

# Transition from Prison to Community

## Making Mission Possible

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# Overview

- MN DOC Mission and Transition from Prison to Community Basics
- Initial TPC Activities and Outcomes
- Creating a Reentry Culture
- Mission-Focused Department and the Value of Staff
- Engaging the Entire State for Recidivism Reduction

# DOC Mission Statement

Reduce recidivism by promoting offender change through proven strategies during safe and secure incarceration and effective community supervision.



“Corrections is, among other things, a business. Like any other business we must embrace and employ new research, new knowledge and new and better ways of performing.”

Secretary Roger Werholz, Kansas DOC

“Life is change, growth is optional.”

Karen Kaiser Clark

“If you don't know where you are going, any road will get you there.”

Lewis Carroll

# Transition from Prison to Community

- 2010 Minnesota begins initial launch of NIC model
- Technical assistance to help plan implementation
- Administrative steering committee was formed to initiate TPC
- Internal agency assessments began



# MN Transition to Community (TPC) Linear Model

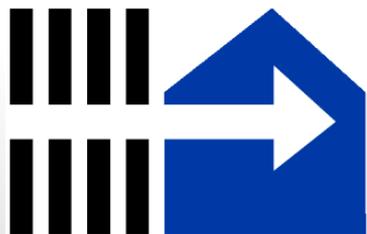


*Vision - Contribute to a safer Minnesota*

*Mission – Embed TPC philosophy into every facet of the Department’s operations*

# Phase 1 Initiated in 2011

- Gaps analysis was conducted to review current practice to TPC Alignment
- 4 Goals – 8 Sub-Committees – 100+ staff



**transition from prison to community**

# Phase 1 Outcomes

- Staff training on fundamentals of EBP and TPC
- Increased staff communication and involvement of TPC Initiative
- Case plan established to incorporate SMART goal planning
- Launched two new risk assessments and pilot of comprehensive case management
- Facility programming documented and categorized on EBP intervention; formal process for programming additions identified
- Review of intake processes, including assessments
- Identified TPC/EBP related hiring competencies and amended correctional officer interview to incorporate these

# What we learned and what we heard...

- While challenging, this was just the beginning
  - Identified processes, increased communication and provided foundational training
- The next steps are the toughest
  - Changing job roles, staff perception of doing this work, deeper understanding of EBP, aligning resources
  - Building capacity to this work right

# MN Transition to Community (TPC) Linear Model



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# Staff are Reentry Stakeholders

2013 Celebration and Planning Day Consensus Workshop

What are the next steps for embedding TPC into the DOC?



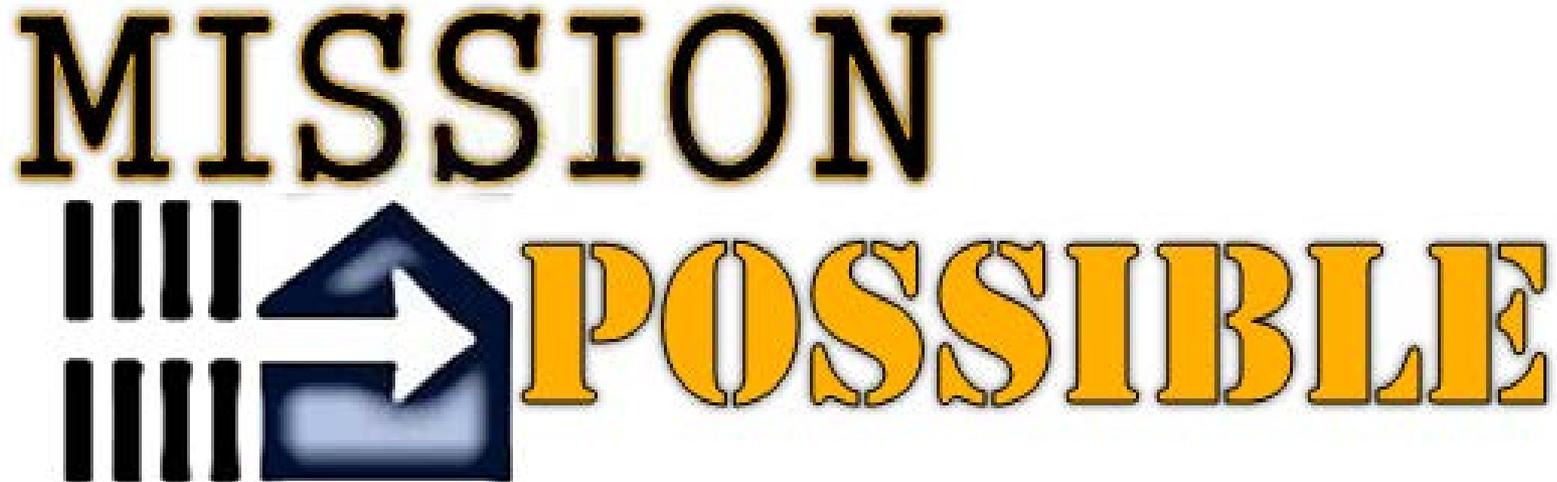
# Phase 2 Recommendations

Develop and Measure Fidelity and Effectiveness	Ensure Policies Reflect TPC Philosophy	Inspire and Advance a Culture of Collaboration and Communication	Address the Bureaucratic Impediments that Restrict Progress	Use Technology to Expand and Integrate Availability and Sharing of Data	Initiate a process to implement integrated, comprehensive case planning	Expand Effective Intervention Strategies	Create a Learning Environment
<p>Develop sequencing schedule for program (what comes first)</p> <p><b>Define a process for reporting TPC Dashboard</b></p> <p><b>Outcomes include measure of staff perception</b></p>	<p><b>Embed TPC language in every PD</b></p> <p>Develop TPC hiring competencies for CM</p> <p>Reevaluate lead worker promotional process to incorporate TPC competencies</p>	<p><b>Develop process to recognize staff who exemplify TPC</b></p> <p>Develop process to share info between committees</p> <p><b>Consistent messages to embed TPC in everyday work</b></p> <p>Develop processes for increasing collaboration</p>	<p><b>Create TPC Task Force</b></p> <p>Review offender classification and impacts upon Effective Intervention</p>	<p>Automate criminal history score</p> <p>Automate MnSTARR</p> <p>Expand DEM to include essential intake documents</p> <p>Automate QA proficiency scoring process</p>	<p>Complete a time study on management responsibilities</p> <p>Remove non-value added tasks from case management</p> <p>Explore other states' practices regarding CM responsibilities</p> <p>Initiate ICM</p>	<p>Explore and Implement alternatives to long term treatment</p> <p>Explore and implement cognitive programs at all facilities</p> <p>Target offenders for appropriate interventions based on risk</p> <p>Compensate offenders for participating in risk reduction programming</p>	<p>Review IPC training curriculum to determine relevance</p> <p>Explore existing training curriculum to determine if it is in line w/TPC</p> <p><b>Identify staff core competencies and training needs</b></p> <p><b>Develop 5 year training plan</b></p>

# Creating a Reentry Culture

- TPC Survey to determine staff “buy-in” and what we need to move forward

**MISSION**  
**POSSIBLE**



- Focus on Mission as every staff responsibility and leadership shares that mission

# Value of Staff in Making Mission Possible

- Staff are a part of the mission and responsible for it - added to position descriptions
- Developing TPC Specialists at each facility to develop reentry culture
- Updated All Staff Survey in 2016 or 2017
- Dashboard of baseline measures goes live Winter 2015
- Working to identify further “branding” of TPC and staff recognition



# MNSIRR transition from prison to community collaborative



Office of Justice Programs  
A Division of the Minnesota Department of Public Safety



Minnesota Department of  
HUMAN RIGHTS



Minnesota  
Department of Public Safety



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**Education**



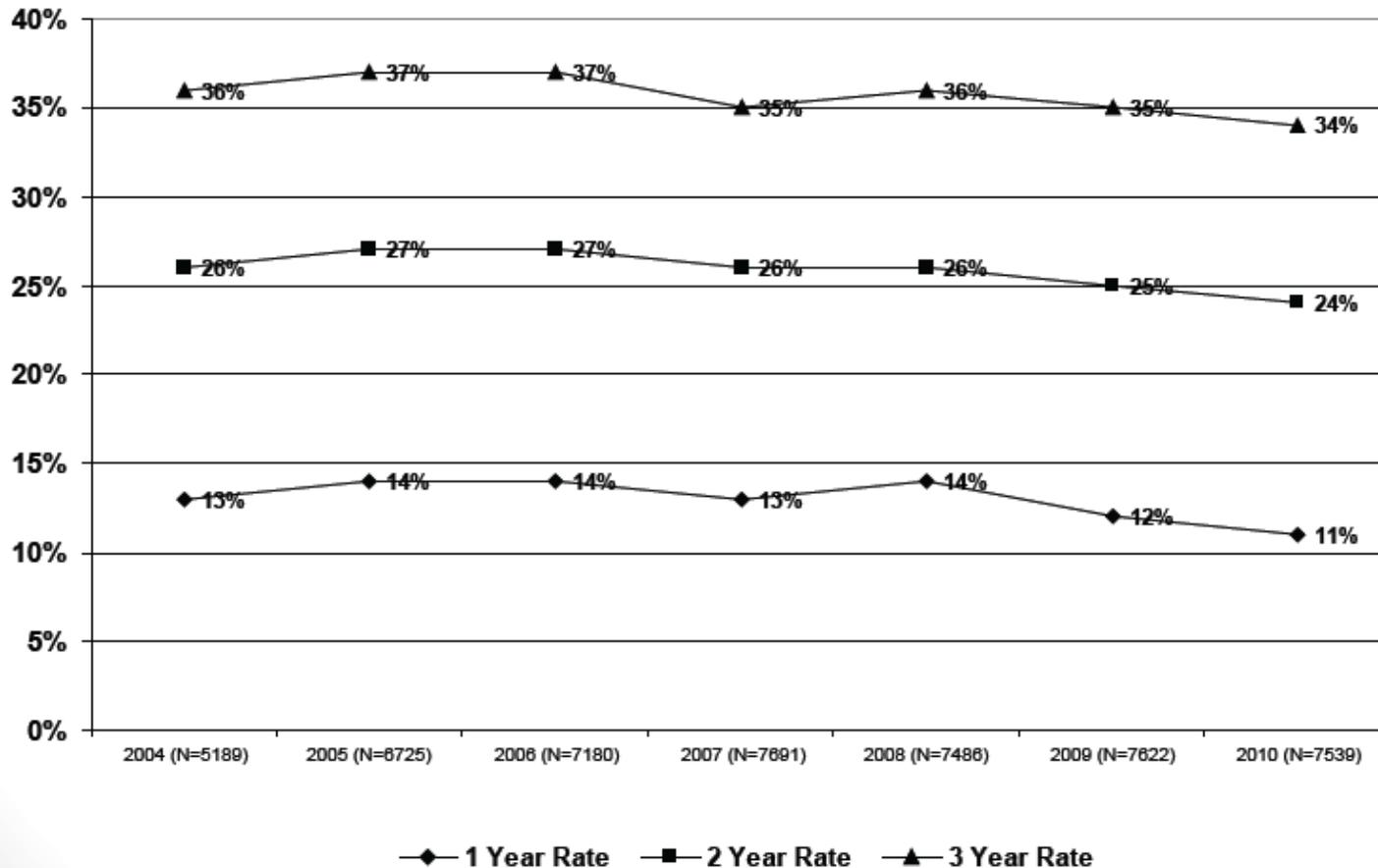
Minnesota Department of **Human Services**

# Seeing results?

2014 PERFORMANCE REPORT

## Felony Reconviction Rates Up to Three Years Post-Release, 2004 – 2010

Reconviction rates are declining one-, two-, and three-years after release. The one-year reconviction rate has varied between 11 and 14 percent in each of the last seven years. Two-year reconviction rates have fluctuated between 24 percent and 27 percent, and three-year reconviction rates have remained between 34 to 37 percent over these seven years.



**Be the intervention.**

**MISSION**  
**POSSIBLE**

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to Community**