

# Leading with Innovation

**NIC Virtual Conference**  
**November 9, 2016**



# Reform and Transparency in Corrections



**Moderated by:  
Jeff Hadnot**

**National Institute of Corrections**

# Reform and Transparency in Corrections



**Kevin Kempf**

Director Idaho Department  
of Correction

# How To Effect Positive Change



# Reform/Transparency



# Pulling Back the Curtains . . .

- **Provide 24/7 Access to lawmakers**
- **Be open to Universities and to media**
- **Partner with Advocacy Groups**
- **Hold live streaming events.**



# Create a Culture of Leadership

- Starts with who you promote
- Seek staff feedback
- Create wellness programs
- Challenge old practices
- Practice constant improvement



**LET'S GO!**

# Justice Reinvestment

- Changing how we supervise offenders
- Redefining what “success” looks like
- Focusing supervision



# JRI: Early Results

- Inmate population is trending down.
- We are returning tax payer money back to the General Fund.
- We are reinvesting in staff with pay and additional training.



# Justice Program Assessment: A Top to Bottom Process

- Outside experts embedded with Idaho
- Reviewed each program
- Reviewed current processes and practices



# Justice Program Assessment: Findings

- We had 12 “core programs”. 9 out of the 12 were not research based.
- Our pathways to parole were complex and confusing.
- Our Therapeutic Communities were not functioning correctly.

# Justice Program Assessment: Findings, Cont.

- Our programs were not offered in each prison.
- We had low risk offenders taking programs with high risk offenders.
- Our staff have “bought in” to education and programming.

# Justice Program Assessment: Action Plan

- **Discontinued all Therapeutic Communities.**
- **We went from 12 core programs to 5. Each of the 5 are research based.**
- **All 5 programs are delivered in each prison.**
- **We eliminated our old pathway system to parole.**

# Restrictive Housing Reform

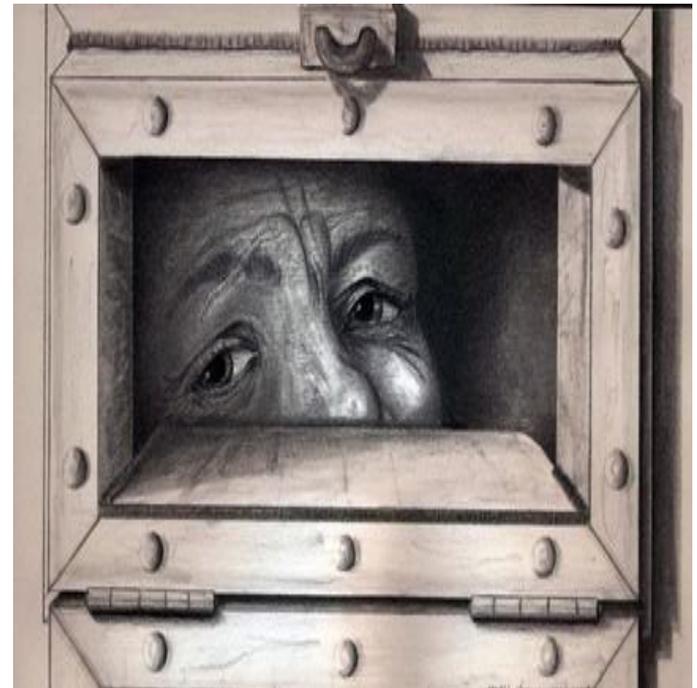
## Why Change?

- What we do today doesn't work.
- Enhance public safety.
- Its simply the right thing to do.



# Restrictive Housing Reform: How?

- Learning from those that have gone before us.
- Sending leaders to NIC training.
- Established two teams that are looking at short term segregation and long term segregation.
- Challenging everything we do today.



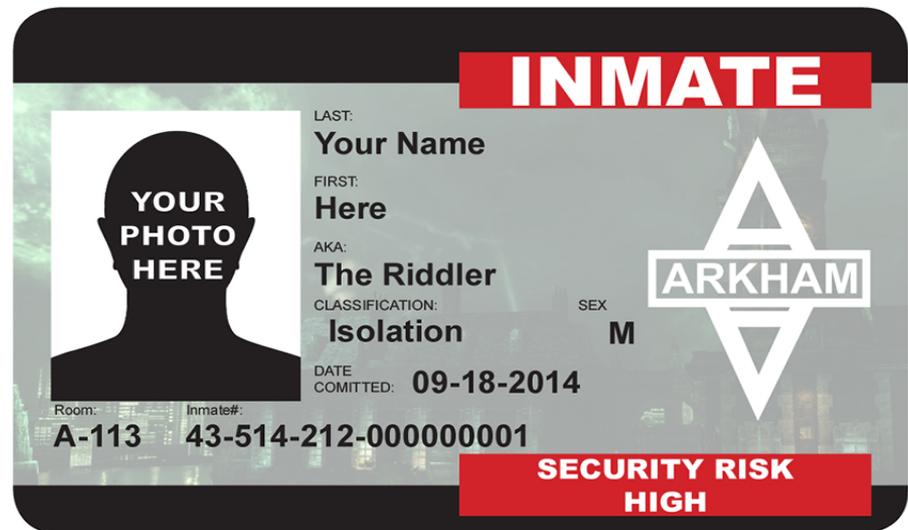
# Restrictive Housing Reform: Early Results

- One hundred fewer segregation beds.
- Added Programming and education to inmates.
- Provided a step-down program for release.
- Reduced the amount of inmates leaving our system from segregation.



# Partnering with Fellow State Agencies

Partnering with the Idaho Transportation Department to issue inmates State ID's.



# Community Mentor Program

- Seeking members of our communities to sign-up to be a mentor.
- Training each community mentor.
- Expected to assist with resources in the community and provide pro-social activities.



# Constituent Services Manager

- Idea put into action by listening to friends/families of inmates.
- One central place people can call with questions, complaints, or information.
- Already proving to reduce confusion and frustration from callers.



# Conclusion



# Questions?



# Visit the Conference Site

The image shows a virtual conference site for the National Institute of Corrections (NIC). The interface is set against a background of a modern conference hall with people and an escalator. The main navigation menu on the left includes: SCHEDULE, LOBBY, PRESENTATION HALL, EXHIBIT HALL, RESOURCE ROOM, INNOVATION CHATS, DISCUSSION FORUM, CONFERENCE TUTORIALS, HELP DESK, WELCOME VIDEO, PARTICIPANT CONTACT INFO, USER PROFILE, and LOG OFF. The central area features a large blue banner with the NIC logo and the text "Welcome to the NIC 2016 Virtual Conference Leading with Innovation!". Below this banner are three interactive panels: "Discussion Forum", "Conference Tutorials", and "Help Desk". The "Help Desk" panel includes a "Schedule" sub-panel. The bottom of the page displays the text "Welcome to the NIC 2016 Virtual Conference!".

**NIC**  
2016 VIRTUAL CONFERENCE  
LEADING WITH INNOVATION

SCHEDULE  
LOBBY  
PRESENTATION HALL  
EXHIBIT HALL  
RESOURCE ROOM  
INNOVATION CHATS  
DISCUSSION FORUM  
CONFERENCE TUTORIALS  
HELP DESK  
WELCOME VIDEO  
PARTICIPANT CONTACT INFO  
USER PROFILE  
LOG OFF

**NIC**  
National Institute of Corrections

Welcome to the NIC 2016 Virtual Conference  
Leading with Innovation!

Discussion Forum

Conference Tutorials

Help Desk

Schedule

Welcome to the NIC 2016 Virtual Conference!