The Insider
North Dakota Department Of Corrections And Rehabilitation

The Division of Juvenile Services Receives Major Accomplishment

To give some background, the CFSRs (Children and Family Services Review) enable the Children's Bureau to: (1) ensure conformity with Federal Child Welfare requirements; (2) determine what is actually happening to children and families as they are engaged in child welfare services; and (3) assist States to enhance their capacity to help children and families achieve positive outcomes.

Ultimately, the goal of the reviews is to help States improve child welfare services and achieve the following outcomes for families and children who receive services:

Safety

- Children are, first and foremost, protected from abuse and neglect.
- Children are safely maintained in their homes when¬ever possible and appropriate.

Permanency

- Children have permanency and stability in their living situations.
- The continuity of family relationships and connections is preserved for families.

Family & Child Well-Being

- Families have enhanced capacity to provide for their children's needs.
- Children receive appropriate services to meet their educational needs.
- Children receive adequate services to meet their physical and mental health needs.

The Federal Government conducts the reviews in partnership with State Child Welfare agency staff; consultant reviewers supplement the Federal Review Team. The reviews are structured to help States identify strengths and areas needing improvement within their agencies and programs.

The DJS Corrections Specialists must follow all of the federal and state guidelines applicable to child welfare when placing youth into facilities and foster homes, including participating in database entries and federal foster care audits.

Each year, ND Child and Family Services establish areas for targeted improvements. The targets are based on areas which were noted in previous

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ND DOCR Shares Training Methods with SD DOC

By: Stewart Baumgartner, JRCC Training Director

In August seven staff members from the James River Correctional Center (JRCC) had been selected to participate in a rare opportunity to share training methods with their counterparts from South Dakota.

It all began numerous months before with an idea to improve the quality of our training. As the discussion developed and plans began to formulate it became clear that a group would be needed to develop the idea to the fullest. The staff that went to South Dakota were some of those 15 exceptional staff that developed and currently teach the Perimeter Officer Training Course at JRCC today.

It had been a long road already for them to get to this point. They had spent many hours researching and developing the core curriculum, creating lesson plans, supplemental materials, and skill assessments. They had reviewed policies and procedures to determine if updates would be necessary. They reviewed practices and recommended changes that would be realistic, safe and tactically sound. Hours were spent reviewing current equipment and researching upgrades or replacements that would be necessary.

By June of 2013 the development committee was ready to roll out the new training and it was met initially with a mixture of uncertainty, skepticism, criticism, and anxiety with a bit of anticipation thrown in for good measure. This group of staff who had spent many months developing the curriculum remained open to the suggestions of the students and used those suggestions to refine what they had developed. In the end, that group of 15 instructors was able to convince the skeptics, quiet the criticism and help attendees set aside the uncertainty and anxiety by providing a training course that the students knew would help prepare them for their duties. One student had stated that this was the best training he has attended in 14 years.

The course these staff developed took a step away from the standard lecture format and integrated several new skills. One based upon the PPCT Close Quarter Countermeasures course. Another included a set of simulation scenarios utilizing duty gear including the new Remington 870 shotguns with Simunition conversion kits and FX Marking Cartridges. Finally a live fire exercise that requires decisions on whether or not it is proper to discharge the weapon based on

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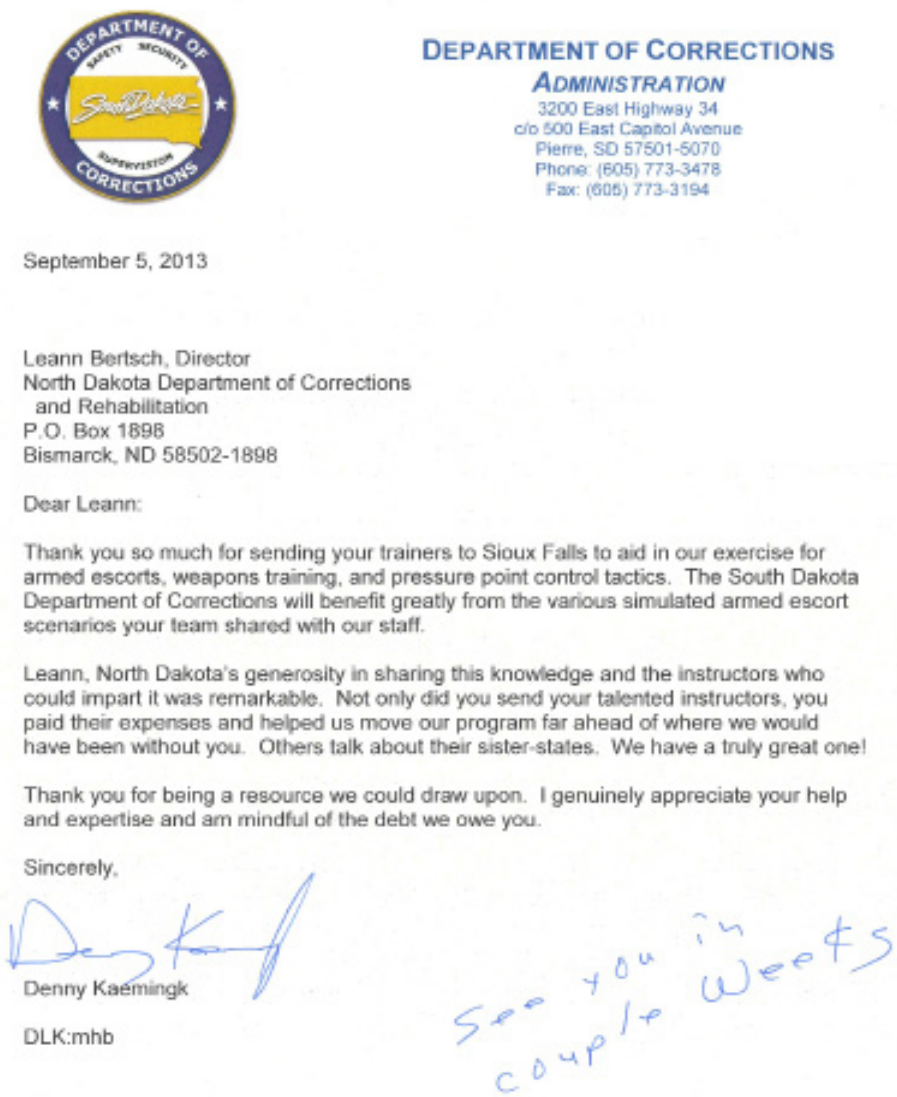
(Training at SD DOC... continued from page 2)



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September 5, 2013

Leann Bertsch, Director
North Dakota Department of Corrections
and Rehabilitation
P.O. Box 1898
Bismarck, ND 58502-1898

Dear Leann:

Thank you so much for sending your trainers to Sioux Falls to aid in our exercise for armed escorts, weapons training, and pressure point control tactics. The South Dakota Department of Corrections will benefit greatly from the various simulated armed escort scenarios your team shared with our staff.

Leann, North Dakota's generosity in sharing this knowledge and the instructors who could impart it was remarkable. Not only did you send your talented instructors, you paid their expenses and helped us move our program far ahead of where we would have been without you. Others talk about their sister-states. We have a truly great one!

Thank you for being a resource we could draw upon. I genuinely appreciate your help and expertise and am mindful of the debt we owe you.

Sincerely,

Denny Kaemingk

DLK:mhb

See you in couple weeks

the scenario given. Throughout each of these portions of the course staff is required to justify their use of force decisions.

At the end of June 2013, the South Dakota Department of Corrections, reached out to us showing interest in developing similar training and discussion on sharing our training model ensued. On July 8, a request was received to have some of our instructors come to South Dakota and present our model and discuss development of training that would work for them. Approval to make the trip to help a neighbor in need was not difficult to obtain, so dates were set and travel arrangements were made

When staff arrived at the training site on August 14, they were met with numerous smiles, handshakes and thank you's. Introductions were made and a brief discussion of what the North Dakota model entailed ensued. The bulk of the training consisted of a collaborative process of demonstrating what we had to offer and then incorporate their staff in the understanding and running of this course. The real work began when the instructors broke up into groups, based on their teaching discipline, with each group led by instructors from North Dakota.

The instructors from ND were:

- Case Manager Lyle Mee and Sgt Brandon Stoddart who led the PPCT discipline
- Sgt. Dan Lukach and CCW Chris Kinzler who led the Live Fire training
- Captain Chad Jackson and Safety Officer Jeff Lorenz who led the Simulation Training.

The next day and a half consisted of demonstrating how the training is conducted and coaching the instructors from SD on our methods of presenting the training and coaching staff and enabling them in acting as the instructors for the different subjects.

The support for

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NDSP Staff Members Recognized for Lifesaving Efforts

On May 21, 2013, Warden Schmalenberger presented the DOCR Life Saving Award to several staff members at the North Dakota State Penitentiary (NDSP). COII Brandon Gumke, CCW Ron Kopp, RN Nicole Kelly, RN Michael Hundley, and PA Deb Houdek for saving an inmate with an injury.

The staff members responding kept the inmate calm and provided immediate first aid. The inmate has recovered from his injury. Without the quick responding actions of these staff, the inmate may have lost his life.

Over Half a Century of Experience...Gone

This past August the Department of Corrections and Rehabilitation (DOCR) had two staff retire with over 65 years of combined experience.

Gaylene Massey, Director of Education, retired after 35 years of service with the DOCR. She started at the Youth Correctional Center as a teacher and helped develop the education division to what it is today. Her knowledge of the various aspects of education was an asset to the juveniles and adults that the DOCR rehabilitates every day.

Pat Branson, Deputy Warden of Operations, retired after 30 years of service with the DOCR. He started his employment at the North Dakota State Penitentiary as a correctional officer and was promoted to various positions throughout his career. Pat was an enormous asset to the DOCR and his knowledge of security practices, correctional technology, security threat groups, and staff development was instrumental in improving correctional services.

The DOCR's Programs Rated "Highly Effective"

By: Karianne Wolfer, Director of Correctional Practices

'If what you're doing is highly effective (at reducing recidivism), why wouldn't everyone be doing the same thing?' inquired a legislator at the recent Alternatives to Incarceration Committee meeting.

With recidivism rates in the nation nearing a staggering 70%, North Dakota and correctional agencies all over the country have begun undertaking the hard work of objectively evaluating their rehabilitative efforts and asking one hard question, "is what we're doing really working?" We know there are practices that are proven to work to reduce recidivism, the Correctional Program Checklist (CPC) tells us if we're actually doing them.

The CPC is an auditing tool developed for assessing correctional intervention programs and to indicate how well correctional programs are adhering to known principles of effective intervention. Studies on the CPC found strong correlations with outcomes between programs and assessment (Hoslinger, 1999; Lowenkamp and Latessa, 2003, Lowenkamp, 2003; Lowenkamp & Latessa, 2005), or in simple terms, the audit tool is effective at indicating what correctional programs work to reduce recidivism and what programs don't.

Starting in 2010, the North Dakota Department of Corrections & Rehabilitation (ND DOCR) trained 12 agency and stakeholder staff members to become certified CPC Auditors through the University of Cincinnati Center for Criminal Justice Research (UCCI). Following training, audits on institutional and transitional facility correctional programs uncovered how well we were achieving our goal of enhancing public safety, holding offenders accountable, and providing opportunities for offenders to change while reducing recidivism. The results initiated a wide-spread program redesign throughout North Dakota to more meaningfully implement the practices linked to offenders staying out of prison, out of taxpayers' pockets, and creating fewer victims.

This year, the audit cycle revealed that we are indeed doing just that. In the spring of 2013, the Tompkins Rehabilitation Correction Center (TRCC) indicated they are 'Highly Effective' in reducing recidivism through the implementation of skills-based cognitive behavioral interventions targeting criminality in addition to substance abuse and other criminogenic need areas.

On the heels of the TRCC audit, a group assessment on the ND DOCR's core program, Thinking

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for a Change (T4C), a cognitive behavioral skill building program that targets criminal thinking, the primary risk factor for recidivism, was launched. The results of this audit demonstrated that through the implementation of structured programming with a clear and consistently targeted goal of reducing criminal and impulsive thinking, offenders can develop the capacity to make less risky choices. T4C was found 'Highly Effective' at James River Correctional Center (JRCC), Missouri River Correctional Center (MRCC), and North Dakota State Penitentiary (NDSP).

Recently, the CPC was applied to the Bismarck Transition Center (BTC) and uncovered impressive evidence based changes actively implemented through their correctional programs and was also found as 'Highly Effective.'

Perhaps to shed light on these accomplishments, one must indicate what company 'Highly Effective' puts the ND DOCR and its stakeholders in…less than 18% of the some upwards of 500 correctional programs evaluated throughout Canada and the United States fall into the 'Highly Effective' category. The CPC requires stringent program delivery adhering to the principles of effective intervention and leaves little room for subjective or 'loose interpretation' of the practices.

In returning to the question, 'if something works to reduce recidivism, why doesn't everyone do it?' The answer is, here at the ND DOCR, we are.

(Teaching Honors... continued from page 8)

minimum of three years but not more than five years. The teacher must have made significant contributions toward innovative, unique, and novel programs. In addition, they must have shown a professional commitment early in their teaching career. The 2013 award winners were Karen Nathe, a Business Technology faculty member at Bismarck State College, Cara Reamann, a Health Careers instructor at the Southeast Region Career & Technology Center in Wahpeton, Desiree Severance, an Agricultural Education instructor for the Southeast Region Career & Technology Center in Wyndmere, Megan Holkup, a Commercial Arts instructor at the ND Youth Correctional Center, and Leonard Kjelland a Marketing Education instructor at the Southeast Region Career & Technology Center in Oakes.

Megan Holkup

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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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.	**July 2013**	**June 2013**	**May 2013**	**April 2013**	**March 2013**	**February 2013**	**January 2013**	**December 2012**	**November 2012**	**October 2012**
General Organization Information										
Prisoners Housed in NDSP, JRCC, MRCC	1,220	1,211	1,140	1,146	1,130	1,117	1,120	1,102	1,098	1,099
Prisoners Outsourced	306	336	439	407	417	435	436	434	420	413
Total Inmates Under DOCR Responsibility	**1,526**	**1,547**	**1,579**	**1,553**	**1,547**	**1,552**	**1,556**	**1,536**	**1,518**	**1,512**
Average Length of Sentence (Years)	6.90	6.81	6.70	6.76	6.77	6.78	6.75	6.74	6.76	6.77
Prisoners Serving Sentences Of Court (Prison Sentence)										
Inmates Serving Less Than 1 Year	5	7	12	13	11	10	12	13	14	15
Inmates Serving 1 to 3 Years	721	737	757	733	731	737	735	712	696	698
Inmates Serving 3 to 5 Years (3.01 to 5)	278	282	290	286	286	284	294	297	299	291
Inmates Serving 5 to 10 years (5.01 to 10)	225	224	221	227	229	229	228	230	222	226
Inmates Serving 10 to 20 Years (10.01 to 20)	141	142	146	141	138	140	136	134	138	136
Inmates Serving 20 to 40 Years (20.01 to 40)	71	71	70	70	70	70	68	67	66	65
Inmates Serving More than 40 Years (40.01 plus)	18	17	17	17	17	17	19	18	18	18
Inmates Serving Life with Parole	38	38	38	38	38	38	37	38	28	38
Inmates - Life Without Parole	29	29	28	28	27	27	27	27	37	25
Inmates - Death Sentence	0	0	0	0	0	0	0	0	0	0
Crime Distribution Statistics (Use Controlling Sentence)										
Part 1 Violent Crime Inmates	556	553	553	546	545	544	529	562	568	567
Other Violent Crime Inmates	216	224	226	219	217	221	225	197	191	196
Property Crime Inmates	262	278	283	276	273	282	288	270	271	270
Drug Offense Inmates	374	369	383	373	378	372	378	365	353	350
Other Public Order Offense Inmates	118	123	134	139	134	133	136	142	135	129
Inmate Demographics										
Average Inmate Age	35.79	35.86	35.70	35.73	35.76	35.69	35.57	35.51	35.51	35.52
Male Inmates	1,351	1,365	1,398	1,382	1,377	1,379	1,380	1,365	1,339	1,329
Female Inmates	175	182	181	171	170	173	176	171	179	183
White Inmates	1,013	1,024	1,042	1,033	1,028	1,033	1,029	1,018	1,007	998
Black Inmates	98	100	103	104	106	103	102	101	101	103
Native Hawaiian or Pacific Islander Inmates	0	0	0	0	0	0	0	0	0	0
American/Alaskan Native Inmates	321	336	348	335	330	333	343	338	334	337
Hispanic or Latino Inmates	87	81	81	75	77	77	76	74	71	69
Asian Inmates	5	5	4	4	4	3	3	3	3	3
Other Race/Ethnicity Inmates	2	1	1	2	2	3	3	2	2	2
Inmates With Unknown/Missing Race/Ethnicity	0	0	0	0	0	0	0	0	0	0
Inmates Non-Citizens	19	17	20	17	16	11	13	16	15	14

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

Three ND YCC Teachers Receive Teacher of the Year Honors

By: Penny Veit-Hetletved, Director of Education

The Correctional Education Association nominated teachers of the year for each region of the CEA. For Region IV, Lori Fleck, Family and Consumer Sciences teacher, was named Region IV's Teacher of the Year. Lori is a long time teacher at the ND Youth Correctional Center where she teaches Family and Consumer Sciences I & II, Independent Living, Parenting, REAL, as well as strives to provide enrichment activities to the students served by planning additional student experiences such as the Christmas Tea, the Real Life Fair the teaches budgets, deposits, and independent living, along with many other extra learning opportunities for ND YCC students. Lori was presented with her award at the national CEA conference in Cleveland, Ohio in July.

The North Dakota Association of Career and Technical Educators (NDACTE) held its annual conference on August 5th-7th, 2013 at the Ramkota in Bismarck, ND. The theme for this year's conference was "CTE Works" in reference to how CTE works as an educational process and the role CTE plays in supplying a major portion of the workforce to feed today's economy.

On Monday, the association presented the conference awards at the first general session. These awards recognize members and outside organizations and supporters for their contributions to career and technical education. The following people were chosen as award recipients for 2013.

Karen Hook was presented with the NDACTE Teacher of the Year award. This award recognizes teachers who are providing outstanding career and technical programs for youth and/or adults in their respective fields and communities. Karen is a Business and Office Technology instructor at the North Dakota Youth Correctional Center.

NDACTE presented Outstanding New Career and Technical Teacher Awards in five divisions for teachers who have taught in a career and technical education program for a

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Missouri River Correctional Center Garden has a Bumper Crop!

By: Joey Joyce, Deputy Warden of Transitional Facilities

For the second consecutive year the Department of Corrections and Rehabilitation (DOCR) continues to look for ways to offset the budget. One such example is the inmate garden project that was expanded under the direction of Deputy Warden Troy Schulz at the Missouri River Correctional Center (MRCC). The inmate garden serves many purposes; ranging from providing inmates with meaningful work, to supplying our kitchens with healthy, fresh produce that is grown naturally to helping the DOCR reduce food costs.

The garden is approximately one and a half acres and is overseen by three inmate laborers who work about eight hours a day. Correctional Officer Jason Kramer has taken on the responsibility of overseeing the garden project. The amount of time that Officer Kramer has to spend overseeing the garden is minimal. The inmates hired to work the garden have taken on a sense of pride and accomplishment with their jobs and have expressed an interest in expanding the size of the garden next year.

To date, 5,398 pounds of produce has been harvested with the gathering of the potatoes and onions just starting to get under way. 3,000 pounds of cucumbers, 1,150 pounds of tomatoes, and 550 pounds of squash and zucchini have been yielded and consumed in the MRCC and NDSP inmate dining rooms. We still have 3,500 potato plants and 8,000 onions to gather from, along with the plants that continue to produce watermelon, pumpkins, squash, carrots, peppers, radishes, peppers, and tomatoes.

The cost to operate the garden has been calculated at approximately $3,700. The estimated cost to purchase the produce harvested to date would be approximately $5,500. The investment into this project has more than paid for itself and will continue to reap what has been sown. The return on this investment will easily surpass more than three times the initial investment. The garden project truly is a benefit to the tax payers of ND. We have taken our resources and utilize them to our benefit. With the acreage available at the MRCC, the garden project is just the start to the potential that MRCC has to offer the DOCR and the State of ND as a whole.

(DJS Accomplishment... continued from page 1)

audits, on a statewide basis, to need improvement. CFSRs affects federal funding received, in particular Title IV-B funds, which are used to fund various programs such as crisis case management, time limited family preservation services, family support services, and adoption promotion and support services.

The 2012/2013 round of federal audits are complete and the DJS staff achieved 100% of the targeted outcomes in all eight of our regions. In addition, the Child and Family Services manager for the auditing process states, "Notable practice strengths were seen with the DJS cases. All 8 DJS cases received Strength ratings for the tracked PIP (Performance Improvement Plan)items."

This is a great accomplishment and the Corrections Specialists will be up to the challenge to continue at this level of service.

(DOCR Training SD... continued from page 3)

development of the training for South Dakota from their administration was obvious from the beginning. Wardens and Deputy Wardens from all three facilities all showed up to observe. The staff who we were participating, were excited and enthusiastic in both running and participating in all portions of the training. In the end, there were friendships built and foundations laid that with time will grow to form a stronger bond within the Corrections Community.

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
Robert Bennett	Bismarck
Vacant	Vacant
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
Vacant	Vacant
Duane Houdek	Bismarck

Parole Board Meeting Dates for 2013

January	6-7
February	4-5
March	3-4
April	7-8
May	5-6
June	2-3
July	June 30 - July 1
August	4-5
September	8-9
October	6-7
November	3-4
December	1-2

Pardon Advisory Board Dates for 2013

April 3 November 4

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.*