ROADMAP

DIRECTOR ANNETTE CHAMBERS-SMITH
MISSION
Reduce recidivism among those we touch.

VISION
Reduce crime in Ohio.

VALUES
Take care of our staff; they will transform our offenders
One team — one purpose
Civility towards all
Hope is job one

Department of Rehabilitation & Correction
Mike DeWine, Governor
Annette Chambers-Smith, Director
Investing in Staff

Holistic Programming

Family Involvement in Offender Success

Enhancing Public Safety

Improving Operational Efficiencies

Modernizing Parole and Community Services
Investing in Staff
IN STAFF HAVING COMPLETED CRISIS INTERVENTION TRAINING AT DRC FACILITIES BY MAY 2020.

51% growth

Crisis Intervention Training

IN STAFF HAVING CORE CORRECTIONAL PRACTICES TRAINING AT DRC FACILITIES BY MAY 2020.

46% growth

Core Correctional Training

IMPLEMENT TRAUMA INFORMED CARE FOR STAFF

LAUNCH EMPLOYEE SUPPORT SERVICES IN PERSONNEL

Employee Support Services
JUNE 2019
MODIFIED CORRECTIONS OFFICER ASSESSMENT
Implementation of a pilot program that impacts recruitment, assessment as well as expedites the onboarding of new Correction Officers while maintaining quality and job readiness of hires.

NEW LEADERSHIP TRAINING
Sixteen APA Administrators will be trained at CTA in June of 2019.

AUGUST 2019
MENTORSHIP PROGRAM
Develop a formalized orientation and mentorship program for all newly appointed Wardens, Deputy Wardens and Regional Administrators.

JANUARY 2020
PACE PROGRAM
Modernize PACE program to allow staff greater opportunity to explore the agency.
Holistic Programming
FAITH-BASED
Program Expansion

HANNAH'S GIFT
Gender-specific, faith-based program designed to assist women in the role as mothers during incarceration.

STEPHEN MINISTRIES
Faith-based, lay-care ministry -- DRC staff train adults in custody to serve as lay-care providers.

ART OF MARRIAGE
Faith-based program designed to support married couples by deepening their understanding of the purpose of marriage while providing opportunity for deeper spiritual connection for couples.

FAMILY WORSHIP DAY
Worship services designed to provide religious experiences for incarcerated adults with members of their family support system in an institutional setting.

INSTITUTIONS OFFERING PROGRAMMING

MARCH 2019

- HANNAH'S GIFT: 1
- STEPHEN MINISTRIES: 3
- ART OF MARRIAGE: 7
- FAMILY WORSHIP DAY: 10

MARCH 2020

- HANNAH'S GIFT: 28
- STEPHEN MINISTRIES: 20
- ART OF MARRIAGE: 28
- FAMILY WORSHIP DAY: 4
Currently, 32% of eligible incarcerated adults are earning credit for program participation.

By June 2020, 40% of those eligible will be earning credit for education and/or work programs.
Underway...

**AUGUST 2019**
**TATTOO REMOVAL**
Complete a concept of operational review with multiple courses of action for the Director’s review.

**MENTORING / COACHING PROGRAM**
Identify curriculum for incarcerated adults mentoring and develop plan for roll-out at high security facilities.

**JANUARY 2020**
**OPEN NORMALCY UNITS**
Dynamic security means that direct supervision staff are trained and encouraged to develop good personal relationships with offenders, to know them as individuals, and to engage them in meaningful dialogue.

**MARCH 2020**
**PERSONAL TRAINING CERTIFICATE PROGRAM**
Enhance opportunities for adults in custody to pursue career opportunities and assist in the wellness of peers at four facilities.

**EXPAND YOGA AND MEDITATIVE PRACTICE**
Provide opportunity for institutions to incorporate yoga and meditative practice in Activity Therapy Programming.
Service Activities include:

- Building bridges
- Dumpster repair
- Milkweed seeds
- Mower repair
- Building wooden kiosks

ODNR Partnership

By September 1, 2019 a formal Memorandum of Understanding between ODRC and ODNR will be developed to include current projects and the expansion of future partnership opportunities.
The Ohio Central School System will change its structure so that each facility will have a School Administrator on site.

**SCHOOL ADMINISTRATOR AT EACH FACILITY BY END OF JULY 2019**

Phase one will enact a waiting period for those offenders who come to the department and claim to have a diploma. Phase two of this goal will be to create a new priority enrollment system which allows for those who desire and are ready for education programming to be able to access classes and programs before those who are not ready.

**EDUCATION WAITING LIST REVISION BY OCTOBER 2019**

The Ohio Central School System will work with the contracted higher education providers to develop college degree programming in addition to the current job training programs.

**ADDITIONAL DEGREE PROGRAMS OFFERED BY JANUARY 2020**
Family Involvement in Offender Success
Enhanced opportunities for families of incarcerated individuals to participate in meaningful activities to support rehabilitation.

**Family Engagement**

**June 2019**

Family and Customer Care Notes

Launched in DOTS to better assist staff responding to family inquiries and requests about their loved ones.

**July 2019**

Reinstate Family Council

A group of individuals who are committed to easing the barriers that families of incarcerated individuals face.
**OCTOBER 2019**

**IEP ENGAGEMENT CLASS**
The Ohio Central School System will create a class for offenders who are parents to teach the offender about education law, their rights as parents, and how to advocate for their child in school.

**VISITING EXPANSION**
Develop operational plans to expand visiting hours to include nights and weekends throughout the state.

**MARCH 2020**

**VISITOR TRANSPORTATION**
Complete an analysis of sustainable resources to provide transportation of visitors to all ODRC facilities for specialized visitation events.

**HEALTHY MARRIAGE ENCOUNTERS**
Increase the number of institutions that offer marriage encounters.

**JUNE 2020**

**FAMILY INVOLVEMENT IN TREATMENT PLANS**
A variance shall be written to policy 67-MNH-23, 67-MNH-22 that states within 12 months of release to the community from a specialized MH unit (RTU, SCDU, DTP), the treatment team shall attempt to engage family/support people in the release planning process, minimally inclusive of allowing family members to participate in treatment team meetings (in person, phone, skype, etc.), and allowing family members to engage with staff for the purpose of educating the family/support person about the dx, treatment and support necessary for successful community transition.

**HEALTHY FAMILY EVENTS**
Develop policy to provide framework for hosting holistic services events that are inclusive of families and external partners.
UNIT MANAGEMENT

Modernize Unit Managed Prisons by July 2020

PRE-RELEASE

Distinct Pre-Release processes developed for high security, low security & elderly populations

VISITING

Expand visiting hours to include nights and weekends

Be Expecting from Reentry...
Theme 4

Enhancing Public Safety

2019 Correctional Officers of the Year
Reduce Recidivism for individuals being released from High Security Prisons.

May 2020
Create a PRC Violator Unit (Center) at the Reception Centers or other approved facility by the end of 2019

Post Release Control
Violator Programs

DECEMBER 2019
PROBATION SERVICES FOR COUNTIES
Support local government probation services.

MARCH 2020
IMPROVE INCIDENT REPORTING
COMMUNICATIONS IN BCS
Modernize all Bureau of Community Sanctions grant funded programs by converting the current process of email submission of special incident reports to a standardized electronic form submitted within the Intelligrants system.

Community Corrections
Improving Operational Efficiencies
Process Efficiencies

2019

POLICY REVIEW PROCESS
By October 2019-- Reduce steps in policy review process from 50 to 25
Reduce days of delay in policy review process from 235 to 72

ORAS ENHANCEMENTS
Data clean up finalized by July 1, 2019
Shared assessments, case plan updates, and waitlists deployed to production by August 1, 2019

2020

IMPLEMENTATION OF REAGAN TOKES ACT
The Reagan Tokes Act is a new legislative sentencing structure outlined in Senate Bill 201.

SINGLE SIGN-ON IMPLEMENTATION
Users can access multiple applications by authenticating only once with their OH|ID Workforce User ID, providing a simplified user experience for the state’s workforce to launch the applications and programs needed to do their jobs.
Improve the Ohio Jail inspection Process

- Increase staffing
- Inspect all standards on an annual basis
- Provide technical assistance to jails
- Engage key stakeholders in inspection results and incident monitoring

Assess, prioritize and monitor capital projects for Ohio jails
Modernizing Parole and Community Services
- Board members appointed with diverse backgrounds
- Offender participation permitted in Full Board hearings
- Live streaming planned for hearings
- Implementing Staff Conference Days to allow staff to provide input
- Continue to train Board on Motivational Interviewing
- Phase 2 will be introduced in September 2019
BY JUNE 2020

DRC will move towards the reduction of caseloads from an average of 85 to 50.

Through the redistribution of caseloads, the number of officers assigned to specialized caseloads will increase from 35 to 45.
The Adult Parole Authority has trained 445 staff in Motivational Interviewing. A total of 550 will be trained by December 2019.

Motivational Interviewing

Motivational Interviewing is a technique utilized with individuals under supervision to encourage their successful reintegration.
If you would like to provide feedback on our roadmap, please contact Beverly Motton at Beverly.Motton@odrc.state.oh.us