Leading with Innovation

NIC Virtual Conference

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National Institute of Corrections

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 . . .

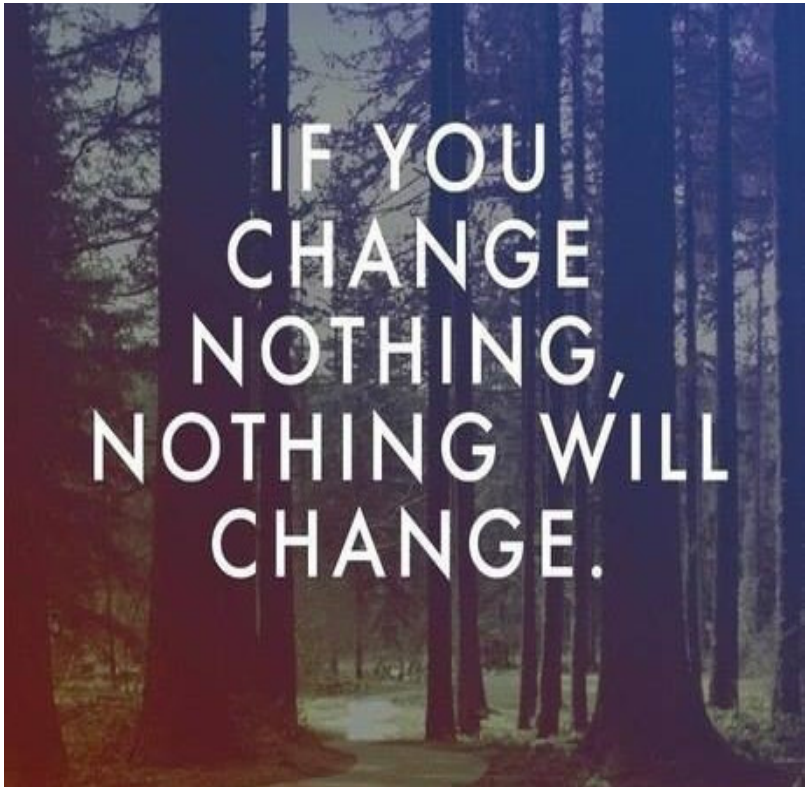
- Provide 24/7 Access to lawmakers
- Be open to Universities and to media
- Partner with Advocacy Groups
- Hold live streaming events.

Create a Culture of Leadership

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

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.

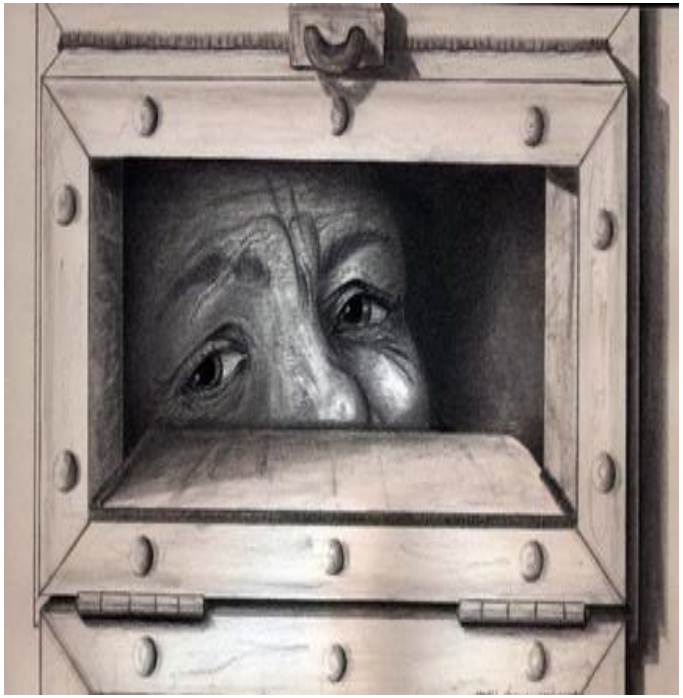
Restrictive Housing Reform

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.

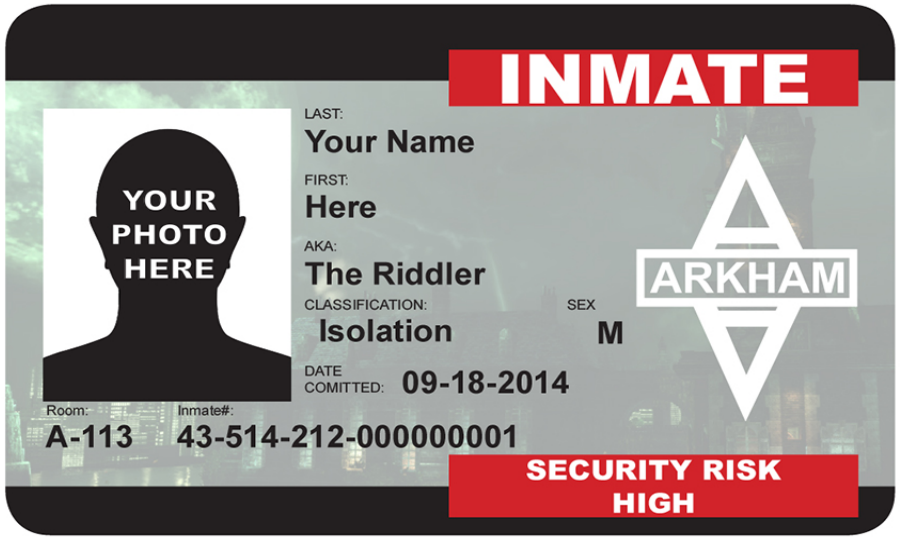


Restrictive Housing Reform: Early Results

- 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.



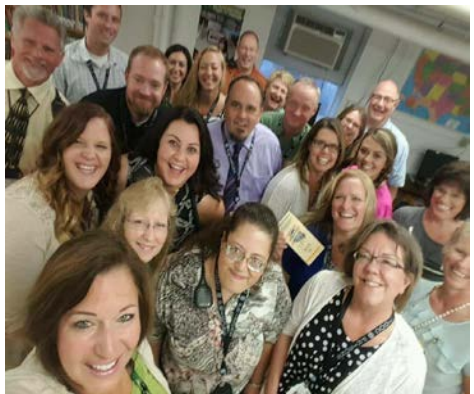
Community Mentor Program

- 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?

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