



# The Insider

North Dakota Department Of Corrections And Rehabilitation



## North Dakota Youth Correctional Center Achieves PREA Compliance

By: Lisa Bjergaard, Division of Juvenile Services Director

The Youth Correctional Center successfully completed the first Prison Rape Elimination Act (PREA) compliance audit conducted in a ND DOCR facility. These federal audits are mandatory and will be repeated every three years. "Passing" a PREA audit means the facility is found to be 100% compliant with 42 standards, each of which has an average of three distinct subsections.

Because of the strong foundation created in 1903 and reiterated over time through the State's history, DJS stood well positioned to comply with most of the provisions set forth in the PREA standards. Much of the preparation work was around making policy and practice adjustments, and providing mechanisms for creating artifacts that were used as supporting documentation during the PREA audit process.

There are two general areas identified within PREA, however, that will challenge North Dakota's juvenile

corrections division over time. PREA's juvenile standards, unlike the PREA standards for adult facilities, mandates that facilities achieve specific staff-to-youth ratios. The juvenile standard requires all secure facilities to maintain security staff ratios of a minimum of 1:8 during waking hours and 1:16 during resident sleeping hours. Currently, staffing at the NDYCC meets the ratios prescribed for waking hours most of the time, but does not meet the ratios for resident sleeping hours. **PREA compliance requires NDYCC to add at least one staff person to each building for the overnight shifts and some positions to insure adequate daytime coverage as well.**

Furthermore, PREA contains recommendations regarding the physical plant. As one example, staffing patterns need to take into account "all components of the facility's physical plant (including "blind spots" or areas where staff or residents may be isolated)". In other words, an auditor might find that even

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# Pat Bohn Wins the Governor's Award for Excellence in Public Service



Pat Bohn, Director of Transitional Planning Services, was awarded with the Governor's Award for Excellence in Public Service in the Executive/Management

Category on Monday, September 8, during Governor's Awards Luncheon.

Pat was nominated by Tom Erhardt, Colleen Nelson, and Brian Weigel for his dedication to the department and community.

Pat is a consummate leader at the Department of Corrections and Rehabilitation (DOCR). Not only does he volunteer and participate in committees and extra work projects, he spearheads these committees and leads efforts to improve practices within the department. Since being assigned as the Clerk to the Parole Board, Pat has worked to triple the parole population while maintaining a consistent revocation rate. These efforts have greatly reduced the number of expensive corrections beds needed while maintaining public safety. Pat plays a key role in the federal initiative to safely transition offenders from prison to community - thus saving

money while providing positive outcomes for communities. Pat was instrumental in the department's participation in the Statewide Automated Victim Information and Notification system. He is acutely aware of the importance of victim issues and has worked to increase the opportunities for victims to be involved in the criminal justice process. Pat spearheaded the effort to apply for federal funding through the Second Chance Grant to provide treatment and services to offenders in the two largest county jails in the state. He has worked with the sheriffs and county commissioners in Burleigh and Cass Counties in order to gain true collaboration. This effort is to reduce the number of offenders who enter the larger, more expensive state corrections system, provide much needed services in county jails, and to reduce recidivism statewide. Pat has a history of innovative ideas in corrections. A few examples are; helped start the first drug court in the state, helped develop the Intensive Supervision Program, and helped develop and implement the Serious Violent Offender Reentry Program. He continues to spearhead innovative, research-based ways to provide opportunities for offenders to be law abiding citizens.

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Over the past 12 years Pat has been the Clerk to the North Dakota Parole Board. During this time he has spearheaded multiple strategies to manage the DOCR inmate population effectively and efficiently while not sacrificing public safety. These strategies have saved taxpayer money in multiple ways:

1. Participation in developing a consistent procedure and policy to manage parole violations safely, which reduces the number of corrections beds needed.
2. Using research-based practices he has developed methods to make recommendations to the Parole Board in order for the members to make informed release decisions.
3. Pat is constantly evaluating his supervision scope and encourages others to find work efficiencies.

Pat is respected by all levels of criminal justice professionals. State, local, tribal, and judicial leaders call upon him regularly for information and advice on criminal justice-related issues. Pat has worked with the Standing Rock Sioux Tribal Council to work on ways to increase public safety on the reservation. He provides training and guidance to newly elected district court judges on DOCR policies and procedures. Pat mentors and trains the newly Governor-appointed parole board members to understand the philosophy of the department, evidence-based practices, and keys to public safety. Pat's leadership, professionalism, and performance are always at the highest level, and he may not always be recognized with letters or formal awards.

Pat always makes time for others. He goes out of his way to mentor others and inspires them to think outside the box. He is a mentor-styled supervisor who challenges his employees to the highest standards. Several employees who have worked under Pat's supervision have been promoted to high-ranking positions in various agencies. Pat not only leads employees under his supervision, but his peers also look to him for guidance. Pat also recognizes and respects the scope of his authority and supervision and works to build common goals with other department heads. Pat has a great working relationship with all levels of staff at the Department of Corrections and Rehabilitation.

Much of Pat's time outside of the office has been spent supporting his three children and the various organizations and groups in which they have participated. In addition to nearly a decade of line-judging, he has also coached baseball and soccer and served as a youth baseball umpire. This summer he helped with warm ups for his daughter's fast pitch softball team. He has served on the Bismarck Youth Baseball board and has been an active supporter of the Century High School volleyball, football, soccer, wrestling, baseball and softball booster clubs, and band. Pat is a member of the Missouri Valley YMCA and Zion Lutheran Church in Bismarck, where he served on the board of elders. He also served as the treasurer of Our Savior Lutheran Church in Bismarck. He has contributed to various civic organizations and is a regular donor at United Blood Services.

# Bryan Miller Named 2014 NDALL Teacher of the Year

By: Dr. Penny Veit-Hetletved, Director of Education



Bryan Miller, Adult Education Instructor for the James River Correctional Center, was selected as NDALL (ND Adult Lifelong Learners) Teacher of the

Year. Bryan has served the ND DOCR as an Adult Education Instructor for the past five years. Through that time, he has rolled with a variety of student changes within our population. He has grown as a professional where he is quick to add new training and instruction into his classroom. He seeks many opportunities to improve the working environment for his colleagues as well the learning environment for his students.

Bryan has embarked on a unique and challenging teaching position within an incarceration setting. This setting is certainly not meant for everyone, but Bryan has become a valued asset to ND DOCR. His job description is that of adult education instructor, but Bryan has proven to be much more than that. He has developed a hands-on, progressive class that has served our students well. He has taken on the leadership role of sitting on our emergency planning committee. In addition to his accomplishments, Bryan is also the coordinator for the JRCC Education weekly meeting

that links educational planning of our students with the treatment and security programming that has been identified for them. Bryan handles these high emotion situations very well.

Most importantly, Bryan has a positive rapport with his students as well as with his colleagues. He has a way about him that makes him approachable. Bryan holds himself to a higher and higher standard each year which others naturally gravitate toward.

The NDALL Conference, where adult education instructors, directors, GED examiners come together for training and learning, was September 17-19. Bryan was honored at the awards luncheon during the state NDALL Conference on September 18.

## DOCR Vision

A safer North Dakota through effective correctional services.

## 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.

# DOCR Achieves Highest Level in PBMS Participation

By: Steve Bourgois, Business Analyst II

The North Dakota Department of Corrections and Rehabilitation (DOCR) has been recognized as achieving the highest possible level of participation in the nationwide Performance Based Measures System. Through the hard work and diligent data collection efforts of staff in all DOCR divisions, DOCR is now reporting on all PBMS performance indicators. Only eight other agencies have been able to achieve this this full participation rate. But how did we get here?

## ***"Apples to Oranges"***

In early 2001, the Association of State Correctional Administrators (ASCA) saw a great need to measure how correctional agencies were performing. The problem apparent to ASCA was that states measured performance of their mission in a wide variety of ways. With a lack of means to compare and track the daily interactions with inmates, states and agencies could not compare their operations. Correctional agencies had a great desire to compare effectiveness in all program areas; safety & security, treatment, discipline, education, health care, fiscal, and personnel staffing.

## ***"Apples to Apples"***

ASCA created counting rules for agencies to use in tracking

nine areas of 'correctional responsibility': Public Safety/Recidivism, Institutional Safety, Mental Health, Substance Abuse, Justice, Academic Education, Health, Budget, and Personnel. The counting rules allow states and agencies to track their data in a uniform manner, comparing effectiveness of these correctional responsibility areas.

The PBMS data collection includes a total of 135 indicators from the aforementioned correctional responsibility measures. The majority are collected monthly, with recidivism and budget collected in March every year.

## ***"Race for the Top Ten"***

With the PBMS counting rules set, states have continued to push towards full participation; however, making an organizational commitment is difficult. PBMS data covers many aspects of corrections, requiring data from all divisions and units. As a result, states widely range in their participation status. Thus far, only eight other states have achieved the full participation (known as the "Blue Level"). This has created a race to be in "The Top Ten", the first ten states to achieve the highest level. North Dakota is now the ninth state in "The Top Ten" race.

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## "The Future of PBMS"

As more agencies move towards the full participation, more meaning can be drawn from data. With PBMS measurement, the DOCR can see past and present performance, and strategically plan for the future. However, the DOCR must remain diligent in its commitment to PBMS data collection. As this Participation Level is measured monthly, it can be lost as well.

Overall, this achievement once again proves that North Dakota is a national leader in effective corrections, through dedication and hard work.

### A Message from the Editor

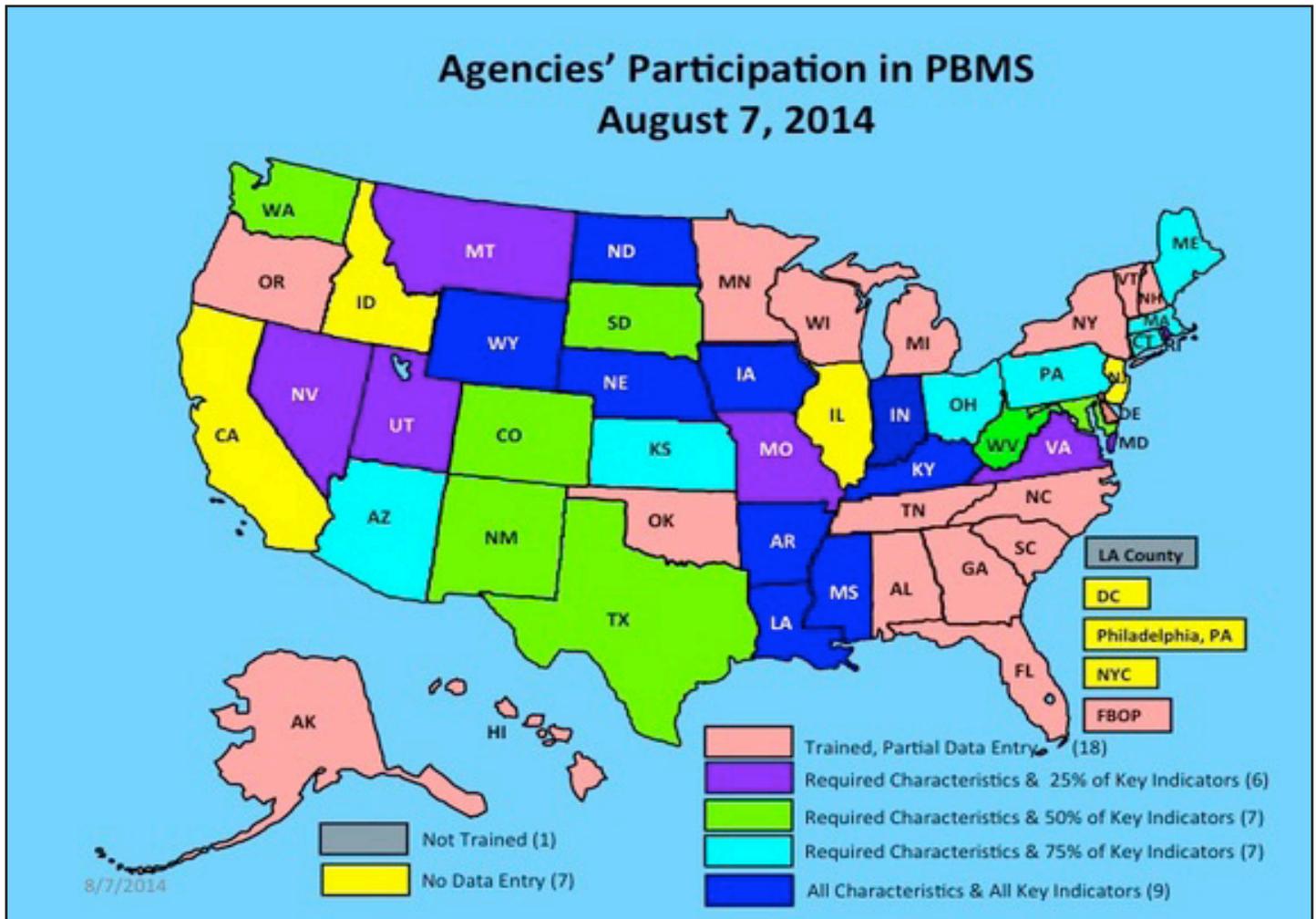
The Insider Newsletter is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department. 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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<b>Organizational Characteristics. All DOCR Inmates. One Day Counts on the Last Day Of The Month.</b> These numbers use the Association of State Correctional Administrator (ASCA) Performance Based Measurement Standards (PBMS) and are based on the controlling sentence.	August 2014	July 2014	June 2014	May 2014	April 2014	March 2014	February 2014	January 2014	December 2013	November 2013	October 2013
<b>General Organization Information</b>											
Prisoners Housed in NDSP, JRCC, MRCC	1,304	1,275	1,273	1,253	1,259	1,265	1,260	1,253	1,257	1,257	1,261
Prisoners Outsourced	328	328	336	338	321	318	323	325	319	312	282
Total Inmates Under DOCR Responsibility	<b>1,632</b>	<b>1,603</b>	<b>1,609</b>	<b>1,591</b>	<b>1,580</b>	<b>1,583</b>	<b>1,583</b>	<b>1,578</b>	<b>1,576</b>	<b>1,569</b>	<b>1,543</b>
Average Length of Sentence (Years)	6.88	6.93	6.93	6.76	6.82	6.82	6.80	6.84	6.78	6.80	6.87
<b>Prisoners Serving Sentences Of Court (Prison Sentence)</b>											
Inmates Serving Less Than 1 Year	14	11	7	6	7	7	5	3	7	10	8
Inmates Serving 1 to 3 Years	789	766	773	753	746	757	761	757	757	750	723
Inmates Serving 3 to 5 Years (3.01 to 5)	288	293	296	304	296	283	279	284	283	284	286
Inmates Serving 5 to 10 years (5.01 to 10)	222	220	215	212	216	223	224	225	223	217	220
Inmates Serving 10 to 20 Years (10.01 to 20)	149	144	150	149	148	147	152	146	148	149	147
Inmates Serving 20 to 40 Years (20.01 to 40)	81	80	80	81	80	80	75	77	73	74	74
Inmates Serving More than 40 Years (40.01 plus)	19	19	19	16	17	17	18	18	18	18	17
Inmates Serving Life with Parole	38	38	38	39	39	38	38	38	37	37	38
Inmates - Life Without Parole	32	32	31	31	31	31	31	30	30	30	30
Inmates - Death Sentence	0	0	0	0	0	0	0	0	0	0	0
<b>Crime Distribution Statistics (Use Controlling Sentence)</b>											
Part 1 Violent Crime Inmates	572	572	565	557	552	548	552	555	552	550	549
Other Violent Crime Inmates	234	226	221	220	225	227	219	219	222	222	217
Property Crime Inmates	255	255	259	268	268	260	262	264	269	271	266
Drug Offense Inmates	393	378	3,898	379	378	385	387	388	382	386	378
Other Public Order Offense Inmates	178	172	176	167	157	163	163	152	151	140	133
<b>Inmate Demographics</b>											
Average Inmate Age	36.09	36.19	36.13	36.14	36.03	35.90	34.90	35.84	35.90	35.87	35.99
Male Inmates	1,454	1,431	1,429	1,404	1,412	1,414	1,418	1,414	1,419	1,400	1,381
Female Inmates	178	172	180	187	168	169	165	164	157	169	162
White Inmates	1,089	1,076	1,082	1,073	1,063	1,063	1,057	1,060	1,048	1,049	1,036
Black Inmates	108	104	105	94	94	96	99	97	99	95	98
Native Hawaiian or Pacific Islander Inmates	0	0	0	0	0	0	0	0	0	0	0
American/Alaskan Native Inmates	339	331	332	337	334	335	341	339	340	335	323
Hispanic or Latino Inmates	85	84	81	79	81	81	78	75	82	83	79
Asian Inmates	6	6	7	6	6	6	6	5	6	6	5
Other Race/Ethnicity Inmates	5	2	2	2	2	2	2	2	1	1	2
Inmates With Unknown/Missing Race/Ethnicity	0	0	0	0	0	0	0	0	0	0	0
Inmates Non-Citizens	16	17	16	15	13	15	18	19	20	19	18

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

# Three New Wardens Selected at DOCR Facilities

In 2014, the Department of Corrections and Rehabilitation hired a new warden in each of its three facilities. Each warden brings a new perspective to that role and facility, along with significant experience.



In March, Chad Pringle was selected as the James River Correctional Center Warden. Chad started with the DOCR 16 years ago when he was hired as a

correctional officer at the newly opened JRCC. He has held a number of positions within JRCC including correctional caseworker, case manager, unit manager and deputy warden.

Chad's goals for JRCC include;

1. The biggest overall goal is to reduce recidivism. This relies on staff understanding and embracing our mission. We need to routinely review our mission and evaluate if our actions are contributing to our mission in the most effective way.
2. Cultivate a more affirming culture. This starts with the staff being more affirming and supportive of each other. This creates a positive work environment that is likely to translate to improved correctional practices.
3. Develop well rounded staff. This is accomplished through cross training and rotating staff to new positions. This helps staff develop new skills while gaining a better understanding of the facility as a whole, enabling staff to see how each area of the facility contributes to our mission. This practice keeps operations from becoming stagnated and enhances teamwork.
4. Maintain a safe environment. It is of utmost importance to keep staff and inmates safe. A safe prison needs to maintain high behavioral expectations that should mirror societal expectations as much as possible.
5. Work to ensure that all staff are using the most effective practices to facilitate inmate behavior change. This is accomplished through learning, understanding, and regularly practicing these skills.
6. Help staff to be mindful that the work they do is very meaningful. To contribute to helping inmates make the changes needed to lead a more pro-social life is invaluable. Work is being done every day by staff that makes a difference and there are fewer victims in our communities because of the work we do.

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In July, Colby Braun was selected as the North Dakota State Penitentiary Warden. Colby has 17 years of experience working in correctional

facilities, with the last 10 years as a warden. Colby started his career in corrections in 1997 as a correctional officer at the Southwest Multi-County Correction Center in Dickinson. He was promoted to case manager, then facility coordinator, and in 2004 became the warden of the Dakota Women's Correctional and Rehabilitation Center (DWCRC) where he transformed a former Catholic boarding school into a well-run women's prison. Colby ran DWCRC until he was hired by the DOCR as the Warden of Transitional Facilities in 2010. In his role as Transitional Facilities Warden, he has managed MRCC and overseen and directed five contract re-entry centers and a substance abuse treatment facility. In the four years he has held this position, he has continually improved the programs and services delivered to offenders in our transitional facilities. Colby also guided the MRCC through the evacuation and relocation of MRCC during the flood of 2011, setting up and maintaining the operations of the facility in a gymnasium for almost five months.

Colby's goals for NDSP include;

1. Ensure we have a safe and secure facility for staff and inmates. In order for inmates to make positive

changes in their life, they must have a safe place to live, work, recreate and learn.

2. Enhance security by improving our current practices of patrols, inspections and searches as well as ensuring we are utilizing technology to the highest level possible.
3. Continue to focus on core correctional practices and how we interact with one another and inmates. The leadership of NDSP must be the role models for all staff and affirm staff when they are using these skills to promote cognitive and behavior change in inmates.
4. Create opportunities for staff to become more diverse. Cross training, staff development and effective training are critical to ensure we not only keep the facility safe, but also enhance a team atmosphere and give staff an opportunity to become more well-rounded.
5. Create an atmosphere focusing on reducing recidivism through the mission and risk reduction utilizing correctional practices and evidence based programming.
6. Ensure staff are properly trained regarding PREA standards. Complete internal audits to ensure PREA compliance is met and pass the PREA audit.
7. Create a supportive work environment focusing on the mission of NDSP. Ensure staff understand how their job supports the mission and makes our communities safer.

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In August, Brian Weigel was selected as the Warden of Transitional Facilities. Brian started his career in law enforcement as a patrol officer with

the Bismarck Police Department in 1998. Brian joined the Department of Corrections and Rehabilitation as a Parole Officer II in 2002. During his time with the DOCR, Brian has taken on positions of increased responsibilities and was promoted to a Parole Officer III – Sex Offender Specialist in 2004. In 2010, Brian was selected as a Parole Officer III – Drug-DUI Court Coordinator. Seeking to develop correctional experience and knowledge outside of parole and probation, Brian applied and was selected as the Director of Inmate Classification and Movement in 2012. Brian has served as a member of the DOCR and Bismarck Chaplaincy Critical Incident Debriefing Teams. He is also a certified trainer in Effective Communication/Motivational Strategies.

Brian's goals for Transitional Facilities include;

1. For every Transitional Facilities employee to have a sense of job satisfaction. This comes from knowing they're appreciated by administration and from understanding their role and importance in the mission of making a positive difference in the lives of inmates.
2. To foster an environment of teamwork. Corrections is a team

sport. The more we are able to work together the more we all benefit. No matter the professional discipline or division an employee works for, we are all on the same team.

3. To constantly look for ways to prepare inmates for society. Whether an inmate or community offender, if the person is in a transitional facility, they will soon be in the community with less supervision. As a division we need to look for ways to prepare them for success.

## DOCR Employee Receives ESGR Award



Melanie Flynn, Licensed Addiction Counselor at the James River Correctional Center (JRCC), was presented with the Employer Support of the Guard and Reserve (ESGR) award by Rod Olin, a employer support representative, on June 18, 2014.

Melanie was nominated by Emmanuel Ewala, a Specialist in the Army Reserve and a Human Relations Counselor at JRCC. Emmanuel nominated Melanie because of her excellent supervisory skills in managing the treatment staff at JRCC.

# Letters to the Director...



U.S. Department of Justice

National Institute of Corrections

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11900 E. Cornell Avenue, Unit C  
Aurora, CO 80014

July 3, 2014

Leann Bertsch  
Director  
3100 Railroad Avenue  
Bismarck, ND 58501

Dear Ms. Bertsch:

This letter is a thank you for the time your staff gave me and information they shared. On April 17, 2014 I was given a tour of your prison facility in Bismarck, ND. Steve Foster and Karianna Wolfer were kind enough to escort me through your facility.

I spent several hours with Karianna Wolfer discussing ND DOCR and use of Motivational Interviewing and EPICS. National Institute of Corrections, Academy Division, has taken EPICS and created a version we call Core Correctional Interventions. We created a community and facility version and are piloting the community version FY2014. We will be piloting the facility version in FY2015. Ms. Wolfer was very kind to generously share her expertise and experience with me.

On a personal note I was born and raised near Streeter, ND and remain a North Dakotan at heart. In my career in corrections it has always been gratifying to see North Dakota's progressive work in corrections. The adoption of EPICS and MI are on the cutting edge of the future of corrections work and you are to be commended for taking this on.

I have reached out to Ms. Wolfer and intend to stay in touch so we can share our experiences in this important work. In the past when Steven Engen was at NCA, Aurora, CO for training I have made a point to reach out to him. Please see me as a resource for you and your staff and especially your training team.

Sincerely,

A handwritten signature in black ink, appearing to read "Bernie Iszler", with a long horizontal line extending to the right.

Bernie Iszler  
Correctional Program Specialist  
Academy Division  
National Institute of Corrections

