

# Vermont Department of Corrections

RBA Framework presentation to the House Committee on  
Corrections and Institutions  
**DRAFT – NOT FOR DISTRIBUTION**  
January 14, 2016

# Vision Statement

To be valued by the citizens of Vermont as a partner in prevention, research, control and treatment of criminal behavior.

# Mission Statement

In partnership with the community, we support safe communities by providing leadership in crime prevention, repairing the harm done, addressing the needs of crime victims, ensuring offender accountability for criminal acts and managing the risk posed by offenders.

This is accomplished through a commitment to quality services and continuous improvement while respecting diversity, legal rights, human dignity and productivity.

# Principles

*We believe:*

- ▶ That people can change.
- ▶ That community participation and support are essential for the successful delivery of correctional services.
- ▶ In the inherent worth and dignity of all individuals.
- ▶ In treating people with respect and dignity.
- ▶ In teamwork and the process of continuous improvement.
- ▶ In professional self-improvement.
- ▶ In the placement of offenders in the least restrictive environment consistent with public safety and offense severity.
- ▶ In fairness throughout decision making.
- ▶ In respect for the liberty interests, rights and entitlements of the individual.
- ▶ In individual empowerment.
- ▶ In non-violent conflict resolution.
- ▶ In maintaining a safe and secure environment.
- ▶ In the value of individual, cultural and racial diversity.
- ▶ That victims have the right to have an active role in determining how their needs can best be met.
- ▶ That offenders are responsible, to the extent possible, to repair harm done to victims and the community

**ACT 186 Goal:** Vermont's Communities are safe and supported.

Indicators: Recidivism Rate; Incarceration Rate Per 100K; First time entrants into the system

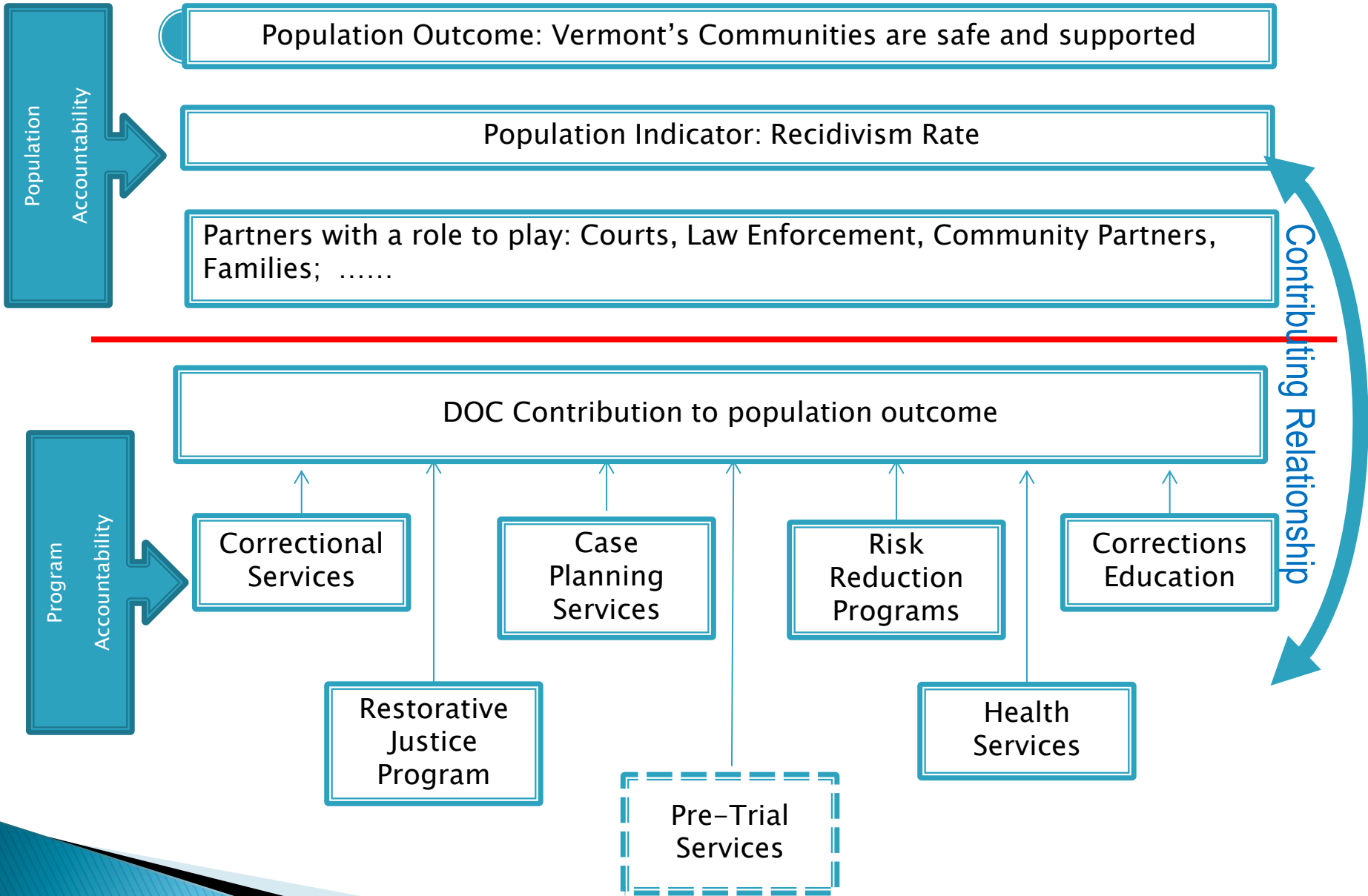
**Vantage Pilot:** Performance Measures for Correctional Services; Transitional Housing

### **State Priority #3: Strong Families, Safe Communities**

Ensure our children's future by supporting the success of our families, the **safety of our communities**, and the performance and economic sustainability of our schools.

*State Goal 3.4:* Implement a sustained, comprehensive, interdepartmental approach to reduce correctional recidivism, **overall crime**, and the need for correction's resources.

*AHS Goal:* Promote the Health, Well-Being and Safety of Individuals, Families and our Communities



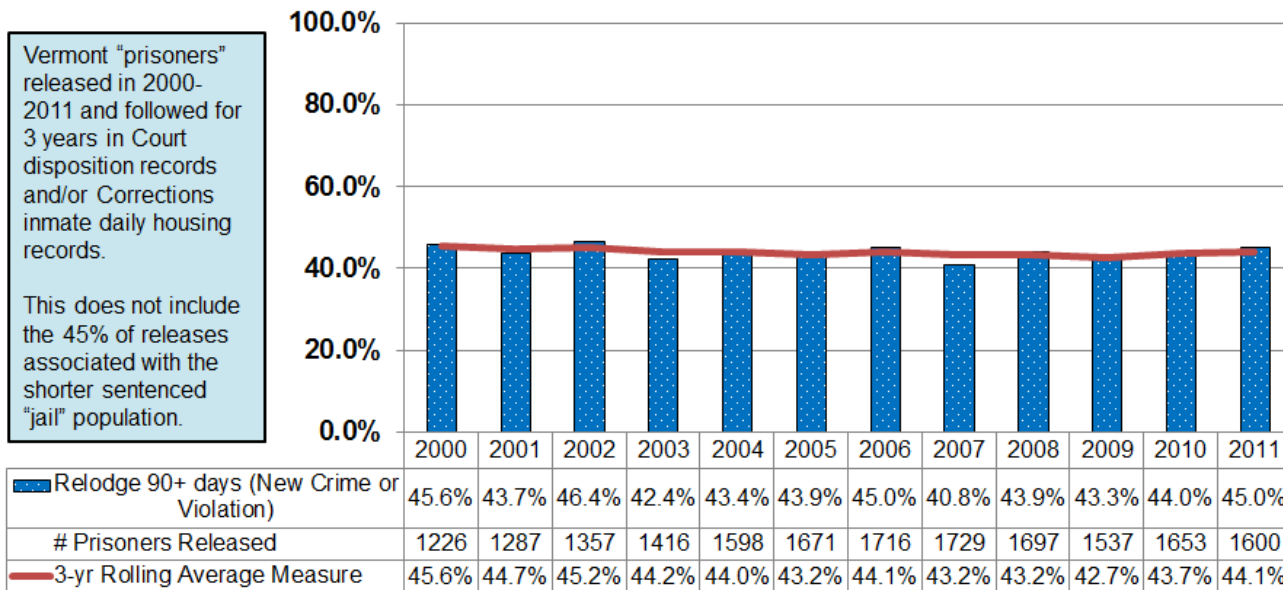
# How are we doing?

## Population Level Indicator

Indicator: Recidivism Rate

### Prisoner Relodging - Statutory Measure

#### Relodging of Prisoners for 90+ Days for New Crime and/or Violation



**Note: Definition for prisoner is a person sentenced to serve (maximum) more than one year (US Department of Justice, Bureau of Justice Statistics).**

Citation- 2011 Act 41 Section 5: "The Department shall calculate the rate of recidivism based upon offenders who are sentenced to more than one year of incarceration who, after release from incarceration, return to prison within three years for a conviction for a new offense or a violation of supervision resulting, and the new incarceration sentence or time served on the violation is at least 90 days."

# Story Behind the Baseline

Correctional recidivism is influenced by many factors:

- ▶ Offender's willingness to address his/her risks and needs around criminogenic behavior;
- ▶ Successful re-integration into the community; and,
- ▶ The community's willingness to support people in their rehabilitation.



# Major Programs of the DOC

- 1: Correctional Services: Facility and Field Supervision**
- 2: Case Planning and Management**
- 3: Risk and Need Reduction Services**
- 4: Corrections Education: CHSVT, VOWP, VCI**
- 5: Restorative Justice Services (Transitional Housing, CoSA, Community Justice Centers)**
- 6: Health Services**

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 1: *Correctional Services*

*How much did we do?*

1. *Average Daily Population Sentenced*
2. *Average Daily Population Detained*
3. *Average Daily Population Under Community Supervision*

*How well did we do?*

- Staff Turnover (or retention)*
- Staff Ratios*
- #/% of disciplinary reports*

*Is anyone better off?*

1. *#/% of people serving past their minimum release date*

Population Outcome: Vermont Communities are Safe and Supported  
 Population Indicator: Recidivism Rate  
 Contributing Program 1: *Correctional Services*

## Current Measures: How Much

How Much? Overview of Average Daily Population  
 (Field counts based on June 30th sample)

Measure	FY2005	FY2014	FY2015	% Change Past Decade	% Change Past Year
Persons Seen	13,558	10,439	9,869	-27.2%	-5.4%
Incarceration	2,000	2,111	2,026	.1%	-4.0%
Reentry	806	845	850	5.5%	0.6%
Intermediate Sanctions	842	1,081	1,052	24.9%	-2.7%
Parole	1,019	1,117	1,072	5.2%	-4.0%
Probation	8,891	5,285	4,869	-45.2%	-7.9%
Housed under OOS	452	498	416	-7.9%	-16.4%

Population Outcome: Vermont Communities are Safe and Supported  
 Population Indicator: Recidivism Rate  
 Contributing Program 1: *Correctional Services*

## Current Measures: How Well

Incarceration - Disciplinary Reports					
Measure	FY2010	FY2014	FY2015	% Change Past Five Years	% Change Past Year
<b>Inmates Housed in Vermont (Avg Daily)</b>	1,579	1,620	1,578	-0.1%	-2.6%
<b>Disciplinary Report</b>	10,857	11,970	12,332	13.6%	3.0%
<b>Major A</b>	1,207	1,420	1,404	16.3%	-1.1%
<b>Major B</b>	2,804	3,443	3,280	17.0%	-4.7%
<b>Minor</b>	6,846	7,107	7,648	11.7%	7.6%
<b>Assault on inmate</b>	302	337	209	-30.8%	-38.0%
<b>Assault on staff</b>	51	93	102	100.0%	9.7%

Measure	FY2005	FY2014	FY2015	% Change Past Decade	% Change Past Year
<b>Need to Replace - All DOC Employees</b>	15.8%	11.9%	11.2%	-29.1%	-5.9%
<b>Need to Replace- Correctional Officer I</b>	38.4%	19.9%	9.0%	-76.6%	-54.8%
<b>Need to Replace- Correctional Officer II</b>	16.5%	7.4%	18.3%	10.9%	147.3%

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 1: *Correctional Services*

## Current Measures: Better Off

Measure	FY2005	FY2014	FY2015	% Change Past Decade	% Change Past Year
<b>Offenders Serving – Pre Min</b>	1031 (52%)	864 (42%)	848 (45%)	-17.7%	-1.8%
<b>Offenders Serving- Past Min</b>	510	659	636	24.7%	-3.4%

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 2: *Case Planning and Management*

*How much did we do?*

1. # of general and specialized risk assessments administered (ORAS, DVI-SR, SOTIPS)
2. # of referrals to community providers
3. # of cases referred to Local Interagency Team

*How well did we do?*

1. Case plans are reviewed and updated every 90 days for offenders who are within 2 years of their release date.
2. Case plans are reviewed and updated every 180 days for offenders whose release date is over 2 years away.

*Data Development Agenda: A measure of the quality of the case plan*

*Is anyone better off?*

1. #/% of people returned for furlough violations
2. Average incarcerated sanction days

*Data Development Agenda: A measure of offender engagement*

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 2: *Case Planning and Management*

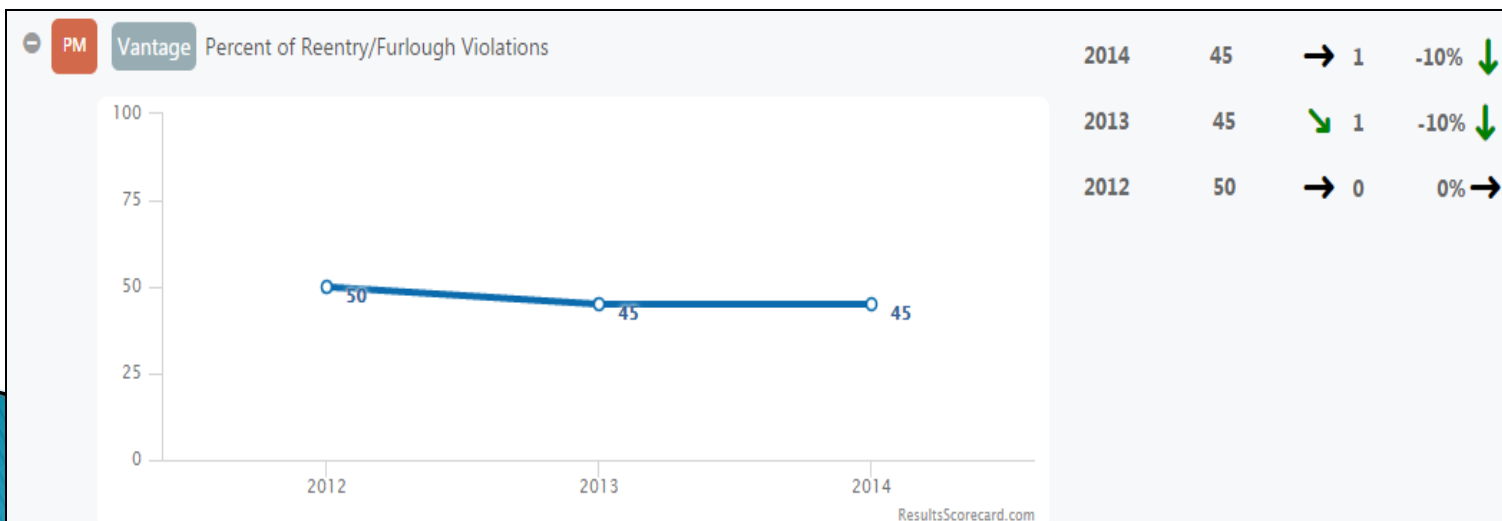
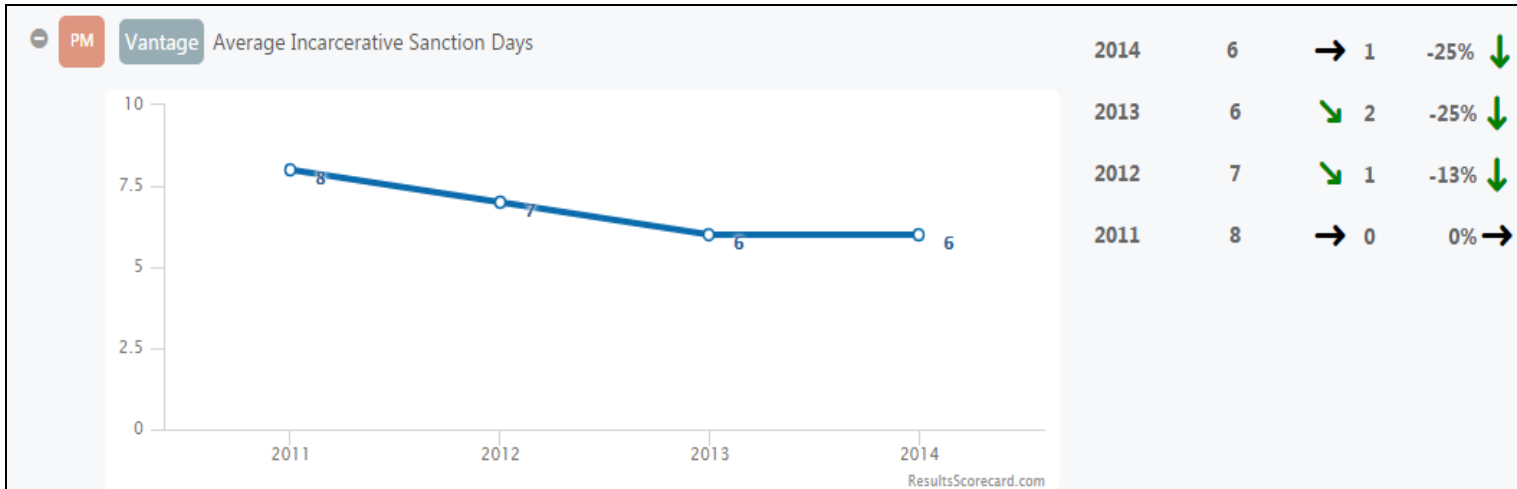
## Current Measures: How much?

Assessment Name	# Completed
Conviction and Violation Summary	17,168
General Risk to Reoffend (ORAS or LSI)	6,240
Substance Abuse Screening	1,548
Parole Board Risk Instrument	917
Specific Sexual Offense Assessments	1,415

# Population Outcome: Vermont Communities are Safe and Supported

## Population Indicator: Recidivism Rate

### Contributing Program 2: *Case Planning and Management*





Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 3: *Risk and Need Reduction Programs*

*How much did we do?*

1. # of people participating in programs
2. # of general and specialized risk assessments administered (ORAS, DVI-SR, SOTIPS)

*How well did we do?*

1. #/% of programs that score over 90% on Program Fidelity Audit form
2. #/% of moderate/moderate high that receive the appropriate dose of service

*Is anyone better off?*

1. #/% of successful program completions

*Data Development Agenda: Measure of reduction in criminogenic need as scored by the ORAS*

Population Outcome: Vermont Communities are Safe and Supported  
 Population Indicator: Recidivism Rate  
 Contributing Program 3: *Risk and Need Reduction Programs*

Current  
 Measures:  
 How much?

Location	FY2015/Q1 (first day count)	FY2015/Q2 (first day count)	FY2015/Q3 (first day count)	FY2015/Q4 (first day count)
<b>Southwest District</b>				
<b>Bennington</b>	34	57	45	47
<b>Rutland</b>	57	64	49	56
<b>Addison</b>	20	23	26	23
<b>Northwest District</b>				
<b>Burlington</b>	57	63	63	40
<b>St. Albans</b>	30	45	44	48
<b>Chittenden Facility</b>	28	12	17	11
<b>Northeast District</b>				
<b>Newport</b>	12	20	17	23
<b>Barre</b>	32	43	43	39
<b>Morrisville</b>	15	14	16	19
<b>St. Johnsbury</b>	54	58	57	46
<b>Northern State Facility</b>	125	106	82	75
<b>Southwest District</b>				
<b>White River Jct.</b>	16	18	25	16
<b>Springfield</b>	24	39	39	28
<b>Brattleboro</b>	17	33	35	32
<b>TOTALS</b>	<b>521</b>	<b>595</b>	<b>558</b>	<b>503</b>

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 4: *Correctional Education*

*How much did we do?*

- 1. # of people participating in education program*
- 2. # of people employed in correctional industry*
- 3. # of people engaged in work readiness*

*How well did we do it?*

*Is anyone better off?*

- 1. #/% of people receiving a high school diploma*
- 2. #/% of people receiving a trade or industry certificate*
- 3. #/% of people earning a work readiness certificate*

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 4: *Correctional Education*

Current Measures: Better off?

<b>Community High School of Vermont</b>					
<b>Measures</b>	<b>FY2005</b>	<b>FY2014</b>	<b>FY2015</b>	<b>% Change Past Decade</b>	<b>% Change Past Year</b>
<b>GED/Diplomas Earned</b>	147	41	54	-63%	+32%
<b>Workforce Readiness Certificate*</b>			15		
<b>Trade/Industry Certificates Awarded</b>	167	333	461	+176%	+38%

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 5: *Restorative Justice Programs*

*How much did we do?*

1. # of COSA matches
2. # of offenders in transitional housing
3. # of Community Justice Center referrals

*How well did we do it?*

1. Transitional housing bed utilization rate

*Is anyone better off?*

1. #/% of offenders who transition to an independent living situation who are in receipt of disability benefits, enrolled in school or employed
2. #/% of offenders who are held past minimum for lack of housing
3. #/% of CoSA matches lasting one year

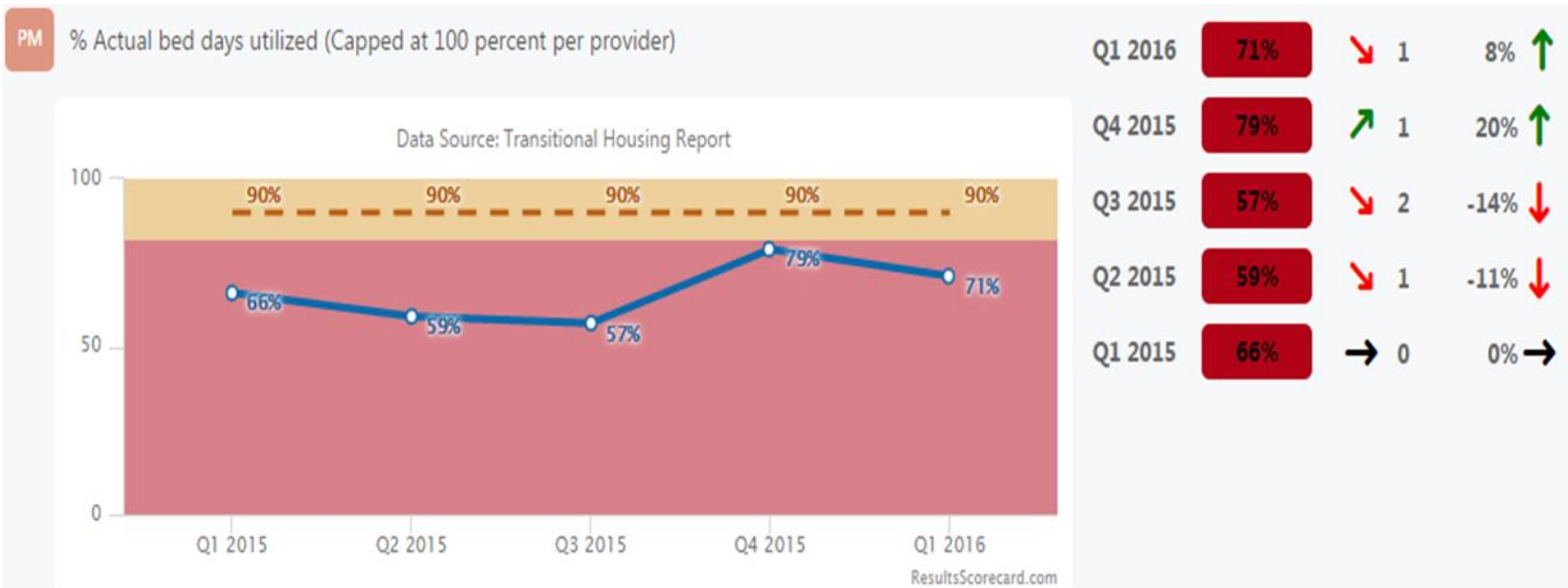
Population Outcome: Vermont Communities are Safe and Supported  
 Population Indicator: Recidivism Rate  
 Contributing Program 5: *Restorative Justice Programs*

Current Measures: How much?

<b>Community Involvement</b>					
<b>Measure</b>	<b>FY2005</b>	<b>FY2014</b>	<b>FY2015</b>	<b>% Change Past Decade</b>	<b>% Change Past Year</b>
Reparative Probation Panels Completed	1,485	376	391	-73.7	+4.0%
Community Justice Center Referrals	---	1,837	1,819	---	-1.0%
Circles of Support and Accountability		33	58	---	+43.1%
Transitional Housing (bed-days)	---	66,061	78,342	---	+18.6%
Transitional Housing/ Number Served		1,070	1,046		-2.2%

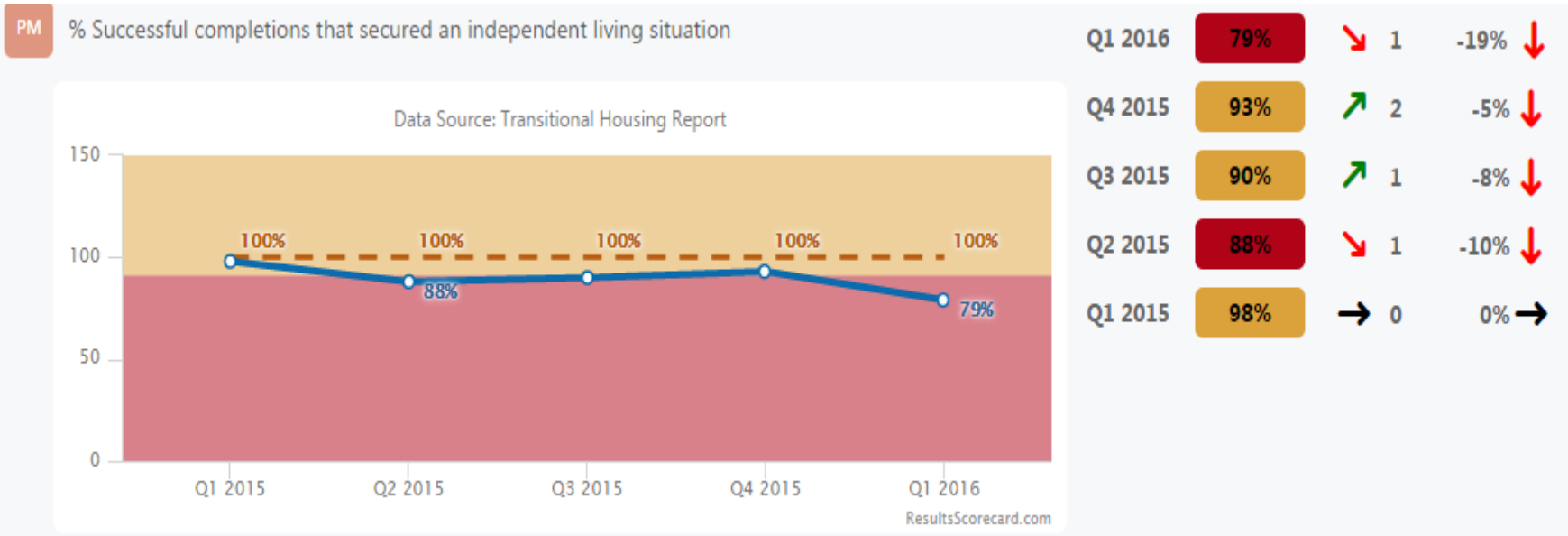
Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 5: *Restorative Justice Programs*

## Current Measure: How Well?



Population Outcome: Vermont Communities are Safe and Supported  
 Population Indicator: Recidivism Rate  
 Contributing Program 5: *Restorative Justice Programs*

# Current Measure: Better off?





Population Outcome: Vermont Communities are Safe and Supported  
 Population Indicator: Recidivism Rate  
 Contributing Program 5: *Restorative Justice Programs*

## Current Measure: Better off?

	Nov. 9, 2015	Nov. 30	Dec. 17	Jan. 6, 2016	Mar	Apr	May
# held past minimum sentence due to a lack of housing - B1 Code Only	161	173	153	131			
Baseline		7% ↑	12% ↓	14% ↓			

Population Outcome: Vermont Communities are Safe and Supported  
Population Indicator: Recidivism Rate  
Contributing Program 6: *Health Services*

*How much did we do?*

1. # of sick call requests
2. # of medical intakes
3. # of inmates receiving mental health services
4. Average Daily people of people designated as seriously functionally impaired

*How well did we do it?*

1. #/% of urgent requests seen on the same day
2. #/% of non – urgent requests seen within 48 hours.

*Is anyone better off?*

1. #/% of self harm events
2. #/% of people designated as SFI held in restrictive housing

# Population Outcome: Vermont Communities are Safe and Supported

## Population Indicator: Recidivism Rate

### Contributing Program 6: *Health Services*

#### Current Measures: How much?

<b>Health Services</b>					
<b>Measures</b>	<b>CY2010</b>	<b>FY2014</b>	<b>FY2015</b>	<b>% Change Past Five Years</b>	<b>% Change Past Year</b>
# of sick call requests	40,585	44,676	38,352	-6%	-14%
# of medical intakes	9,584	7,307	6,369	-34%	-13%
# of dental services	5,836	11,748	4,584	-21%	-61%
# of chronic care services	3734	14,172	4,996	34%	-65%
# of offsite services	1,729	2,882	2,263	31%	-21%
% Inmates on Medications	n/a	63%	64%		2%
% Inmates on Psychotropics	n/a	37%	33%		-11%
# self-harm incidents investigated	441	634	491	10%	-22%
Serious Functionally Impaired - Avg Daily	95	124	106	12%	-15%
Inmates receiving Mental Health Service	n/a	738 (46%)	702		-5%
- Males ...	n/a	624 (44%)	601		-4%
- Females ...	n/a	114 (70%)	101		-13%