



RE-ENTRY RUNDOWN SPRING EDITION VOL. 9

MAY 2019

INSIDE THIS ISSUE:

HIRE UPDATE	2
PROGRESS NOT PERFECTION	2
RWI UPDATE—HOW'S IT WORKING	3
UTM AND CQI ASSESSMENT	3
BRANCHVILLE WELDING	4
LEADERSHIP PRAYER BREAKFAST	4
ALZHEIMER'S TRAINING	5
COMMUNITY CORRECTIONS	5

Employer Day Doug Evans, Reentry Team

On Monday April 8 the IDOC Re-entry Division held their third “Employer Day” at Branchville Correctional Facility. **The Event was attended by more than 30 Employers, staffing agencies, community organizations and IDOC Reentry staff.**

This was the first event of its kind since HIRE became a part of the Indiana Department of Correction’s reentry team. **Led by Region 8 HIRE Coordinator Jordan Baer, the HIRE team was instrumental connecting with area employers to attend the event.**



The day featured the Indiana Correctional Industries Pallet Refurbishing plant as well as the Facilities’ Saw Mill operation. After touring these operations, the group met with a panel of 5, soon to released offender workers, for a question and answer session.

The day concluded with a sincere thank you from Warden Alvey. The Warden is a strong believer in prerelease employment for successful reentry.

Jenna’s Last Bit Tip Jenna Mackey, Reentry Monitor

Over the past couple weeks, I’ve been reflecting on my time with the DOC. I’ve learned so much from you all, and I’m just so proud of everyone for their enthusiasm, hard work, and commitment to using evidence-based practices. **It can be easy to forget in the daily grind that you alone can make a big difference in changing offender behavior.** You are more than checked boxes and other duties as assigned; you are, in my eyes, the most valuable players. My parting wish for all of you, as you continue with evidence-based practices, is that you always remember just how important you are to both the DOC and each offender who comes your way.



SPECIAL POINTS OF INTEREST:

- **Site Visit CQI training** –coming soon
- **June 10 CM101 training**
- **June 18– 20 Reentry Summit**

HIRE creates Academy, works in Parole and START.

Carrie Heck, Director of HIRE

The Hoosier Initiative for Re-Entry (HIRE) has officially been part of the IDOC team for about four months and it's been a wonderful transition! **Staff have started their trial facilitations of the HIRE Academy in every IDOC facility and have taught the All-Encompassing HIRE Module in many of the START Classes and Parole Offices.**

If you have any questions or want to reach out, please contact your local HIRE Coordinator (listed below) or **Carrie Heck** at Check1@idoc.IN.gov 812-549-8634 with ideas, questions or if you have any success stories you would like to share.



HIRE Coordinators:

Region 1: Aaron Cooper	219.263.8418	Region 2: Jennifer Aumsbaugh	260.205.2522
Region 3: Vacant		Region 4: Mike Rentfro	812.746.7384
Region 5A: John T. Smith	317.617.4584	Region 5B: Monica Frost	317.864.7510
Region 5C: Leah Williams	317.518.9760	Region 5D: Michael Martin Drain	317.296.9722
Region 6: Audrey McCarty	765.717.6549	Region 7: Arin Pritchard	812.318.0680
Region 8: Jordan Baer	812.454.9657	Region 9: Scott Waterhouse	765.427.5236

Progress not Perfection Rick Rosales, Community Engagement



It's more than the words painted across the cinderblock room where the Dealing with Addictions group meets at Madison Correctional Facility. It echoes the halls and becomes a mantra for the women that attend each week. And their leader? **An undergraduate student named Tori from Hanover College.** She began volunteering at Madison with a career development class but ended up branching off to start her current group. The goal is to discuss what addiction is, how to identify relapse symptoms, how to cope with cravings, and how to recognize enablers in your life. She does her best to

create an environment that promotes community and a sense of belonging among the residents, which is no easy task inside a correctional facility but is clearly achieved each meeting. She loves seeing the change in the women, watching them grow, and start to thrive. "They are so receptive to what's being said and it's encouraging to see these women truly working towards a better life," **Tori proudly states. Each week Tori is seeing progress and she thinks that's just perfect.**

Recovery While Incarcerated Update

David Reid, Assistant Director of Addiction Recovery

The IDOC Division of Addiction Recovery Services (ARS) is nearing the end of our 18-month rollout of the Recovery While Incarcerated (RWI) addiction recovery treatment program. The rollout and implementation of RWI has been a massive undertaking, and we **would like to express our sincere appreciation to all of the staff that played a part in bringing this one-of-a-kind addiction treatment program to IDOC.** Accompanying the RWI rollout was the release of an updated Policy and Administrative Procedure (01-02-106) and Health Care Services Directive (4.01A), providing administrative and operational guidance for facilities and memorializing the monumental changes to IDOC's substance use treatment program. As the RWI rollout comes to a close, ARS is excited to begin work on three new **projects designed to expand and improve the availability of addiction recovery treatment to incarcerated offenders** as well as other IDOC populations.

- **ARS is partnering closely with the IDOC Division of Youth Services** to improve the delivery of addiction treatment to the DYS population by extending the RWI program into the three juvenile facilities.
- **ARS is partnering with the IDOC Division of Parole Services** to improve access to addiction treatment for paroled offenders through a **grant-funded initiative to hire and embed Certified Addiction Peer Recovery Coaches (CAPRCs)** within each parole district. The CAPRCs help guide, mentor, and support paroled offenders during their ongoing recovery journey.
- Over the next two years ARS will select 80 offenders to train, certify, and employ as CAPRCs working inside the facilities. **These facility CAPRCs will assist incarcerated offenders enrolled in RWI, especially those in early stages of recovery, to maximize their participation in the program.** The facility CAPRCs will also serve as "ambassadors" for the RWI program, helping offenders in general population and other program dorms to develop and sustain the direction of their own recovery journeys.

Unit Team Managers and CQI overview

Kevin Gilmore, Deputy Warden Wabash

On April 11, 2019, at the former IREF facility, the Central Office Reentry Team brought together Unit Team Managers to discuss the implementation of Continuous Quality Improvement (CQI). Also in attendance were several Deputy Wardens of Re-entry.



As leaders for our facilities, this was an opportunity to build our knowledge about CQI and come up with a plan on how best to carry it out within our facilities. The quality assurance assessment process continues to reinforce some existing audit procedures, while implementing new Continuous Quality Improvement (CQI) strategies so that we may more closely align our case planning and management with evidence-based practices. **Everyone found the information very**

useful and important, as facilities begin to consider a plan to implement CQI. The session gave us an early opportunity to think ahead about challenges we may encounter, identify strategies to overcome those challenges, and enable us to establish sustainable CQI procedures. **The Central Office Reentry Team planned and provided all facilities with a Case Management CQI framework/template for CQI implementation.** This will ease our transition to the new process.

Branchville and Welding John Nally, Director of Education

Branchville Correctional Facility started a Welding program on December 10th, 2019. This program provides students with the opportunity to gain skills in two basic welding techniques:

- SMAW (Shielded Metal Arc Welding) aka. Stick Welding
- GMAW (Gas Metal Arc Welding) aka. MIG Welding

The Welding program provides students with the opportunity to earn:

- NCCER Core Curriculum Certifications (8 certifications)
- NCCER Welding Certifications (12 certifications)
- OSHA 10 Card
- AWS D1.1 – American Welding Society (AWS) G1 Guided Bend Test



Welding students must pass all four criteria, practical and written exams, and other in-class requirements in order to successfully complete the program.

The hands-on welding experience and certificates that participants receive in the program will prove valuable upon release, serving as respected credentials on an ex-offender's journey to gainful employment. The welding program directly addresses the skills gap commonly seen in today's workforce by providing participants with in-demand skills. Eight students at Branchville Correctional Facility have already completed all in-class requirements and are looking forward to taking the AWS D1.1 Guided Bend test soon.

Indiana Leadership Prayer Breakfast



The Indiana Department of Correction was well represented at this year's Indiana Leadership breakfast. **Speaker was Rachael Denhollander**, one of the first women to publicly speak out about sexual abuse in USA gymnastics, and was named as Sports Illustrated's 2018 Inspiration of the Year. **Ms. Denhollander spoke on courage, referencing** how difficult it was for her to speak out against the sexual



abuse that many received. It was not only informative, but an encouragement to all who struggle with being courageous in the midst of insurmountable odds.

History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again" Maya Angelou

Wabash educates staff on Alzheimer's Amy Eickmeier, Special Populations Director



On April 2nd Wabash Valley Correctional Facility welcomed **Denise Saxman, a Care Consultant with the Greater Indiana Chapter of the Alzheimer's Association**, to their facility to provide information about Alzheimer's Disease. Denise is a Licensed Clinical Social Worker who has spent the last nine years of her career working with families and persons with dementia to help them address possible challenges. Wabash Valley Correctional Facility has begun housing and providing treatment for offenders with dementia. Denise provided information that was especially helpful for the staff working directly with this special population. Denise discussed the progression of Alzheimer's Disease and effective communication strategies. Thirty-two staff were in attendance, including custody, mental health and Unit Team. Seven offenders who work as mentors were also in attendance. Denise followed up by sending several Alzheimer's Association scholarly articles that discussed treatment of dementia in a prison setting. This educational opportunity was arranged collaboratively by **Unit Team Manager Heather Blasingame, Mental Health Professional Crystal Rinehart, and Lieutenant Shad Allen.**

Check out www.alz.org/indiana to learn more about the Alzheimer's Association, for many free options.

Community Corrections Update Kristen Banschbach, Director of Community Corrections

The Community Corrections Division is currently undergoing the certification process on the University of Cincinnati Corrections Institute's (UCCI) Evidence Based Correctional Program Checklist (CPC) assessment. **The CPC is designed to evaluate which correctional intervention programs adhere to evidence-based practices (EBP).** This validated assessment tool will help agencies confirm what they are doing well and where they may have room for improvement, with the ultimate goal of reducing recidivism. The division is very excited to have this opportunity and plans to utilize the tool to evaluate grant-funded programs in January 2020!

The division is also continuing to work with The Carey Group on various train-the-trainer trainings. Over the last three years, division staff have been trained as trainers for the Supervisor's EBP BriefCASE, Carey Guides/ Brief Intervention Tools (BITs), and Quality Assurance. The division has plans for additional train-the-trainer opportunities, including Carey Group's Four Core Competencies, Case Management, and Evidence Based Practices 101. **The Community Corrections Division is responsible for training county level community corrections staff in 89 counties.** These trainings have ensured that the division is providing the best information possible for the success of community corrections agencies.



**Community Corrections staff training
Case Management staff on BITs**

Coming together is a beginning. Keeping together is progress. Working together is success—Henry Ford