



COLORADO

**Department of Corrections
FY 21 Annual Performance Report (November 2021)**

Wildly Important Goals

The Department of Corrections has identified several wildly important goals (WIGs) for FY 2020-21 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2020-21 Performance Plan that capture the Department's WIGs 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

Decreasing the recidivism rate will improve overall community safety and defer general fund costs for incarcerating repeat offenders. Success in decreasing recidivism, by improving the prison culture, will be measured by ensuring releasing inmates have stable housing and support to avoid technical parole violation returns to prison, providing mentoring programs and by increasing the number of participants in the Transitional Work Opportunity program.

Increase the Percentage of Medication Assisted Treatment Participation

Medication assisted treatment (MAT) within the DOC is designed to mitigate the risks associated with opioid use disorder such as overdose/death and recidivism. Increasing MAT participation will assist in the successful re-entry of inmates diagnosed with opioid use disorder.

Decrease Staff Turnover Rate and Improve the Culture

Recruiting and retaining top talent for the CDOC is vital to the effective operation of our agency. Decreasing turnover leads to a more efficient and highly skilled workforce, a decrease in the cost of recruiting and training new employees and improved facility security.



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Performance Measures

Decrease the Recidivism Rate

Major Program Area—Housing and Security and Adult Parole

Prison Operations – Provides Direct Staff and Offender Interaction

Community Parole Offices – Provides Supervision to Parolees as Regular or ISP Parole Clients

| Measure | FY18 Actual | FY19 Actual | FY20 Actual | Q1 FY21 | Q2 FY21 | Q3 FY21 | Q4 FY21 | FY21 Goal | 3-Year Goal |
|--|-------------|-------------|-------------|---------|---------|---------|--------------------|-----------|-------------|
| One Year Return Rate | | | 24.9% | | | | 17.3% | 23.9% | 21.9% |
| # Of Virtual Programming Opportunities | N/A | N/A | 0 | 14 | 18 | 18 | 19 | 20* | 20 |
| # Of Facilities With Inmate Mentoring Programs | N/A | N/A | 0 | 10% | 25% | 60% | 100% 1 Facility | 1 | 4 |
| # Of Restorative Justice Training Modules Delivered To All Staff and Inmates | N/A | N/A | 0 | 0 | 0 | 1 | 2 | 2 | 5 |
| Reduce Technical Parole Violations | N/A | N/A | 24.50% | 9.20% | 10.20% | 9.20% | 9.00% | 22.5% | 20.5% |
| Increase Take TWO Participants | N/A | N/A | 52 | 76 | 88 | 103 | 116 | 252 | 452 |

*During FY21 Skyline Correctional Center was closed reducing the number of facilities to 19, so our goal was met to implement virtual programming opportunities at all state facilities.

Increase the Percentage of Medication Assisted Treatment Participation

Major Program Area—Clinical Services

Clinical Services – Provides Direct Offender Health Care Services

| Measure | FY18 Actual | FY19 Actual | FY20 Actual | Q1 FY21 | Q2 FY21 | Q3 FY21 | Q4 FY21 | FY21 Goal | 3-Year Goal |
|--|-------------|-------------|-------------|---------|---------|---------|---------|-----------|-------------|
| % Of Eligible Inmates Participating In MAT Through Incarceration to Parole | N/A | N/A | N/A | | | | 11.36% | 10% | 30% |
| % Of Inmates Continued On MAT Upon Intake | N/A | N/A | N/A | 100% | 100% | 100% | 100% | 90% | 100% |
| % Of Eligible Inmates Referred To Post-Release Substance Abuse Services Prior To Release | N/A | N/A | N/A | 57.5% | 69.2% | 75.98% | 82.75% | 80% | 85% |



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**Decrease Staff Turnover Rate and Improve the Culture
Major Program Area—Human Resources
Human Resources – Provides Direct Employee Services**

| Measure | FY18 Actual | FY19 Actual | FY20 Actual | Q1 FY21 | Q2 FY21 | Q3 FY21 | Q4 FY21 | FY21 Goal | 3-Year Goal |
|---|----------------|----------------|----------------|------------|------------|------------|------------|--------------|----------------|
| Turnover Rate | N/A | N/A | 15.17% | 16.44% | 15.96% | 15.85% | 17.06% | 14% | 12% |
| % Of Supervisors Completed Succession Training | N/A | N/A | 67% | 61% | 59.67% | 59.07% | 56% | 80% | 85% |
| % Of New Employees Who Complete Their Probationary Period | N/A | N/A | 63% | 69% | 68% | 68% | 69% | 69% | 70% |
| # Of Divisions That Have An Operating Flex Time Policy | N/A | N/A | 0 | 0 | 7 | 7 | 7 | 7 | 7 |