



The Insider

North Dakota Department Of Corrections And Rehabilitation



Not Your Everyday High School Graduation...

By: Rebecca Donovan

High school graduations typically conjure visions of teary-eyed codeds, young men with a lump in their throats and proud papas and mamas. The usual high school graduation speech is about the honors the class has won spiced with some references to harmless hi jinks. It is a proud moment, but not entirely an unexpected one. The invitations were ordered last fall and the cake is waiting at the bakery. But for the students that graduate from the North Dakota Youth Correctional Center (YCC), it is sometimes nothing short of a miracle considering their life stories.

These are students that everyone gave up on long ago. Both of the YCC graduation speakers this year were completely amazed to be here. Typical is Alexandra B., a high school diploma earner. She begins her speech with a thought familiar to her fellow YCC graduates.

"Many of us are sitting here today after following a rough and twisting road that's been handed to us, or

even that we've decided to take. The way I look at it, it's a blessing in disguise. Since about the 9th grade, I was told, "Oh sure, you can stay in school until you're 21. I'm sure many of us were told that we would never finish high school."

She credits all cottage staff around campus and the teachers for helping her succeed and giving her the tools to live right and also for keeping her in high spirits and helping her when life "just sucked". *"...Everyone here has left me something for when I leave. So, I want to leave this with the students and the staff: 'Let your heart take the lead!'"*

The second speaker, Matt S., an honor student and GED graduate, had been told similar things. He says, *"I consider today one of the greatest achievements of my entire life. Since the beginning of high school, I never thought I would actually ever complete high school. It wasn't that I didn't want to; it's that I didn't believe I was capable of doing so."* He goes on to describe

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Fargo/Moorhead Second Chance Career Fair

By: Stacy Sanders, Parole Officer & Dave Hohn, United State Probation Officer

On April 25th, 2012, the first annual Fargo/Moorhead 2nd Chance Career Fair was held at the Fargo Dome. The career fair was designed to assist people with barriers to employment, whether it is homelessness, a criminal record, someone on government assistance, or someone that has gaps in their employment. Similar career fairs were held annually in Bismarck in 2008 through 2011. Planning for the Fargo/Moorhead Second Chance Career Fair started in early 2011 with multiple agencies serving on the planning committee. The Department of Corrections and Rehabilitation was a member of the planning committee and one of the twelve sponsors of the event.

The career fair consisted of twenty-five employers and seventeen community resources. Over 400 job seekers attended the fair. Of those that attended the event, the average age was 37 years old and 63% were males. At registration, job seekers were asked a series of questions including what were their barriers to employment. The most common barrier listed was a criminal record (235 or 56%). The second highest was "gaps in employment". Other common barriers included having a disability, being homeless, on government assistance,

being a New American, lack of day care and lack of transportation.

In addition to meeting with employers, there were several additional services offered at the career fair including a resource area, child care, bus passes, free food, coping services, and free hair cuts. Participants were also encouraged to visit the Clothing Closet for free, gently used dress clothes.

The clothing closet was stocked from donations collected at local churches, at the agencies that were a part of the planning committee, or donated from thrift stores. In total, 2,069 items of clothing, shoes and accessories were donated. All items remaining at the end of the event were donated back to local thrift stores. During the fair, 190 participants took advantage of the clothing closet.

Exit surveys showed that participants met with an average of 19 employers. Participants reported 76.3% were satisfied with the employers and the contacts made. 93.8% of participants reported they would attend the fair again.

Surveys from the fair showed employers were overall happy with the event. They rated the fair as Good (43.5 %)



"Before" and "After" pictures of a participant after visiting the clothing closet.

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Rough Rider Industries Lives Up To Its Mission

By: Carol Cristilli, RRI HR/Business Development Specialist

The current North Dakota State Penitentiary expansion has created an injection of opportunities for Rough Rider Industries (RRI). According to Industries Director Rick Gardner, the value of being the lead manufacturer and installer of office and cell furniture, cabinetry, counters and seating allows RRI to continue to achieve the goals and objectives of its mission statement in a responsible manner. "RRI has been utilizing three of its manufacturing shops - metal, furniture and upholstery - employing approximately 70 North Dakota State Penitentiary and James River Correctional Center inmate workers to build all of the products. Employing inmates in real-world trades is a good prison management tool; while building quality products in a manufacturing setting, the inmate workers learn skills that can be used upon release. Work ethic, teamwork and security and safety procedures are part of each work day. Inmate workers are kept busy and productive in a workday

environment while being paid for their labor. RRI builds functional, well-built products that are recognized for their value statewide."

In order to assure on-time delivery of products, work began in the shops in October 2011. RRI has handled big manufacturing projects in the

past, but this was its first opportunity to undertake a project of this size with differing aspects of multiple installations occurring simultaneously. RRI is employing and supervising 12 minimum security inmate workers from the Missouri River Correctional Center who assist with the installations. "Installations that could be a logistical nightmare due to security, safety, and quality concerns

are occurring without any incidents or accidents and are right on schedule. The coordinated effort put forward between construction workers, inmate workers, NDSP staff, and RRI staff has allowed our project to move forward during the construction phases," said Jeff Zins, RRI Sales Manager.

RRI Mission

"To employ inmates to produce quality goods and services in a self-sustaining manner that makes the time of incarceration productive, while preparing the inmate to reintegrate back into society."



North Dakota State Penitentiary Cancelling Tours

By: Robyn Schmalenberger, NDSP Warden

As the North Dakota State Penitentiary construction project progresses, there has been an increase in construction traffic and the number of outside contractors working in and around the facility. Due to the increased construction activity, tours for the general public, schools, colleges, universities and other special interest groups will be suspended until further notice.

Special circumstances, including tours for legislative groups and law enforcement groups, will be considered. You may contact Deputy Warden Steve Foster at (701) 328-6373 for approval. Tours will resume after December 15, 2012, when construction nears completion. Thank you for understanding as we complete the construction at the penitentiary.

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his most desperate times ahead of being placed at YCC.

He concludes with, *"So I encourage all of you not to ignore your trials, and take action on them. Set goals, have dreams, and never give up on them until you achieve them."*

Although our graduates here at YCC definitely took "the road less traveled" in attaining their diplomas, their journey's end is all the more meaningful for taking that "rough and twisting road", their victory all the sweeter because it is so hard fought. They have learned their lessons well, especially those hard life lessons that cannot really be taught in school.

Statistical notes: YCC had twenty-five graduates this year earning either a high school diploma or a GED while here. Twelve of these graduates were present at May's graduation celebration. Eleven of those students were still residents on campus. Two came from off-campus to participate in graduation. For some, they are the first in their families to be a high school graduate. For three, graduation day was bitter sweet since no visitors came to celebrate the day with them. For those students, YCC faculty and staff became their celebratory family. Fifty-three off campus guests attended the graduation ceremony.

A Message from the Editor

The Insider Newsletter is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department. All employees are encouraged to submit articles, letters, comments, and ideas for future issues of The Insider to be considered in the

next publication. The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please e-mail articles to:

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North Dakota Correctional Nurses: On the Pulse of Offender Needs

By: Steve Engen, Director of Staff Development and Facility Inspections

On May 8, 2012, the Department of Corrections and Rehabilitation (DOCR) hosted a training seminar for the medical professionals and correctional administrators of our state's county and state correctional facilities at the Law Enforcement Training Academy in Bismarck.

DOCR Director Leann Bertsch welcomed the group and highlighted the benefits of correctional medical programming. The following is a list of vital areas of correctional medical health that were made available to attendees:

- Correctional Medical Training I-II (CMT I-II) Instructor Training presented by former DOCR Medical Director Kathy Bachmeier and DOCR Medical Department Assistant Heidi Brown. The DOCR will continue to maintain the registry for this course as it has again been approved by the North Dakota Board of Nursing. For assistance with Correctional Medical Training certification the facility medical administrator may contact Heidi Brown at the NDSP Medical Department at (701) 328-6355 or hmbrown@nd.gov.
- DOCR Physician Dr. John Hagen presented The Neuroanatomy of the Human Brain. Dr. Hagen presented the effects of chemical substances on the brain and how it relates to those in custody.
- DOCR Physicians Assistant Deb Houdek presented an overview of Synthetic Street Drugs and the

effects of these substances on the human body.

- Dr. Hagen presented The Detoxification of those under the influence of alcohol and opiates.
- Dr. Hagen demonstrated the need for continued medical assessment after initial screening.
- Dr. Jeff Hostetter presented a case study involving recent in-custody deaths. Dr. Hostetter emphasized the importance of proper medical screening of newly incarcerated inmates as well as on-going screening during continued incarceration.

During roundtable discussions the group took the opportunity to discuss on-going medical issues within their respective facilities. Topics included alcohol and drug screening tools, as well as self harm assessments for new arrivals. In addition, the group discussed the use of a step-down detoxification procedure currently utilized in some facilities to properly care for this high risk population of inmates. The group is researching standardized medical screening and assessment instruments for those incarcerated.

This newly formed group will meet annually to train and discuss current correctional health issues in our state's correctional facilities. The DOCR is pleased to be part of this vital group of professionals and will provide ongoing technical assistance in order to best serve those incarcerated in our county and state correctional facilities.

NDSP Crisis Response Team Hosts Annual Conference and Competition

By: Josh Hewson, CRT Member

The North Dakota State Penitentiary Crisis Response Team hosted the 7th Annual Upper Red River Valley Crisis Negotiations Conference and Competition at the Career Academy of Bismarck State College, June 4-6, 2012.

75 members of 14 corrections and law enforcement teams from two US states and three Canadian provinces, along with the Royal Canadian Mounted Police, participated this year making it a true international affair. The James River Correctional Center team represented the DOCR this year and did an outstanding job with only four competing members! Also, several officers from local law enforcement agencies attended the P.O.S.T. certified training on June 4th.

The first day of the conference was dedicated to providing quality training and first hand accounts of dealing with crisis situations. This year's conference focus was dealing with veterans, juveniles and sovereign citizen groups – all issues that every department or agency may have to face if they haven't done so already. Author Dr. Wayman C. Mullins from Texas State University San Marcos, spoke about dealing with

veterans and post traumatic stress disorder, and also about negotiating with juveniles. Chris Grant presented his case study into the 1991 Stephens High School hostage situation in Rapid City, which he was the lead negotiator. Sgt. Derik Zimmel of the Grand Forks Police Department talked about the history of sovereign citizen groups and negotiating strategies with individuals of the same mindset that have peacefully resolved situations in Grand Forks County.



NDSP Crisis Response Team

The second and third days were dedicated to the competition, with the teams participating in scenario based training. The scenarios were designed around the material presented the first day, along with trying to accurately recreate the pressures of dealing with real situations. Similar to last year, the teams were judged on communication and active listening skills, organizational and operational skills, team work, and intelligence gathering. Many teams volunteered their highly experienced members to help with the judging, giving the competitor's positive reinforcement along with constructive criticism.

At the end of the competition, the judges

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Increased Reinforcement Pilot Update

By: Karianne Wolfer, Director of Correctional Practices

Evidence Based Practices challenges corrections professionals to rethink beliefs, edit policies, and change practices. This was once again the case when the ND DOCR launched its Increased Reinforcement Pilot on May 15th in the West Unit of the North Dakota State Penitentiary. Under the committed leadership of Case Manager Steve Heit and Unit Manager Jean Sullivan, 10 staff were trained in the Core Correctional Practice of Effective Reinforcement and began issuing formal Positive Behavior Reports to offenders who displayed prosocial attitudes and behaviors. In addition to the verbal praise staff has offered offenders for years, offenders can receive a written document outlining what they're doing well and are eligible for a weekly drawing of \$5 pulled from the Inmate Betterment Fund.

The goal of reinforcement is to increase the frequency of specific prosocial behaviors demonstrated by offenders. According to Bogue, et al., 2009,

When learning new skills and making behavioral changes, human beings respond better and maintain learned behaviors for longer periods of time, when approached with carrots rather than sticks. Behaviorists recommend applying a much higher ratio of positive reinforcements to negative reinforcements in order to better achieve sustained behavioral change. Rewards do not have to be applied consistently to be effective (as negative

reinforcement does) but can be applied randomly.

Increasing positive reinforcement should not be done at the expense of or undermine administering swift, certain, and real responses for negative and unacceptable behavior. Offenders having problems with responsible self-regulation generally respond positively to reasonable and reliable additional structure and boundaries. Offenders may initially overreact to new demands for accountability, seek to evade detection or consequences, and fail to recognize any personal responsibility. However, with exposure to clear rules that are consistently (and swiftly) enforced with appropriate graduated consequences, offenders and people in general, will tend to comply in the direction of the most rewards and least punishments. This type of extrinsic motivation can often be useful for beginning the process of behavior change.

The final West Unit pilot outcome data has demonstrated a 25% reduction in the monthly average incident reports with 45 Positive Behavior Reports distributed during the pilot period. West Unit staff reported ease in writing Positive Behavior Reports and the desire to genuinely reinforce prosocial behaviors of offenders although time is a challenge during officer's busy days on the tier. Additionally, plans to perform quality assurance measures, deliver feedback, focus reinforcement on challenging

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offenders, and reinforcement to staff who deliver Positive Behavior Reports are underway based on West Unit Staff input. Thank you West Unit staff for your willingness and leadership in this important evidence based endeavor!

So what's next? Beginning in July 2012, the 5th floor at James River Correctional Center will begin a 3 month pilot to test the increased reinforcement protocols followed by a complete implementation of increased reinforcement at the North Dakota State Penitentiary and a fall roll-out at Missouri River Correctional Center. Key staff will receive training in the Core Correctional Practice of Effective Reinforcement and facility leaders will model the skills to support this important shift towards catching offenders doing the 'right thing' as we maintain the safety and security of our facilities. When the pilot period is complete, increased reinforcement protocols will be revised based on staff reported strengths and weaknesses as well as offender behavior outcomes.

A special recognition should be given to the following Behavior Modification Subcommittee Chairpersons: Chad Pringle, Unit Manager, JRCC, Jodi Molenda, Licensed Addiction Counselor II, NDSP, and Mike Olson, Case Manager, MRCC. Thank you for your dedication to creating a program to increase positive reinforcement at the ND DOCR.

Reference

Bogue, B., Campbell, N., Carey, M., Clawson, E., Faust, D., Florio, K., Joplin, L., Keiser, G., Wasson, B., and Woodward, W. (2009, Oct). Implementing evidence-based policy and practice in corrections. US Bureau of Justice Statistics. Retrieved from http://www.cj institute.org/files/Community_Corrections_BoxSet_Oct09.pdf

(NDSP Crisis Response... continued from page 6)

may have had the hardest part! Several teams were separated by only a few points, making this year's competition an extremely close race, which speaks volumes for the quality of negotiation teams that participate! Unfortunately, winners had to be named, and the final results were Manitoba Corrections finishing first, Brandon Police Service in second, and Saskatchewan Corrections finished third.

Over the last year, the NDSP Crisis Response Team worked very hard to make our last year of hosting the URRV event a success. The team members involved include Team Leader Barb Bailey, and negotiators Steve Renner, Heather Davis, Paul Grahl, Jay Rehling, Josh Hewson and Dustin Clausen.

Next year's event will be hosted by the Fargo Police Department, and is tentatively scheduled for June 3-5, 2013.

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(Bismarck Transition Center); Amy Ruff, LAC (Bismarck Transition Center); Kelly McCormick, LAC (Bismarck Transition Center); Marjean Schwehr, LAC (Bismarck Transition Center); Michelle Frei, LAC (Centre, Inc. - Mandan); Mary Crompton, LAC, LCSW (Centre, Inc. - Fargo); Angela Lehr, LAC (Centre, Inc. - Fargo); Tracy Bell, MS, LAC (Centre, Inc. - Fargo); Adalia McCrea, LAC (Heart of America Correctional and Treatment Center); Jacqueline R Nichols, BSW, LSW (Heart of America Correctional and Treatment Center); Lynn Koch, LSW (NDSP); Dr. Lisa Peterson, Ph D. (NDSP); Myrna Ehlis, LSW (MRCC); Jacob Reinarts, LAC (Tompkins Rehabilitation and Correctional Center); Anita Monek, LAC (Tompkins Rehabilitation and Correctional Center). Congratulations to all on your accomplishment!

Organizational Characteristics. All DOCR Inmates. One Day Counts on the Last Day Of The Month. These numbers use the Association of State Correctional Administrator (ASCA) Performance Based Measurement Standards (PBMS) and are based on the controlling sentence.	April 2012	March 2012	February 2012	January 2012	December 2011	November 2011	October 2011	September 2011	August 2011	July 2011
General Organization Information										
Prisoners Housed by DOCR Institutions	1,099	1,095	1,089	1,103	1,087	1,095	1,107	1,105	1,098	1,117
Prisoners Outsourced (Not In A ND DOCR Facility)	348	363	361	350	353	344	340	368	371	365
Total Inmates Under DOCR Responsibility	1,447	1,458	1,450	1,453	1,440	1,439	1,447	1,473	1,469	1,482
Average Length of Sentence (Years)	6.85	6.87	6.91	6.88	5.84	5.82	5.78	5.67	5.68	5.64
Prisoners Serving Sentences Of Court (Prison Sentence)										
Inmates Serving Less Than 1 Year	15	12	15	13	27	24	25	28	29	28
Inmates Serving 1 to 3 Years	645	651	631	640	705	719	724	750	748	765
Inmates Serving 3 to 5 Years (3.01 to 5)	292	299	307	302	312	302	304	307	301	297
Inmates Serving 5 to 10 years (5.01 to 10)	223	222	224	225	181	180	182	180	183	183
Inmates Serving 10 to 20 Years (10.01 to 20)	134	132	133	134	106	105	104	102	101	102
Inmates Serving 20 to 40 Years (20.01 to 40)	64	68	67	66	41	42	41	41	41	41
Inmates Serving More than 40 Years (40.01 plus)	16	16	16	16	10	10	10	10	10	10
Inmates Serving Life with Parole	37	37	36	36	37	36	36	36	37	37
Inmates - Life Without Parole	21	21	21	21	21	21	21	19	19	19
Inmates - Death Sentence	0	0	0	0	0	0	0	0	0	0
Crime Distribution Statistics (Use Controlling Sentence)										
Part 1 Violent Crime Inmates	549	550	570	568	549	547	547	544	558	542
Other Violent Crime Inmates	172	163	167	170	165	158	162	156	142	159
Property Crime Inmates	252	261	267	267	237	244	252	268	260	267
Drug Offense Inmates	333	347	321	324	334	341	339	351	342	357
Other Public Order Offense Inmates	141	137	125	124	155	149	147	154	167	157
Inmate Demographics										
Average Inmate Age	35.75	35.62	35.77	35.78	35.84	35.73	35.71	35.35	35.48	35.20
Male Inmates	1,292	1,298	1,294	1,296	1,292	1,295	1,304	1,325	1,309	1,327
Female Inmates	155	160	156	157	148	144	143	148	160	155
White Inmates	924	934	931	929	911	902	905	915	924	929
Black Inmates	91	92	89	87	89	98	100	103	98	100
Native Hawaiian or Pacific Islander Inmates	0	0	0	0	0	0	0	0	0	0
American/Alaskan Native Inmates	349	348	350	358	364	365	366	370	359	370
Hispanic or Latino Inmates	77	77	74	74	70	68	71	81	83	79
Asian Inmates	4	5	4	4	5	5	4	3	4	3
Other Race/Ethnicity Inmates	2	2	2	1	1	1	1	1	1	1
Inmates With Unknown/Missing Race/Ethnicity	0	0	0	0	0	0	0	0	0	0
Inmates Non-Citizens	8	8	8	8	8	8	7	6	7	7

<http://www.nd.gov/docr/media/stats.html>

32 Staff Attend Substance Abuse Training

By: Tom Erhardt, Deputy Director, Transitional Planning Services

On May 8-12 and June 6-8, 2012, thirty-two staff from the North Dakota Department of Corrections and Rehabilitation (DOCR) and contracted agencies were trained by the University of Cincinnati Corrections Institute to be certified group facilitators in the substance abuse curriculum Cognitive Behavioral Interventions for Substance Abuse (CBI-SA). CBI-SA is a curriculum designed for offenders who are moderate to high need in the area of substance abuse, and was developed by the University of Cincinnati Corrections Institute. It refers frequently to the legal effects of substance abuse and is well-suited for the criminal justice population. As the name suggests, this intervention relies on a cognitive-behavioral approach to teach participants strategies for avoiding substance abuse. The program places heavy emphasis on skill-building activities to assist with cognitive, social, emotional, and coping skills development. The components of the thirty-eight session curriculum include the following:

- Pretreatment (optional)
- Module 1: Motivational Engagement
- Module 2: Cognitive Restructuring
- Module 3: Emotional Regulation
- Module 4: Social Skills
- Module 5: Problem Solving
- Module 6: Relapse Prevention

The curriculum will be delivered by licensed addiction counselors as well as other trained treatment staff in a fourteen-week cycle. The schedule that will be followed at the three adult male

prison facilities will incorporate the core thirty-eight sessions called for by the curriculum as well as several advanced social skill and practice sessions. The DOCR is committed to having the substance abuse program licensed by the Mental Health and Substance Abuse Division of the Department of Human Services. Once the new curriculum and schedule are in place and any needed adjustments made, staff from the Mental Health and Substance Abuse Division will be invited to review the program to ensure it meets all licensing requirements.

Dr. Lisa Peterson, Clinical Director for the DOCR states, "I am excited to implement a program focused on providing the offenders the opportunity to learn more effective ways of managing risky situations in the future so that they may remain chemical free and abstain from criminal activity, leading to a safer North Dakota."

Treatment staff certified to deliver the curriculum included: Holly Wagner, MSW (NDSP); Jay Rehling, LSW (NDSP); Nancy Brannan, LAC, MS Ed. (NDSP); Glory White, LAC (NDSP); James Maurer, LAC (NDSP); Jodi Molenda, LAC (NDSP), Jennifer Goldade, LAC (NDSP); Melanie Flynn, LAC (JRCC); Teva Lange, LAC (JRCC); Holly Steckler, LAC (JRCC); Kayla Schneibel, LAC (JRCC); Sarah Ewoniuk, LAC (DWCR); Rachelle Brewer, LAC (DWCR); Kelli Krieg, ACT (DWCR); Brianne Torres, LAC (MRCC); Heather Brandt, LSW (Centre, Inc. -Fargo), Amiee Reidy, BA, LAC

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From The Mouths Of Babes

By: Heidi Smith, Crime Victim Coordinator



April 22-28, 2012 marked National Crime Victims' Rights Week (NCVRW).

In conjunction with this week the DOCR collaborated with Minot State University Social Work Program (Bismarck Campus) and the Domestic Violence Crisis Center (Minot) to hold two candle light vigils to honor and remember victims of crime. This was the third year this event has been held, and each year the DOCR have been awarded a Community Awareness grant to help put on community events during NCVRW. Each year we have powerful and moving speakers tell their story of how they became a victim of crime, how it has impacted them, what services were available and how they have overcome what happened. At the end of the event we have incorporated a balloon release for those who choose to participate. During the event in Bismarck, we released the balloons and as the balloons released into the sky we had a down pour of rain with thunder and then a rainbow, right after. I wanted to share this description of the event to all of you. This was emailed to me the day after the Bismarck event from Karen (singer at the Bismarck event), her children were in attendance.

"It was truly a privilege and honor to be a part of such an uplifting event. I cannot adequately express my gratitude for being able to share that with all of

you! I was humbled to be afforded the opportunity to be in the company of such brave and courageous people. Sandra and Kathleen, your stories were a testament to your bravery, tenacity, strength, love for family and a hope for brighter tomorrow. They touched my heart very deeply in so many ways. Thank you!!

I must share something with all of you. My children were at the event last night as well. We were talking about it later in the evening and recounting the stories told. My children were just in complete awe over how the balloon release happened. Here is how they saw it: The giant gust of wind that blew in was sent to take our balloons up to heaven so our loved ones who were already there would know we were thinking of them. The rain was their tears of joy as they saw what we had done for them. Then the rainbow; well, that was their happiness and a sign of hope for us all. But there was one more thing; a giant cloud that was forming as the rain ended and the rainbow appeared. I even got a picture of it because the kids were so in awe over it. They saw Him in that cloud; a face and hands outstretched. They saw Him holding us and those we love. They know He was there with us! I don't think they will ever forget that evening. "

I am not sure if it could have been described any better than that. These Vigils are powerful experiences for everyone in attendance. This is a great reminder of why we are in this field and do what we do every day!

Hess Corporation Donates Millions to ND Education and ND YCC Becomes a Recipient

By: Penny Veit-Hetletved

Hess Corporation, one of the oldest and largest operators in western North Dakota's oil patch, announced that it will fund "Success 20/20," a statewide project created to help North Dakota students become better prepared for college and careers. Hess donated more than \$25 million to fund a new North Dakota education program.

The goals of "Succeed 20/20" include improving student ACT scores, decreasing the need for developmental or remedial education at the college level, and increasing the number of students who complete high school and college programs on time. The project will be guided by a North Dakota steering committee led by Hess Corp. CEO John Hess and Governor Dalrymple as co-chairmen. The North Dakota Regional Education Associations (REA) will be responsible for bringing partners together to design collaborative solutions.

ND YCC is a member of the MREC (Missouri River Education Consortium), the local REA for our area. MREC was one of four REAs in the state who received some of the Hess Corporation funding to launch various initiatives. The four selected REAs will be awarded approximately \$2 million over 5 years and the other 4 REAs will be awarded approximately \$1.5 million over the last three years of this grant with a successful application.

One of the initiatives that the MREC offered to local school members was

a grant opportunity for innovative technology proposals that would increase technology literacy in addition to sharing the results and best practices across the MREC school membership upon completion of the grant period in a train the trainer mode of sharing. ND YCC had four teachers who had proposed a STEM-LAH (Science Technology Engineering Math Language Arts and History) course be taught. Their proposal from a course standpoint was then written into the form of the grant application. Grantees would be awarded up to \$5000 if accepted—ND YCC was one of the schools that was awarded the maximum \$5000.

More Information About STEM-LAH:

Many of the students who come into our school arrive with dual deficiencies—one is in Carnegie unit or credit within their educational transcript but the other is within conceptual knowledge. The students served within our education system need a wide-array of differentiated instruction to be able to understand the concepts in subjects and to gain more "links" to outside-of-here understanding of the concepts. This educational proposal will link math, science, history, and language arts concepts and skills into a two hour experience that will allow students to not only receive the credit in subject areas that they are deficient but to also experience that learning in a less pragmatic way where four core content specialists will be designing the

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instruction.

The target population and total number of students that the grant will benefit will be twenty to twenty-five percent of the total student population of our school at any one given time. This is based on the number of students who have been served in the past year who have been in need of science or math credit while it was being offered as STEM. The target population will always be students who are in need of math, science, history, and/or language arts credits—especially those who have been identified as students who are likely “conceptually” deficient. The percentage and total number of students the grant will benefit is a bit more difficult to answer due to the nature of our students’ length of stay. Students within this facility do not stay with us for any particular prescribed amount of time and are all on an individual time line.

STEM-LAH will offer the students a rich curriculum of math and science concepts that are encircled within the core knowledge, ability, and skills (KSAs) of the research component and historical piece behind the STEM themes, while also teaching the communication, writing and presentation components. This would allow for content specialization and additional high quality educational opportunities for the STEM students.

Student Impact:

- The structure of the instruction will help students retain what they have learned over a longer term of time.
- This project’s design will assist students in building a mental framework that serves as a foundation for future learning through the brainstorming, hands-on, experiment, and presentation format.
- The instructional design is to meet

our students in the environment that they already know. Our students are “digital natives” so using an iPad environment would assist us in meeting their learning while focusing on the Engineering Design Process model.

- Our students have changed radically. Today’s students are no longer the people our educational system was designed to teach.
- Today’s students have not just changed incrementally from those of the past, nor simply changed their slang, clothes, body adornments, or styles, as has happened between generations previously. A really big discontinuity has taken place. One might even call it a “singularity” - an event which changes things so fundamentally that there is absolutely no going back. This so-called “singularity” is the arrival and rapid dissemination of digital technology in the last decades of the 20th century.
- Today’s students - K through college - represent the first generations to grow up with this new technology. They have spent their entire lives surrounded by and using computers, videogames, digital music players, video cams, cell phones, and all the other toys and tools of the digital age

District Impact:

- The structure of the instruction will guide us in evidenced-based best practices to share with ND DOCR educators as a whole.
- This project’s design could assist students beyond the walls of our facility to include students within the adult services education strand of our department—assisting adult students in these same concepts to include additional employability experiences and skills.

(Fargo/Moorhead Second... continued from page 2)

and Excellent (47.8%). 95.7% of employers reported they would follow up with applicants and 95.7% of employers stated they would attend the fair next year. Follow up surveys were sent out ten days after the event to each employer. Of the 25 employers, only seven responded. They reported a total of nine people being hired from the career fair.

The career fair was not only beneficial to the participants. Many members of the planning committee found it beneficial to participate

in the planning of the event. Through cooperation and collaboration, local, state, and federal agencies were able to put on a successful event. In the process, members of the planning committee learned about other agencies and formed relationships that may help them in the future. Through media exposure, the community learned about a serious issue affecting those in their community. Lastly, employers learned that to give people a second chance can be good for business and for the community.



A participant of the career fair visiting with a prospective employer.

Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

Members	Location
Duane Houdek, Chairman	Bismarck
Ronald Goodman	Oakes
Norman Anderson	Fargo
Robert Udland	Fargo
Sheri Baker	Bismarck
Jennifer Thompson	Fargo

Pardon Advisory Board Members

Pardon Advisory Board Members are appointed by the Governor for an open ended term to include the attorney general, two members of the parole board, and 2 citizens/residents of the state. The Pardon Board Members are listed as follows:

Members	Location
Duane Dekrey, Chairman	Pettibone
Wayne Stenehjerm	Bismarck
Beverley Adams	Fargo
Ronald Goodman	Oakes
Duane Houdek	Bismarck

Parole Board Meeting Dates for 2012

January	8-9
February	6-7
March	4-5
April	1-2
May	6-7
June	3-4
July	8-9
August	5-6
September	9-10
October	7-8
November	4-5
December	2-3

Pardon Advisory Board Dates for 2012

April 3

November 13

***Our Vision...**A safer North Dakota through effective correctional services.*

***Our Mission...**To enhance public safety, to reduce the risk of future criminal behavior by holding adult and juvenile offenders accountable, and to provide opportunities for change.*