENT MEASURES**Curricula**

- Complete and approved curricula that build participant competencies, skills, and knowledge.
- The curricula are reviewed approximately every three years to ensure quality training and reflective of current trends.
- Executive staff play a significant role in reviewing and revising the curricula with input from the field.

PROGRAM IMPROVEMENT MEASURES (cont'd)	
<u>Curricula (cont'd)</u>	
<u>CURRENT OFFERINGS</u>	<u>PROPOSED NEW OFFERINGS</u>
<u>Jail Administration</u>	
<ul style="list-style-type: none"> ▪ Basic Jail Administrators Training ▪ Staffing Analysis ▪ Large Jail Network ▪ Resource Management 	<ul style="list-style-type: none"> ▪ Executive Leadership Training for Jail Administrators ▪ Partnering for Performance: Women's Leadership ▪ Frontline Leadership Training (Sgt./Lt.) ▪ Succession Planning ▪ Staff Recruitment and Retention ▪ Staff Wellness ▪ Victim Services ▪ Public Information Officers Training
<u>Inmate Management and Reentry</u>	
<ul style="list-style-type: none"> ▪ Direct Supervision ▪ Inmate Behavior Management ▪ Transition from Jails to Community 	<ul style="list-style-type: none"> ▪ Restrictive Housing ▪ Justice Involved Women ▪ De-radicalization of Inmates ▪ Justice Involved Veterans ▪ Industries/Education ▪ Hospital Security Details
<u>Local Justice Systems Management</u>	
<ul style="list-style-type: none"> ▪ Criminal Justice Coordinating Councils 	<ul style="list-style-type: none"> ▪ Pre-trial ▪ Diversion

PROGRAM IMPROVEMENT MEASURES (cont'd)	
<u>Curricula (cont'd)</u>	
<u>CURRENT OFFERINGS</u>	<u>PROPOSED NEW OFFERINGS</u>
<u>New Jail Planning</u>	
<ul style="list-style-type: none"> ▪ Jail and Justice System Assessment ▪ Planning of New Institutions (PONI) ▪ How to Open a New Institution (HONI) ▪ Managing Jail Design and Construction 	
<u>Jail Standards and Inspections</u>	
<ul style="list-style-type: none"> ▪ Prison Rape Elimination Act (PREA) ▪ Constitutional Compliance ▪ Jail Inspector Training 	<ul style="list-style-type: none"> ▪ Security Audits ▪ Consent Decrees and Settlements TA ▪ Lesbian, Gay, Bisexual, and Transgender Populations
<u>Behavioral Health</u>	
<ul style="list-style-type: none"> ▪ Crisis Intervention Team Training ▪ Planning and Implementing Mental Health Services ▪ Suicide Prevention TA 	<ul style="list-style-type: none"> ▪ Substance Abuse Interventions ▪ Traumatic Brain Injuries/Post Traumatic Stress Disorder ▪ Contagious Diseases

PROGRAM IMPROVEMENT MEASURES (cont'd)**Faculty Resources and Quality of Instruction**

- Technical Resource Providers (TRPs) to participants ratios.
 - 4-5 day training: 3 TRPs for 24-28 participants realizing 8 to 1 ratio.
 - 2-3 day training: 2 TRPs for a ratio of 1-12.
 - 1-day training: 1 TRP for a 1-24 ratio
- The current pool of TRPs is inadequate to sustain a quality program.
- Faculty qualifications and NIC's standards.
- NIC is developing uniform qualification standards for faculty based on the following:
 - Graduated from an accredited four-year institution.
 - Possess a master's or doctorate level degree from an accredited university or college.
 - Presents at national conferences in their respective field.
 - Has relevant and current experience in a needed area of expertise.
 - Professional Accreditations or licensure.
- Enhancement of participant rating the quality of faculty advising in the program.

PROGRAM IMPROVEMENT MEASURES (cont'd)**Participant Profile**

- Expanding classes to accommodate the needs of participants.
- We have identified significant accessibility challenges for staff from small, medium, and rural jails to attend training at the National Corrections Academy and in general.

Program Promotion and Support

- New partnerships established to contribute to supporting the program.
- Promotion and active recruitment of participants.
- Enhanced accuracy and the availability of information about the program.

Participant Learning Outcomes

- Ensure that graduates achieve expected goals and objectives of the program.

Program Outcomes

- What have we learned about employer satisfaction with student development?

III. TARGETED TECHNICAL ASSISTANCE AND INITIATIVES

AB-109 California Impacted Counties

- AB900 /SB81 Support

Behavioral Health Initiative

Questions?