

# Leading with Innovation

NIC Virtual Conference  
November 9, 2016



# How to Make Evidence Based Programs Come to Life



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National Institute of Corrections

# Effect Positive Change



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# 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.

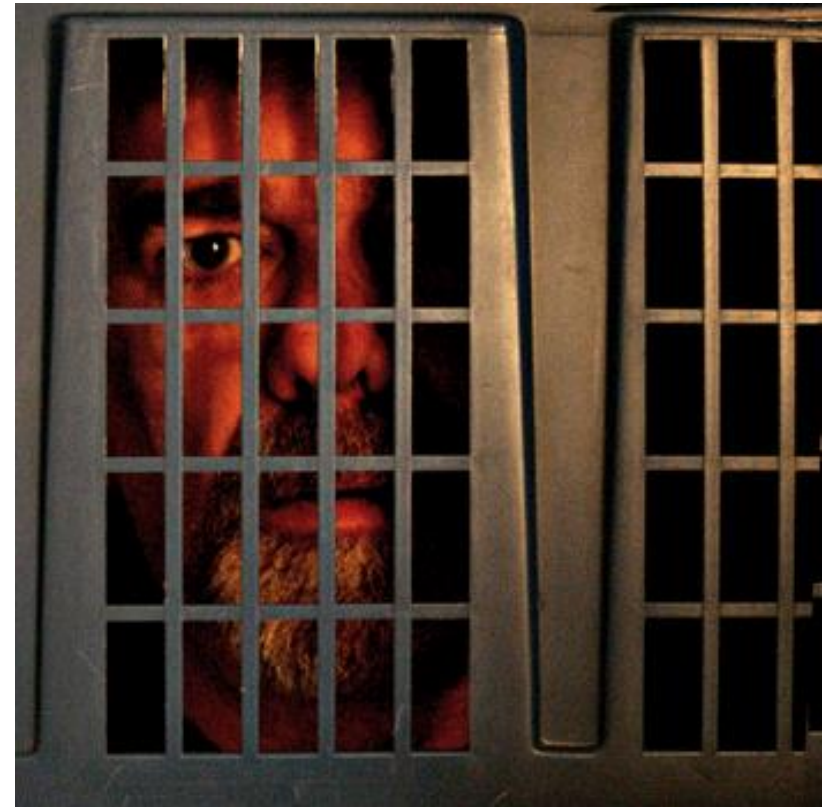
# Justice Program Assessment: Action Plan

- 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

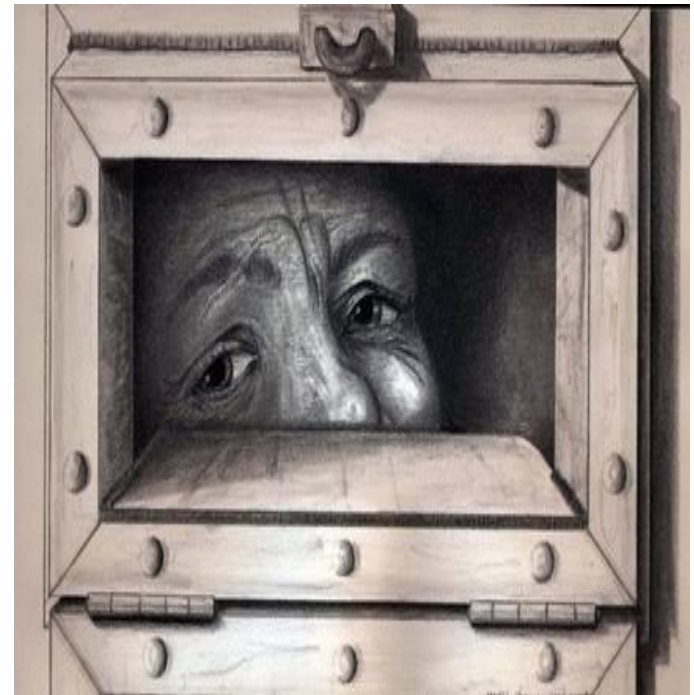
## Why Change?

- 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

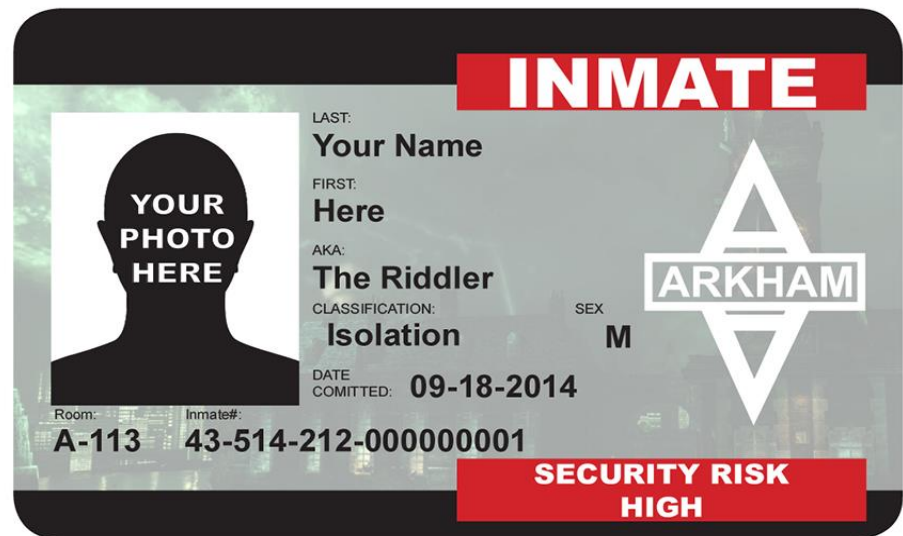
- One hundred fewer segregation beds.
- Added Programming and education to inmates.
- Provided a step-down program for release.
- Reduced the amount of inmates leaving our system from segregation.





# 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.

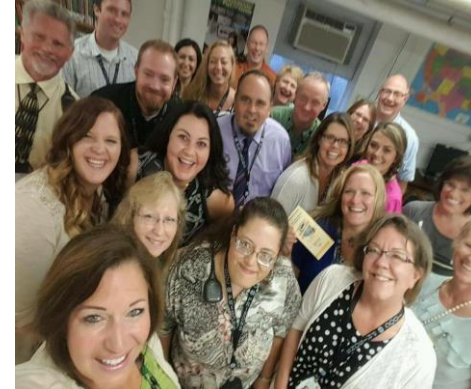


# Constituent Services Manager

- 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 displays the user interface for the NIC 2016 Virtual Conference. The main header features the NIC logo and the text "2016 VIRTUAL CONFERENCE LEADING WITH INNOVATION". A navigation menu on the left lists various features: 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 shows a virtual conference lobby with a large screen displaying the NIC logo and a welcome message. Below the screen are interactive buttons for "Discussion Forum", "Conference Tutorials", "Help Desk", and "Schedule". The background of the lobby is a modern, brightly lit interior with people walking and talking.

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