The Insider
North Dakota Department Of Corrections And Rehabilitation

European-American Criminal Justice Innovation Program:

A Different Perspective on Corrections

By: Karianne Wolfer, Director of Correctional Practices

The North Dakota Department of Corrections and Rehabilitation (NDDOCR) has implemented evidence-based practices to target and reduce recidivism in every aspect from inmate assessment to behavior modification, treatment services to community corrections. However, providing these highly effective interventions resulted in incarceration as the default consequence for many offenders that do not require incarceration to further public safety. The population growth paired with antiquated criminal justice philosophies have resulted in a 235% increase in prison admissions over the last 22 years, while the state's population has increased by only 16%. The state legislature enacted 212 new felony offenses in the past 16 years for an increase of 37.5% which have failed to deter crime like many other tough on crime initiatives throughout the country.

North Dakota, like many states, is struggling to be effective amidst increasing prison populations, limited and overtaxed community treatment options, and harsh and often ineffective sentencing practices. The European-American Criminal Justice Innovation Program funded by the Prison Law Office in partnership with the the University of California San Francisco Public Health department aim to assist states like North Dakota who are entangled between old practices and new evidence to stimulate reform efforts and advance dialogue around effective corrections by introducing correctional practices of other countries.

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In May of 2015, the ND DOCR assembled an 'Innovation Team' comprised of Ramsey County District Court Judge Donovan Foughty, Senator Ray Holmberg, Governor's Legal Counsel Bonnie Storbakken, State Hospital Director, Dr. Rosalie Etherington, Director of the ND DOCR, Leann Bertsch and Director of Correctional Practices, Karianne Wolfer. The multidisciplinary Innovation Team identified key initiatives to increase long term public safety in North Dakota from tackling minimum mandatory sentencing to increasing access to effective treatment options in the community. The Innovation Team was awarded a grant from the European-American Criminal Justice Innovation Program which will include consultation on how to move statewide criminal justice initiatives forward, the opportunity to learn effective correctional practices of other countries, and recommendations on practices and policies in need of reform.

Leaders from the Prison Law Office, Don Spector and Sara Norman as well as UCSF Public Health Department representatives Cyrus Ahalt and Janet Myers toured North Dakota's three male prison facilities with the Innovation Team in July and are collaboratively developing a North Dakota strategic work plan for 2015 which kicks off with a trip to Oslo, Norway in October! In Norway, the Innovation Team will tour prison facilities, exchange ideas with Norwegian correctional policy makers and strategize how to implement similar practices in North Dakota. To learn more about the European-American Criminal Justice Project, please visit http://www.vera.org/project/european-american-prison-project.

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in both a computer based module and a class room session, identify specific unit staff to respond to incidents within the facilities during each shift (A level response), utilize brief initial reports (information sharing) and review new staff as well as ongoing staff training prior to July 1st. Following July, facility administration staff will develop standardized incident simulation schedules which each department in all facilities will participate. These simulations will range in complexity to an isolated department or housing unit incident to a complex incident where multiple agencies will be called upon to participate in the simulation. In addition to this, facility staff from each facility will visit facilities to audit and assess incident command fidelity and provide a different point of view on how to improve.

Facility safety is all of our top priority. Often, safety is linked to the number of staff available to come running during an emergency. However, the number of staff responding does not have a correlation with the ability to effectively manage the incident. ICSC capitalizes on available resources and allows staff to count on a professional, predictable response regardless of the incident complexity.

Incident Command System for Corrections: Refining Our Approach to Incidents in Our Facilities

By: Troy Schulz, Deputy Warden

Incidents out of the ordinary occur in correctional facilities around the world every day. A generalized Google search of the term prison incident will net over 139 million hits. Even the most effectively operated prisons can experience atypical events ranging from an isolated incident involving one inmate with chest pains to a disturbance involving an extreme act of violence between multiple inmates and possibly staff. Despite many theories on the root causes of these atypical events, the one constant factor is that facilities can prepare, plan and train for when these incidents occur.

This past April, 19 staff from the three adult male facilities participated in Incident Command System for Corrections training (ICSC) sponsored by the National Institute of Corrections to learn about what we can do to ensure when incidents occur as well as how to prepare facility staff to respond to events as they occur. The core focus of ICSC is to develop a standard operating procedure that can be established by empowering staff to take control of situations as they occur and quickly assess and respond to the incident as it evolves.

ICSC was developed by staff in the Arizona Department of Corrections in 1992 following an escape of an inmate where the coordinated response between responding facilities could have been improved and is derived from efforts made to suppress fires during the 1970's in California. Following the events of 9/11 and the establishment of the National Incident Management System or NIMS, the passage of Homeland Security Presidential Directive 5 requires all federal, state, and local agencies to manage emergencies in the NIMS model to ensure coordinated responses throughout any emergency. Incident Command System for Corrections fully integrates into the NIMS model in the event an incident within our facilities requires a multi agency response.

Staff has been identified at the three adult male facilities to serve as facility coordinators and have all worked diligently to ensure all staff, regardless of their roll within the facility, has a basic understanding of ICSC, monitor for fidelity to the system, and serve as a subject matter expert for staff questions. Staffs guiding implementation at each facility are as follows: North Dakota State Pententiary: Chief of Security Joe Charvat and Captain Paul Belisle, James River Correctional Center: Unit Manager Julie Munkeby and Captain Jeff Krenz, Missouri River Correctional Center: Deputy Warden Joey Joyce.

The goal for the three adult male facilities is to have all staff trained;

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Rough Rider Industries Prepares to Give North Dakota a New Look

By: Rick Gardner, Director of Industries

Chances are you won't see too many 1993 model year vehicles traveling up and down the roads today but this is exactly how long it has been since North Dakota had its last change in license plate design. States periodically issue new license plates to help maintain an effective vehicle identification process and help protect the security and integrity of the vehicle registering process. Many states currently use either a five or a seven year replacement plan in which all license plates are replaced during this time period. North Dakota is one of the few States who does not follow any type of replacement schedule and currently has the distinction of displaying one of the oldest license plate designs in the country.

Having one of the oldest designs has created unique challenges for law enforcement with the purpose of a license plate, also known as vehicle registration plate, being to identify the vehicle and its owner as well as to show that the vehicle has been registered with the government. Studies have shown that more than 70% of serious crimes involve the use of a motor vehicle. To help law enforcement quickly identify vehicles, license plates need to remain fully reflectorized to ensure visibility and the fact that it has been so long since the State's last reissue, many plates are no longer displaying this necessary feature. In fact, license plate sheeting manufacturers proclaim that license plates may lose up to 50% of their reflectivity and brightness soon after five years. Mechanical damage from bending, metal fatigue, and ultraviolet exposure over time also adds to the degradation of these plates. Other environmental conditions play a role in the plate's deterioration such as road salt, chemicals, petroleum splatter, high wind speed, extreme temperatures and debris impacts just to name a few. So after twenty-two years, these deficiencies are being addressed as Rough Rider Industries begins the process of manufacturing an all new look for North Dakota.

During the 2013 legislative session the North Dakota Legislature decided to address these license plate issues and a bill was passed calling for a change in both plate design and style. Since then, Rough Rider Industries has been working diligently with the Department of Transportation to help implement both of these changes. The new look design was created by the Department of Transportation and keeps many of the current design figures in the overall landscape of the new plate. These figures are more realistic in appearance and

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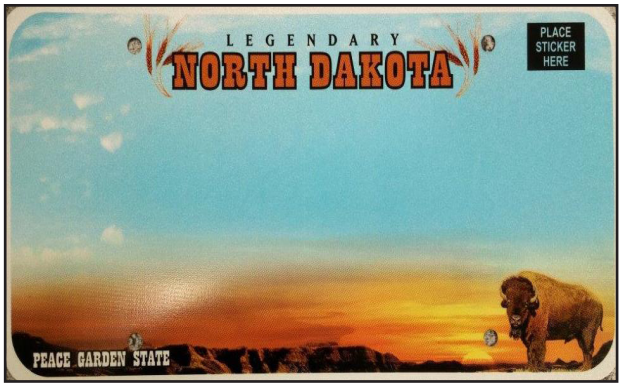
almost photographic in nature and keeps to the heritage of our State. In today's society, license plates have become a seventy-two square inch moving billboard used to promote the State. The new North Dakota design incorporates the word "Legendary" at the top of the plate coinciding with the State Tourism's "Legendary" marketing campaign which promotes the State and everything it has to offer.



The Legislature also decided during this session to change the style of the license plate, moving from the traditional embossed manufacturing process, to a digitally printed flat license plate. Currently, each state bordering North Dakota displays a flat styled plate. The production methods used to produce this style of plate required Rough Rider Industries to procure new manufacturing equipment and to make accommodations to the manufacturing plant. This new process and equipment will enable Rough Rider Industries to produce license plates more efficiently and will also give the inmate workers an opportunity to work with new digital print technologies while creating additional work opportunities. The Department of Transportation (DOT) estimates 2.4 million license plates will need to be produced over the next two years with the project needing to be completed by June 30, 2017. Rough Rider Industries is expecting to be in production with the new design by late summer of 2015 and the residents of North Dakota should see the new product traveling up and down the roads sometime this fall. So the next time you hear someone say that's a model year 1993, you can be assured it won't be the State's license plate they are discussing.

DOCR Vision

A safer North Dakota through effective correctional services.

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
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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.	June 2015	May 2015	April 2015	March 2015	February 2015	January 2015	December 2014	November 2014	October 2014	September 2014	August 2014
General Organization Information											
Prisoners Housed in NDSP, JRCC, MRCC	1,354	1,353	1,378	1,349	1,344	1,330	1,325	1,316	1,322	1,293	1,304
Prisoners Outsourced	397	401	419	402	380	387	393	376	356	340	328
Total Inmates Under DOCR Responsibility	1,751	1,754	1,797	1,751	1,724	1,717	1,718	1,692	1,678	1,633	1,632
Average Length of Sentence (Years)	7	7	7	7	7	7	7	7	7	7	7
Prisoners Serving Sentences Of Court (Prison Sentence)											
Inmates Serving Less Than 1 Year	9	13	12	11	11	11	10	9	11	11	14
Inmates Serving 1 to 3 Years	854	856	893	868	847	842	848	831	818	778	789
Inmates Serving 3 to 5 Years (3.01 to 5)	316	315	325	314	308	313	313	307	308	303	288
Inmates Serving 5 to 10 years (5.01 to 10)	229	228	229	224	223	219	217	220	217	219	222
Inmates Serving 10 to 20 Years (10.01 to 20)	162	163	160	159	160	157	157	153	153	152	149
Inmates Serving 20 to 40 Years (20.01 to 40)	87	86	86	84	83	83	82	81	82	81	81
Inmates Serving More than 40 Years (40.01 plus)	18	18	18	18	19	19	19	19	18	19	19
Inmates Serving Life with Parole	41	40	39	39	39	39	39	39	39	38	38
Inmates - Life Without Parole	35	35	35	34	34	34	33	33	32	32	32
Inmates - Death Sentence	0	0	0	0	0	0	0	0	0	0	0
Crime Distribution Statistics (Use Controlling Sentence)											
Part 1 Violent Crime Inmates	582	578	579	582	578	577	576	573	575	573	572
Other Violent Crime Inmates	252	248	255	247	254	243	252	250	247	233	234
Property Crime Inmates	267	277	293	269	273	269	275	266	261	252	255
Drug Offense Inmates	459	456	462	458	436	438	429	415	409	404	393
Other Public Order Offense Inmates	191	195	208	195	183	190	186	188	186	171	178
Inmate Demographics											
Average Inmate Age	36	36	36	36	36	36	36	36	36	36	36
Male Inmates	1,536	1,546	1,575	1,537	1,521	1,514	1,514	1,486	1,483	1,446	1,454
Female Inmates	215	208	222	214	203	203	204	206	195	187	178
White Inmates	1,158	1,149	1,183	1,171	1,156	1,158	1,149	1,135	1,128	1,094	1,089
Black Inmates	121	122	124	119	119	116	119	113	108	108	108
Native Hawaiian or Pacific Islander Inmates	0	0	0	0	0	0	0	0	0	0	0
American/Alaskan Native Inmates	358	372	382	356	346	343	348	347	340	333	339
Hispanic or Latino Inmates	99	96	94	92	92	88	88	84	88	87	85
Asian Inmates	8	8	6	5	5	5	6	6	6	5	6
Other Race/Ethnicity Inmates	7	7	8	8	6	7	8	7	8	6	5
Inmates With Unknown/Missing Race/Ethnicity	0	0	0	0	0	0	0	0	0	0	0
Inmates Non-Citizens	15	23	24	14	19	19	18	18	16	16	16

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

The Missouri River Correctional Center is Going to the Dogs!

By: Candance Rittenback, Case Manager

The mission of Transitional Facilities is to teach and practice skills necessary for people to successfully transition into the community. A team of staff members from Transitional Facilities met to make this mission and set goals on how to achieve this mission. One of the goals is to obtain ten new meaningful inmate jobs in 2015. Missouri River Correctional Center (MRCC) in collaboration with Service Dogs for America (SDA) has obtained and surpassed this goal with 15 new inmate jobs training puppies for Veterans.

The Inmate Canine Assistance Program (ICAP) began in the North Dakota Department of Corrections and Rehabilitation at James River Correctional Center in November of 2008. As of July 1, 2015, five labrador retriever puppies have moved onto the grounds of MRCC to begin the ICAP.

The puppies will be initially trained in basic commands. The commands are heel, down, stay, come, sit, and here. The inmates will work in teams to train the puppies. Each team will consist of three inmates who will share the responsibilities of caring for and training the dogs. Along with the inmates, staff will be able to assist in the program. Currently, five staff members have volunteered their time to be trained to assist with public outings with the dogs.

There are many benefits that go along with this program besides providing a job. ICAP benefits SDA by providing socialization and foundation training for their dogs allowing them to place more dogs with people in need. The program benefits the assigned inmates by teaching responsibility through meaningful, rewarding work. Caring for the dogs and helping to prepare the dogs to assist others also helps the development of empathy. The presence of dogs at MRCC benefits the facility as a whole by lifting the spirits of the inmates and staff that come in contact with the dogs.

DOCR Employee Awarded the President's Award

Tony Kozojed, Director of Community Operations for the Division of Juvenile Services, was presented with the President's Award at the North Dakota Family Based Services Association (NDFBSA) Conference in April 2015. The President's Award is a discretionary award, used by the NDFBSA Board to identify individuals who have excelled in providing family based services. Their mission is that all families have inherent strengths and can best be served in their own environment, the NDFBSA is committed to investing in the preservation and affirmation of families through: Advocating the development and expansion of family-based services; Promoting a family-based philosophy throughout North Dakota and providing forums for education, networking, policy development and support.

Tony's nomination was supported by nearly 20 years of dedicated service to the children and families of North Dakota. His nomination and letters of support outlined the various roles Tony has held, most of which have been within the Division of Juvenile Services. He started as a Juvenile Corrections Specialist tackling the switching of hats between the foster care system and the corrections system, and then a Senior Juvenile Corrections Specialist. Tony later moved into an administrative role, wherein he coordinated training for all DJS staff in the state. Tony's role today is the Director of Community Operations.

Tony's support of the family-based practice model is evident in his everyday practice, as he advocates statewide for families. He demonstrates his belief that integrity and strength can be found in all families, and he effectively translates that belief into his own practice and the developmental process of the staff he supervises statewide. He is very willing to collaborate with other agencies in thinking principles and is a champion of best practice. In addition to his DJS tenure, Tony participated on the NDFBSA Board for many years, serving as Board President from 2007-2008.

DOCR 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.

Cleaning Up North Dakota... One Ditch at a Time

By: Steve Renner, Correctional Officer III

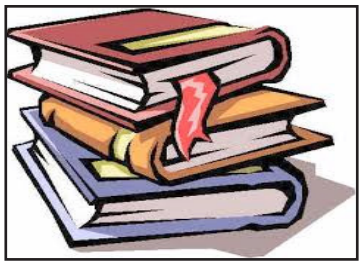
At the beginning of summer the Missouri River Correctional Center (MRCC) started the project "Adopt a Highway" in conjunction with the Department of Transportation. This allows the inmates to show they care about the environment, the image of North Dakota and to take pride in a job well done.

The inmates have been picking up litter along the state highways and to date have picked up hundreds of bags of garbage leaving clean ditches in their path! The inmates that have participated in this project have worked hard by logging 103 man hours and most of them volunteered their time to give back to the community; additionally, it reflects the positive behavior of the inmates and that they are learning through our use of Core Correctional Practice. Correctional Officers Lacie Geiger and Jeremy Heldstab have been assisting with this project and supervising the inmates. MRCC hopes to continue the project while the weather permits and intend to continue this great program next year.

Students Earn Recognition and Rewards for Reading and Writing

By: Judy Ringgenberg, Librarian

This spring, the English department and library at the Youth Correctional Center (YCC) promoted a reading program for the students called unbound. This program was promoted by the educational organization CEEAS, Center for Educational Excellence in Alternative Settings. During the month of February and into March, students were encouraged to read books of their choosing and write reviews about them following a short online questionnaire. About 20 students participated and posted their responses on the website. It is still available for others to read what the students read and thought about as they finished the books. http://info21138.wix.com/unbound



One of the students, Lane D, won free books and $25 for posting more than other students. He was a very voracious reader and all the students seemed to enjoy the program and being able to post online.

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The writing program from the same educational organization was "Words Unlocked."
http://www.ceeas.org/words-unlocked/

This was their information from the website:

For Words Unlocked 2015 our lead judge was poet, novelist, and memoirist Jimmy Santiago Baca! He was joined by Dwayne Betts, Josh Lefkowitz and Victoria Sammartino. This year's theme was Transformation.

Words Unlocked 2015 was a resounding success. More than 1,300 students submitted poems, the most ever. We announced the winners on Thursday, May 21st, during a live twitter chat.

Another one of our students, Josh T, won a prize for placing 15th overall in the competition. Several other students are included in an anthology published by the organization; Joe C, William O, and Heaven W. We are proud of the hard working and gifted students at our facility.

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
Mandy Maxon	Bismarck
Lynn Jordheim	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 Stenehjem	Bismarck
Beverley Adams	Fargo
Lynn Jordheim	Fargo
Duane Houdek	Bismarck

Parole Board Meeting Dates for 2015

January	4-5
February	2-3
March	1-2
April	March 29 - 30
May	3-4
June	May 31 - June 1
July	June 28 - 29
August	2-3
September	August 30-31
October	4-5
November	1-2
December	6-7

Pardon Advisory Board Dates for 2015

March 30
November 2