



The Insider

North Dakota Department Of Corrections And Rehabilitation



PREA in the DOCR

By: Steve Engen, PREA Coordinator

The following is a brief history of the Prison Rape Elimination Act (PREA), the act's impact on the North Dakota Department of Corrections and Rehabilitation (DOCR) and our stakeholders, as well as the incredible response of staff that made this incredible accomplishment possible.

After congress unanimously passed the Prison Rape Elimination Act legislation on September 4, 2003, President George W. Bush signed into law the Prison Rape Elimination Act of 2003 (P.L. 108-79). The act created the National Prison Rape Elimination Commission to recommend a set of standards to the attorney general, after which it disbanded pursuant to the act. After receiving the commission's recommendations in 2009, the attorney general convened an intradepartmental PREA working group that was tasked with reviewing the commission's recommendations and collecting public feedback on the commission's proposal. In 2011 the department published a draft rule for public comment. After an additional

period of public comment, on May 17, 2012, The US Department of Justice released the final rule to prevent, detect and respond to sexual abuse in confinement settings in accordance with the PREA. In addition, in accordance with the act every confinement facility is to be audited by a Department of Justice certified auditor every three years, with the first round of audits beginning August 2013.

Since being signed into law in 2003 the staff of the DOCR have prepared to be compliant with the act. In 2004 the Warden at the North Dakota State Penitentiary (NDSP), on behalf of adult facilities, and the Director of the Youth Correctional Center (YCC) put into place a PREA policy outlining the then known requirements of the act. These requirements included a zero tolerance towards all forms of sexual abuse on inmates or youth by other inmates or youth, staff, contractors or volunteers. All facility staff, inmates and youth received training on the act as part of their annual or

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admission training requirements. While all DOCR facilities previously had policy in place to address these actions, the implementation of act made it a requirement for all facilities nationwide to address the requirements of the act.

Once the final rule and subsequent standards were released the DOCR formed a PREA Group to prepare and seek agency wide PREA compliance. This group included adult and juvenile custody staff from throughout the DOCR with a common goal of achieving PREA compliance. This involved creating a PREA policy that reflected the newly released requirements and standards. Securing grant funds for PREA Investigator training for DOCR and contract staff presented by the Moss Group. Forming alliances with local advocacy, response groups and other criminal justice agencies to properly respond to alleged incidents. In addition, several DOCR staff attended audit training presented by the PREA Resource Center in order to better understand the standards and to better prepare for official audits as required by the act. In spring of 2014 the DOCR PREA Team, in conjunction with the Agency Director, Facility Wardens and Directors, scheduled audits for the North Dakota Youth Correctional Center and the Missouri River Correctional Center for July 2014. In addition plans were put in place to complete the audits of the James River Correctional Center and the North Dakota State Penitentiary in July 2015 prior to the expiration of the second year of the three year audit cycle.

On July 21 and 22, 2014, the North Dakota Youth Correctional Center completed its first official PREA Audit. The facility was issued a final report which included several exceeds standards ratings within a 30 day period. This indicates that the facility was in full compliance with the standards at the time of the audit.

On July 23-25, 2014, the Missouri River Correctional Center completed its first official PREA Audit. The facility achieved nearly full compliance and after an extremely brief corrective action period the facility was awarded a final report, which included several exceeds standards ratings, indicating full compliance with the act.

On July 13-14, 2015, the North Dakota State Penitentiary completed its first official PREA Audit. The facility was issued a final report which included several exceeds standards ratings within a 30 day period. This indicates that the facility was in full compliance with the standards at the time of the audit.

On July 15-16, 2015, the James River Correctional Center completed its first official PREA Audit. The facility was issued a final report which included several exceeds standards ratings within a 30 day period. This indicates that the facility was in full compliance with the standards at the time of the audit.

Copies of the PREA audits for the MRCC, YCC, JRCC and NDSP are available on the DOCR website at <http://www.nd.gov/docr/prea/>.

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In addition, two other facilities contracted by the DOCR are under the Governor's certification of PREA compliance to the Department of Justice. These include the Dakota Women's Correctional and Rehabilitation Center (DWCRC) in New England and the Tompkins Rehabilitation and Correctional Center (TRCC) in Jamestown.

On October 28-29, 2014, the Dakota Women's Correctional and Rehabilitation Center completed its first official PREA Audit. The facility was issued a final report within a 30 day period. This indicated that the facility was in full compliance with the standards at the time of the audit.

On November 17-18, 2014, the Tompkins Rehabilitation and Correctional Center completed its first official PREA Audit. After a corrective action period the facility was issued a final report indicating full compliance with the act.

Because these facilities have achieved full compliance prior to the expiration of the second year of three year audit cycle, Governor Dalrymple certified to the Department of Justice in May 2015 that all facilities under state control in North Dakota are PREA compliant. This is a goal achieved by very few states thus far.

Also, those agencies that contract with the DOCR to house inmates that are not listed under the Governor's certification have placed great emphasis on achieving PREA compliance. The Bismarck Transition Center, Teen Challenge, Lake Region Residential Re-Entry Center, Centre

Inc. (two of three facilities) and the Heart of America Correctional and Treatment Center have all completed audits and are in compliance with the requirements of the PREA.

Compliance with the Prison Rape Elimination Act requires a commitment from the top down in an agency and a teamwork approach to planning, preparing, and completing the audit process. During the audits of DOCR facilities the auditors commented several times regarding the vast PREA knowledge expressed by the staff and also the inmates within our facilities. There is no doubt that the DOCR was successful in achieving compliance because of the willingness of our staff to demonstrate to those in our care their right to be free from all forms of sexual abuse while in confinement.

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.

JRCC Education Department Adds Construction Program

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



Construction is an industry in high demand within our state. In fact, as this article is written, there are 1,011 entry level construction jobs being advertised in North Dakota. Construction permits are at an all-time high around the state with central North Dakota experiencing a 13% increase from two years ago. (Job Service North Dakota) Keeping the demand in mind, ND DOCR Education launched a construction education program at the James River Correctional Center. This construction program is accredited through ND's Career and Technical Education (CTE).

This program offers eight employability skills within the learning modules. The eight skills are based on materials gathered from the North Dakota Career Resource Network and the National Career Development Guidelines. These national skills standards, developed by industry groups and sponsored by the U.S. Department of Education and Labor, provide career and technical educators with the expectations of employers across the United States. The construction education program focuses on basic safety, construction math, hand tools and power tools,

blueprints, and communication skills for effectively relaying information to fellow construction personnel as well as customers.

The JRCC Construction Program is fortunate to have a construction instructor, Paul Monson, who not only has the teaching licensure but the industry experience of having run his own construction business. Students who are selected into this program must already have their GED or high school diploma. The program is six months into the startup and have already successfully completed multiple project based learning opportunities within the facility. Currently, the students are working on a racquetball wall within the recreation yard. All projects are designed to give hands on learning within the focus content areas.



August PbS Person of the Month

This article was published on the CJCA blog.
<http://pbstandards.org/news/article/486?newstype=1>

As part of their 20 year celebration, Performance-based Standards (PbS) selects one PbS Person of the Month from their list of nominees.

Performance-based Standards (PbS) honors Dan Weising, Juvenile Services Program Director in Pine Cottage at North Dakota Youth Correctional Center as our August 2015 Person of the Month!

Dan has been the Program Director in Pine Cottage for the past 8 years. He began his career with at-risk youth seventeen years ago while studying at University of Mary in Bismarck, ND. In his final year of college, he took a job working the overnight shift at a local residential treatment center. He had intended to pursue a career in teaching but enjoyed the work so much he stayed on to start a career in juvenile justice. Since working at the residential treatment center, Dan has also worked with the NDYCC as an Institutional Resident Counselor and as a Case Manager before taking on his current role of Program Director in Pine Cottage.

A true role model, Dan is also known to youths in the facility as "Coach" for his work as a high school football and track coach. He has always enjoyed teaching and coaching youths. He rises to the challenge of trying to help youths and finds it most rewarding to build positive relationships with the youths in his care. Dan says he is motivated by "innovation and the idea of evolving approaches to working with the youth in our care." He uses PbS to model

all of his unit improvement plans. He said they are currently focusing on reducing the use of restraints and room confinement.

Dan has been an instrumental part of transitioning the ideology and practices of the secure unit on campus, Pine Cottage, from an isolation-based to a more trauma-informed model. Dan and his team have changed the framework with their program to help youths on a more individualized basis, and Pine Cottage now manages all of the high security, high risk, and volatile mental health population in addition to the Assessment and Detention programs.

Rick Makelky, the Quality Assurance Manager with NDYCC, said "Dan's calm and patient demeanor in working with the most difficult kids really sets the tone for all of those who observe him." Dan was nominated for this honor on behalf of the facility, and "also on behalf of the many young men that have entered Pine Cottage scared, confused and angry and left feeling safe, respected and having hope."

In 20 years, Dan sees himself living a similar life. When he retires, he intends to continue coaching and his favorite recreational activity of fishing.

Thank you Dan for your commitment to treating all youths in custody as one of our own and congratulations on being the PbS Person of the Month for August 2015!

Kevin Hagen Awarded Peace Officer of the Year

By: Barney Tomanek, Director of Parole and Probation

In 1995, the North Dakota Peace Officers' Association developed an award to recognize the Peace Officer of the Year. The criteria developed for the award stated: "The North Dakota Peace Officer of the Year Award is the highest honor that is presented by the North Dakota Peace Officers' Association. It is presented to North Dakota Peace Officers in recognition of the outstanding service, professional dignity, and unselfish personal contributions of the Officer's time and talents to the ND Peace Officers' Association and citizens of North Dakota. This award is presented in recognition of those officers with the consistent mark of excellence upon their lives".



The 2015 winner of the Peace Officer of the Year Award was Parole Officer Kevin Hagen. This marked the

first time in the 20 year history of the award that it was presented to an employee of the DOCR. Kevin embodied the meaning of the award as he has provided consistent outstanding service, professional dignity, and

unselfish personal contributions throughout his career.

Kevin began his career with the North Dakota Department of Corrections in 1991. He started as a Correctional Officer at the North Dakota State Penitentiary and served in various positions there until 2003. While at NDSP, Kevin was recognized several times as Employee of the Month, and received numerous other accolades and awards for his performance as a Correctional Officer.

Kevin was hired as a Parole Officer in 2003, and it was then that he was licensed as a ND Peace Officer. He was assigned to the Bismarck District office, and has been a valuable member of that team ever since. Kevin is someone who is seen as a leader by his fellow staff. He is someone who will always accept a challenge, is quick to volunteer for the tough cases, and will step in and help out whenever needed. New staff quickly look to him for his expertise and mentorship. He is firm, fair, and looks out for the people he supervises while never compromising the safety of the public. Kevin is assigned the offenders that live on the Standing Rock Indian Reservation, and he has worked hard to increase opportunities for them. He has worked with law enforcement,

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courts, and tribal officials on the reservation to put into place a system to extradite fugitives from the reservation. He has great networking skills and is respected for the work he has done in that area.

In 2005 Kevin was awarded the Badge of Hope Award that is awarded to a Law Enforcement Officer to recognize service to victims of Domestic Violence and/or Sexual Assault. In 2008, he was presented with a Lifesaving Award by the North Dakota Peace Officers Association. Again in 2015, Kevin received a Lifesaving Award for helping to save the life of a fellow officer. Obviously, he is someone who can be counted on to help in a time of need.

Kevin is a great liaison for the Department, and interacts well with many of the local agencies in the area. He serves as secretary of the North Dakota/South Dakota Midwest Gang Investigators Association, and has assisted in coordinating Outlaw Gang training sessions for law enforcement. He is our department's liaison to the Gang Task Force, and helps keep our staff trained on gang related issues. He also volunteers to do armed airline transports and return fugitives for our department. In the past year, Kevin has returned 16 different fugitives from 15 different states. He is someone that can be counted on to safely and efficiently get the job done.

The true value of Peace Officer isn't judged how they do their work for a short period of time, but rather how they perform over their

entire career. Kevin is someone who has excelled and performed at the highest level since joining the DOCR. He is dedicated to his work, and strives to get the best from himself and others. He is a consummate team player, always trying to do what is best for the department. He truly leads by example and others learn a great deal from him.

Kevin not only excels on the professional level, but also on a personal level. He is dedicated family man who keeps his priorities in place and his family first. I know that Kevin was humbled and appreciative of the award. In true fashion, he was quick to recognize his fellow staff, supervisor, and family for the important roles they played in his achieving this honor. It truly is a great honor for Kevin, one that he earned for his many years of exemplary service to the DOCR.

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.	August 2015	July 2015	June 2015	May 2015	April 2015	March 2015	February 2015	January 2015	December 2014	November 2014	October 2014
General Organization Information											
Prisoners Housed in NDSP, JRCC, MRCC	1,373	1,390	1,354	1,353	1,378	1,349	1,344	1,330	1,325	1,316	1,322
Prisoners Outsourced	397	396	397	401	419	402	380	387	393	376	356
Total Inmates Under DOCR Responsibility	1,770	1,786	1,751	1,754	1,797	1,751	1,724	1,717	1,718	1,692	1,678
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	14	14	9	13	12	11	11	11	10	9	11
Inmates Serving 1 to 3 Years	876	888	854	856	893	868	847	842	848	831	818
Inmates Serving 3 to 5 Years (3.01 to 5)	302	309	316	315	325	314	308	313	313	307	308
Inmates Serving 5 to 10 years (5.01 to 10)	233	229	229	228	229	224	223	219	217	220	217
Inmates Serving 10 to 20 Years (10.01 to 20)	167	167	162	163	160	159	160	157	157	153	153
Inmates Serving 20 to 40 Years (20.01 to 40)	83	85	87	86	86	84	83	83	82	81	82
Inmates Serving More than 40 Years (40.01 plus)	18	18	18	18	18	18	19	19	19	19	18
Inmates Serving Life with Parole	41	41	41	40	39	39	39	39	39	39	39
Inmates - Life Without Parole	36	35	35	35	35	34	34	34	33	33	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	574	580	582	578	579	582	578	577	576	573	575
Other Violent Crime Inmates	245	249	252	248	255	247	254	243	252	250	247
Property Crime Inmates	292	288	267	277	293	269	273	269	275	266	261
Drug Offense Inmates	489	487	459	456	462	458	436	438	429	415	409
Other Public Order Offense Inmates	170	182	191	195	208	195	183	190	186	188	186
Inmate Demographics											
Average Inmate Age	36	36	36	36	36	36	36	36	36	36	36
Male Inmates	1,558	1,562	1,536	1,546	1,575	1,537	1,521	1,514	1,514	1,486	1,483
Female Inmates	212	224	215	208	222	214	203	203	204	206	195
White Inmates	1,001	1,186	1,158	1,149	1,183	1,171	1,156	1,158	1,149	1,135	1,128
Black Inmates	129	121	121	122	124	119	119	116	119	113	108
Native Hawaiian or Pacific Islander Inmates	0	0	0	0	0	0	0	0	0	0	0
American/Alaskan Native Inmates	363	380	358	372	382	356	346	343	348	347	340
Hispanic or Latino Inmates	101	104	99	96	94	92	92	88	88	84	88
Asian Inmates	7	7	8	8	6	5	5	5	6	6	6
Other Race/Ethnicity Inmates	7	8	7	7	8	8	6	7	8	7	8
Inmates With Unknown/Missing Race/Ethnicity	0	0	0	0	0	0	0	0	0	0	0
Inmates Non-Citizens	18	17	15	23	24	14	19	19	18	18	16

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

DOCR Convenes a Correctional Behavioral Health Workgroup

By: Dr. Lisa Peterson, Clinical Director and Tom Erhardt, Deputy Director of Transitional Planning

"The North Dakota mental health and substance abuse system is in crisis."-
Renee Schulte

During the 2013-2014 interim, the North Dakota (ND) State Legislature hired Renee Schulte, a public policy and behavioral health consultant and former legislator from Iowa, to conduct an evaluation of the state's behavioral healthcare needs. Through reviews of ND's current service system and interviews with numerous practitioners, administrators, and other stakeholders across the state, Ms. Schulte and her colleagues identified some alarming gaps and inefficiencies. Her report included recommendations in six broad areas: Service shortages, workforce development, insurance coverage, changes in the structure and responsibility of the Department of Human Services, and data collection and research. Ms. Schulte proposed various solutions, including streamlining licensing requirements for behavioral health professionals, de-linking services from state government to improve choice, and building capacity for services such as substance abuse treatment, detoxification management, psychiatry, and residential services for individuals with serious mental illness. Further, she recommended performing outcome research to determine which programs are successful and therefore should continue to be funded, versus those that have not led to positive changes for participants.

In addition to Ms. Schulte's findings, a behavioral health stakeholders group chaired by Senators Tim Mathern and Judy Lee and Representatives Pete Silbernagel and Kathy Hogan developed recommendations for improving behavioral health service delivery. The stakeholders group received information from over 400 individuals and provided a wide variety of solutions, some of which were apparent, along with some of Ms. Schulte's suggestions, in legislation passed during the 64th Legislative Assembly. Among the behavioral health work accomplished during the last legislative session were bills to make Licensed Marriage and Family Therapists eligible for Medicaid reimbursement and improve student loan programs and training stipends for Licensed Addiction Counselors, as well as required behavioral health training for teachers and a substance abuse treatment voucher system. The legislature also increased residential service beds by 29, added 35 slots for case management for individuals with serious mental illness, and provided for the study of behavioral health needs to continue during the 2015-2016 interim. That said, most administrators, providers, and legislators agree there is much more work to be done. One of the key difficulties with the process during the last interim was receiving a cohesive message from stakeholders as far as which needs must be prioritized.

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Solitary Confinement: How the NDSP is Changing the Culture

By: Colby Braun, Warden at North Dakota State Penitentiary

The use of solitary confinement has been under scrutiny nationally in recent years. Solitary confinement is broadly used across the United States for the purpose of keeping prisons safe by isolating those inmates deemed to be a threat to safety and security of the institution. Solitary confinement has many names from the hole, SHU, restricted housing, isolation and administrative segregation. This list can go on and on, but for the purpose of this article I will refer to solitary confinement as administrative segregation (AS).

The North Dakota State Penitentiary (NDSP) has 106 beds in the Administrative Segregation unit. Similar to the overall bed count in the North Dakota prison system, 2015 presented with the highest count in AS in history. We nearly filled our AS unit even though we increased our total AS and disciplinary detention beds from 75 to 106 after the 2013 NDSP expansion. One would assume that the inflation of AS population was due to a massive increase in violence, dangerous weapons, and attempted escapes, but this is sadly not the case. Instead, we built it, so they came. Due to this inflation that didn't correlate directly to institutional safety, we realized we may have a similar problem to correctional agencies



across the country: a prison within a prison that does not produce desirable reductions in institutional aggression or violence.

One challenge to having an effective unit aimed at isolating and intervening for our most dangerous offenders is that AS as it exists now is used to serve many needs, not just to isolate danger from the rest of the prison. An offender could be placed in AS for pre-hearing detention status, disciplinary detention, protective custody, or segregation

The fundamental purpose of a prison or jail is to protect the public from those who have been convicted of a crime. By placing a person in jail or prison, we reduce the likelihood of that person committing a crime or creating another victim within our communities while they are incarcerated; however incarceration by itself does little for public safety upon offender release. In that respect, AS is a miniature prison within prison, confining inmates who have committed a major violation of the rules in this unit to reduce the likelihood of that inmate committing another major rule violation while he is segregated from the other inmates. And similarly, it does little for institutional safety upon an offender's release.

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Levels of Leadership

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



ND DOCR has had a great deal of personnel turnover, retirement, and attrition. As a result, promotional opportunities have increased steadily over the past biennium. To answer the call of what new leaders will need to seek promotional opportunities as well as flourish in new roles, a leadership course was designed by a committee of leaders within both adult and youth departments.

The committee, led by Director of Training of JRCC, Stewart Baumgartner, chose John Maxwell's book Five Levels of Leadership. The committee designed a non-consecutive three day training that covered a variety of topics. Day one includes topics such as power, leadership, and management where participants discussed how each of these elements fall into leading others. In addition, participants began detailing the main areas they wanted to focus on in their individual leadership development plans.

Day two, held one week later, covered topics of 5 levels of

leadership based on the textbook. Leadership was more thoroughly defined with examples of powerful practices. Day two ended with further discussion on employee engagement—what it looks like, how to foster engagement, and what to do when it isn't evident. "Leadership is solving problems. The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded you do not care. Either case is a failure of leadership." Colin Powel

The final day, another week later, finishes the training within the textbook learning, along with other tools for all new leadership to include PREA, progressive discipline, and the final leadership areas within the development plan where mentors are identified to continue to work with the participants for the next year.



(Behavioral Health... continued from page 9)

As a result, the ND Department of Corrections and Rehabilitation has convened a Correctional Behavioral Health Workgroup. The workgroup includes county jail administrators and representatives of DOCR's transitional planning services, parole and probation, and behavioral health departments. The workgroup's goals are to identify some of the key problems facing individuals involved with the criminal justice system and propose solutions that, if implemented, would help people get the services they need and decrease the likelihood they will be in jail or prison again in the future. The workgroup will then communicate these findings to legislators and work together to formulate bills that would facilitate long-term, positive changes. The workgroup held their first meeting on August 27th and found many of the same issues resonated across the state. While preliminary, some of the common issues included:

- Lack of local resources,
- Lack of case management to navigate the criminal justice and human service systems,
- Lack of comprehensive crisis intervention strategies for behavioral health and substance use; thus defaulting to the criminal justice system/county jails to handle these issues,
- Benefits and services ceasing while the person is incarcerated,

The Correctional Behavioral Health Workgroup will continue to identify issues and develop recommendations for the 2017 Legislative Assembly to consider. For more information please contact Dr. Lisa Peterson lapeterson@nd.gov , 701-328-6790 or Tom Erhardt terhardt@nd.gov , 701-328-6144

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The mission of the North Dakota Department of Corrections and Rehabilitation (DOCR) is 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. Overall, we want to see a reduction in reoffending once an offender is released. AS is no different. The administrative segregation unit has the same goal and focuses on behavior change to ensure long time institutional and public safety. NDSP strives to provide inmates the opportunity to change their dangerous and rule breaking behavior by giving them the skills to succeed and successfully transition into their community or general population within the prison. The success of AS is the recidivism rate of inmates returning to AS during a certain period of time.

In order to change how we use AS, we formed a multi-disciplinary committee to ensure we were looking at all aspects of the prison operations as well as the inmate's well-being. First we looked at the use of disciplinary detention. Disciplinary detention was used fairly liberally as a sanction for those inmates who may have not needed to be removed from a general population setting. Rather than using disciplinary detention as a sanction used only for the safety and security of the institution; it was being used strictly as a form of punishment. We are currently focusing on reducing the number of days for disciplinary detention as well as the type of rule violations we will approve disciplinary detention as a sanction. The new focus on

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(Solitary Confinement... continued from page 12)

disciplinary detention quickly reduced the number of inmates subjected to isolation. Instead of disciplinary detention, hearing officers are using alternative sanctions such as loss of commissary, loss of visitation, fines or loss of other privileges.

Next we looked at the status of administrative segregation. Again, we found that we could make changes and identify those inmates who pose significant risk to the staff, inmates and the overall security of the institution. By doing this, we realized that all inmates in AS posed some risk, but not all posed significant risk of danger or violence. This allowed us to make changes and release several inmates back into general population. At the time of this article, we have reduced the count to 68 inmates living in the administrative segregation unit under one of the statuses described in this article.

We then had to move forward with a long-term plan ensuring that we are meeting the mission of the AS unit, which is for inmates to successfully transition into general population. We are currently in the process of developing this plan, but we are committed to an evidence based approach again very similar to how we run our prison system. When an inmate is placed in AS for pre-hearing detention, we will be assessing the inmate to determine his need for continued placement in an isolated unit. Upon the result of this assessment and the disciplinary hearing, there will be a decision point of sending the inmate back to general population, placing him in administrative segregation or completing disciplinary detention as

a result of the disciplinary hearing. During this time, the inmate will be working with unit management and treatment staff to identify the areas of risk for him to reoffend as well as the skills needed to be developed to not commit similar rule violations in the future. During the time in AS, there will be an increased focus on pro-social skill development specific to the inmate's risk areas.

In the very near future, we will be developing a transition unit within AS. This unit will allow for skill development and practice as the inmate transitions into general population. Inmates will have an opportunity for day guesting in general population. This is very similar to how we transition inmate back to their communities. Inmates leaving prison and transitioning into the community have opportunities to go to halfway houses. This allows for them to acclimate back into society, but still have a structured environment to return to develop skills as they are exposed to different challenges.

In closing, administrative segregation is very important to the overall safety and security of our prisons. We must ensure inmates are only placed in AS if they are posing a significant risk to the safety and security of the facility. We also must be working to transition the inmate back into general population. Administrative Segregation is not to be used as a form of punishment, but as a way to ensure our prison and communities are safe and secure. In addition, administrative segregation will provide opportunities for inmates to change and successfully transition into general population.

New Director of Physical Plant Hired at the DOCR



The North Dakota Department of Corrections and Rehabilitation hired a new Director of Physical Plant in August.

Loren Haid has over 29 years of experience in facility management. For the past 23 years he has been employed with OMB - Facility Management, with the last 18 of those years as the State Capitol Complex Physical Plant Manager.

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

Duane Houdek, Chairman
Mandy Maxon
Lynn Jordheim
Robert Udland
Sheri Baker
Jennifer Thompson

Location

Bismarck
Bismarck
Fargo
Fargo
Bismarck
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

Duane Dekrey, Chairman
Wayne Stenehjem
Beverley Adams
Lynn Jordheim
Duane Houdek

Location

Pettibone
Bismarck
Fargo
Fargo
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