

Scott Walker
Governor

Jon E. Litscher
Secretary



State of Wisconsin
Department of Corrections

Mailing Address

3099 E. Washington Ave.
Post Office Box 7925
Madison, WI 53707-7925
Telephone (608) 240-5000
Fax (608) 240-3300

TO: Michael Queensland
Staff Attorney, Legislative Council Study Committee on Reducing Recidivism
and Removing Impediments to Ex-Offender Employment

FROM: Dr. Silvia Jackson
Reentry Director, Department of Corrections

DATE: August 25, 2016

SUBJECT: Responses to Study Committee's Questions

A handwritten signature in cursive that reads "Silvia R. Jackson".

I am submitting this memo and its attachments to address questions asked by members of the Legislative Council Study Committee on Reducing Recidivism and Removing Impediments to Ex-Offender Employment. To facilitate tracking, you had requested one document including all responses, as opposed to receiving a series of memos from multiple Department of Corrections (DOC) representatives.

The following text indicates the questions posed by the Study Committee in bold font. Responses are included within this text and when necessary in attachments.

Request for documentation from Bureau of Justice Statistics (BJS) that verify that 1 in 3 adults has a criminal record. [Ed Bailey]

The following documents were used to arrive at the statement that 70 million adults have a criminal record: [Survey of State Criminal Information Systems 2012](#) and [65 Million Need Not Apply](#). The specific language in the first document is, "Over 100.5 million individual offenders were in the criminal history files of the state criminal history repositories on December 31, 2012. (An individual offender may have records in more than one state.)" Similar to the methodology used by the National Employment Law Project in *65 Million Need Not Apply*, we reduced the 100.5 million by 30 percent to account for individuals with records in multiple states and other factors. This brings the conservative estimate to 70.4 million.

Request for information about COMPAS, including the ability for committee members to take the assessment. [Rep. Goyke]

Representative Goyke participated in a two hour COMPAS Primary Assessment using Motivational Interviewing techniques on August 11, 2016. The goal of conducting this assessment is to provide additional insight into the Evidence-Based Practices implemented by the DOC.

COMPAS is administered at intake in all three of WIDOC's program Divisions (Division of Adult Institutions, Division of Community Corrections, and Division of Juvenile Corrections), as well as within over 45 local county jurisdictions. The assessment, the resulting narrative and bar chart, and a COMPAS information document are attached and briefly described below:

- [Attachment 1 – COMPAS Core Assessment \(137 questions\)](#)
 - The COMPAS Core Assessment is the most commonly used instrument in WIDOC. There are three main parts, consisting of official criminal history data, client interview, and client self-report. WIDOC staff must complete two days of training to be qualified to administer the assessment and a WIDOC Portal 100 Criminal History report is required to complete the first section. Once all questions are answered, the software calculates a risk and needs profile (see other attachments).
- [Attachment 2 – COMPAS Core Assessment Bar Chart](#)
 - The Bar Chart and Assessment Narrative Summary are commonly known as the results of the assessment. The attachments in this email contain fictional information. The Bar Chart graphically depicts a client's scores on both the risk and needs scales. All graphs can be understood from the simple perspective of small bars, or low numbers being suggestive of an absence of risk/need or even a strength. On the contrary, large bars or high numbers suggest a high likelihood of future re-offense or presence of criminogenic need.
 - The Risk Scales (shown in red) provide the estimated likelihood that the client will be arrested for any new crime (General Risk), a violent crime (Violent Risk), or fail to appear for a scheduled court hearing (Pretrial Risk).
 - The Needs Scales provide the degree to which a particular criminogenic need is operating in a client's life. Criminogenic needs are defined as characteristics or situations in a person's life, which if left unaddressed, are shown through research to be correlated with future crime.
- [Attachment 3 – COMPAS Core Assessment Narrative](#)
 - The Assessment Narrative expands on the Bar Chart by providing additional information about the assessment results. This document consists mainly of a description of what each criminogenic scale score means and the implications for treatment.
- [Attachment 4 – COMPAS Primer](#)
 - A concise overview of COMPAS and how it is used in WIDOC.

DOES and OARS [Mary Prosser and member from public]

- **What percent of inmates have serious mental health issues? How many inmates have MH-1 diagnoses, how many have MH-2 diagnoses, and what is the gender breakdown for both groups?**
 - Bureau of Health Services Director of Mental Health Dr. Kevin Kallas responded to this question via email on 7/26/16. Please see [Attachment 5 - Response from Mental Health Director](#).
- **What percent of inmates that have serious mental health issues receive treatment through DOES and OARS?**
 - The DOES Project does not provide mental health treatment. It provides civil legal services through licensed attorneys. During FY2016, DOC referred approximately 910 cases to Legal Action of Wisconsin. There were 623 offenders with serious mental illness included on that

referral list, or 68 percent of the total. During FY2016, 312 offenders signed retainer agreements.

- The Average Daily Population of the OARS Program for FY2016 was 149 participants. Participants can remain in the program for up to two years and the average length of stay is 14 months in the community. As a benchmark, in FY2015, there was 468 individuals released statewide who were either moderate or high risk on the COMPAS risk level recommendation and coded with a serious mental illness by DOC psychologists. Based on this information, the OARS Program currently serves approximately 27 percent of the potential participants statewide.

- **Who meets the criteria for the programs?**

The OARS Program requires a DOC staff member referral and that the referred individual has:

- a moderate or high risk to reoffend on the COMPAS risk level recommendation
- an MH-2A or MH-2B code (serious mental illness)
- at least six months remaining on community supervision after release
- a release to an OARS-covered county
- a willingness to participate in programming
- volunteered to be in the program.

The DOES Project receives a list from the Department of Corrections that includes:

- Individuals with an intellectual disability
- Individuals with a serious mental illness (MH-2A and 2B)
- Individuals requiring Health Services Unit (HSU) on-site
- Individuals referred by their social worker

The attorneys then review the list for individuals that do not meet the Disability Determination Bureau's (DDB) definition for disability. For instance, an individual with asthma may receive a DOC designation of HSU on-site, but the DDB does not determine disability based solely on an asthma diagnosis.

- **Who is getting treatment? How many are enrolled in mental health programs other than those covered at the first meeting, such as individual therapy or group therapy?**

Please see response from Dr. Kevin Kallas in [Attachment 5 - Response from Bureau of Health Services Mental Health Director](#).

Speaking specifically about OARS, the program looks for the most challenging and complex, acutely and chronically mentally ill individuals releasing from prison who have demonstrated an inability to be successful in the community. An excerpt from the 2015 Becky Young report reads:

Using statistics from 298 previous and current OARS participants' assessments from the COMPAS risk and needs assessment tool, this complexity is highlighted. The average age of first arrest for program participants is 17.5 years of age. The single leading criminal charge category for OARS participants is "Other," a catch all for low-level public order crimes, which may include charges like Resisting/Obstructing, Driving after Revocation, Disorderly Conduct, Loitering, and Public Intoxication. This "Other" category accounts for 24.5 percent of current crimes, followed by Assault at 21.5 percent, and Burglary at 14.1 percent. Remaining criminal categories showed percentages in the single digits. Participants averaged thirteen arrests, and 94 of the 298 participants have five or more jail stays of 30 days or longer. Nearly half of participants have had serious or administrative prison disciplinary infractions. Of the 165 participants that took the COMPAS assessment containing the Social Adjustment scale, 79 percent were either highly probable or probable to have difficulty with social

adjustment. The OARS participants are complex because they have both persistent mental illness and risk factors that are likely to result in new criminal convictions.

- **How many low risk offenders that have mental health issues are not receiving treatment through DOES and OARS?**

The Department of Corrections is required by Wisconsin state statute 20.410 (1) (ds) to utilize Becky Young community corrections funding to reduce recidivism. The OARS Program receives 100 percent of funding through the Becky Young appropriation. In accordance with evidence-based practices, DOC prioritizes medium and high-risk OARS offenders for intensive services to reduce recidivism. Low risk offenders may access non-OARS services based on need, program availability, security level, and dosage.

Social workers and agents work with individuals not participating in the OARS program to establish public benefits and medical and psychiatric services in the community.

Request for information about the types of treatment that are available to inmates before the final 6 months of incarceration. [Rep. Nygren]

Please refer to the following attachments:

- [Attachment 6 Available Primary Programs by Male Medium and Maximum Site](#),
- [Attachment 7 Primary Program by Minimum and Minimum Community Male Site](#)
- [Attachment 8 Available Primary Programs by Site - Females](#)
- [Attachment 9 Primary Treatment Services Descriptions](#).

Please see [Attachment 10](#) for a description of the nine Division of Adult Institutions (DAI) Pre-Release Modules.

What percent of offenders with a mental health disorder leave a DOC facility with a need for prescription medication? What do offenders who have a need for prescription medication receive from DOC? What are the impediments to receiving more services (fiscal or regulatory)? [Kelli Thompson]

Please see response from Dr. Kevin Kallas in [Attachment 5 - Response from Bureau of Health Services Mental Health Director](#).

How many offenders are trained through vocational programs that cannot get necessary licensure to perform that job after leaving prison? Are there certain vocations that this is a problem of particular concern? [Sen. Taylor]

The Department of Corrections does not offer any vocational programs that have barriers to getting licensed by the inmates.

Wisconsin has determined in ss. 111.321 that “subject to ss. 111.33 to 111.365, no employer, labor organization, employment agency, licensing agency, or other person may engage in any act of employment discrimination as specified in s. 111.322 against any individual on the basis of age, race, creed, color, disability, marital status, sex, national origin, ancestry, arrest record, conviction record,

military service, use or nonuse of lawful products off the employer's premises during nonworking hours, or declining to attend a meeting or to participate in any communication about religious matters or political matters.” However, in ss. 111.335, “it is not considered employment discrimination because of conviction record to refuse to employ or license, or to bar or terminate from employment or licensing, any individual who... [h]as been convicted of any felony, misdemeanor or other offense the circumstances of which substantially relate to the circumstances of the particular job or licensed activity...”

At this time, DOC does not prevent an individual from entering a CTE/Vocational training based on his/her criminal record. There are currently no “blanket bans” related to any of the training areas offered by the Department. This is to say that there are currently no occupational areas (for which training is provided by DOC) for which any criminal record would preclude an individual from eventually obtaining licensure and employment. As noted, an individual’s criminal record must substantially relate to the circumstances of the employment.

As an example, DOC provides technical training in the field of Barbering/Cosmetology. Wis. Adm. Code SPS 50.340 states that “[t]he department shall grant a barber license to any person who submits an application under sub. (1) and... [s]ubject to ss. 111.321, 111.322, and 111.335, the applicant presents evidence satisfactory to the department that the applicant has not been convicted of a felony committed while engaged in the practice of barbering.” Thus, it is the responsibility of the individual to demonstrate that he/she does not have a criminal record that would preclude him/her from licensure as a barber.

How is DOC assessing job readiness when offenders first enter the prison system? [Sen. Darling]

During the intake process, a COMPAS Core Assessment is completed for each inmate within 8 weeks of admission to the Division of Adult Institutions (DAI). DOC procured the COMPAS risk/need assessment system from Northpointe in 2010. COMPAS is a 4th generation actuarial risk assessment tool that provides an indication of how likely an offender is to recidivate both generally and violently within two years post-assessment. COMPAS also provides a pre-trial risk score used by several counties in the state of Wisconsin to inform bond and other pre-trial decisions. In addition to risk, COMPAS also provides information relative to the level of criminogenic need in the offender’s life. A vast array of criminogenic needs is assessed, including: criminal thinking/personality, antisocial associates, family/marital, substance abuse, employment, education, financial, leisure/recreation, social isolation, etc. Third, COMPAS transitions the criminogenic needs scales (in rank order high to low) into an automated case plan in which the user can then identify the driver and attach goals, tasks, activities, and service providers. Last, COMPAS also provides a comprehensive case management module which allows DOC to document and store social history information (education, employment, substance abuse history, etc.), violation disposition information, rewards and incentives, drug testing, and rules of supervision. COMPAS is used in over 15 states across the country and has been validated both internally and externally.

Of note, COMPAS provides information regarding an individual’s level of need related to employment/vocational/educational issues. A high score on that particular scale indicates a lack of resources on the part of the participant. Those who score high will present a combination of failure to complete high school, suspension or expulsion from school, poor grades, no job skills, no current job, poor employment history, access only to minimum wage jobs, etc. Higher scores suggest that vocational, educational and employability skills training would be beneficial.

At this time, no other job readiness assessments are utilized at intake (outside of the COMPAS assessment). Throughout an individual's incarceration, he/she may have the opportunity to complete a variety of assessments designed to evaluate job readiness or employment interests. Some sites have utilized the CareerScope, which measures an individual's interests and aptitudes. Likewise, some programs (Windows to Work) have utilized the O*Net Interest Profiler (<https://www.onetcenter.org/IP.html>). However, with the Integrated Reentry and Employment Strategies (IRES) Pilot Project, DOC is seeking to establish and utilize a standardized job readiness assessment across all institutions, primarily during the release planning phase. The IRES Pilot Project has been designed to test innovative strategies to reduce recidivism and increase job readiness amongst individuals with criminal records in local jurisdictions. Technical assistance is being delivered through the National Reentry Resource Center (NRRC) and focuses on bridging corrections, workforce development agencies and community providers in order to connect people with criminal records to appropriate employment and reentry services.

The IRES pilot project in Milwaukee County is focused on reducing recidivism and enhancing job readiness of individuals under community supervision. The pilot project will provide a framework and a set of tools to help supervision agents implement the IRES model to match individuals being released into Milwaukee County with the workforce development services in the community. Throughout the IRES Pilot Project, DOC and Employ Milwaukee have worked over the past 18 months with the CSG Justice Center, as well as community-based providers and employers, to identify and conduct in-depth evaluations of the capacity of 18 agencies that are providing some level of employment-related services to individuals with a criminal record. An additional focus of the project has been to identify and utilize a standardized job readiness assessment, which can be applied across agencies and jurisdictions. DOC hopes to have an identified assessment tool in place by early 2017.

Institutions

- **What are the demographics of each type of institution (minimum, medium, maximum)?**
 - Please see [Attachment 16 – Division of Adult Institutions Demographics by Security Level as of 7/31/2016](#).

- **What types of programming are available at each type of institution? [Rep. Goyke]**

Please refer to the following attachments for greater detail about programming available at each type of institution:

 - [Attachment 6 Available Primary Programs by Male Medium and Maximum Site](#),
 - [Attachment 7 Primary Program by Minimum and Minimum Community Male Site](#)
 - [Attachment 8 Available Primary Programs by Site - Females](#)
 - [Attachment 9 Primary Treatment Services Descriptions](#)

How many people currently meet the criteria for the Earned Release Program, and how many people are actually enrolled in ERP?

Currently, there are 5,572 inmates who meet the criteria for ERP, and 617 inmates enrolled in ERP. Offenders who meet the criteria for ERP do not have an active exclusionary violent statute, have not been deemed legally ineligible, and have a program status of either "wait list" or "reservation list" for ERP.

DAI screens inmates for suitability for ERP, which is defined as the following:

- Has a substance abuse treatment need
- Has a minimum of 9 months to release date
- Has a maximum of 3 years from release
- Minimum custody

Classification reviews this suitability at every classification hearing. If they meet these criteria, they make a reservation date for them at one of the ERP sites. While they wait for ERP, they may work or go to school. They will satisfy most of their primary programming in ERP (with the exception of Sex Offender Treatment).

How many people designated as “low-risk” still have programming needs? Since DOC targets medium- and high-risk offenders for programming, do low-risk offenders receive programming after they’re released on community supervision?

Current Low Risk Inmates by Programming Needs	
Primary Program Type	N
Anger Management	459
AODA	1,371
Cognitive Intervention	1,484
Domestic Violence	287
Sex Offender Treatment	929
Special Programs*	798
*Special Programs include the Earned Release Program (ERP) and Challenge Incarceration Program (CIP)	

As of July 31, 2016, 7,330 low risk offenders were incarcerated in a WIDOC facility. Of those, 2,734 had at least one unmet primary program need. Inmates included in the table above may have more than one program need, and may be counted multiple times in the table. Inmates may also have additional programming needs that are not included in the list of primary programs presented above. Each program referral type may contain several different programs. For example, AODA programs include all AODA Dual Diagnosis, AODA Residential, and AODA Relapse programs. Inmates recently admitted to a facility may still be completing the A&E process and not yet have a program need recorded therefore are not included in the numbers presented above.

Please refer to [Attachment 15 - DCC Decision Point](#) regarding how we prioritize our DCC funded services. We focus our funding on the medium to high risk as that is where the research tells us we will see the most benefit. However, we do have some exceptions as you will see in the decision point. We will also pay for some individual services where low risk and high risk are not mixed together. (For example, we might use our funds to assist with bus tokens, gas cards, etc. if that is a barrier to employment or receiving services elsewhere.)

There are many community services available to offenders outside of DCC funded services. Offenders may utilize community services just like any other citizen of that county/community and also may have insurance that covers services. Therefore, low risk offenders have other options available to them.

For work release by institution, how many jobs are available compared to the number of people who are eligible for those jobs? How does DOC prioritize which people get the jobs?

See [Attachment 11](#) for a table of Wisconsin Correctional Center System (WCCS) sites for greater detail about work release opportunities for eligible inmates.

The information provided is as of August 2, 2016. The numbers of employers that request inmates we are not able to fill were anecdotal reports, as this information is not currently tracked. The centers use the onsite job assignments as a means to monitor the inmate's work ethic prior to placing on work release. Some of the centers have the opportunity to monitor inmate work because they also have project crew or community service offsite opportunities; other centers do not. Relevant policies that dictate the monitoring of and approval for inmates on work release are the [Work and Study Release 324.00.01 policy](#) and the [Minimum Security Inmate Offsite Authorization 325.00.08 policy](#) ([Attachment 12](#) and [Attachment 13](#)). The employer determines if the inmate is hired for the job; WCCS does not. There are ten centers in WCCS that provide work release opportunities for inmates.

In terms of prioritization, a mix of information is considered, including the inmates risk in the community (offense history, institution adjustment, COMPAS risk level recommendation), center job work ethic, project crews placement (some centers), obligations owed, prior placement in a minimum before being at the current minimum center, and job skills related to employers available in the area. Ultimately the decision to hire is the employer's after the center approves the inmate for offsite release.

Current parole statistics – how many people are paroled at their MR date? How many are paroled total, and what is the average proximity of release to the MR date?

In FY16 there were 173 parole releases to the community.

Of these, 12 were inmates with life sentences and seven were inmates with Presumptive Mandatory Release (PMR) cases. PMR applied to certain crimes committed between 4-21-1994 and 12-30-1999. The Parole Commission may release these inmates with PMR cases on their MR date, hold them past their MR date and release them prior to their max discharge date, or hold them until the max discharge date. Both inmates released with life sentences and those released with PMR cases are not included in the analysis below.

Some parole eligible inmates may choose to participate in ERP or the Challenge Incarceration Program (CIP) and forgo the Parole Commission review process. In FY16, 42 inmates were paroled on their MR date. All of these inmates were paroled because they had completed ERP or CIP, not through the Parole Commission review process.

In addition, 56 inmates were paroled before their MR date, but were paroled because they completed ERP or CIP, not through the Parole Commission review process. For these inmates the average proximity of release to MR date was 252 days.

The remaining 56 inmates were released prior to their MR date through the Parole Commission review process, and the average proximity of release to MR date was 986 days.

For significant treatment programs (e.g. AODA and anger management), how many slots are available in the programs compared to how many people have those programs designated as a need?

Inmates are put on the waiting list for primary programs after they are classified (complete the COMPAS risk/needs assessment). They remain on the waiting list and are prioritized by their risk rating and release date. High and moderate risk offenders are given priority over low risk offenders. Depending on capacity for programming at each institution, inmates are enrolled in programming once they are nearing their expected release date. Inmates may also be enrolled when they receive endorsements from the Parole Commission or the Bureau of Offender Classification and Movement (BOCM). If the Parole Commission would like to grant parole to an inmate but would like the inmate to complete programming first, they will give an endorsement. If BOCM would like an inmate to move to minimum custody but would like the inmate to complete programming first, they will give an endorsement. These endorsements would move an offender to the top of the priority list for programming.

Program	Estimate of annual capacity	Current Waiting List
Anger Management	367	4,924
Challenge Incarceration Program	379	4,012
Dual Diagnosis	22	265
ERP	958	4,492
AODA Residential	1,728	10,682
Cognitive Behavioral Program	1,452	10,666
Domestic Violence Counseling	210	2,755
Sex Offender Treatment SO2	89	2,058
Sex Offender Treatment SO4	62	1,669

Another way to examine whether inmates receive the programming that they need while incarcerated, is to look at the number of offenders with a specific program need whose need was or was not met by being enrolled in programming prior to release.

There were 8,552 inmates released from prison in 2015 (excluding inmates who died while incarcerated). Of those, 2,738 (32.0%) were released with at least one unmet program need. An unmet need identifies offenders who had a need for programming but were not enrolled in that program during that period of incarceration. Inmates whose program needs were met were enrolled in, but may or may not have successfully completed, programming. Inmates could be counted in multiple program areas, and could have a need met in one program area but an unmet need in another.

The tables in [Attachment 19 – 2015 Released Offenders with at Least One Unmet Primary Program Need, by Program Type and Risk Level](#) further examine those 2,738 inmates, and display the number who had an unmet programming need at the time of release by program type and by risk level. This data only includes primary programs, and does not address any education or specialized programs provided by WI DOC.

By institution, what vocational programs are available and how many inmates participate in each program each year? What are the demographics for those programs?

Refer to [Attachment 14](#) for a table of [Wisconsin Department of Corrections Career Technical Education \(CTE\) / Vocational Programs and Locations](#) as of June of 2016.

Please refer to [Attachment 17 – CTE/Vocational Enrollment Demographic Information FY14-FY-16](#) to learn more about the demographic characteristics of the participants who completed CTE/Vocational programming during fiscal years 2014 through 2016.

Refer to [Attachment 18 – CTE/Vocational Programs by Institution](#) to see which vocational programs are offered at each institution.

The following table shows the numbers of Corrections Career Technical Education (CTE) program completions by fiscal year for fiscal year 2014 through fiscal year 2016:

FY14	774
FY15	586
FY16	594
TOTAL	1,954

Cc: Senator Alberta Darling - Wisconsin State Senator, 8th District
Representative Rob Hutton – Wisconsin State Assembly Representative, 13th Assembly District
Don Friske - Legislative Liaison, Department of Corrections
Patrick Hughes - Assistant Deputy Secretary, Department of Corrections

Attachments – Table of Contents

Attachment	Title	Description
1	COMPAS Core Assessment (137 questions)	Blank copy of the COMPAS Core Assessment which contains 137 questions in the official records, interview and self-report sections
2	COMPAS Core Assessment Bar Chart	Resulting bar chart from COMPAS Core Assessment, containing risk levels (red) and criminogenic needs scales (green)
3	COMPAS Core Assessment Narrative	Narrative version of assessment results for the COMPAS Core Assessment
4	COMPAS Primer	Responses to frequently asked questions
5	Response from Bureau of Health Services Mental Health Director	Responses to questions related to mental health and treatment from Dr. Kevin Kallas
6	Available Primary Programs by Male Medium and Maximum Site	Available programs to meet DOC assigned needs for males at medium and maximum security sites in the Division of Adult Institutions
7	Primary Programs by Minimum and Minimum Community Male Site	Available programs to meet DOC assigned needs for males at minimum and minimum security sites within the Division of Adult Institutions
8	Available Primary Programs by Site - Females	Available programs to meet DOC assigned needs for females at all female sites in the Division of Adult Institutions
9	Primary Treatment Services Descriptions	Summaries of all provided primary programs
10	Division of Adult Institutions Pre-Release Modules	Summary of optional pre-release curriculum available to inmates within ten years of release
11	Wisconsin Correctional Center System Work Release Inmates, Employers, and Inmate Hiring Factors	Response to question about employment availability for offenders eligible for work release
12	Division of Adult Institutions Policy 324.00.01 Work and Study Release	Copy of DAI Policy guiding work and study release
13	Division of Adult Institutions Policy 325.00.08 Minimum Custody Inmates Offsite Authorization	Copy of DAI policy guiding authorization for minimum custody inmates to go offsite
14	Wisconsin Department of Corrections Career Technical Education (CTE) / Vocational Programs and Locations	List of available vocational programs and where they are offered
15	Division of Community Corrections Decision Point Referral to DOC Funded Programs	Decision point guiding how offenders will be prioritized for programming
16	Division of Adult Institutions Demographics by Security Level as of 7/31/2016	Demographic information at minimum, medium and maximum security levels in the Division of Adult Institutions (race, age, ethnicity, mental health condition, education level)
17	CTE/Vocational Enrollment Demographic Information FY14-FY-16	Demographic information for Career Technical Education (CTE)/Vocational program completions
18	CTE/Vocational Programs by Institution	Career Technical Education (CTE)/Vocational programs offered at each institution
19	2015 Released Offenders with at Least One Unmet Primary Program Need, by Program Type and Risk Level	Frequency tables showing offenders who released in 2015 with at least one unmet program, by program type and risk level

Attachment 1 – COMPAS Core Assessment (137 questions)

ASSESSMENT - OFFICIAL RECORDS

Name: _____ Screening Date: _____
SID: _____ DOB: _____
Gender: _____ Ethnicity: _____
Scale Set: Wisconsin Core - Community Language
Screener Name: _____
Agency: _____

Screening Information

Marital Status: _____
Custody Status: _____
Legal Status: _____
Reason for Assessment: _____
Probation Start Date: _____
Prison Admission Status: _____
Non-Complete Reason: _____

OFFICIAL RECORDS

Current Charges

If the person is being assessed for a probation/parole violation or revocation as the result of a technical violation, check the current offense(s) in the current offenses table for which they were under supervision and reference the original offense(s) when answering current charges questions. If revoked or violated for a nontechnical violation (i.e., a new offense), check the offense(s) in the current offenses table, and count the offense(s) for which they were under supervision as prior history.

If the person was returned to prison as the result of a technical violation, check the current offense(s) in the current offenses table for which they were under supervision. If returned for a nontechnical violation (i.e. a new offense), check the offense(s) in the current offenses table, and count the offense(s) for which they were under supervision as prior history.

<input type="checkbox"/> Homicide	<input type="checkbox"/> Weapons	<input type="checkbox"/> Assault	<input type="checkbox"/> Arson
<input type="checkbox"/> Robbery	<input type="checkbox"/> Burglary	<input type="checkbox"/> Property/Larceny	<input type="checkbox"/> Fraud
<input type="checkbox"/> Drug Trafficking/Sales	<input type="checkbox"/> Drug Possession/Use	<input type="checkbox"/> DUI/OUIL	<input type="checkbox"/> Other
<input type="checkbox"/> Sex Offense with Force	<input type="checkbox"/> Sex Offense w/o Force		

1. Do any current offenses involve family violence?
 No Yes
2. Which offense category represents the most serious current offense?
 Misdemeanor Non-violent Felony Violent Felony
3. Was this person on probation or parole at the time of the current offense?
 Probation Parole Both Neither

(Attachment 1 – COMPAS Core Assessment, continued)

4. Based on the screener's observations, is this person a suspected or admitted gang member?
 No Yes
5. Number of pending charges or holds?
 0 1 2 3 4+
6. Is the current top charge felony property or fraud?
 No Yes

Criminal History

Exclude the current case for these questions.

7. How many times has this person been arrested before as an adult or juvenile (criminal arrests only)?

8. How many prior juvenile felony offense arrests?
 0 1 2 3 4 5+
9. How many prior juvenile violent felony offense arrests?
 0 1 2+
10. How many prior commitments to a juvenile institution?
 0 1 2+

Note to Screener: The following Criminal History Summary questions require you to add up the total number of specific types of offenses in the person's criminal history. Count an offense type if it was among the charges or counts within an arrest event. Exclude the current case for the following questions.

11. How many times has this person been arrested for a felony property offense that included an element of violence?
 0 1 2 3 4 5+
12. How many prior murder/voluntary manslaughter offense arrests as an adult?
 0 1 2 3+
13. How many prior felony assault offense arrests (not murder, sex, or domestic violence) as an adult?
 0 1 2 3+
14. How many prior misdemeanor assault offense arrests (not sex or domestic violence) as an adult?
 0 1 2 3+
15. How many prior family violence offense arrests as an adult?
 0 1 2 3+
16. How many prior sex offense arrests (with force) as an adult?
 0 1 2 3+
17. How many prior weapons offense arrests as an adult?
 0 1 2 3+

(Attachment 1 – COMPAS Core Assessment, continued)

18. How many prior drug trafficking/sales offense arrests as an adult?
 0 1 2 3+
19. How many prior drug possession/use offense arrests as an adult?
 0 1 2 3+
20. How many times has this person been sentenced to jail for 30 days or more?
 0 1 2 3 4 5+
21. How many times has this person been sentenced (new commitment) to state or federal prison?
 0 1 2 3 4 5+
22. How many times has this person been sentenced to probation as an adult?
 0 1 2 3 4 5+

Include the current case for the following question(s).

23. Has this person, while incarcerated in jail or prison, ever received serious or administrative disciplinary infractions for fighting/threatening other inmates or staff?
 No Yes
24. What was the age of this person when he or she was first arrested as an adult or juvenile (criminal arrests only)?

Non-Compliance

Include the current case for these questions.

25. How many times has this person violated his or her parole?
 0 1 2 3 4 5+
26. How many times has this person been returned to custody while on parole?
 0 1 2 3 4 5+
27. How many times has this person had a new charge/arrest while on probation?
 0 1 2 3 4 5+
28. How many times has this person's probation been violated or revoked?
 0 1 2 3 4 5+
29. How many times has this person failed to appear for a scheduled criminal court hearing?
 0 1 2 3 4 5+
30. How many times has the person been arrested/charged w/new crime while on pretrial release (includes current)?
 0 1 2 3+

INTERVIEW

Family Criminality

The next few questions are about the family or caretakers that mainly raised you when growing up.

31. Which of the following best describes who principally raised you?
- Both Natural Parents
 - Natural Mother Only
 - Natural Father Only
 - Relative(s)
 - Adoptive Parent(s)
 - Foster Parent(s)
 - Other arrangement
32. If you lived with both parents and they later separated, how old were you at the time?
- Less than 5
 - 5 to 10
 - 11 to 14
 - 15 or older
 - Does Not Apply
33. Was your father (or father figure who principally raised you) ever arrested, that you know of?
- No
 - Yes
34. Was your mother (or mother figure who principally raised you) ever arrested, that you know of?
- No
 - Yes
35. Were your brothers or sisters ever arrested, that you know of?
- No
 - Yes
36. Was your wife/husband/partner ever arrested, that you know of?
- No
 - Yes
37. Did a parent or parent figure who raised you ever have a drug or alcohol problem?
- No
 - Yes
38. Was one of your parents (or parent figure who raised you) ever sent to jail or prison?
- No
 - Yes

Peers

Please think of your friends and the people you hung out with in the past few (3-6) months.

39. How many of your friends/acquaintances have ever been arrested?
- None
 - Few
 - Half
 - Most
40. How many of your friends/acquaintances served time in jail or prison?
- None
 - Few
 - Half
 - Most

(Attachment 1 – COMPAS Core Assessment, continued)

- 41. How many of your friends/acquaintances are gang members?
 None Few Half Most
- 42. How many of your friends/acquaintances are taking illegal drugs regularly (more than a couple times a month)?
 None Few Half Most
- 43. Have you ever been a gang member?
 No Yes
- 44. Are you now a gang member?
 No Yes

Substance Abuse

What are your usual habits in using alcohol and drugs?

- 45. Do you think your current/past legal problems are partly because of alcohol or drugs?
 No Yes
- 46. Were you using alcohol or under the influence when arrested for your current offense?
 No Yes
- 47. Were you using drugs or under the influence when arrested for your current offense?
 No Yes
- 48. Are you currently in formal treatment for alcohol or drugs such as counseling, outpatient, inpatient, residential?
 No Yes
- 49. Have you ever been in formal treatment for alcohol such as counseling, outpatient, inpatient, residential?
 No Yes
- 50. Have you ever been in formal treatment for drugs such as counseling, outpatient, inpatient, residential?
 No Yes
- 51. Do you think you would benefit from getting treatment for alcohol?
 No Yes
- 52. Do you think you would benefit from getting treatment for drugs?
 No Yes
- 53. Did you use heroin, cocaine, crack or methamphetamines as a juvenile?
 No Yes

Residence/Stability

- 54. How often do you have contact with your family (may be in person, phone, mail)?
 No family Never Less than once/month Once per week Daily
- 55. How often have you moved in the last twelve months?
 Never 1 2 3 4 5+

(Attachment 1 – COMPAS Core Assessment, continued)

56. Do you have a regular living situation (an address where you usually stay and can be reached)?
 No Yes
57. How long have you been living at your current address?
 0-5 mo. 6-11 mo. 1-3 yrs. 4-5 yrs. 6+ yrs.
58. Is there a telephone at this residence (a cell phone is an appropriate alternative)?
 No Yes
59. Can you provide a verifiable residential address?
 No Yes
60. How long have you been living in that community or neighborhood?
 0-2 mo. 3-5 mo. 6-11 mo. 1+ yrs.
61. Do you live with family—natural parents, primary person who raised you, blood relative, spouse, children, or boy/girl friend if living together for more than 1 year?
 No Yes
62. Do you live with friends?
 No Yes
63. Do you live alone?
 No Yes
64. Do you have an alias (do you sometimes call yourself by another name)?
 No Yes

Social Environment

Think of the neighborhood where you lived during the past few (3-6) months.

65. Is there much crime in your neighborhood?
 No Yes
66. Do some of your friends or family feel they must carry a weapon to protect themselves in your neighborhood?
 No Yes
67. In your neighborhood, have some of your friends or family been crime victims?
 No Yes
68. Do some of the people in your neighborhood feel they need to carry a weapon for protection?
 No Yes
69. Is it easy to get drugs in your neighborhood?
 No Yes
70. Are there gangs in your neighborhood?
 No Yes

Education

Think of your school experiences when you were growing up.

(Attachment 1 – COMPAS Core Assessment, continued)

71. Did you complete your high school diploma or GED?
 No Yes
72. What was your final grade completed in school?

73. What were your usual grades in high school?
 A B C D E/F Did Not Attend
74. Were you ever suspended or expelled from school?
 No Yes
75. Did you fail or repeat a grade level?
 No Yes
76. How often did you have conflicts with teachers at school?
 Never Sometimes Often
77. How many times did you skip classes while in school?
 Never Sometimes Often
78. How strongly do you agree or disagree with the following: I always behaved myself in school?
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
79. How often did you get in fights while at school?
 Never Sometimes Often

Vocation (Work)

Please think of your past work experiences, job experiences, and financial situation.

80. Do you have a job?
 No Yes
81. Do you currently have a skill, trade or profession at which you usually find work?
 No Yes
82. Can you verify your employer or school (if attending)?
 No Yes
83. How much have you worked or been enrolled in school in the last 12 months?
 12 Months Full-time 12 Months Part-time 6+ Months Full-time 0 to 6 Months PT/FT
84. Have you ever been fired from a job?
 No Yes
85. About how many times have you been fired from a job?

86. Right now, do you feel you need more training in a new job or career skill?
 No Yes
87. Right now, if you were to get (or have) a good job how would you rate your chance of being successful?
 Good Fair Poor

(Attachment 1 – COMPAS Core Assessment, continued)

88. How often do you have conflicts with friends/family over money?
 Often Sometimes Never
89. How hard is it for you to find a job ABOVE minimum wage compared to others?
 Easier Same Harder Much Harder
90. How often do you have barely enough money to get by?
 Often Sometimes Never
91. Has anyone accused you of not paying child support?
 No Yes
92. How often do you have trouble paying bills?
 Often Sometimes Never
93. Do you frequently get jobs that don't pay more than minimum wage?
 Often Sometimes Never
94. How often do you worry about financial survival?
 Often Sometimes Never

Leisure/Recreation

Thinking of your leisure time in the past few (3-6) months, how often did you have the following feelings?

95. How often did you feel bored?
 Never Several times/mo Several times/wk Daily
96. How often did you feel you have nothing to do in your spare time?
 Never Several times/mo Several times/wk Daily
97. How much do you agree or disagree with the following - You feel unhappy at times?
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
98. Do you feel discouraged at times?
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
99. How much do you agree or disagree with the following -You are often restless and bored?
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
100. Do you often become bored with your usual activities?
 No Yes Unsure
101. Do you feel that the things you do are boring or dull?
 No Yes Unsure
102. Is it difficult for you to keep your mind on one thing for a long time?
 No Yes Unsure

(Attachment 1 – COMPAS Core Assessment, continued)

SELF-REPORT

NAME: _____ **DATE:** _____

Think of your social situation with friends, family, and other people in the past few (3-6) months. Did you have many friends or were you more of a loner? How much do you agree or disagree with these statements?

103. "I have friends who help me when I have troubles."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
104. "I feel lonely."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
105. "I have friends who enjoy doing things with me."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
106. "No one really knows me very well."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
107. "I feel very close to some of my friends."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
108. "I often feel left out of things."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
109. "I can find companionship when I want."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
110. "I have a best friend I can talk with about everything."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
111. "I have never felt sad about things in my life."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree

The next few statements are about what you are like as a person, what your thoughts are, and how other people see you. There are no 'right or wrong' answers. Just indicate how much you agree or disagree with each statement.

112. "I am seen by others as cold and unfeeling."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
113. "I always practice what I preach."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
114. "The trouble with getting close to people is that they start making demands on you."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
115. "I have the ability to "sweet talk" people to get what I want."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree

(Attachment 1 – COMPAS Core Assessment, continued)

116. "I have played sick to get out of something."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
117. "I'm really good at talking my way out of problems."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
118. "I have gotten involved in things I later wished I could have gotten out of."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
119. "I feel bad if I break a promise I have made to someone."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
120. "To get ahead in life you must always put yourself first."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
-

121. "Some people see me as a violent person."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
122. "I get into trouble because I do things without thinking."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
123. "I almost never lose my temper."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
124. "If people make me angry or lose my temper, I can be dangerous."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
125. "I have never intensely disliked anyone."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
126. "I have a short temper and can get angry quickly."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
-

The next statements are about your feelings and beliefs about various things. Again, there are no 'right or wrong' answers. Just indicate how much you agree or disagree with each statement.

127. "A hungry person has a right to steal."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
128. "When people get into trouble with the law it's because they have no chance to get a decent job."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
129. "When people do minor offenses or use drugs they don't hurt anyone except themselves."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
130. "If someone insults my friends, family or group they are asking for trouble."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
131. "When things are stolen from rich people they won't miss the stuff because insurance will cover the loss."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree

(Attachment 1 – COMPAS Core Assessment, continued)

132. "I have felt very angry at someone or at something."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
133. "Some people must be treated roughly or beaten up just to send them a clear message."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
134. "I won't hesitate to hit or threaten people if they have done something to hurt my friends or family."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
135. "The law doesn't help average people."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
136. "Many people get into trouble or use drugs because society has given them no education, jobs or future."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree
137. "Some people just don't deserve any respect and should be treated like animals."
 Strongly Disagree Disagree Not Sure Agree Strongly Agree

Attachment 2 – COMPAS Core Assessment Bar Chart

Wisconsin Core - Community Language Assessment - Bar Chart

PERSON			
Name: Tim Allen		Offender #: 02563	
Race: Caucasian		DOB: 06/06/1966	
Gender: Male	Marital Status: Divorced	Agency: DCC	

ASSESSMENT INFORMATION			
Case Identifier: 02563-1	Scale Set: Wisconsin Core - Community	 Screener: 2, Compas	Screening Date: 7/14/2011

Overall Risk Potential

Risk

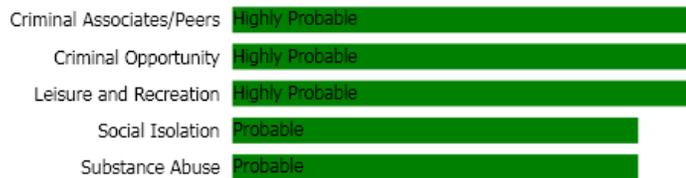


Criminogenic Need Scales

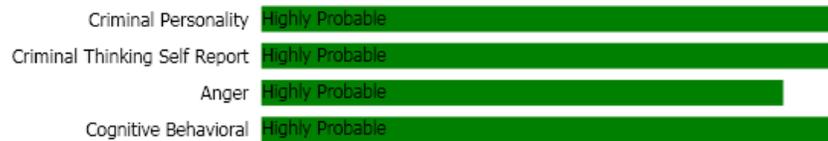
Criminal Involvement



Relationships/Lifestyle



Personality/Attitudes

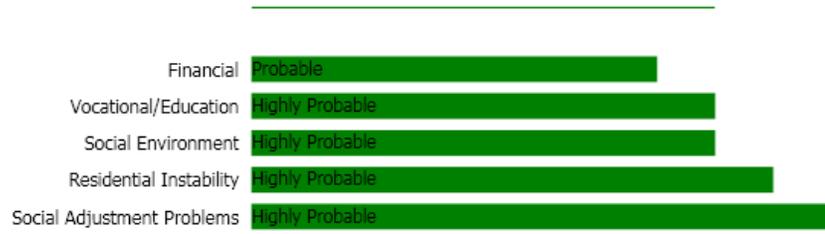


Family



(Attachment 2 – COMPAS Core Assessment Bar Chart, continued)

Social Exclusion



Attachment 3 – COMPAS Core Assessment Narrative

Assessment Narrative

PERSON			
Name: Tim Allen		Offender #: 02563	DOB: 06/06/1966
Race: Caucasian	Gender: Male	Marital Status: Divorced	Agency: DCC

ASSESSMENT RISK PROBABILITY & SUMMARY

Assessment Risk Probability & Summary

Violence: High	COMPAS Recommended Supervision: Medium with Override Consideration
Recidivism: Low	Screener: Compas 2
Pretrial Release Risk: Medium	Marital Status: Divorced
Defensiveness Scale: No Potential Faking Concern	Random Response: No Inconsistent Response Concern

Supervision Recommendation

Screener's Recommended Supervision: High	Override Reason: High Profile Offender
Actual Recommended Supervision: N/A	Override Reason: N/A

Client Strengths

Age 30 or Greater
Full Time Employment/School Past 6 Months
Current Skill or Trade

Client Interests

CURRENT CHARGE AND CRIMINAL HISTORY SUMMARY

Current Offense Summary

Offense category(s): Assault
Do any current offenses involve family violence? Yes
Which offense category represents the most serious current offense? Violent Felony
Was this person on probation or parole at the time of the current offense? Probation
Based on the screener's observations, is this person a suspected or admitted gang member? No

Current History Summary

How many times has this person been returned to custody while on parole? 4
How many times has this person had a new charge/arrest while on probation? 2
How many times has this person been arrested before as an adult or juvenile (criminal arrests only)? 3
How many prior juvenile violent felony offense arrests? 0

(Attachment 3 – COMPAS Core Assessment Narrative, continued)

How many times has this person been arrested for a felony property offense that included an element of violence? 1

How many prior murder/voluntary manslaughter offense arrests as an adult? 0

How many prior felony assault offense arrests (not murder, sex, or domestic violence) as an adult? 1

How many prior misdemeanor assault offense arrests (not sex or domestic violence) as an adult? 2

How many prior weapons offense arrests as an adult? 1

How many prior family violence offense arrests as an adult? 2

How many prior sex offense arrests (with force) as an adult? 1

How many prior drug trafficking/sales offense arrests as an adult? 1

How many prior drug possession/use offense arrests as an adult? 1

What was the age of this person when he or she was first arrested as an adult or juvenile (criminal arrests only)? 19

Institutional History

How many times has this person been sentenced to probation as an adult? 2

How many times has this person violated his or her parole? 5+

How many times has this person's probation been violated or revoked? 2

CRIMINOGENIC NEEDS NARRATIVE SUMMARY

Criminal Associates/Peers

Criminal Associates/Peers Scale Score: Highly Probable

The Criminal Associates and Peers Scale score indicates Mr. Tim Allen is more than likely to continue involvement with antisocial friends. Restricting his contact with any current antisocial friends and associates will help minimize criminal opportunity. Mr. Tim Allen should be encouraged to have more affiliations with pro-social peers in various pro-social activities. Attitudes about peer relationships may be a useful focus of cognitive treatment.

Criminal Associates/Peers Statement:

Mr. Tim Allen reported that half or most of his friends and associates have been arrested before. He reported that half or most of his friends and associates regularly take drugs. He reported that none of his friends and associates are gang members. Mr. Tim Allen reported that few of his friends and associates have ever spent time in jail or prison. He reported never having been a gang member. Mr. Tim Allen did not have the appearance of a gang member.

Criminal Associates/Peers Treatment Implications:

A high score for this scale often indicates a need to restrict the person's contact with current friends and associates. This often helps by reducing the chances of criminal opportunity.

Comments:

There are currently no comments on this narrative.

Substance Abuse

Substance Abuse Scale Score: Probable

(Attachment 3 – COMPAS Core Assessment Narrative, continued)

Mr. Tim Allen's substance abuse scale score suggests that he may have substance abuse problems and may benefit from substance abuse treatment intervention of some kind. It may be advisable to conduct an in-depth substance abuse assessment to determine whether an intensive treatment intervention is needed.

Substance Abuse Statement:

Mr. Tim Allen reported that his current and past legal problems are not due to drug or alcohol use. He reported that he was using alcohol and drugs at the time of the current offense. Mr. Tim Allen indicated that he did not believe that they would benefit from substance abuse treatment.

Substance Abuse Treatment Implications:

Given the high incidence of alcohol and drug problems in offender samples, it is likely that offenders with scores of 6 and above may have serious alcohol or drug problems. In such cases it is advisable to assess the extent of previous treatments, current attitudes to treatment, and the responsivity of the offender. Relapse prevention plans may be advisable for such offenders. Given the overall high frequency of substance abuse problems among offenders, a score of 4 and above is likely to indicate a need for a more specialized substance abuse assessment inventory (i.e. ASI, SASSI, etc.).

Comments:

There are currently no comments on this narrative.

Vocational/Education

Vocational/Education Scale Score: Highly Probable

Mr. Tim Allen's scale score suggests a lack of educational and vocational resources and that vocational, employability skills training and/or educational services may be needed. Help in both job-seeking and job-retention skills is needed. Attitudes about work may be a focus of cognitive treatment.

Vocational/Education Statement:

Mr. Tim Allen reported being currently unemployed. Mr. Tim Allen reported having a skill or trade for which he usually finds work. During the past year he reported being employed or in school 6 to 11 months full time. Mr. Tim Allen reported having been fired from his job on 2 previous occasions. Mr. Tim Allen reported that he needs no additional training or career skills.

Vocational/Education Treatment Implications:

Scores of 6 and more suggest that vocational, employability and educational skills training may be beneficial. Help may also be required in both job seeking and job maintenance. It is important to establish the specific training or education that is needed.

Comments:

There are currently no comments on this narrative.

Residential Instability

Residential Instability Scale Score: Highly Probable

Mr. Tim Allen's scale score suggests weak social ties and stress due to a changing, unstable, and disorganized lifestyle. He may need to focus on obtaining more stable living arrangements and more conventional social and/or family ties. There may also be a need for a referral to financial supports or subsidized housing.

Residential Instability Statement:

Mr. Tim Allen reported having contact with his family once per week. Mr. Tim Allen reported having moved 2 times in the last twelve months. He reported currently having a regular living situation. He reported having lived at his current address 5

(Attachment 3 – COMPAS Core Assessment Narrative, continued)

months or less. Mr. Tim Allen reported having lived in the community where he currently resides more than one year. He reported currently living with friends.

Residential Instability Treatment Implications:

A high score on this scale may signal weak social ties and stress due to a changing, unstable, and disorganized lifestyle. A high score suggests a focus on obtaining more stable living arrangements, and building more conventional social and/or family ties. The case plan may call for stabilizing the living situation, reestablishing family contacts, etc. Referral to financial supports or subsidized housing may, in some cases, be relevant.

Comments:

There are currently no comments on this narrative.

Family Criminality

Family Criminality Scale Score: Highly Probable

Mr. Tim Allen's family members (parents and/or siblings) were reported as having some involvement in criminal activity, drugs, and/or alcohol abuse. The relatively high scale score may suggest a need to minimize or structure the contact with certain members of the family. This may reduce adverse sibling or parental influence or exposure to inappropriate substance use and modeling of violent or criminal behaviors.

Family Criminality Statement:

Mr. Tim Allen reported being raised by his natural mother. His natural parents appear to have separated when he was less than 5 years old. Mr. Tim Allen's father was reported to have a history of a prior arrest(s). Mr. Tim Allen's father was reported to have previously served time in jail or prison. Mr. Tim Allen's sibling(s) were reported to have a history of a prior arrest(s). Mr. Tim Allen's parent or parent figure who principally raised him was reported to have had a drug or alcohol problem.

Family Criminality Treatment Implications:

A high score in this scale suggests there may be a need to minimize or structure the contact with certain members of the family to minimize adverse sibling or parental influence and/or exposure to inappropriate substance use. It may also help in understanding the clients own criminal involvement.

Comments:

There are currently no comments on this narrative.

Cognitive Behavioral

Cognitive Behavioral Scale Score: Highly Probable

Mr. Tim Allen's high score on this scale implies potential attitude problems. In some cases these may include moral justification for his criminal behavior, refusal to accept responsibility, blaming the victim, rationalizations (excuses) that minimize the seriousness of his criminal activity, etc. He may follow a fairly high risk lifestyle that may include: idleness, boredom and impulsive decision-making. Any of these features would suggest a need for a cognitive therapy program and a need for more positive role models, socially productive activities and more positive social bonds. His score also may imply a need for close case supervision. A more in-depth mental health assessment may also be appropriate in some cases.

Cognitive Behavioral Treatment Implications:

High scores may suggest a need for cognitive restructuring intervention as part of the case management plan. Failure may be high if the person has a tendency to excuse and rationalize his behaviors. A high score may also indicate the need for close supervision of the case. For very high scoring cases, cognitive interventions, coupled with substance abuse treatment

(Attachment 3 – COMPAS Core Assessment Narrative, continued)

(for example), may best begin in a controlled setting.

Comments:

There are currently no comments on this narrative.

Criminal Opportunity

Criminal Opportunity Scale Score: Highly Probable

Mr. Tim Allen's criminal opportunity scale score suggests a fairly high-risk lifestyle with insufficient conventional social ties, and an unhealthy level of high-risk high-crime opportunity situations, often in the company of high-risk persons. There is also a likely absence of pro-social or constructive activities (e.g., work, time with family) and an absence of prosocial ties. This scale score also implies risks of boredom and high restlessness. It may be important to promote increased involvement in more positive and socially constructive activities. Case management strategies may focus on structuring daily activities and minimizing idle time.

Criminal Opportunity Treatment Implications:

Scores of 7 and above suggest a person who has a fairly high risk lifestyle and for whom it may be important to have increased involvement in more positive and socially constructive activities. Idleness, boredom, unemployment, high-risk friends, drug use, and so on, may often be appropriate candidates for interventions. Helping persons with such higher scores to seek more positive role models, more socially productive activities, and the development of almost any positive social bonds may gradually have a positive impact. Case plans may call for more structuring of the person's idle time and an avoidance of antisocial peers.

Comments:

There are currently no comments on this narrative.

Criminal Personality

Criminal Personality Scale Score: Highly Probable

Mr. Tim Allen's scale score indicates a tendency toward an antisocial personality. This may include factors such as: impulsivity, risk-taking, boredom, no guilt, selfishness, anger, and so on. Referral for a more in-depth personality assessment may be warranted. This score, in some cases, may also indicate a resistance to treatment. Impulsive decision-making, if detected, may be amenable to some form of cognitive therapy. Mr. Tim Allen may need high levels of control.

Criminal Personality Treatment Implications:

Antisocial personality is important primarily for its link to prediction of recidivism and responsivity to treatments. Very high or extreme scores, if co-occurring with multiple other high risk factors, may identify persons that reflect psychopathy. In such cases a referral for a more intensive psychopathy or personality assessment is warranted. High scorers on this scale may also be resistant to treatment. When impulsive decision-making is detected, this may be amenable to some form of Cognitive Therapy. Effective interventions have been reported in regard to training programs focused on modifying thoughtless or impulsive decision-making.

Comments:

There are currently no comments on this narrative.

Attachment 4 – COMPAS Primer

What is COMPAS?

COMPAS is primarily 3 basic things:

1. Risk Assessment: Upon completion of the assessment, COMPAS provides a probability (low, medium, high) of how likely a person is to be arrested of either any new crime (general risk) or violent crime (violent risk).
2. Needs Assessment: Upon completion of the assessment, COMPAS indicates the level of criminogenic need operating in a person's life. These needs include criminal thinking, antisocial companions, antisocial family, substance abuse, lack of employment, leisure skills, residential instability, etc.
3. Case Management: COMPAS provides myriad case management functionality for all divisions, including the Unified Case Plan, case notes, social history information, drug testing, workload manager, behaviors/rewards history, response to violation, the Presentence Investigation, jail classification, etc.

There is no singular COMPAS assessment. Rather Northpointe provides many different COMPAS assessments for different decision points as well as an entire suite of non-proprietary trailer tools or alternative screenings.

How does COMPAS work?

In terms of risk/need assessment, COMPAS represents what is known as actuarial risk assessment. There are three sections to a COMPAS assessment: Criminal History, Social History Interview, and Client Self-Report. Once the assessment is complete, the individualized blend of answers is compared to a normative group of like criminally-involved people whose outcomes we know. (Note we now have our own norming population made up of Wisconsinites. We no longer compare to a national norm sample.) COMPAS then provides a probability of whether or not the offender will recidivate based on individuals in the norm group who have a similar profile. That probability is plotted on a decile scale of 1 to 10 with 1 being the least likely and 10 being the most likely to recidivate. This science is exactly the same as that which is used in the insurance industry.

When is COMPAS Administered?

COMPAS is administered throughout the Wisconsin Criminal Justice system at various decision points:

- By counties for pretrial decisions (release on signature bond, set bail, etc.)
- Entrance criteria into drug court or diversion programming
- Jail programming
- Sentencing (both by select counties as well as by DOC to inform the drafting of the Pre-Sentence Investigation Report)
- Intake to DCC, DAI, DJC
- Reentry from DAI to DCC
- Reclassification in DCC

(Attachment 4 – COMPAS Primer, continued)

Who is assessed with COMPAS?

All offenders at the decision points listed above. In DOC, this means all juveniles and adults sentenced to the Department of Corrections. Counties will use COMPAS to inform various decision points and each county has a business process that defines what offenders are assessed.

How are the results of COMPAS used in WIDOC?

Evidence-based practice (EBP) tells us that actuarial risk assessments should be used to inform service delivery for a correctional population. The Risk Principle states that the bulk of corrections services (both supervision and treatment) should be reserved for the medium and high risk population with whom we will achieve the greatest reductions in recidivism. Therefore, COMPAS is used to determine the risk of the offender so corrections services can be provided that are commensurate with risk level. For instance, high risk offenders will receive higher levels of supervision and more programming in DCC than low risk offenders. Likewise, in the institutions, inmates who are higher risk are prioritized for primary programming.

Secondly, the Needs Principle suggests that correctional agencies and practitioners should target the highest criminogenic needs of an individual. As such, COMPAS allows us to understand the most operative criminogenic needs in a given offender's life. In turn, these are the need areas targeted for treatment.

Why does WIDOC use COMPAS?

As previously noted, the research is clear that correctional agencies must first assess the risk/needs of their offender population so as to prioritize services for the medium and high risk. This is also known as Evidence-Based Decision Making (EBDM) in that COMPAS allows us to make informed decisions about who we are going to treat and the targeted needs of that treatment. The DOC is committed to aligning with evidence-based practices which is why the COMPAS system was procured. Many other risk/need assessment systems were reviewed, but at the end of the state procurement process, COMPAS was deemed to be the most valid, user-friendly, and cost-effective.

Is COMPAS evidence-based?

COMPAS was developed out of 6 different prevailing theories of crime. The questions on the assessment are shown through research to be predictive of recidivism. COMPAS was then validated to determine how effective it is in predicting recidivism. This is achieved by assessing a cohort of offenders and then following them longitudinally for an extended period of time (typically 3 years) and measuring their rates of recidivism. These rates are then analyzed alongside COMPAS' predictive scores to determine whether or not COMPAS accurately predicted risk. Across several different validation studies COMPAS has performed as good or better than other competing risk assessment tools. The DOC must conduct our own independent validation study to replicate these rates for our offender population in Wisconsin. This study is currently underway with results expected in early fall, 2016.

Attachment 5 - Response from Bureau of Health Services Mental Health Director

From: Kallas, Kevin P - DOC
Sent: Tuesday, July 26, 2016 3:52 PM
To: Jackson, Silvia R - DOC; Greer, James W - DOC
Cc: Brown, Lars M - DOC
Subject: RE: study committee follow up questions

Silvia,

The table below shows the numbers and percentages of inmates at various institutions with mental health codes. We consider MH-2A and MH-2B to comprise serious mental illness, and therefore the overall percentage is $8.1\% + 0.9\% = 9.0\%$. In addition, we have 0.4% of inmates with ID (Intellectual Disability), although some of these inmates also have an MH-2 code, so the numbers can't quite be added together.

As of last week, we had 5499 inmates on psychotropic medication, or 23% of our population. I don't believe that we have a specific psychotropic medication percentage for inmates who are releasing, but it is probably close to the 23% number. At the point of release, each inmate receives a 2-week in-hand supply of psychotropic medication and a prescription for 30 more days. Other states provide as much as a 30-day in-hand supply, but without an additional prescription. The main barrier to that practice for us is the added cost of the in-hand supply of medication.

Mental Health Services are available at all institutions. Psychology staff provide crisis intervention, brief individual therapy and group therapy. Depending on the facility, programs might include Dialectical Behavior Therapy, Thinking for Change, New Freedom materials, or therapy groups that address specific issues such as trauma, depression, anxiety or Life Skills. Recidivism-based programs include sex offender treatment, anger management, domestic violence, substance abuse treatment, and cognitive interventions.

Psychiatrists are available at all institutions to provide evaluations for psychotropic medication and management of these medications. In addition, consultation is available from both psychologists and psychiatrists to evaluate inmates' capacity to consent to psychotropic medication and/or consent to medical treatment.

The Wisconsin Resource Center (WRC) provides more intensive treatment for approximately 340 DOC inmates who have higher acuity mental health needs. WRC also conducts evaluations to determine whether inmates are appropriate for Chapter 51 mental health commitments.

Less commonly, inmates are transferred to Mendota Mental Health Institute or Winnebago Mental Health Institute for more intensive mental health treatment.

(Attachment 5 – Response from Bureau of Health Services Mental Health Director, continued)

Institution	MH-0	MH-1	MH-2A	MH-2B	Total MH	Total Inmates	ID
CCI	450	277	94	7	378	828	6
CVTF	344	129	11	0	140	484	1
DCI	950	445	90	4	539	1,489	0
FLCI	898	367	58	7	432	1,330	4
GBCI	525	427	113	19	559	1,084	11
JCI	671	262	49	1	312	983	1
KMCI	729	378	71	4	453	1,182	2
MSDF	470	460	88	19	567	1,037	3
NLCI	745	246	39	6	291	1,036	1
OCI	571	101	21	0	122	693	0
OSCI	1,190	619	234	22	875	2,065	20
PDCI	414	101	0	0	101	515	1
RCI/STF	1,217	514	95	10	619	1,836	6
RGCI	671	242	101	3	346	1,017	2
RYOCF	304	136	9	1	146	450	2
SCI	1,113	422	34	4	460	1,573	4
WCCS	1,769	141	14	0	155	1,924	1
WCI	657	394	153	26	573	1,230	7
WRC	1	94	247	27	368	369	10
WSPF	234	178	0	0	178	412	0
WWCS	232	717	336	45	1,098	1,330	2
County Jails	302	151	35	6	192	494	1
Jail Contracts	81	4	1	0	5	86	0
POU Unit	32	15	2	3	20	52	1
Other*	5	4	2	0	6	11	0
Total	14,575	6,824	1,897	214	8,935	23,510	86
% of Total Inmates	62.0%	28.6%	8.1%	0.9%	38.0%	100.0%	0.4%

Attachment 6 – Available Primary Programs by Male Medium and Maximum Site

Available Primary Programs by Site																	
November 1, 2015																	
Available Programs	Medium -- Male												Maximum -- Male				
	FLCI	JCI	KMCI	MSDF	NLCI	OCI	OSCI	PDCI	RGCI	RCI	RYOCF	SCI	CCI	DCI	GBCI	WCI	WSPF
AODA Relapse				X													
AODA Residential		X	X			X	X	X		H	X						
AODA Dual Diagnosis							X										
AODA ATR				X			X										
AODA DV ATR				X													
Earned Release Program (ERP)										X							
Earned Release Program-OWI (ERP-OWI)										X							
Challenge Incarceration Program (CIP)																	
Anger Management		X	X		H		H		X	X	X	X	X		X	X	
Domestic Violence	X	X	X		X		X		X	X	X	X					H
Violence in Relationships																	
SO-2	H	X	X		X		X		X	X	X	X					
SO-2, Spanish speaking										X							
SO-2, Low functioning							*										
SO-4							X			X							
SO-4, Spanish speaking																	
SO-4, Low functioning							X										
SO-4, Residential/Intensive																	
SOT ATR																	

(Attachment 6 – Available Primary Programs by Male Medium and Maximum Site, continued)

Available Programs	Medium -- Male												Maximum -- Male				
	FLCI	JCI	KMCI	MSDF	NLCI	OCI	OSCI	PDCI	RGCI	RCI	RYOCF	SCI	CCI	DCI	GBCI	WCI	WSPF
Thinking for Change (T4C)	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Adult Basic Education (ABE)/GED/HSED Testing	X	X	X	X	X		X	X	X	X	X	X	X		X	X	X
Special Education (SPED)			X					X			X		X				X
Vocational Education (Career Technical Education)	X	X	X		X		X	X	X	X	X	X	X		X	X	X
Title I	X		X					X			X				X		
Certified ESL Instructor									X								
English as a Second Language (ESL)			X				X	X	X	X		X	X		X		
Special Management Unit (SMU)													X	X	X	X	
Work Release																	
Pre-Release Services/Modules	X	X	X		X		X	X	X	X	X	X	X		X	X	X
Rehabilitation Groups:																	
Challenges and Responsibilities															X		
Step Up to the Challenge															X		
Alcoholics Anonymous															X		
Narcotics Anonymous															X		
WRC Aftercare															X		
Social Skills/Current Events																	
Windows to Work (Madison Urban Ministry)						X											
Group Formt Pre-Release Modules (not 3&10)						X											
Trauma Group						X											
Men's Group						X											

(Attachment 6 – Available Primary Programs by Male Medium and Maximum Site, continued)

Available Programs	Medium -- Male												Maximum -- Male	Maximum -- Male				
	FLCI	JCI	KMCI	MSDF	NLCI	OCI	OSCI	PDCI	RGCI	RCI	RYOCF	SCI		CCI	DCI	GBCI	WCI	WSPF
AA // NA // Circle of Recovery // SMART						X												
Madison Urban Ministry Pre-Entry Program						X												
Other Services:																		
VA Group															X			
<i>All programs are considered full time, unless otherwise noted (PT=Part Time)</i>																		
<i>H = Program was previously offered, but is now on hold</i>																		
*STF has one bilingual teacher (Spanish-English), but is not identified as a formal ESL site																		
*OSCI offers ATRs through the MICA program only																		
*OSCI SO-2 Low Functioning will accept inmates with a 6th grade reading level or below, but inmates must be able to read/write																		
*OCI AODA-Residential serves Dane County inmates and inmates releasing statewide.																		
*RGCI has no ESL teacher at this time, but is identified as an ESL site																		

Attachment 7: Primary Programs by Minimum and Minimum Community Male Site

Available Primary Programs by Site November 1, 2015

Available Programs	Minimum and Minimum Community -- Male																
	BRCC	CVCTF	DACC	FCCC	FCC	GCC	JBCC	KCC	MCC	MSCC	OCC	OCI	SCCC	SPCC	STF	TCC	WCC
AODA Relapse		H															
AODA Residential		X			X							X					
AODA Dual Diagnosis																	
AODA ATR		X			X							X	X				
Earned Release Program (ERP)	X	X	X														
Earned Release Program-OWI (ERP-OWI)		X	X														
Challenge Incarceration Program (CIP)													X				
Anger Management		X													X		
Domestic Violence																	
Violence in Relationships																	
SO-2																	
SO-2, Spanish speaking																	
SO-2, Low functioning																	
SO-4																	
SO-4, Spanish speaking																	
SO-4, Low functioning																	
SO-4, Residential/Intensive																	
SOT ATR																X	
CGIP Phase I					X							X			X		
CGIP Phase II					X							X			X		
Adult Basic Education (ABE)/GED/HSED Testing	X	X	X	X	X	X	X	X	PT	X		X	X		X	X	
Special Education (SPED)	H																
Vocational Education (Career Technical Education)	X											X					
Title I	X																
English as a Second Language (ESL)																	
Special Management Unit (SMU)																	
Work Release				X		X	X	X	X	X	X	X		X	X	X	X
Pre-Release Services/Modules	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X
Employment Curriculum			X														
Epictetus Self-Mastery Program			X														
General Social Skills			X														
Parenting Program			X														
Pew-Treatment Orientation			X														
Real Happiness Power of Meditation			X														

All programs are considered full time, unless otherwise noted (PT=Part Time)

H = Program was previously offered, but is now on hold

Attachment 8: Available Primary Programs by Site - Females

Available Primary Programs by Site	Minimum/Minimum Community -- Female			Med/Max -- Female
	MWCC	REECC	SCCC	TCI
Available Programs				
AODA Relapse		X		H
AODA Residential		X	X	X
AODA Dual Diagnosis				X
AODA ATR		X		X
Earned Release Program (ERP)	X	X	X	
Earned Release Program-OWI (ERP-OWI)	X	X		
Challenge Incarceration Program (CIP)			X	
Anger Management		X	X	X
Domestic Violence				
Violence in Relationships		X		X
SO-2				X
SO-2, Spanish speaking				
SO-2, Low functioning				X
SO-4				
SO-4, Spanish speaking				
SO-4, Low functioning				
SO-4, Residential/Intensive				X
SOT ATR				
Thinking for Change		X	X	X
Adult Basic Education (ABE)/GED/HSED Testing	X	X	X	X
Special Education (SPED)		H		X
Vocational Education (Career Technical Education)		X		X
Title I			X	X
English as a Second Language (ESL)				X
Special Management Unit (SMU)				X
Work Release	X	X		
Pre-Release Services/Modules	X	X	X	X

(Attachment 8 - Available Primary Programs by Site - Females, continued)

Available Primary Programs by Site	Minimum/Minimum Community -- Female			Med/Max -- Female
	MWCC	REECC	SCCC	TCI
Available Programs				
Rehabilitation Groups:				
Challenges and Responsibilities				
Step Up to the Challenge				
Alcoholics Anonymous			X	
Narcotics Anonymous			X	
WRC Aftercare				
Social Skills/Current Events				
Trauma Group				
Men's Group				
AA // NA // Circle of Recovery // SMART	X	X	X	
Other Services:				
VA Group				

All programs are considered full time, unless otherwise noted (PT=Part Time)

H = Program was previously offered, but is now on hold

Attachment 9 - Primary Treatment Services Descriptions

PRIMARY TREATMENT SERVICES

Anger Management Program (AM)

Anger Management is a cognitive-behavioral based program designed to address the needs of violent offenders whose aggressive behaviors tend to be impulsive and reactive rather than instrumental and pre-planned. In addition to cognitive restructuring, AM programs teach offenders cognitive and interpersonal skills to deter and replace violent behaviors. These skills include stress management, impulse control strategies, assertiveness skills, communication skills, identifying personal anger precursors (thoughts and situations that provoke angry reactions), handling criticism and provocation. Lessons are presented by social service staff to groups of eight to 15 offenders. Group sessions are generally 90 minutes in length and held once a week. AM is offered both as a stand-alone program and as a component of AODA Residential and Sex Offender programs. AM is offered in both male and female institutions as well as in juvenile institutions.

AODA Residential Program

AODA Residential is a four month, full-time treatment program provided to offenders with more serious, chronic issues with both substance abuse/dependence and criminal behavior. The program includes substance abuse education and relapse prevention. Issues of criminal behavior and responsible self-management skills are also integral components of the program. Besides increased knowledge about substance abuse, offenders are offered opportunities to gain greater self-awareness, personal control and skills training. Examples are anger management, rational and responsible decision making, social skills, victim impact, problem solving and conflict management. Residential programs are facilitated by certified substance abuse counselors and overseen by clinical supervisors to groups of 12 to 15 offenders. Residential programs are offered in both male and female institutions. A.R. Phoenix, [A New Freedom](#), is the standardized curriculum for all residential programs.

Challenge Incarceration Program (CIP)

CIP is a statutorily established program that allows judges to sentence non-violent, non-assaultive offenders with substance abuse needs to this full-time, six month intensive program that combines military training with alcohol/drug treatment. Program components are structured around treatment and discipline. Program activities include personal development counseling through criminal and rational thinking, alcohol and drug counseling, educational programming, physical exercise, manual labor, instruction in military bearing, and drill/ceremony. CIP is open-ended and facilitated by certified substance abuse counselors and overseen by a clinical supervisor. CIP is offered to both male and female offenders.

Cognitive Behavioral Program (CBP)

Cognitive Behavioral Programs (such as NICS Thinking for Change) are designed to assist offenders with identifying and restructuring thought processes that tend to lead to poor outcomes for themselves or others. The programs teach offenders specific skills that assist them in identifying, controlling and changing the personal thinking patterns and underlying beliefs that support their criminal behaviors. In addition to cognitive restructuring, offenders are taught a number of social skills and problem solving steps. CBP consists of 25-30 lessons and homework assignments. Groups are facilitated by a variety of trained staff to groups of 8-15 offenders. Groups are generally 90 minutes to two hours in length and are held 2-3 times a week for 12-15 weeks. In order to successfully complete the program, participants must actively participate in groups, satisfactorily complete all homework assignments, and demonstrate they have acquired the specific skills taught in the program. CBP is offered in both male and female institutions as well as in juvenile institutions.

Domestic Violence Program (DV)

Domestic violence is cognitive-behavioral based program designed for male offenders who have shown a pattern of abuse/violence to their significant and intimate partners. The curriculum is designed to help batterers identify their own cognitions that have justified violence and enabled them to be abusive to their partners and teach them skills to change their thoughts/beliefs that have led to their abusive behaviors. A major program objective is for the offender to be able to identify alternative beliefs and intervention strategies to end their criminal and abusive behaviors as well as learn and demonstrate non-abusive and non-controlling behaviors.

(Attachment 9 - Primary Treatment Services, continued)

Dual Diagnosis

Dual diagnosis is a six to 12 month program for offenders diagnosed with a substance use disorder and with a severe and persistent mental illness. Programs are designed as therapeutic communities which are structured programs in which members work together for their treatment. All participants are actively involved in the community to shape more responsible and appropriate behavior. The programs include psychiatric treatment, therapy groups, psycho-educational groups, individual counseling sessions, pre-release planning and post-release follow-up. Classes include AODA education, mental illness education and management, psychotropic medication regimens, Cognitive Interventions Program, Anger Management, problem solving, assertiveness training, relaxation techniques, relapse prevention and release planning. Dual diagnosis is facilitated by psychological services staff and social service staff who are certified substance abuse counselors to groups of 14 to 25 offenders. This program is offered to both male and female offenders.

Earned Release Program (ERP)

Driven by statute similar to CIP, ERP allows judges to sentence non-violent, non-assaultive offenders with substance abuse needs to this full-time, four to six month intensive program designed to reduce the incidence of future criminal behavior. At its core, ERP treatment modules include cognitive-based substance abuse programming, cognitive behavioral-based curriculum such as NICs Thinking for a Change which addresses cognitive restructuring, social skills building and problem solving. It additionally addresses an individual's needs as they pertain to family dynamics, anger management and employability. Community reintegration is a primary focus throughout the program connecting offenders with the respective Probation and Parole agents during each program phase.

Sex Offender Treatment (SO-2)

SO-2 is a short-term treatment program, lasting six to 12 months, meeting once or twice a week. This program covers topics such as offense disclosure, denial and minimization, victim empathy, cognitive distortions, criminal thinking, and re-offense prevention. Both written homework assignments and group participation are expected. SO-2 is facilitated by psychological and social services staff to groups of 10 to 15 offenders and offered in both male and female institutions.

Sex Offender Treatment (SO-4)

SO-4 is a long-term treatment program. The Oshkosh Sex Offender Treatment Program (SOTP) and the Beacon Program at RCI are intensive, residential sex offender treatment programs. The program lasts two to five years, depending on the rate of the offender's progress. Both written homework assignments and group participation are expected. There are three basic phases of the SO4 programs:

1. Enhanced Thinking Skills
2. CORE, consisting of 20 blocks covering such topics as offense disclosure, victim empathy, fantasy, re-offending risk factors, and "Future Me" work. This consists of developing ideas about the person the offender is working towards being, including life goals, desires for self-improvement, achievement, and fulfillment, and examining potential setbacks to these goals.
3. Reintegration Maintenance Group (RMG). This phase is intended to assist the offenders in developing a personalized relapse prevention plan.

SO-4 is facilitated by psychological and social services staff to groups of 14 offenders and offered in both male and female institutions.

Violence in Relationships

Violence in Relationships is a cognitive-behavioral based program that identifies the different types of domestic abuse and factors in our society that contributes to the problem of domestic violence. This program also covers issues including why the victims stay in abusive relationships and the impact of domestic abuse on the family. Violence in Relationships is designed for female offenders. Both DV programs are presented by trained facilitators to groups of 11 to 16 offenders. Group sessions are generally 90 minutes in length and are held once or twice a week for a total of three to six months.

Attachment 10: Division of Adult Institutions Pre-Release Modules

TO: Study Committee on Reducing Recidivism and Removing Impediments to Ex-Offender Employment

FROM: WI Department of Corrections – Office of the Secretary – Reentry Unit

DATE: August 5, 2016

RE: Division of Adult Institutions (DAI) Pre-Release Modules

The Wisconsin Department of Corrections (WI DOC) in the Division of Adult Institutions (DAI) provides a semi-structured Pre-Release Curriculum program within all male and female facilities. The Pre-Release Curriculum is intended to assist inmates in facilitating their transition to the community. The Pre-Release Curriculum is available to inmates in a library or reentry resource room at their institution. Institutions have full discretion as to the manner in which the curriculum is shared in these designated spaces.

The Pre-Release Curriculum was developed and continues to be maintained by the Division of Adult Institutions. Nine modules (available upon request) are within the curriculum including:

- Education – assesses need for GED/HSED and/or feasibility of attaining higher education through tech schools or university.
- Employment – provides a broad base of knowledge regarding the process of employment including seeking employment, applying for a job, interview skills, and maintaining employment.
- Family Support – provides skills and knowledge to begin rebuilding relationships with their families including effective communication, importance of parent/child relationships, dynamics of family support systems, child safety, and understanding court ordered conditions and child support.
- Financial Literacy – provides broad base of knowledge regarding personal financial managements including how and when to use credit, checking and savings accounts, budgeting, how to read a credit report, understanding characteristics of credit cards, insurance, and taxes.
- Health – provides knowledge of mental and physical health, determining eligibility for SSI/SSDI, self-help groups for post-release, identifying the signs of suicide and prevention techniques, access to health care, and awareness of HIPAA laws.
- Housing – provides skills needed to find and maintain appropriate living arrangements upon release including identifying housing options, understanding conditions established in the case plan, choosing and getting along with roommates, identifying equal opportunity options, and addressing services/resources for veterans.
- Personal Development – provides skills in non-academic, personal abilities including goal setting, conflict resolution, stress management, character development, addressing victim impact, and building interpersonal relationships.

(Attachment 10: Division of Adult Institutions Pre-Release Modules, continued)

- Transportation – provides information to allow for movement within the community including alternatives to finding reliable transportation, understanding various methods of transportation, costs and availability, and identifying the process for obtaining a driver’s license and/or to reinstate a driver’s license.
- Wellness – provides a broad base of information regarding aspects of human wellness including development of leisure time activities, family planning, general physical wellness, birth control methods, STDs, and basic first aid.

Inmates participating in release planning will meet with appropriate case planning staff to develop a unified case plan with identified goals and objectives through a collaborative process. The unified case plan will take into account an inmate’s anticipated program requirements, work assignments, and/or pending transfers in determining the time frame for participation in release planning activities. Inmates are responsible for compiling, maintaining, and presenting their Pre-Release portfolio containing the above modules and should present them for review at professional meetings including Reclassification Hearings and at intake in the Division of Community Corrections.

Additional information regarding the release planning process can be found in the WI DOC Electronic Case Reference Manual (ECRM) at <http://doc.helpdocsonline.com/home>.

Attachment 11 – Wisconsin Correctional Center System Work Release Inmates, Employers, and Inmate Hiring Factors

Center Name	Name/Title of person completing information	Number of inmates in work release	Number of employers	Number of employer requests unable to provide inmate workers <i>Anecdotal Report</i>	How does your center prioritize the inmate that gets a work release job. This is an addition to using the Work and Study Release policy and the Minimum Security Inmate Offsite Authorization policy.
FCCC	Daimon Jackson, Work Release Sergeant	50	18	8 this week	Based on several factors based on evaluation of the inmates' performance on an institution job and community service. The actual job search goes along with the inmates specialized skill sets, work history, and job availability in the region. Lastly based on the timeframe that each inmate has before his release date.
GCC	Brad Hoover, GCC Interim Superintendent	41	10	0	If able, all inmates looking for work release must work on the project crew first. This way staff can see how they work in the community under supervision.
JBCC	Pete Jaeger, Superintendent	42	6	1 this week	Release date is taken into consideration along with conduct/adjustment to the facility.
KCC	Ann Krueger, Superintendent	55	8	2 this week	Off-site review completed within a week of arrival. For those approved for WR, a variety of criteria is assessed (primary program completions or terminations, skill base, employment history, institution center assignment history, motivation, attitude, area of release, offense dynamics, adjustment/conduct report history while incarcerated, victim information, previous WR offered jobs & performance and seniority at KCC. A monitoring period is determined with a center job assignment. The inmate must receive an adequate evaluation of the center job assignment to begin his WR eligibility.
MCC	Brad Kosbab, Superintendent	78	24	10 this week	Several things factor into these decisions. Beyond the policies mentioned above we interview the individual, identify individual skill set, work history, offense history, institution behavior, status (Gen Pop/Temp Hold), tentative program dates and E.S. dates.
MSCC	Vondale Payne, Work Release Sergeant	42	16	4 this week	Based on several factors which include the timeframe that each inmate has before his release date. Evaluation of the inmates' performance on an institution job. The actual job search goes along with the inmates specialized skill sets, work history and job availability in the region.
OCC	Andrew Freeman, Work Release Sergeant	81	18	6 this week	Every inmate has a 30 day evaluation period. Identify demeanor, attitude, how they interact with other inmates/staff, center job work performance. All inmates must have a center job during that 30 day evaluation. Some factors in placement after approval by superintendent/warden are job openings at that current time, along with the inmate's experiences and skills. We try to set the employer and inmates up for success by placing them in a place they will most likely succeed. Once a group of inmates are approved for work

(Attachment 11 – Wisconsin Correctional Center System Work Release Inmates, Employers, and Inmate Hiring Factors, continued)

					release, they all take priority in placement. Some employers have longer hiring processes than others or an inmate is given an option or two in deciding where they would like to go if they don't have prior work skills and would like to learn new ones. Another factor is where the inmates are releasing to. If the inmate is releasing to a certain county I would attempt to place them close to where they will be living once they release so they can potentially keep employment. Also, some inmates depending on their criminal history take longer to place due to employers policy (i.e., sex offender, violent offender)
SPCC	Nancy Tierney, Captain	58	13	1 site is always looking for more inmate workers	Release dates—soonest to be released ideally get priority, behavior at the center, offense record, and willingness to work any job at the center and volunteers if not working
TCC	Sandra Heiser, Work Release Sergeant	86	14	0	Upon arrival at the center I meet with each inmate to review the work release process and ensure they are aware of the requirements to be approved for work release. There is a 30 day adjustment/monitoring period after arrival. During this time staff monitor the offenders' behavior, attitude, and work performance. Prior to approval offenders are required to hold a center job with satisfactory evaluations from their supervisors and have a current resume. Several things are considered during the approval process; some of these include: criminal history, length remaining of incarceration, behavior, ability to adjust to lower security level, special needs (schooling etc.). Upon approval offenders are placed out to work as soon as possible. Things that are taken into consideration when placing an offender include: current employment availability, the employer's need(s)/ offender's skill set. The main goal of placement is to provide every offender who has earned the privilege the ability to become gainfully employed with an employer where they can succeed, and if possible expand their skill set. If appropriate employment that can continue upon release is considered while meeting employer/offender needs while ensuring security and safety.
WCC	Maria Silao-Johnson, Superintendent	94	14	2 this week	There is no priority at WCC. Inmates are placed at a work release job site on a case by case basis. Many factors will affect their placement.

Attachment 12 – Division of Adult Institutions Policy 324.00.01 Work and Study Release

DOC-1024 (Rev. 02/2009)

 <p style="text-align: center;">DIVISION OF ADULT INSTITUTIONS</p> <p style="text-align: center;">POLICY AND PROCEDURES</p>	DAI Policy #: 324.00.01	Page 1 of 10
	Original Effective Date: 03/01/83	New Effective Date: 11/01/15
	Supersedes: 324.00.01	Dated: 11/24/14
	Administrator's Approval: Cathy A. Jess, Administrator	
	Required Posting or Restricted: <input checked="" type="checkbox"/> Inmate <input checked="" type="checkbox"/> All Staff <input type="checkbox"/> Restricted	
Chapter: Chapter 324 Work and Study Release		
Subject: Work and Study Release		

POLICY

The Division of Adult Institutions may allow inmates who are housed at minimum security facilities to be considered for work and study release.

REFERENCES

Wisconsin Statutes s. 303.065 – Work Release Plan for Prison Inmates
Wisconsin Administrative Code Ch. DOC 324 – Work and Study Release
Wisconsin Administrative Code Ch. DOC 325 – Temporary Release Under Supervision
Wisconsin Administrative Code s. DOC 309.50 – Segregated Account Funds
Wisconsin Administrative Code s. DOC 309.52 – Canteen
Wisconsin Administrative Code s. DOC 303.75 – Hearing Procedure for major violations
Wisconsin Administrative Code s. DOC 303.81 – Due Process hearing: witnesses
Wisconsin Administrative Code s. DOC 303.84 – Sentencing procedure and schedule of penalties
Wisconsin Administrative Code s. DOC 324.13 – Process for termination of work and study release
DAI Policy 300.00.02 – Inmate Taxes
DAI Policy 309.45.02 – Inmate Trust System Deductions
DAI Policy 325.00.08 – Minimum Custody Inmate Offsite Authorization

DEFINITIONS, ACRONYMS, AND FORMS

ABE – Adult Basic Education

DAI – Division of Adult Institutions

DCC – Division of Community Corrections

DOC – Department of Corrections

DOC-370 – Work/Study Release

DOC-371 – Offender's Statement of Financial Obligations

DOC-372 – Work Release Agreement

DOC-372A – Study Release Agreement (new form)

DOC-1408 – Offender Work/Program/Placement

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 2 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

DOC-2570 – Inmate Offsite Review

DOC-2571 – Community Site Assessment

DOC-2571A – Community Site Visit Checklist

GED – General Equivalency Diploma

HSED – High School Equivalency Diploma

Study Release – Study Release means a release program for educational purposes in a technical workshop, or program designed to improve an inmate's skills and abilities.

Work Release – Work Release means a program that grants to selected inmates the privilege of leaving the confines of state correctional facilities to participate in employment programs. Work release applies only to placement for employment.

Work Release Lay-Off – A lay-off is a period of forced inactivity by the work release participant.

Work Release Compensation – Includes work release wages, tips, paid leave, workers compensation, unemployment compensation, bonus or cash gifts from the work release employer.

Work/Study Release Eligible – The inmate is classified community custody, has met the criteria for work/study release and has the approval of the Warden/Superintendent to participate in a work/study release assignment. An inmate may be eligible but not placed or active in the program.

Work/Study Release Participant – Community employer or educator who is approved by the Warden/Superintendent to be involved in the center work or study release program.

Work/Study Release Placement – An inmate is actively reporting to a work/study assignment and has consent from the work release participant and Warden/Superintendent. Work release placement is not effective until the first day an inmate is actively reporting to a work release assignment. Study release placement is not effective until the first day reporting to the scheduled class attendance.

Work/Study Release Suspension – Work release employer or Warden/Superintendent may withdraw consent for any reason, with or without notice to the inmate. The inmate is removed from the work/study release placement pending termination decision by the Warden/Superintendent. Inmate remains work/study release eligible-non active.

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 3 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

PROCEDURE

I. General

- A. Work and study release applies only to inmates housed in a minimum security facility.
- B. Work and study release are a privilege, not a right.
- C. Inmates are responsible to notify Child Support Agencies to send termination orders to the Business Office once they have an active placement.
- D. Inmates shall file Federal and State income tax returns in accordance with applicable laws and DAI Policy 300.00.02.
- E. For study release, inmates shall ensure that DOC personnel have access to their grades and attendance information.
- F. Inmates must maintain an acceptable level of performance as determined by the DOC.
- G. Inmates shall comply with all work release site safety practices and wear all recommended or required personal protective equipment.

II. Community Site Assessment

Assigned staff shall complete the following:

- A. Document information on DOC-2571.
 - 1. Determine if location is suitable for work or study release program participant.
 - 2. Assessment of:
 - a. Proximity to criminal activity.
 - b. Access to taverns, liquor stores and adult entertainment establishments.
 - c. Known to be high crime area such as prostitution or drug activity.
 - d. Work site conditions to include required and recommended personal protective equipment.
 - e. Concealed carry - consideration of options that may impact inmate placement, access and safety.
 - f. For sites being considered for study release, the assessment shall also include the security and monitoring of inmates while participating in study release.
- B. Conduct annual reviews of sites to ensure reorientation is completed and any updated information is provided by the site.
- C. Conduct an orientation to include rules and regulations, staff access to break rooms, lockers and other inmate accessible areas.

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 4 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

- D. No inmate may be placed at a site:
 - 1. With a close family member as defined in Wisconsin Administrative Code Ch. DOC 309 and 325.
 - 2. With any person on the inmate's approved visiting list.
 - 3. Where a potential conflict exists.
 - 4. Where they would have access to personally identifiable information of members of the public. This includes data entry, telemarketing services, or other services which would give an inmate access to another individual's financial transaction card numbers, checking or savings account numbers, social security number, or information that would serve to identify a minor.
- E. Work release site checks shall be conducted on a monthly basis and documented on the DOC-2571A.
- F. Study release placements site checks shall be completed a minimum of every two weeks and documented on the DOC-2571A.

III. Inmate Eligibility

- A. The facility shall establish an initial observation period before making a decision on work/study release placement.
 - 1. This observation period shall not exceed 30 days from the date the inmate is transferred to the facility from another non-work release facility.
 - 2. This observation period may be reduced for inmates transferred from another work release site and having a positive work release placement.
- B. Designated staff shall evaluate the inmate for eligibility for work release based on the criteria established in DAI Policy 325.00.08 and information included on the DOC-2570.
- C. Identified programming needs take precedence over any work/study release placement. If an inmate has been removed from a work/study release placement for program participation, he/she may be considered for eligibility upon completion of the program.
- D. Designated staff shall evaluate the following to determine the inmate's work/study release eligibility:
 - 1. Criminal history.
 - 2. Conduct.
 - 3. Available resources.
 - 4. Observation period.
- E. Warden/Superintendent approves or denies the work release or study release eligibility and notifies the Work Release Coordinator/designee of decision.

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 5 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

IV. Study Release

- A. DOC available educational programming is encouraged prior to transfer, unless education needs can be met at a minimum security site.
- B. Study release shall be considered for inmates without a GED/HSED when not offered at the DOC facility.
- C. Centers shall consider assistance in proctoring GED/HSED tests from their coordinated back up institutions. Prior to testing, self-study materials may be made available at the centers.
- D. College credit and/or self-improvement class requests shall be referred for correspondence consideration.
- E. Courses involving inmate loans, time payments or other inmate indebtedness shall not be approved.
 - 1. State and Federal education grants or scholarships may be obtained for accredited college level correspondence courses.
 - 2. Any funds from grants not used by the inmate for tuition, fees, course books and materials must be returned to the sponsoring college's general grant fund.
 - 3. Funding provided by a family member is an approved form of payment.
- F. Inmates shall receive a confirmed school placement before approval to attend can be granted.
- G. Staff shall advise school administrators of notification requirements for absences.

V. Work/Study Release Procedure

- A. Designated staff shall investigate financial obligations, review costs, establish methods of payment and document these obligations on DOC-371.
- B. The Work Release Coordinator/designee shall supervise the inmate's placement, investigate disciplinary problems, and report all findings to the Warden/Superintendent/designee.
- C. Rules shall be explained to the inmate and they are required to sign a completed DOC-372.
- D. Designated staff shall advise work release participants of responsibilities and provide appropriate orientation. School administrators shall be advised of notification requirements for absences.
- E. Inmates are not allowed to participate in any union activity outside of the actual placement site.

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 6 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

- F. Employers shall ensure that all work release compensation is sent to the Business Office, even after an inmate's release from incarceration. Compensation must be by business check, money order or direct deposit.
- G. Each facility shall identify designated staff who shall notify the Business Office of the inmate's work release placement and assign the proper job assignment to track work release status. Required information includes:
 - 1. Date placement is to begin.
 - 2. Site of placement.
 - 3. Date of suspension, layoff or termination of position.
 - 4. If the inmate continued employment after release.
- H. Facility security staff shall process any disciplinary actions and implement the facility's escape and apprehension procedures for any inmate who:
 - 1. Fails to report to their work/study release placement.
 - 2. Leaves work/study release placement without institution/center permission.
 - 3. Fails to return to the institution/center from a work/study release placement.

VI. Transportation

- A. Facility staff shall arrange transportation for the inmate to and from work/school. Inmates shall be transported by:
 - 1. Staff or inmate driver.
 - 2. Approved outside resource.
- B. Assigned staff shall maintain a work/study transport schedule that shall be:
 - 1. Routinely updated.
 - 2. Visible to staff and inmates.

VII. Work Release Compensation

- A. Shall be placed in a segregated trust account and shall result in room, board and transportation charges as determined by the DOC.
- B. Non-cash bonuses, gifts or work events must be pre-approved by the Warden/Superintendent.
- C. Cash bonus must be placed in the inmate's work release account.
- D. Tips
 - 1. Must be paid by the work release employer either by separate money order or included in the inmate's regular paycheck.
 - 2. Personal checks shall not be accepted as tips.
 - 3. Inmates are not allowed to retain cash tips.
- E. The inmate remains active in work release while on paid leave.

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 7 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

- F. Inmates may only contribute the minimum allowable amount required by the worksite for 401K/Retirement/Pension plans to participate.
- G. Inmates are not allowed to have additional taxes withheld from their wages unless written approval is received from the Warden/Superintendent.
- H. Inmates receiving Worker's Compensation are still employed and continuing to receive work release compensation.
 - 1. If offered light duty tasks or assignments by the employer, inmates are required work as directed.
 - 2. Work Release Coordinators shall direct inmate concerns to the company Human Resources Department and act as liaison between the inmate and Human Resources.
- I. Inmates receiving unemployment compensation shall not be considered active, but payments received shall be considered work release compensation. The DOC does not determine eligibility for unemployment compensation.
- J. Inmates who are active in work release may have funds transferred from their work release account to their regular inmate account.
 - 1. The transfer amount shall not exceed the allowable canteen limit for that period.
 - 2. The transfer shall occur no less than one time per month and no more than once every two weeks.
 - 3. Canteen transfers shall not exceed funds available at the time of the transfer.
 - 4. If a canteen transfer is missed, an inmate shall have two months from the date of the missed transfer to request that money from their work release account be transferred to their regular account.
- K. Inmates on active work or study release shall not be compensated involuntary unassigned wages.

VIII. Work Release Expenses

- A. Work Release Coordinator shall provide a copy of DOC-371, DOC-372 and DOC-370, if appropriate, to the Business Office.
- B. By signing DOC-372 inmates authorize DOC to determine payment and withholdings for any known obligations.
- C. Facility staff shall include any information found to support the set-up of the following obligations:
 - 1. County or other state court ordered obligations.
 - 2. Civil judgments.
 - 3. Child support arrears.

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 8 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

- D. The Business Office shall confirm the costs owed and establish automated deductions when appropriate for:
 - 1. Court ordered obligations.
 - 2. Supervision fees arrears.
 - 3. Obligations identified on DOC-371.

- E. With consent of the Warden/Superintendent, inmates may have deductions taken from wages to:
 - 1. Join a trade union in conjunction with placement.
 - 2. Enroll in employer paid family health insurance for dependant coverage only. The inmate may not access this benefit.
 - 3. Enroll in a retirement program, only at the minimum level required by the employer.
 - 4. Pay work release expenses required by the job directly to the employer (i.e., tools, uniforms.)

- F. Room, board and transportation charges shall be deducted from work release compensation as outlined in DAI Policy 309.45.02.
 - 1. Tax shall be included in the board charges.
 - 2. Inmates on study release shall be charged \$12.00 per day attended for transportation.
 - 3. The Business Office shall prorate the last check received if some of the hours earned occurred after release and termination from the inmate's work release placement.

- G. DOC shall review the percentages for the current room, board and transportation charges annually and may make changes as needed.

IX. Removal from Work/Study Release Placement

- A. Inmates are not allowed to participate in job actions or strikes. In these situations, placement should be temporarily suspended until the job action or strike is resolved.

- B. If Health Services determines an inmate is unable to perform the duties of the work/study release placement and the injury is not job related, the inmate shall be removed from the placement.

- C. Current work/study release placement ends when an inmate leaves that facility. Continued work/study release eligibility and placement shall be reviewed at the new facility by the Warden/Superintendent.

- D. Identified programming needs take precedence over any work/study release placement. If an inmate has unmet programming needs, he/she shall be removed from their work/study release placement when that programming becomes available and may reapply for eligibility upon the completion of the program.

(Attachment 12, continued – DAI Policy 324.00.01 Work and Study Release)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 324.00.01	New Effective Date: 11/01/15	Page 9 of 10
Chapter: 324 Work and Study Release		
Subject: Work and Study Release		

- E. If identified programming is available at the current site, the inmate may be allowed to continue their work/study release assignment if it does not interfere with programming.
- F. The work release employer may withdraw consent for any reason, with or without notice to the inmate.
- G. A work/study release placement may be terminated by the Warden/Superintendent in response to documented adverse community reaction to the placement.
- H. Types of work release lay-offs:
 - 1. Short term lay-off – A lay-off of 21 calendar days or less in duration with a tentative return to work date. Inmate shall remain in active work release status throughout the short term lay-off.
 - 2. Permanent lay-off – A lay-off is deemed permanent when the work release participant has not been given a tentative date of return or a short term lay-off has exceeded 21 days. Placement is deemed terminated due to withdraw of consent to the placement by the work release employer.
- I. If the placement site is laying off workers (downsizing the workforce), the employer must withdraw consent. Inmates shall not continue to work at a placement site if non-inmate workers performing similar work at that same site are losing their jobs.
- J. A work release placement may be terminated by the Warden/Superintendent based on changes in an inmate's program need, negative work evaluation or the inmate's conduct.
- K. Failure of the inmate to comply with provisions of the DOC-372.
- L. The duration of the study release has expired.

Administrator's Approval: _____ **Date Signed:** _____
Cathy A. Jess, Administrator

Attachment 13 – Division of Adult Institutions Policy 325.00.08 Minimum Custody Inmates Offsite Authorization

DOC-1024 (Rev. 02/2009)

 <p>DIVISION OF ADULT INSTITUTIONS</p> <p>POLICY AND PROCEDURES</p>	DAI Policy #: 325.00.08	Page 1 of 5
	Original Effective Date: 05/18/11	New Effective Date: 04/20/16
	Supersedes: 325.00.08	Dated: 07/09/12
	Administrator's Approval: Jim Schwochert, Administrator	
Required Posting or Restricted:		
<input checked="" type="checkbox"/> Inmate <input checked="" type="checkbox"/> All Staff <input type="checkbox"/> Restricted		
Chapter: 325 Temporary Release Under Supervision		
Subject: Minimum Custody Inmates Offsite Authorization		

POLICY

The Division of Adult Institutions shall ensure that a multi-disciplinary team reviews all inmates prior to consideration for placement in the community for approved off site activities.

REFERENCES

[Wisconsin Statutes s. 303.065\(2m\)](#) – Work release plan for prison inmates
[Wisconsin Administrative Code Ch. DOC 302](#) – Assessment and Evaluation, Security Classification and Sentence Computation
[Wisconsin Administrative Code Ch. DOC 309](#) – Resources for Inmates
[Wisconsin Administrative Code Ch. DOC 325](#) – Temporary Release Under Supervision
[DAI Policy 324.00.01](#) – Work and Study Release
[DAI Policy 325.00.01](#) – Temporary Release Under Supervision-General
[DAI Policy 325.00.04](#) – Inmate Drivers – Licensed Vehicles
[DAI Policy 325.00.09](#) – Project Crews
[DAI Policy 325.00.10](#) – Community Services
[DOC Fleet Driver and Management Policies and Procedures Manual](#)

DEFINITIONS, ACRONYMS, AND FORMS

Agency – Governmental or verified non-profit or charitable organization receiving agreed upon project crew services from a Facility.

ATR – Alternative to Revocation

Community Service – Off grounds crew assignments or on grounds DAI facility assignments which foster the goals of restorative justice and enhance or complement the efforts of community volunteers or civil servants but do not replace assigned or paid duties of these individuals.

Community Service/Project Crew – Agency Supervised – One to five minimum-community custody inmates and/or ATR offenders approved to perform supervised assignments outside the DAI facility perimeter for agencies with whom the DAI facility has agreed to provide a specified service. Supervision of the community service/project crew is the responsibility of the agency.

Community Service/Project Crew – DAI Facility Supervised – One to 12 minimum or minimum-community custody inmates and/or ATR offenders approved to perform supervised assignments outside the DAI facility perimeter for agencies with whom the

(Attachment 13, continued – Division of Adult Institutions Policy 325.00.08 Minimum Custody Inmates Offsite Authorization)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 325.00.08	New Effective Date: 04/20/16	Page 2 of 5
Chapter: 325 Temporary Release Under Supervision		
Subject: Minimum Custody Inmates Offsite Authorization		

DAI facility has agreed to provide a specified service. Supervision of the community service/project crew is the responsibility of a DAI facility staff.

COMPAS – Correctional Offender Management Profiling for Alternative Sanctions

DAI – Division of Adult Institutions

DCC – Division of Community Corrections

DNA – Deoxyribonucleic acid

DOC – Department of Corrections

DOC-2570 – Inmate Offsite Review

High Profile Case – Sex offenders, lifers and cases which have received media attention or would prompt community scrutiny or sensitivity to the crime; including any crime that resulted in death. These cases include historical convictions, adjudications, read-ins and non-sex offender registry required cases that include sex offense behavior.

SBN – Special Bulletin Notification

SORP – Sex Offender Registry Program

WICS – Wisconsin Integrated Corrections System

Work Release – A program that grants selected inmates the privilege of leaving the confines of state correctional facilities to participate in employment programs. Work release applies only to placement for employment.

PROCEDURE

I. General

- A. Inmates shall be selected for participation in approved off grounds activities and on community service, project crews, work release and inmate driver assignments by a multi-disciplinary facility team. Selection criteria shall include but is not limited to:
 - 1. Inmate request.
 - 2. Criminal history.
 - 3. Appropriate facility conduct history.
 - 4. Education and vocational skills.
 - 5. Positive work evaluations in facility job assignments.
 - 6. Inmate need for specific employment skill.

- B. Only the Warden/designee may permit inmates to leave the institution/center for participation in approved off grounds activities and on community service, project crews, work release or inmate driver assignments.

(Attachment 13, continued – Division of Adult Institutions Policy 325.00.08 Minimum Custody Inmates Offsite Authorization)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 325.00.08	New Effective Date: 04/20/16	Page 3 of 5
Chapter: 325 Temporary Release Under Supervision		
Subject: Minimum Custody Inmates Offsite Authorization		

- C. Superintendent/designee will complete appropriate section of DOC-2570 and forward all lifer, high profile, sex offender or crime resulting in death cases to the Warden/Deputy Warden for review.
 - D. The Warden/Deputy Warden shall review and make a decision regarding off-site activities for sex offenders, lifers and high profile cases.
 - E. If it is determined that an approved inmate is subject to a SBN, the Superintendent shall provide any required information to the SORP staff person responsible for issuing notice to law enforcement prior to allowing the inmate to be placed unescorted at a work release or other site in the community.
 - F. When an inmate is approved for off grounds activities and is transferred to another facility for programming, upon successful completion of programming and return to the same facility, completion of a subsequent DOC-2570 is not required.
- II. Off Grounds Application Process**
- A. Social worker/designee shall complete the DOC-2570 for those inmates being considered for any off grounds activity.
 - B. Review and copy file details of all past and present offenses for high profile cases including historical convictions/adjudications, read-ins and non-SORP registry as well as any crime resulting in death.
 - C. Contact the DCC agent to determine victim information and location prior to recommending an inmate for offsite placement when the county of conviction is near the center.
 - D. Contact the Office of Victim Services to determine the location of the victim if a registered victim is identified in WICS. Documentation shall be completed in COMPAS.
 - E. Document work release experience, work skills/certificates and education level in the comments section of DOC-2570.
 - F. For inmates incarcerated for operating under the influence, document the status of any court ordered assessment and driver safety plan.
- III. Screening Process**
- The Warden/Superintendent/designee shall screen inmates using DOC-2570 to determine whether they are appropriate for consideration. The criteria that shall be considered includes, but is not limited to:
- A. The nature and seriousness of the inmate's offense.
 - B. The inmate's prior criminal record.

(Attachment 13, continued – Division of Adult Institutions Policy 325.00.08 Minimum Custody Inmates Offsite Authorization)

DOC-1024 (Rev. 02/2009)

DAI Policy #: 325.00.08	New Effective Date: 04/20/16	Page 4 of 5
Chapter: 325 Temporary Release Under Supervision		
Subject: Minimum Custody Inmates Offsite Authorization		

- C. The inmate's risk of escape.
- D. Any history of absconding while on community supervision or walking away from a halfway house or Huber facility placement.
- E. Potential victim issues.
- F. The inmate's DOC conduct record.
- G. The amount of time the inmate has served.
- H. The amount of time remaining before the inmate's anticipated release date.
- I. Verification that the inmate has had a DNA sample completed.
- J. Completion of, and/or motivation to complete, programs prescribed to reduce risk to the public.
- K. Detainers or criminal cases pending against the inmate.
- L. Medical or psychological concerns that may adversely affect the inmate's ability to safely operate a vehicle or interact with the public.
- M. Ensure inmates have complied with DAI Policy 324.00.01 prior to considering an inmate for work release.
- N. The results of the screening process shall be documented in the case notes section of COMPAS.

Administrator's Approval: _____ **Date Signed:** _____
Jim Schwochert, Administrator

**Attachment 14 – Wisconsin Department of Corrections Career Technical Education (CTE)
/ Vocational Programs and Locations**

1. Auto Detailing	KMCI
2. Auto Maintenance	FLCI
3. Baking	RGCI
4. Barbering/Cosmetology	GBCI; TCI; WSPF
5. Braille Transcription	OSCI
6. Building Maintenance & Construction	CCI; OCI; OSCI; PDCI; TCI; WCI
7. Cabinet Making/Cabinetry	FLCI; GBCI; KMCI
8. Commercial Baker	NLCI
9. Computer Assisted Drafting (CAD)	FLCI; KMCI; SCI
10. Cabling Technology (C-Tech)	RYOCF
11. Custodial Service	CCI; FLCI; KMCI; RCI; RYOCF; SCI
12. Dental Lab Technicians	TCI
13. Electrician	GBCI
14. Food Service/Culinary Arts	JCI; OSCI; RCI
15. Heating, Venting, Air Conditioning	FLCI
16. Horticulture	FLCI; NLCI; OCI; OCI
17. Institution Food Production	OSCI
18. Machine Tool Operations	FLCI
19. Masonry	FLCI; GBCI; KMCI; PDCI; RYOCF
20. Motorcycle, Marine, Outdoor Products Repair	FLCI
21. Office Assistance/Aide	GBCI; SCI
22. Office Software Applications	OSCI; PDCI; REECC; RGCI; TCI;
23. Printing	CCI
24. Welding	FLCI; KMCI
25. Computer Literacy	ALL

Attachment 15 – Division of Community Corrections Decision Point Referral to DOC Funded Programs

DECISION POINT REQUEST

Date Submitted: 9-15-15

Submitted by: EBDM

Authored by: Tracy Hudrlik

Decision Point #: 15-10

Division: DCC

[Topic/Issue: Options

*** Issue Statement:** Summarize the issue that needs to have decision points as well as requested timeframe for decision to be made in order for the UCC team to continue their work on the business.

CRITERIA FOR REFERRAL TO DOC FUNDED PROGRAMS

Evidence based practices (EBP) indicate that resources are best directed to medium and high risk offenders where the biggest reduction in recidivism can be realized. EBP further indicate that providing intensive programming to low risk offenders or mixing low risk offenders with higher risk of offenders can actually increase risk of recidivism. The Division of Community Corrections has made efforts over the last 2-3 years to focus on providing programs to medium to high risk offenders, minimizing utilization of DOC funded programs for minimum risk offenders, in alignment with evidence based practices. However, referral and acceptance into DOC funded programs is inconsistent throughout the state, with regions having different criteria for referral.

In determining appropriateness for programming, regions may be looking at several different factors: actual level of supervision (including overrides), recommended level of supervision per COMPAS and general risk per COMPAS. EBDM recommends that DCC have a consistent, statewide approach to program referral criteria. Options for referral criteria are as follows:

OPTION 1: Use overall recommended level of supervision per COMPAS as standard for referral. Only offenders who have a recommended level of supervision of medium or higher would be eligible for DCC funded programs. DCC authorizes one exception to this policy for offenders convicted of OWI 2/3. DCC receives specific funding and is required by statute to provide services to this population, regardless of level of risk.

Pros: This would allow only those offenders who truly scored medium or higher per COMPAS to be referred to POS funded programs and services. It would eliminate the concern of staff overriding the COMPAS tool just to allow offenders to be referred to DOC funded services.

Cons: This would exclude overrides that are appropriate based on professional judgment and as a result of violations or new offenses since the COMPAS was completed. It would also exclude providing services to offenders who commit offenses that require an override policy, such as sex offenders, who score low on overall recommended level of supervision.

(Attachment 15 – Division of Community Corrections Decision Point Referral to DOC Funded Programs, continued)

OPTION 2: Use actual recommended level of supervision per COMPAS as standard for referral. Offenders who are supervised at medium or higher would be eligible for referral to DCC funded programs, regardless of actual risk per COMPAS.

Pros: This would allow offenders who were appropriately overridden within COMPAS to be eligible for program services. This would also allow offenders with an offense that requires an override to a higher level of supervision per DCC policy to be eligible for referral to DCC funded services.

Cons: Allowing actual recommended level of supervision rather than recommended level per COMPAS may encourage staff to override an offender simply to be able to refer them to programming, which is not evidence based and could result in inappropriate referrals despite DCC's efforts to eliminate or greatly reduce those referrals.

OPTION 3: Use COMPAS risk level recommendation . The COMPAS recommended risk level must be medium or higher to be eligible for referral to DCC funded programs, including transitional housing. This score provides the most comprehensive assessment of an offender's risk as it is a measure of both general and violent risk. Actual level of supervision of medium or higher based on overrides may be eligible for DCC funded programming only under the following circumstances:

1. OWI 2/3 convictions
2. Sex offender convictions which require a policy override
3. Court ordered domestic violence programming offered through DCC.
4. Supervision overrides based on new significant violations/offenses where a referral to programming/ATR is appropriate.

Regions should consider separate programming specifically for low risk offenders where feasible when providing services to the exceptions 1-4 above.

*For all options listed above, use of DCC funds is permissible for individual services/needs, regardless of risk. For example, bus tokens may be provided to a low risk offender.

Other Division Impact:
 (X those that apply) DAI DCC X DJC DMS

Issue:
 Person Contacted:

Decision requires policy change? (X one) Yes NoX

Decision requires business change? (X one) Yes X No

(Attachment 15 – Division of Community Corrections Decision Point Referral to DOC Funded Programs, continued)

NEXT STEPS: Implementation Timeline Following Decision:

Person(s) Responsible	Task(s) to be Completed	Estimated Completion Date
Regional and Central Office POGS staff	Develop consistent statewide referral criteria and communicate processes to staff. Discontinue any practices that do not align with DP.	1-1-16

Communication Plan:

Person(s) responsible for initiating communication:	Communication content:	Communication to go to:	Estimated completion date
Corrections Services Supervisor	Distribute DP and communication explaining decision	DCC staff	10-1-15

Upon completion of the implementation timeline, return to the Administrator and Assistant Administrator.

DECISION: TO BE COMPLETED BY DIVISION ADMINISTRATOR OR DECISION MAKER:

APPROVED: *option 3*
 NOT APPROVED:

Denise Symalou

 Decision Maker Signature

10/29/15

 Date

 Decision Maker Signature

 Date

 Decision Maker Signature

 Date

Attachment 16 – Division of Adult Institutions Demographics by Security Level as of 7/31/2016

Race	American Indian/Alaskan Native	Asian or Pacific Islander	Black	White	Unknown	Total
Maximum	4%	1%	54%	41%	0%	100%
Medium	4%	1%	39%	56%	0%	100%
Minimum	3%	1%	36%	60%	0%	100%
Unclassified	5%	1%	43%	51%	0%	100%

Age	19 and younger	20-29	30-39	40-49	50-59	60-69	70 and Older	Total
Maximum	2%	32%	30%	21%	11%	3%	1%	100%
Medium	2%	27%	30%	21%	14%	5%	2%	100%
Minimum	1%	27%	30%	23%	15%	4%	0%	100%
Unclassified	4%	38%	32%	15%	10%	2%	0%	100%

Ethnicity	Non Hispanic/Latino	Hispanic/Latino	Total
Maximum	90%	10%	100%
Medium	90%	10%	100%
Minimum	94%	6%	100%
Unclassified	94%	6%	100%

(Attachment 16 – Division of Adult Institutions Demographics by Security Level as of 7/31/2016, continued)

Mental Health Condition	Unknown	No Mental Health Condition	Mental Health Condition	Serious Condition	Total
Maximum	1%	47%	36%	16%	100%
Medium	0%	62%	29%	9%	100%
Minimum	0%	77%	19%	3%	100%
Unclassified	3%	57%	34%	6%	100%

Education Level	9th through 12th grade-no HSED	HSED GED	Some Grad. work/Voc. School	Associate's, Bachelor's, Master's, or PhD	Total
Maximum	38%	46%	13%	3%	100%
Medium	27%	49%	18%	5%	100%
Minimum	21%	53%	20%	6%	100%
Unclassified	26%	52%	16%	6%	100%

Attachment 17 – CTE/Vocational Enrollment Demographic Information FY14-FY-16

CTE/Vocational Enrollment FY14-FY16

**Inmate counted once per FY enrollment*

Updated 8/10/2016

Fiscal Year Totals		
FY14	FY15	FY16
1,483	1,194	1,232

Gender

	FY14	FY15	FY16
Female	144	116	103
Male	1,339	1,078	1,129

Race

	FY14	FY15	FY16
American Indian/ Alaskan Native	63	45	46
Asian or Pacific Islander	23	21	13
Black	624	491	468
White	773	637	703
Unknown	0	0	2

Age

	FY14	FY15	FY16
19 or younger	45	25	25
20-24	351	280	255
25-29	343	274	265
30-34	297	220	226
35-39	161	145	180
40-44	117	96	111
45-49	80	75	75
50-54	60	51	53
55-59	18	23	30
60-64	9	4	10
65 or older	2	1	2

Ethnicity (offender-reported)

	FY14	FY15	FY16
African	2	2	1
Alaska Native	1	1	0
American Indian	5	7	4
Black or African American	55	97	88
Cambodian	0	1	2
Central American	0	1	1
European	20	13	17
Filipino	1	0	0
Haitian	0	1	0
Hispanic or Latino	129	100	101
Hmong	6	8	5
Korean	1	1	0
Malaysian	0	1	0
Mexican	1	2	3
Middle Eastern	1	0	1
Native Hawaiian	0	0	1
Not Hispanic or Latino	263	220	162
Pacific Islander	0	0	1
Puerto Rican	7	4	7
Samoan	0	1	0
Slavic (E.European)	1	1	0
South American	1	0	0
Thai	1	0	0
Unknown	985	731	837
Vietnamese	1	0	1
White American	2	2	0

Attachment 18 – CTE/Vocational Programs by Institution

<i>Vocational Programs by Institution</i>	
Institution	Vocational Programs Available
Columbia Correctional Institution (CCI)	Building Services
	Custodial Services
	Printing
Fox Lake Correctional Institution (FLCI)	Automotive Maintenance Tech
	Cabinetmaking/Millwork
	Computer Drafting - Mechanical
	Custodial Services
	Heating/Refrigeration/Air Conditioning
	Horticulture (3 certificate programs)
	Machine Tool Operation
	Masonry/Bricklaying
	Motorcycle, Marine & Outdoor Power Products Tech
	Welding: Production & Fabrication
Green Bay Correctional Institution (GBCI)	Barber/Cosmetology
	Electricity
	Masonry
	Office Assistant
	Wood Tech/Cabinet Making
Jackson Correctional Institution (JCI)	Computer Literacy
	Food Production Specialist
Kettle Moraine Correctional Institution (KMCI)	Auto Detail
	Cabinet Making
	Computer Aided Drafting
	Custodial Skills
	Masonry
New Lisbon Correctional Institution (NLCI)	Welding Fabrication & Production
	Cabinet Making
	Commercial Baking Certificate Program
Oakhill Correctional Institution (OCI)	Horticulture
	Building service
Oshkosh Correctional Institution (OSCI)	Culinary Arts
	Food Service Technician
	Horticulture
	Microsoft Office Applications
	Practical Computer Skills
	Braille Transcription
	Building Maintenance and Construction

(Attachment 18 – CTE/Vocational Programs by Institution, continued)

Prairie du Chien Correctional Institution (PDCI)	Computer Software
	Building Maintenance
	Masonry
Racine Correctional Institution (RCI)	Culinary Arts Program
	Custodial Services Program
Racine Youthful Offender Correctional Facility (RYOCF)	Custodial
	Masonry
	Microcomputer Specialist Certificate
	C - Tech
Redgranite Correctional Institution (RGCI)	Bakery Fundamentals
Stanley Correctional Institution (SCI)	Computer Aided Drafting
	Custodial Services
	Microsoft Office
Taycheedah Correctional Institution (TCI)	Cosmetology Program
	Dental Laboratory Technician Program
	Fundamentals of Building Maintenance & Construction Program
	Office Software Applications Program
Waupun Correctional Institution (WCI)	Building Maintenance & Construction
Wisconsin Secure Program Facility (WSPF)	Barbering/Cosmetology

Attachment 19 – 2015 Released Offenders with at Least One Unmet Primary Program Need, by Program Type and Risk Level

Anger Management

Risk Level	Need met?				Total	
	No		Yes		N	%
	N	%	N	%		
Low	158	69.9%	68	30.1%	226	100.0%
Medium	264	57.9%	192	42.1%	456	100.0%
High	664	65.7%	346	34.3%	1,010	100.0%
Missing	24	15.8%	128	84.2%	152	100.0%

AODA

Risk Level	Need met?				Total	
	No		Yes		N	%
	N	%	N	%		
Low	503	53.4%	439	46.6%	942	100.0%
Medium	727	49.8%	732	50.2%	1,459	100.0%
High	1,449	55.1%	1,183	44.9%	2,632	100.0%
Missing	108	32.0%	230	68.0%	338	100.0%

Cognitive Intervention

Risk Level	Need met?				Total	
	No		Yes		N	%
	N	%	N	%		
Low	696	78.4%	192	21.6%	888	100.0%
Medium	854	62.1%	522	37.9%	1,376	100.0%
High	1,542	59.8%	1,037	40.2%	2,579	100.0%
Missing	46	16.9%	226	83.1%	272	100.0%

Domestic Violence

Risk Level	Need met?				Total	
	No		Yes		N	%
	N	%	N	%		
Low	174	75.0%	58	25.0%	232	100.0%
Medium	854	87.0%	128	13.0%	982	100.0%
High	502	71.5%	200	28.5%	702	100.0%
Missing	22	24.2%	69	75.8%	91	100.0%

(Attachment 19 - 2015 Released Offenders with at Least One Unmet Primary Program Need, by Program Type and Risk Level, continued)

Sex Offender Treatment

Risk Level	Need met?				Total	
	No		Yes		N	%
	N	%	N	%		
Low	213	60.0%	142	40.0%	355	100.0%
Medium	158	72.8%	59	27.2%	217	100.0%
High	197	83.5%	39	16.5%	236	100.0%
Missing	138	42.9%	184	57.1%	322	100.0%

Earned Release

Risk Level	Need met?				Total	
	No		Yes		N	%
	N	%	N	%		
Low	293	42.2%	401	57.8%	694	100.0%
Medium	554	58.9%	387	41.1%	941	100.0%
High	1,175	68.0%	552	32.0%	1,727	100.0%
Missing	306	93.3%	22	6.7%	328	100.0%

Challenge Incarceration

Risk Level	Need met?				Total	
	No		Yes		N	%
	N	%	N	%		
Low	222	90.2%	24	9.8%	246	100.0%
Medium	492	87.4%	71	12.6%	563	100.0%
High	1,154	86.2%	184	13.8%	1,338	100.0%
Missing	276	93.6%	19	6.4%	295	100.0%