



## Department of Corrections FY2020 Annual Performance Evaluation (November 2020)

### Wildly Important Goals (WIGs)

The Department of Corrections has identified three wildly important goals (WIGs) for FY 2019-20 and beyond. For this performance evaluation, the Department has updated progress on the initiatives identified in the FY19-20 Performance Plan that capture the Department's strategic and operational priorities, and reflect the overall direction as identified by Department leadership.

Additional detail for these, and other, WIGs is available in the Department's Performance Plan, which may be accessed [here](#).

#### **Decrease the Recidivism Rate through Normalization of Prison**

The Department will decrease the recidivism rate by establishing and implementing ten prison normalization principles by June 30, 2020. Implementing normalization principles in prison means the DOC will create an atmosphere in prison that is as close as possible to normal life outside of prison.

#### **Increase the Percentage of Parolees who are Employed**

The Department will increase the percentage of parolees who are employed by 5%; from 70% to 75%, by June 30, 2020. Increasing offender and parolee referrals to community support organizations and second chance employers will assist offenders and parolees in gaining employment to promote successful community reintegration.

#### **Improve Culture within DOC and Decrease Labor Shortage**

The Department will improve its culture and decrease its labor shortage by decreasing the staff turnover rate by 4%; from 24% to 20%, by June 30, 2020. Decreasing the staff turnover rate will have a significant impact on all objectives of the Department, none of which is more important than staff safety.



**Department of Corrections  
FY2020 Annual Performance Evaluation (November 2020)**

**Operational Measures**

**Decrease the Recidivism Rate through Normalization of Prison  
Major Program Area – Housing and Security and Adult Parole**

**Prison Operations – provides direct staff and offender interaction**

**Community Parole Officers – provide supervision to parolees as regular or ISP parole clients**

Measure	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
<b>Decrease the recidivism rate by establishing and implementing 10 normalization principles by June 30, 2020</b>	N/A	N/A	1	4	7	10	10	15
Number of facilities	N/A	N/A	1	5	20	20	20	20
Number of transitional work program employers	N/A	N/A	0	6	10	13	3	9
Number of offenders hired for transitional work program	N/A	N/A	0	27	52	52	35	120
Percent of total parole population that paroles homeless from 1.6% to 1.4%	1.8%	1.6%	2.2%	1.8%	1.5%	1.5%	1.4%	1.0%
Monthly average number of offenders with homeless parole plans from 130 to 120	261	130	137	139	139	139	120	100
Percent of technical parole violation revocations from 1.9% to 1.6%	1.9%	1.9%	1.6%	1.7%	1.6%	1.3%	1.6%	1.4%

**Increase the Percentage of Parolees who are Employed**

**Major Program Area – Housing and Security and Adult Parole**

**Prison Operations – provides direct staff and offender interaction**

**Community Parole Officers – provide supervision to parolees as regular or ISP parole clients**

Measure	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
<b>Increase the percentage of employed parolees 5% from 70% to 75%</b>	N/A	70%	71.6%	72.97%	74.38%	72.63%	75%	78%
Releasing offender referrals to WAGEES partners from facilities from 0 to 100	N/A	N/A	71	188	369	580	100	400
Parolee referrals to WAGEES partners from 1,452 to 1,800	N/A	1,452	637	1,545	2,532	3,286	1,800	2,000
Number of offender interviews prior to release from prison from 473 to 600	345 <sup>2</sup>	473	193	327	438	517	600	1,000



**Department of Corrections  
FY2020 Annual Performance Evaluation (November 2020)**

**Improve Culture within DOC and Decrease Labor Shortage**

**Major Program Area – Human Resources**

**Human Resources – provides direct employee services**

Measure	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
Improve DOC culture and decrease its labor shortage by decreasing the staff turnover rate by 4%; from 24% to 20%, by June 30, 2020	25%	24%	17.0%	16.84%	15.51%	15.17%	20%	12%
Conduct a department-wide survey to solicit ideas and suggestions on engagement of staff by September 30, 2019	N/A	N/A	Complete	Complete	Complete	Complete	N/A	N/A
Create multi-disciplinary work groups, state-wide, to review employee ideas from the survey and make recommendations to executive staff by January 2, 2020.	N/A	N/A	N/A	Complete	Complete	Complete	N/A	N/A



**Department of Corrections  
FY2020 Annual Performance Evaluation (November 2020)**

**Governor Bold Goal: Save Coloradans Money on Healthcare**

**Major Program Area – Clinical Services**

**Clinical Services – provides direct offender health care services**

Measure	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
Decrease healthcare costs by securing a pre-payment waiver on DOC prescription drugs, educating offenders on circulatory system and seizure conditions, and decreasing offender self-injurious behavior (SIB)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Secure a pre-payment waiver for medication, in collaboration with Department of Human Services, by January 31, 2020	N/A	N/A	N/A	N/A	Complete	Complete	N/A	N/A
Percent of offenders participating in circulatory system education	N/A	N/A	0%	69%	57%	57%	40%	60%
Number of unscheduled transports from 186 to 179 (circulatory system)	N/A	186	33	63	88	103	179	172
Percent of offenders participating in seizure education	N/A	N/A	0%	57%	45%	45%	40%	60%
Number of unscheduled transports from 35 to 33 (seizure condition)	N/A	35	7	11	17	20	33	31
Percent of mental health peer assistants in SIB education	N/A	N/A	21%	100%	100%	100%	80%	100%
SIB events in acute treatment unit (ATU) from 33 to 32	N/A	33	12	15	18	21	32	31
Number of unscheduled transports from 52 to 49 (ATU)	N/S	52	2	4	6	6	49	47