



INSide Corrections

November 2008, Volume 10

Indiana Department of Correction Employee Newsletter



From the Commissioner

Edwin G. Buss

As I mentioned in my welcome letter, it continues to be my distinct honor to serve you and the citizens of Indiana as the Commissioner of the Indiana Department of Correction (IDOC). Over the past three months, I have met with citizens, sheriffs, judges and lawmakers at Town Hall meetings throughout our great state. They all relay one single message to me: "Please thank the staff of the Indiana Department of Correction for their duty and dedication to protecting the citizens of Indiana." They recognize that our business is tough and that the highest level of professionalism is critical to success. I join these citizens and tip my hat to each of you for your daily commitment and dedication to the IDOC, as well as to your fellow Hoosiers.

Visiting facilities on brief back tours, I am energized by the conversations that I have with staff. From the Henryville Correctional Facility in the south to Camp Summit Boot Camp in the north, I have had the opportunity to meet with impressive and talented staff members who share inventive and progressive thoughts on improving the IDOC. I welcome your suggestions and encourage you to voice your thoughts and ideas by sending them to solutions4success@idoc.in.gov

idoc.in.gov. I challenge each and every one of you to demand the best from yourselves and your department.

Shifting gears, I would like to take a moment to reflect on some of the great accomplishments within the past three months. The IDOC placed its reputation as Indiana state government's top fundraiser on the line during the State Employees Community Campaign (SECC). I take great pride to announce that we exceeded our goal of \$200,000 and all can proudly carry the distinction of being the top SECC agency. This year, we saw some exciting events like the walking taco sales and, of course, the Executive Staff lockup. Kudos go to those who contributed, as well as to those who took time out of their busy schedules to coordinate fun events that bring employees together and raise funds for worthy causes.

In addition to the SECC, the IDOC presented The Villages of Indiana with much needed school supplies and cash donations. Since 2005, the IDOC has contributed \$55,000, over 25,000 units of school supplies and 850 backpacks to the deserving children of The Villages. The Villages "Kids Can't Wait" Campaign reminds us that we must be diligent and move with urgency to meet the needs of Indiana's youth. Providing resources such as school supplies and bicycles is only a small step in assisting youth, but it is a valuable and critical step to ensure that youth succeed. Way to go!

Most recently, the department held the IDOC Commissioner's awards luncheon in Merrillville, which brought together correctional professionals from across the state for a common goal of recognizing fellow staff. It was truly a pleasure to honor this year's standout top performers and those who are exceptional contributors to the mission and vision of the Indiana Department of Correction. I challenge everyone to raise the bar and chase excellence.

In summary, as we set our sights on 2009 and beyond, we must remember that supporting our fellow employees

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The Department's Vision and Mission Statement

THE VISION

We, the dedicated professionals of the Indiana Department of Correction, strive towards a safer, more secure Indiana for those we serve through innovative programming and community partnerships.

THE MISSION

The mission of the Indiana Department of Correction is to empower the agency's staff of correctional professionals, to increase public safety and reduce recidivism through successful re-entry programs that allow offenders the opportunity to positively contribute to Indiana communities.

From the Commissioner

Article continued from page 1

and promoting public safety and re-entry are what make us great. I am a firm believer that our best days are ahead of us, and I pledge to fight and uphold these tenets and serve daily as part of your team.

As we move toward year's end and into 2009, I, along with my family, extend the warmest wishes to you and your family for a warm, loving, and rewarding holiday season. Please take a moment to keep our fellow staff members serving our nation and in harm's way in your thoughts and prayers.

Thank you for all that you do. ■

Providence Junior and Senior High School Blasts Off for ISTEP Space Camp

Allison Yancey, Public Information Officer – Pendleton Juvenile Correctional Facility

The students of Providence Junior-Senior High School at Pendleton Juvenile Correctional Facility began the third consecutive ISTEP Camp on September 2, 2008. The focus of the eight-day camp was to prepare students for the ISTEP test, and the theme for this year was space.

Students were involved in various activities relating to space. During Space Camp, students rotated among three teachers for instruction in English, Mathematics, and test-taking skills. Committees of teachers worked together to create lessons relating their discipline to the topic of space, in order to provide students with remediation activities that will help prepare them for being successful in completing the ISTEP test. Students earned daily points for participation that enabled them to earn rewards, such as candy, books, certificates, and ribbons.

Upon the commencement of camp, students watched the movie *October Sky* to put in place the theme for

camp. On September 9th, students had the opportunity to listen to guest speaker Astronaut Mark Brown, who has logged more than 249 hours in space. Students also had an opportunity for a question and answer session with Mr. Brown. At the end of camp, the movie *Apollo 13* was shown as a reward for those students who earned the required amount of participation points during the daily sessions.

The goal of camp was to provide remediation for the core subject areas found on the ISTEP test. Camp provided the necessary instruction, but it implemented a variety of strategies for teaching that offers students a change of pace from the typical school day. Over the last few years, the students of Providence Junior-Senior High School have made measurable improvements in their ISTEP scores as a result of the camps, and the staff of Pendleton Juvenile Correctional Facility is looking forward to continuing the success of Space Camp. ■



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From the Deputy Commissioner of Operations

Cecil K. Davis

The Northern region is responsible for nine major facilities, along with approximately 12,000 offenders and 4,000 employees. Our focus for the last quarter has been on staff retention and decreasing offender recidivism. Facilities like the Plainfield Re-Entry Educational Facility, Westville Correctional Facility, and Plainfield Correctional Facility work diligently to give offenders resources to aid them to be successful upon their release. Other initiatives to build staff confidence and skills are reflected in the missions and philosophies of facilities like Pendleton Correctional, Indiana State Prison, and Miami Correctional Facility. These Superintendents constantly create opportunities for staff retention and skill building.

Over the last four months, the Southern region has completed, or is currently engaged in, four vulnerability assessments, three emergency preparedness scenarios, three post event analyses, two drug interdiction peer reviews, three offender grievance peer reviews, two radio audits, and two security assessments. The operations division is also currently involved in the recently resurrected “facility planning committee,” in which several projects involving the moving of specific populations are being reviewed, as is more than one plan to add more offender beds in the department. Operational/security enhancements are also being added to several facilities within the Southern region to include new fencing, camera and lighting systems.

Recent accomplishments for the Program Review/Audit Division include ACA Accreditation/Re-Accreditations

of Indiana State Prison and Branchville Correctional Facility. Also, the division has completed four Mock Audits and five Year 1 reviews. Henryville and Rockville are both scheduled for ACA Re-Accreditation in October and November this year. The division has visited/inspected ten County Juvenile Detention Centers (St. Joseph, Vigo, Lake, Jackson, Clark, Howard, Elkhart, Dearborn, Muncie and Grant). They have also conducted three Jail Officer Training classes since July 1, 2008. All 92 county jails have been inspected this year, with 31 of those since July 1, 2008. The division has received 20 information requests and answered/investigated 42 complaints from offenders, concerned citizens, or family members. These accomplishments have been completed utilizing new staff that are still in their probationary working test period.

Internal Affairs (IA) provided Purdue University with offender digital photo access for their Facial Recognition project and also worked with J-Pay in development of data mining on money transfers, mail, and video visitation. Moreover, IA assisted Indianapolis and Fort Wayne police departments with homicide investigations by providing specific offender activity information. The Indiana Fugitive Apprehension Unit (IFAU) and Intel met with Central Warrants and the Parole Board to develop a universal database on absconders and escapees, and the database is 80% complete.

The IA division has also presented a Criminal Activity Task Force Policy and Procedure and rewritten Internal Affairs Policy and Procedure. IA deployed three Ionscan Sabre 4000 units to

facilities as part of the operations division’s drug interdiction plan. In addition, IA and IOT developed and implemented a pilot program for State-wide reporting of Critical Incidents, Intelligence, media releases, etc. IA continues to assist America’s Most Wanted with the Sarah Pender escape case, and the Department’s Most Wanted Page has been updated from 35 offenders posted to 375 posted. IA conducted operation audits at three facilities: Putnamville, Indianapolis Juvenile and the Indiana Women’s Prison. Lastly, IFAU has been credited with 30 apprehensions since August 1, 2008.

Recently, Security Threat Group (STG) coordinators have been involved in becoming ACA certified. The NMGTF (National Major Gang Task Force) was very instrumental in getting ACA certification up and going. Lina Presley, Director of Operational Support, is on the Board of NMGTF. In the last several years, the IDOC has promoted ACA certification. IDOC also has yearly strategic plans where each division submits plans/goals for the next year. Ms. Presley wanted to get all STG coordinators ACA certified. IDOC also supports this by a directive that states if staff takes an ACA certification test, they will get reimbursed the cost of the test and get a \$250 cash spot bonus. Ms. Presley asked each of the 15 STG Coordinators to become part of the Strategic Plan last year and she asked training staff to work to help with test preparation.

The Academy staff did a very good job of covering what would be on the test. Some of the STG coordinators

The IDOC Goes Green with Completion of Wind Turbine

On July 30th, the Indiana Department of Correction (IDOC) dedicated a wind turbine on the grounds of the Putnamville Correctional Facility as part of a larger energy savings initiative. A memorial at the base of the turbine recognized the late Larry Lazart, who began work on the contract for the project as the Department's Director of Contract Compliance.

Commissioner Buss applauded the cost savings realized through the utilization of the wind turbine. "Projects like this help save the taxpayers of Indiana money and energy and will help keep the cost of housing offenders down," said Buss.

IDOC is increasing energy and operational efficiency through a self-funding performance contract with Johnson Controls, Inc. More than \$35 million of infrastructure improvements have been completed, and these are expected to yield more than \$50 million in energy savings during the next 10 years.

In addition to the wind turbine, other conservation measures implemented include lighting upgrades, steam trap replacement, and installation of a bio-mass boiler and an automated temperature control system. ■



Putnamville Correctional Facility wind turbine

FACT SHEET:

IDOC Energy Saving Performance Contract

PHASE I

Contract amount: \$25,220,675
 Expected savings over 10 years: \$37,959,282

FACILITIES:

Indiana State Prison
 Westville Correctional Facility
 Pendleton Correctional Facility
 Plainfield Correctional Facility

Energy Conservation Measures:

Water conservation, steam trap replacement, lighting upgrades, automated temperature control system installation, boiler blow down optimization, window air conditioner upgrades and bio-mass boilers installation.

PHASE II

Contract amount: \$10,715,567
 Expected savings over 10 years: \$13,824,869

FACILITIES:

Indiana Women's Prison
 Indianapolis Juvenile Correctional Facility
 Putnamville Correctional Facility

Energy Conservation Measures:

Water conservation, steam trap replacement, lighting upgrades, automated temperature control system installation, boiler blow down optimization, boiler plant decentralization, bio-mass boiler, and wind turbine installation.

Considerations

- Between the two phases, the Department of Correction will realize an annual savings of approximately 9,582,152 kilowatt hours of electricity and 190,515 MMBtu of fossil fuels. This is equivalent to taking more than 4,500 passenger cars off the road for one year, or 536,495 tree seedlings grown for 10 years.
- As of June 30th, construction savings totaled \$1,782,733. ■



From the Deputy Commissioner of Re-Entry

Bruce Lemmon

“**R**e-Entry” has become a catchphrase across the nation and is one that transcends corrections. The days of loading an offender up with his/her belongings and sending them out the prison gate with \$75 and a good luck pat on the back are long gone. There are some serious matters that need addressed when it comes to offenders and their journeys back into their communities, and the Indiana Department of Correction (IDOC) is paying attention.

Re-Entry starts on day one. Some say that day one begins with sentencing. Others tout day one as the first day in the Department of Correction. Regardless, the premise is that the Re-Entry process to society, for a person who has been sentenced to serve time in a jail or prison, begins long before they are released. Over 97% of the people sentenced to IDOC will return to their communities, most of them in less than five years from sentencing.

So, the big question stands—what are we doing? We have had the opportunity to speak with many correctional professionals from other states. There are national efforts centered on the concept and philosophy of Re-Entry. We get many phone calls from concerned citizens who just want to help. We get questions about our “Re-Entry Program.” Re-Entry has become more of a philosophy than a program, and we should all be proud to be working for the finest correctional system in the country, the Indiana Department of Correction. The Re-Entry division has taken its efforts to the highest standard and still continues to seek improvement. We would like to take

this opportunity to outline just a few of the accomplishments of this outstanding team.

CLASSIFICATION, RELEASE AND RECORDS SECTION

In April 2008, the IDOC began the operation of a centralized Sentence Computation and Release Section within the Classification Division. The mission and purpose of the Unit is to develop and maintain a formal process of sentence computation that assures accurate and timely computation of offender sentencing and provides for the on-time release of offenders to the appropriate community supervision. Indiana is the only state combining both sentence calculation and centralized release in a central office setting.

PROGRAMS

Our programs division has begun an overview and assessment process for all of our programming. This process began with overviews at the Westville and New Castle Correctional Facilities. This assessment will provide valuable information on the quality, cost, efficiency, and effectiveness on ten generalized, correction-specific data points. Every facility program will be overviewed and assessed. We have strived to provide the best possible and most relevant programming to our offenders, and through continued measurement and assessment, we will remain on that path.

Let’s take for example, Substance Abuse Programming. Our Therapeutic Communities consist of CLIFF (Clean Lifestyle is Freedom Forever) and GRIP (Growth Responsibility Integrity Purpose) units. The GRIP units are new

and specialize in intensive treatment designed to treat severe addiction. They average in 6-9 months in length. The IDOC now has over 1,600 offenders in Therapeutic Community treatment.

At the start of 2007, the IDOC had five holding counties serving offenders with Substance Abuse issues. We now have nine of our IDOC holding counties offering our offenders Substance Abuse services, with over 290 offenders being served.

Within IDOC, less severe addicts are offered out-patient Substance Abuse services. Phase One of this program generally carries less than a 30 day waiting period and has less than 20 offenders waiting for services. On any given day, the IDOC has approximately 3,700 offenders receiving Substance Abuse services.

RELIGIOUS SERVICES

The IDOC PLUS (Purposeful Living Units Serve) Units are run on two tracts, faith-based and character-based. These units are one of the most requested by the offenders in the IDOC and are consistently growing in numbers with offenders and community volunteers. Ironically, PLUS has no credit time for offenders attached to the successful graduation and still remains one of the most requested and popular programs. This speaks highly of the dedication and loyalty of the community volunteers that serve in the units across the state. The staff in the PLUS Units are also highly dedicated and are to be commended.

Recovery Road

Rich Larsen, Public Information Officer – Wabash Valley Correctional Facility

Stephanie Horst has a secret life. When she isn't busy working as a substance abuse counselor for the Wabash Valley Correctional Facility, she is the creator, chief reporter (although she welcomes contributors), editor, and publisher of *Recovery Road*, a newsletter about facility programs. She spends well over 60 hours of her own time working on each quarterly edition. Stephanie came up with the idea after noting the volume of questions staff had about programs, such as substance abuse, in which they want to get offenders involved.

Articles cover a wide range. For instance, did you know some energy drinks contain not only caffeine and other stimulants, but also alcohol? A recent newsletter included those startling details. Staff learned that sales of Krispy Kreme® donuts, part of an Inside Out Dad's fundraiser, allowed them to donate \$1,000 to the Terre Haute Children's Museum Building Fund. Editor Horst comes up with many ideas while doing research for her substance abuse classes. So far, her favorite article has been about an experimental cocaine vaccine, called TA-CD, which prevents the body from getting high. With Halloween just around the corner, the most recent issue informed readers that chocolate candy bars top the list as the most popular candy for trick-or-treaters, with Snickers® at #1. Are you a problem gambler? One edition included a series of questions to help answer the question.

Stephanie said, "I want readers to come away informed, challenged, and even entertained. Above all, I want staff to be proud of the programming we are providing to prepare offenders for a successful return to society."



Stephanie Horst, Substance Abuse Counselor

Kairos is just one example covered in the latest newsletter. Forty-two offenders recently took part in the three and a half day, 38-hour conference provided by the Kairos Prison Ministry International. The word Kairos comes from the Greek language and is defined as a season or opportune time; a critical or decisive point in time; a moment of great importance and significance. The purpose for the program is building a Christian community inside the facility. Randy O'Brien, an offender who took part in the life altering event, helped write the story.

Newsletters seem to run in the family. While Stephanie is working on *Recovery Road*, her husband, Facility Safety Hazard Manager, J.D. Horst, works with Stephanie Butler of Rockville, to produce *The Safety Wire*, a Department-wide newsletter. Any rivalry? Sure, but it's a good natured one. Both laughed when the question came up. We may end up with another interesting story for *Recovery Road*. ■

From the Deputy Commissioner of Re-Entry

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Another exciting initiative being planned is a Community Collaboration Conference. This conference will be an event hosted by the IDOC inviting community partners in to be recognized for what they do. We will also collaborate and discuss where we would like to go in the future as we strive to better the Re-Entry process for every convicted person we serve.

RE-ENTRY ENDEAVORS

We are working tirelessly on getting State IDs and Social Security cards and benefits set up for offenders prior to release. Over 7,000 Birth Certificates have been ordered and delivered. We have partnered with the Division of Mental Health and Addictions to get Access to Recovery vouchers to our offenders who are qualified and in need. Counties that provide Community Corrections have work release sites being set up. This process helps in getting the offenders to geographical areas and working where they will be released to. We are working with the Center for Supportive Housing to expand our housing opportunities for released offenders.

The National Institute of Corrections has Indiana Re-Entry Initiatives in their TPC (Transition from Prison to Community) Re-Entry Handbook, and that is something every IDOC employee played a part in and should be very proud of.

These are just a few examples of why "Re-Entry is everyone's business." ■



From the Deputy Commissioner of Administration

Randy Koester

BYOND SHAWSHANK: PREVENTING AND REPORTING SEXUAL VIOLENCE IN THE IDOC BY ASSESSING POTENTIAL SEXUAL VIOLENCE

The IDOC Planning & Research Division recently updated its Sexual Violence Assessment Tool (SVAT). Created and implemented in January 2008, as part of Indiana's \$637,000 Protecting Inmates/Safeguarding Communities grant from the U.S. Department of Justice (under the umbrella of PREA, the Prison Rape Elimination Act), the SVAT is used to determine an offender's risk of being a PREA predator and/or a PREA victim. The resulting information is used in placement decisions to reduce or prevent incidents between offenders.

Administered at all adult and juvenile intake facilities, the SVAT measures every offender along two continuums: Predator/Non-predator and Victim/Non-victim. Scores are used to prevent potential predators and victims from being housed together. After the first wave of offenders were evaluated with the SVAT, the Department's Planning & Research Division surveyed intake facility staff members to evaluate the accuracy and usability of the tool.

In response to intake staff's comments and concerns, the Division's research analysts revised the tool to better fit the Department's needs and offender population, to make it more user-friendly and to eliminate potential grey areas, making administration of the SVAT simpler, more precise and improving the accuracy of the scores.

Once revisions were complete, the new SVAT was unveiled, and then implemented in August 2008.

Also in August 2008, the federal Review Panel on Prison Rape issued the Report on Rape in Federal and State Prisons in the U.S. The Report presented findings and policy recommendations to assist correctional facilities in better assessing potential predators and victims and better preventing prison sexual violence; the revised SVAT was found to be consistent with all applicable recommendations from the report.

UPCOMING CHANGES IN REPORTING MECHANISMS
 Later this year, you will notice a change in reporting codes for sexual incidents. The number of code types will increase to differentiate between "forced" and "non-forced" incidents. This will bring the Department into compliance with federal reporting standards and make the Department's multiple offender tracking systems uniform across the board.

OTHER PLANNING AND RESEARCH DIVISION PROJECTS

Juvenile Recidivism

The Department has released a 2007 Report on Juvenile Recidivism. The report tracks data on recidivism (defined as return to the IDOC within three years of release) for the 1,543 juveniles released from the IDOC in 2004. Recidivism rates are broken down by gender, race, age at release, offense category, severity level, release type, return type and length of stay, with additional data for juvenile

sex offenders. The report can be found at www.in.gov/idoc/2376.htm.

JUVENILE DATA COLLECTION AND REPORTING

The IDOC is now reporting juvenile data through the Council of Juvenile Correctional Administrators' (CJCA) PbS database. The PbS (Performance-based Standards) system collects offender and facility data from juvenile correctional facilities nationwide (including all IDOC juvenile facilities) twice a year. Results are analyzed and reported back to assist in facility evaluation and strategic planning efforts.

GRANT FUNDING

Since August 1st, the Department has received over \$3.15 million in federal and state grants. Funded projects include Victim Notification (\$499,450), prisoner re-entry (\$540,000), Sex Offender Registration and management efforts (\$495,000), and juvenile programming and case management (\$752,199).

SURVEY CAPABILITY

The Division recently added the ability to collect data via an online survey tool. Surveys can be sent to IDOC staff, as well as, external respondent groups (Community Corrections Directors, County Coordinators, etc.). If this would assist in your projects, please contact Planning and Research Division Director Amanda Copeland at acopeland@idoc.in.gov.

More information on the IDOC Planning & Research Division may be found at: www.in.gov/idoc/2376.htm. ■



From the Deputy Commissioner of Administration Registration and Victim Services

Indiana SAVIN is a new service that allows crime victims and other concerned citizens to receive real-time information about the custody status of offenders held in a jail or prison. Interested parties can call a toll-free number or log onto the web to find this information. Users can also register to be notified by phone or e-mail when an offender is released, transferred, or escapes from custody. Live operators are available to assist callers who need help obtaining offender information or registering for notification. **The service is FREE to the public. The public can register for the system by calling 866.959.8463 or by logging onto www.vinelink.com.** Indiana SAVIN is available 24 hours a day, seven days a week and callers may remain anonymous when using the service.

Implementation of Indiana SAVIN continues to progress with Phase I development being mostly completed by the end of 2008 and Phase II will be launched. This will allow victims and other concerned citizens the ability to receive updates on court-related activities. Victims will be able to sign up to receive notification on court cases with specific notices being provided for case status updates and hearings. At the initial launch of Indiana SAVIN, courts covered 88 of Indiana's 92 counties. Grant funding has been secured for development in the remaining four counties.

From January 1 through September 2008, there were over 175,000 searches of the system and over

11,000 new victims and concerned citizens signed up for notification.

If you would like more information about the program, please contact the Department's Registration and Victim Services Division at (317) 233-8648.

Grants

The Department has recently been awarded three grants from the SMART Office (Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking) that will provide assistance with Adam Walsh Act compliance and general sex offender practitioner education across the state.

The Department has been awarded a \$300,000 grant to improve the Indiana Sex and Violent Offender Registry. Improvements will include geographic risk assessments and radial inquiries, up-to-date address mapping, periodic registration verification reminders, offender photographs, and proximity alerts when registering offenders near statutorily protected areas.

An additional \$245,000 in funding will be used to develop and implement the nation's first program to cross validate sex offender records through the National Sex Offender Registry with transactions made at Indiana Bureau of Motor Vehicle (BMV) offices throughout the state. This program will develop and enhance communication and information sharing with the Indiana State Police and the BMV. A by-product of this program will be assisting other states with enforcing Adam Walsh Act requirements for non-compliant

sex offenders who move to Indiana without properly notifying Indiana or the original jurisdiction.

Utilizing a \$250,000 grant, the CASOM Advisory Team will develop a regional training curriculum focused on comprehensive sex management issues. The Team will work with a researcher to expand upon information collected from the state's completion of the Comprehensive Assessment Protocol tool provided by the Center for Sex Offender Management. Collected information will be used to develop a series of trainings that will be provided at six regional locations around Indiana. At each location, information will be provided on sex offender management, Adam Walsh Act legislation, new technologies, compliance, and supervision in the community in addition, to issues prominent at the regional level. The team will also request that research be conducted to determine how to sustain these training efforts moving forward. Research will be collected on other state's efforts in regards to sex offender management training academies and sex offender management boards.

Juvenile Case Management System

The new Juvenile Case Management System (JCMS) is in pilot status at Logansport Juvenile Correctional Facility and North Central Juvenile Correctional Facility with plans to move the system into production by December 1, 2008. The new web-based system provides easier access for staff, faster retrieval of data and costs less to maintain than the previous system. ■



LJCF Superintendent Lori Harshbarger and MCF Superintendent Mark Sevier with check.

Miami Correctional Facility Makes Generous Donations

Ann Hubbard, Public Information Officer – Miami Correctional Facility

The Miami Correctional Facility's (MCF) Purposeful Living Units Serve (PLUS) Unit recently donated \$2,500 to the Logansport Juvenile Correctional Facility (LJCF) to assist them in opening up their first PLUS Unit.

This donation came as a part of each program participant's requirement to donate 300 hours of community service. Recently, the PLUS Unit held a Pizza Hut® pizza and pop sale with Pepsi® of Logansport for offenders, which raised a significant amount of money for the unit. A portion of that money will also go toward MCF's PLUS operations.

"The donation made by the Miami Correctional Facility PLUS unit has been a tremendous boost to the initiation of the PLUS Unit at the Logansport Juvenile Correctional Facility," according to Mark Harmon, LJCF PLUS Program Director. "The money that was donated will go toward purchasing supplies and materials needed for the development and presentation of curriculum used to build the faith and character tracts of the unit. It is very obvious, by the generous donation from the Miami Correctional Facility PLUS Unit, that their program is very successful; and it is our hope to emulate that success here at Logansport."

Besides the check to LJCF, the Miami Correctional Facility also

donated \$1,500 to the Department of Correction's Project Backpack, which supplies children in The Villages foster care agency with backpacks and school supplies when they return to school in the fall. The Villages of Indiana is a foster care agency which serves more than 1,100 children and their families daily.

Another \$1,000 went to an additional Department charity – The North American Association of Wardens & Superintendents (NAAWS), which is targeting assistance for youth in areas devastated by Hurricane Katrina. That money will be used to build or rebuild playgrounds and provide equipment to recreate recreational opportunities for those children that have been deprived since Katrina. ■

IDOC Employees Give Back and Have Fun

For the 30th year, state employees had a chance to give back to various charitable organizations. This year's State Employees' Community Campaign (SECC) ran from September 2nd to September 26th, with a statewide goal of raising \$1.2 million. The Indiana Department of Correction (IDOC) set a goal of \$200,000 as an agency, and once again, came through to meet that goal.

Every facility, Central Office, and PEN Products held special events during the 4-week period to help raise money. Not only did the events bring employees together for competition, fun and food, in many cases, but the events accomplished the task—raising money for the SECC.

One of the unique events held was the Executive Staff Lockup. Makeshift

iron bars, black and white jumpsuits, and trays of food set the atmosphere in a Central Office conference room, where all Executive Staff members were locked up and asked to raise \$250 in bail in order to be released. Even Commissioner Buss and Chief of Staff Ronay, who were visiting Wabash Valley Correctional Facility, were confined and asked to make bail. All in all, the Executive Staff Lockup raised around \$3,800 for the SECC.

Many other events utilized food as the centerpiece to encourage donations. Chili cook-offs, bake sales, ice cream socials, and cookouts were common at many facilities. For instance, Lieutenant Governor Becky Skillman served as a judge for the Central Office chili cook-off. In addition, the Indiana State Prison sold



Central Office Chili Cook-off participants with Lieutenant Governor Becky Skillman and Commissioner Buss.

Subway® sandwiches to staff, the Indiana Women's Prison had a walking taco sale, and PEN Products had a homemade ice cream social. These are just a few examples of the events held to raise money for the SECC, which at the same time provided staff with fun activities. ■

National Alcohol and Drug Addiction Recovery Month Presentations at Camp Summit Boot Camp

Michelle Briggs, Substance Abuse Counselor – Camp Summit Boot Camp

September 2008, was recognized as National Alcohol and Drug Addiction Recovery Month. This year's theme was "Join the Voices for Recovery: Real People, Real Recovery" and celebrated those in recovery who have a renewed outlook on life and the treatment and recovery support providers who help them. Recovery Month is a nationwide celebration of people in recovery from substance use disorders.

rebellion" to September 11. He went on a vandalizing rampage of his community. Ben said that substance abuse played a significant role in his life at that time, and he said that he was using anything he could get his hands on. He admitted that he should not even be alive because of what he did to his body. According to Ben, "I was a punk kid, and I was fighting the world". Ben told the young men, "I know what you are thinking right now because I've been where you are. Let me tell you that drugs are a lie."

wanted to help, Ben's program went rather quickly."

Ben credits his stay at Camp Summit for the respectful and disciplined young man that he is today. He says that his Christian faith is what keeps him clean and sober. Ben, now 23, spends his days working as a volunteer for a faith-based substance abuse recovery support foundation exclusively for young adults.

This is not the first time that Ben has shared his story at Camp Summit. Ben and his mother, Phyllis Johnson, gave a pizza party to staff and students in December 2006. Ben is very passionate to share his story at Camp Summit to offer hope that the lives of the young men can change into something incredible. Phyllis has made a pilgrimage to Camp Summit each holiday season since her son's release in November 2002. She says that Ben's stay at Camp Summit "gave me back my son and saved his life." ■



Ben Johnson speaks about his past experiences at Camp Summit.

Michelle Briggs, Ben's counselor during his stay at Camp Summit, reports that Ben's stay at Camp Summit was a little longer than usual. Briggs states, "Ben came with a mindset that since we were 'the system,' we were the enemy. When Ben gave himself the opportunity to challenge this belief and believe that staff sincerely

To highlight this event, Michelle Briggs, Substance Abuse Counselor from Camp Summit Boot Camp, invited one of her former students, Ben Johnson, to share his story of recovery. Ben spoke to the population of 90 juvenile male offenders on September 11, then returned on September 29 to speak to Camp Summit staff and Community Advisory Board members.

Ben began his story by stating how ironic it was that he should be giving his presentation on September 11. You see, Ben ended up at Camp Summit at the age of 17 because of his self-admitted "anarchist

From the Deputy Commissioner of Operations

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spent nights at the academy, and all were really committed to making this work. To date, half of the coordinators have passed, and those who didn't will be re-tested soon. Other STG Coordinators, that did not get selected from the first group, also want to take the test. The goal is to have all IDOC STG Coordinators ACA certified.

Getting ACA certified is a great professional asset for each employee. NMGTF also strives and promotes staff working with Security Threat Groups to be well versed and trained. ACA certification is a big part of being a professional in your selected field. Indiana DOC is leading the way. ■

Sentencing and Release Unit Treads New Ground

In April 2008, the Department of Correction began the operation of a centralized Sentence Computation and Release Section within the Classification Division. The mission of the unit is to develop and maintain a formal process of sentence computation that assures accurate and timely computation of offender sentencing and provides for the on-time release of offenders to the appropriate community supervision.

Under the direction of the Supervisor of Offender Placement, the Sentence Computation and Release Section is divided into Northern and Southern Regions with two Quality Assurance Supervisors supervising Release Specialists who are responsible for sentence calculations and approving offender releases from assigned facilities. This includes court-ordered releases and transfers to the Community Transition Program (CTP). In addition, these Specialists are responsible for entering new commitments and any sentence modifications that are received from the courts.

The purpose of the Sentence Computation and Release Unit is to gain greater accountability in the calculation of sentences and ultimate release of offenders to community supervision. In order to achieve this accountability, Specialists must review documentation supplied by the courts, offender packet material, scanned documents in the electronic file, sentencing information and time calculations contained in the Offender Information Database, as well as, information contained in the Offender Casework Management System (OCMS). This information must be reviewed by the Specialists on each offender prior to the calculation of a sentence or release of the offender to Community Supervision.

Several other states have or are in the process of centralizing the sentence computation functions for their Departments. This is a direct result of the increasing number of sentenced offenders and the myriad of sentencing options available to the courts. In order to insure that each order is interpreted

and applied correctly, central office calculation units are being developed. Another benefit is that the centralized units provide the courts with a central location that they can contact with questions concerning sentencing issues. Although several states have developed sentence calculation units, Indiana is the only state combining both sentence calculation and centralized release in a central office setting.

The establishment of the central office unit for the calculation of sentences and authorization of releases has given the Department greater accountability in transitioning offenders from facility to community supervision; however, due to the fact that the unit has only been operational for a short period of time, the full impact of this unit has not yet been determined. In order to ascertain the impact, release and sentencing data is now being collected. Once the data has been collected, it will be analyzed and the data used to recommend needed changes or modifications to procedure. ■

The IDOC Welcomes Shadow Minister Herbert and Chief of Staff Gibbs from the United Kingdom

On Thursday, September 19th and Friday, September 20, 2008, Indiana Department of Correction (IDOC) Commissioner Edwin G. Buss and his staff welcomed a Member of the British Parliament, Shadow Minister of Justice Nicholas Herbert and his Chief of Staff, Blair Gibbs.

Shadow Minister Herbert and staff visited several IDOC facilities for the opportunity to gain insight on Indiana's correctional system and the various programs available to assist in the reintegration of adult offenders back into society. A shadow minister is a member of a parliamentary opposition party who is assigned to

act as the counterpart of a corresponding Government minister, studying and enunciating alternative interpretations of that minister's portfolio.

The Superintendents, at the Reception and Diagnostic Center, Plainfield Re-Entry Educational Facility, Correctional Industrial Facility and Pendleton Juvenile Correctional Facility, each gave the Shadow Minister an overview of their facility, touching on its history, offender population, jobs and



Commissioner Buss and PREF Superintendent Mike Lloyd show Shadow Minister Herbert around PREF.

programs offered to its offenders.

IDOC Commissioner Buss commented, "We are greatly honored to have the privilege of hosting such a distinguished visitor as Shadow Minister Herbert. The experience provided a unique opportunity for

the Indiana Department of Correction to showcase its facilities and programs, and provided my staff and me with insight on correctional services in another jurisdiction." ■

PEN Products' Lin Paul Elected President of National Association of Institutional Agribusiness

Becky Deeb, New Enterprises Manager – PEN Products



Lin Paul

On September 17, 2008 at the National Association of Institutional Agribusiness (NAIA) annual conference in Colorado Springs, Lin

Paul was elected NAIA President for the term October 2008 through September 2009. NAIA was formed in 1951 by a charter group of correctional ACA affiliated agribusiness professionals to

provide a forum for the exchange of useful ideas related specifically to institutional farming, ranching, and food industries operations.

Lin Paul is the Farm and Food Operations Manager for PEN Products and has been with the Indiana Department of Correction since 1983. Mr. Paul is a native Hoosier and a graduate of Purdue University. The focus of Lin Paul's NAIA presidency will be membership growth and NAIA newsletter development. ■

PEN Products Laundry Business Continues to Grow, Thanks to OMB

Becky Deeb, New Enterprises Manager – PEN Products

The PEN Products laundry industry at the Plainfield Correctional Facility added a new customer in September, thanks to the Office of Management and Budget (OMB). While reviewing capital expenditure requests and operating expenses, OMB staffers Gloria Graham and Shane Spotts suggested that the Indiana Veteran's Home in Lafayette utilize the PEN Products laundry operation. PEN Products laundry operation processes and delivers laundry to the Indiana Veteran's Home for 23¢ per pound. PEN was able to expand its Logansport laundry route and add additional offender jobs, while maintaining quality



PEN Products' laundry services, Plainfield Correctional Facility.

laundry service without the Indiana Veteran's Home purchasing any new equipment. ■

New Castle Correctional Facility Hosts First PEN Products Industry Operation

Becky Deeb, New Enterprises Manager – PEN Products



In August 2008, PEN Products marked the first joint venture industry operation at the New Castle Correctional Facility. Currently, 22 offender workers are refurbishing portable medical equipment for a private sector company. The start up of this operation was a collaborative effort between the staff of the New Castle Correctional Facility, the private company and PEN Products. The offenders are cleaning and refurbishing IV infusion pumps for a private company that services hospitals and nursing homes. ■

Madison Charities Benefit from Madison's Bountiful Harvest

Jennifer Saroka, Public Information Officer – Madison Correctional Facility

Over three tons of produce from the garden at the Madison Correctional Facility was donated this summer to charities in the Madison area. Potatoes, onions, zucchini, yellow squash, green beans, cabbage, cucumbers, tomatoes, peppers, cantaloupe and watermelon were delivered to organizations such as the Salvation Army, Pathways Youth Shelter, Turning Point Domestic Violence Shelter, Casa Amiga and the Red Cross WIC program.



An offender digs up potatoes.

“When I get home, I want my own garden and I’ll give half of my harvest to people who need it,” concluded Housley.

Community service is an integral part of the re-entry program. “Giving back to the community is important to our women,” stated Superintendent Jan Davis. “It is a huge boost to their self esteem to know that they are helping others in need.” ■



Offenders harvest green beans

This is the first year that Madison Correctional Facility has had a successful garden. While the majority of the produce was donated, some went to the facility kitchen. Offenders enjoyed having some fresh vegetables added to their regular prison meals.

The garden is tended by four offenders who have taken a lot of pride in their work. Offender Kimberly Housley, the lead gardener, oversaw the entire process from the initial tilling and planting through to harvest time. “It’s hard on people who are hungry. I know because I’ve been hungry before,” Housley said. Maintenance Foreman, Eddie Smith, who has gardened for many years at his home, provided valuable advice, encouragement and guidance to Housley and the other offenders assigned to the garden.

Re-Entry Center Opens in Madison

Jennifer Saroka, Public Information Officer – Madison Correctional Facility

The Madison Correctional Facility opened a new program for offenders during the last week of September. The Jefferson Community Re-Entry Center is operating within the Madison Correctional Facility for ten offenders who are in the final six months of their incarceration. These offenders are currently in the process of obtaining employment in Jefferson and surrounding counties. They will leave the facility each day to report to their job and return to the facility after work.

The women assigned to this program are from Southeast Indiana. “Our goal is to help them find gainful employment that they will be able to maintain after release,” stated Superintendent Jan Davis.

There are several benefits to employers:

- Employers can receive a Work Opportunity Tax Credit (WOTC).
- These employees are reliable and dependable as the program requires reporting to work on time and little to no work absences.
- Facility staff is available to assist the employer in any employee issues and provide additional support as needed.

A variety of positions are being sought, most of which would be entry level positions in food service, housekeeping, cosmetology, retail and hospitality.

Within just two weeks, four of the ten offenders had secured employment. Three found jobs in food service while the other is now working at a nursing home as a certified nursing assistant. ■

"Kids Can't Wait" Campaign Results in Generous Donation to Foster Children

Markers, crayons, note pads, and bright-colored backpacks lined the tables at the Adam's Mark Hotel September 23rd as the Indiana Department of Correction (IDOC) presented over \$30,000 in school supplies, backpacks, bicycles, and monetary donations raised by IDOC staff and offenders through the 2008 "Kids Can't Wait" campaign to foster children being served by The Villages.

The partnership between the IDOC and The Villages, Indiana's largest not-for-profit family services agency, began in 2005. Since then, the IDOC has donated a total of 850 backpacks, 25,000 school supplies, 350 bicycles, and over \$55,000 in cash to The Villages.

At the presentation, IDOC Commissioner Edwin G. Buss applauded The Villages and their effort to assist children in need. "The "Kids Can't Wait" Campaign reminds us that we must be diligent and move with urgency to meet the needs of Indiana's youth. Providing resources such as school supplies and bicycles is only a small step in assisting youth, but it is a valuable and critical step to ensure these youth succeed," commented Commissioner Buss.

IDOC facilities across the state participated in the "Kids Can't Wait" campaign, with both staff and offenders chipping in with donations. Moreover, work release offenders were on hand to present the backpacks and supplies to the children.

PEN Products also helped coordinate the collection, organization, and distribution of the school supplies and backpacks, with many bicycles that had been restored by the Shifting Gears program at the Pendleton Correctional Facility and the Indiana State Prison being given to foster children assisted by The Villages.

All in all, the collaboration between the Indiana Department of Correction and The Villages serves to help strengthen Hoosier families and assist in breaking the cycle of incarceration. ■



Superintendent Wendy Knight assists a child on one of the donated bicycles.



Staff participate in a benefit dinner.

What do you do when the unthinkable happens? Who do you turn to for help? Those questions crossed the minds of numerous staff members at the Wabash Valley Correctional Facility in the wake of heavy June flooding. Twenty-one staff members were impacted by the rushing waters. Superintendent Alan Finnan gave the go ahead and the facility Employee Appreciation Committee went to work.

The grassroots fundraising effort included an old-fashioned facility bean dinner. A pizza sale also took place and

Help from My Friends

Rich Larsen, Public Information Officer – Wabash Valley Correctional Facility

candy bars were sold to raise money for facility flood victims. Gift cards and cleaning supply boxes were purchased and distributed using proceeds of over \$1,200. Just being able to help was enough for the committee, but many "thank you" notes were received.

"We tend to forget or take for granted how much our co-workers mean to us. It's times such as these, when we all pull together, that reminds us how much everyone cares," wrote one staff member.

Sometimes an individual is in need but doesn't ask for assistance. When the committee learned a correctional officer was fighting cancer in a local hospital, they again took action. This time chili, peanut butter sandwiches, and dessert were made available to all shifts. All of the needed ingredients were donated by staff with help from ARAMARK. This

time, \$1,386 was collected. Committee members delivered the money in person to the surprised officer and his grateful family. Staff members on his shift continue to be busy too, conducting canned food drives for the family.

Of course, we know government agencies and other resources are available when disaster strikes, but Wabash Valley also believes in a more personal touch. "This is a facility with community-minded employees, who take care of each other when the need arises," said Superintendent Alan Finnan.

The Employee Appreciation Committee was created to plan the annual Employee Appreciation Week festivities. It now finds itself in an expanded role, ready to help others at a moment's notice. ■

Leaders in the Public and Private Sector: Are You Mentoring?

Rondle Anderson, Northern Regional Director

Throughout the United States, there are numerous articles, training documents, suggestions, and programs aimed toward mentoring. However, the purpose of this article is to provide statistical data regarding mentoring. The revival of the subject of mentoring was inspired by the National Institute of Corrections (NIC) seminar entitled “Management Development for Women and Minorities.” However, the reason for delivering this vital information to the public is attributed to the NIC seminar entitled “Executive Excellence.”

To illustrate the big picture of management development, the following is a true story of a young man growing up in Urban Town, Indiana with five other siblings, his mother, and a stepfather, who was rarely visible in the household. The family was entitled to welfare benefits, but the children didn’t even realize they were in poverty because there was always food on the table, clothes to wear (even if they were shared), and a roof over their heads (even though bedrooms and beds were shared). The mother always instilled the thought of “count your blessings,” the Ten Commandments, and the “fear of God” if you didn’t follow the golden rule.

However, this energetic young man, who was the oldest boy, took advantage of the absence of the stepfather and placed his values in the hands of his peers, who were also from the same type of household, yet lacking in the moral values. This is the typical type of mentoring that youth under these circumstances have as their first encounter. Among this group of youths, there was no direction toward positive growth, goal setting,

or vision. Their focus on progress was narrow and sometimes non-existent.

As they become older and more dependent on each other, all of the youth became court statistics due to the negative paths they were pursuing. However, the young man was more fortunate than the others because of his mother’s persistence for him to do right things based on their family values.

In the end, the young man received an opportunity from the presiding juvenile judge to better himself by enrolling in college, in lieu of the alternative. The young man graduated from this post-secondary assignment, entered the Department of Correction as a correctional officer, instead of as an offender, and then twenty-one years later became the first minority warden of a maximum security prison. This true story is my story.

During my professional career with the Department of Correction, I have been mentored along the way, and I continue to be a mentor today. However, the following statistics come from seventy-five surveys sent out to correctional managers located in eighteen states. The twenty-two responses indicate a startling, but not surprising, finding.

The surveys asked five specific questions about mentoring and were also sent to white males, females, and minorities in the corrections field. The questions were: (1) Throughout your career, have you been mentored one-on-one?; (2) At what time in your career did you experience a mentor?; (3) Do you still identify with your mentor today?; (4) Do you credit your career accomplishments to mentoring?; and (5) Are you mentoring

someone in your corrections field today?

The percentage results are as follows: (1) Among women and minorities, 77% answered no, while 23% answered yes. Among white males, 75% said no and 25% yes; (2) 80% of managers who experienced mentoring encountered it within the first two and a half years of employment; (3) and (4) 32% of the managers surveyed answered yes; and (5) 55% of all managers said they are mentoring now. Those answering the surveys all attended managerial courses at the NIC academy, and 13 women, 5 minority males, and 4 white males comprised the sample.

In summary, we’ve learned some important points. One is that the majority of females, minorities, and white males who are managers in the field of corrections have not been mentored. We have also discovered that the majority of correctional managers surveyed are mentoring now in order to correct lessons learned. The consistent reply to the experience of mentoring was that it was “great, challenging, encouraging, rewarding, satisfying, and a necessary experience to gain appropriate staff development.”

Utilizing my own interpretation of these findings, it appears that corrections should focus more on practice than theory. We have many developmental resources designed to aid facilities and organizations in the art and training of mentoring. So the question remains: are you mentoring?

Indiana Women's Prison and Oakland City University Students Help Change the World

Betty Cunningham, Public Information Officer – Indiana Women's Prison

Oakland City University, an institution of higher learning, offers its students an opportunity to advance intellectually, mentally, and spiritually. By encouraging positive leadership through community service, Oakland City University has been able to touch many lives by building strong ethical and moral values, while allowing each student to recognize their potential. With this in mind, it has been a part of institutional learning in several Indiana prisons and has been able to successfully offer a management class that allowed the students located at the Indiana Women's Prison to touch the world on a global level.

Accordingly, the University and Indiana Women's Prison looked to assist a region greatly devastated by disease. The number one cause of death in Africa is transmitted by an insect smaller than the tip of a finger—the mosquito. This life-destroying disease called malaria is robbing Africa of its families, communities and economic possibilities.

Each year, 300 to 500 million people become acutely ill, and more than 1.2 million die from this devastating disease. More than 90 percent of deaths occur in sub-Saharan Africa, especially in children under five, where it kills more than any other single infection. This equates to one child dying every 30 seconds. Children who survive severe malaria may suffer from brain damage, learning difficulties, or paralysis. Pregnant women and their unborn offspring are also particularly at risk of infant death, low birth weight and maternal anemia (World Health Organization [WHO], 2008).



History has shown that mosquito control is possible with phenomenal results. Early large scale experimental trials of insecticide-treated bed nets demonstrated that this intervention was able to dramatically reduce malaria. Nets have been used for a long time as a protection against mosquitoes and offer the best method of controlling the spread of malaria.

Thus, Oakland City University located at the Indiana Women's Prison has established the One Net-One Life Project. The mission is to save lives one net at a time. The project is dedicated to preserving life and giving hope, in a place where difficult challenges are met everyday. Those involved are committed to helping heal those in need through dedicated hard work and passion, while keeping in mind there is always a chance for a brighter future.

Instead of the typical cone shaped net, program participants have created a unique rectangular design that has solid material on the top and bottom of the net. The benefits of this design are that it prevents the spread of malaria, supplies a top barrier that aids in preventing secondary diseases and infections caused by rodent droppings and termite dust that may seep through the holes of the net, and provides a bottom layer of material for tucking the net safely under the mattress to prevent tears in the netting material.

Program participants hope to make enough nets to furnish an entire village of 4,000 in Africa. Through a generous

donation of \$5,000 from the New Community Project, they were able to begin manufacturing the first 350 nets, with over 250 of the nets complete and ready to send to Africa for treatment and distribution. It is through the generosity of others the goal will be met. It is their hope that others will follow the lead of the New Community Project and help in this endeavor to save lives.

With this, they hope to recognize a global difference one village at a time.

For more information on how you can help contact:

Kristie Stewart,
Program Coordinator
One Net-One Life
(OCU-IWP)
(317) 639-2671 ext. 327 ■

Leaders in the Public and Private Sector: Are You Mentoring?

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