Department of Corrections
FY 22 Annual Performance Report (November 2022)

Wildly Important Goals

The Department of Corrections has identified several wildly important goals (WIGs) for FY 2021-22 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2021-22 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.

WIG #1: Decrease the recidivism rate by reducing the one-year return rate from 23% to 20% by June 30th, 2022.

Recidivism is defined as returning to prison or inmate status for new crimes or technical violations within three years of release. This definition is in compliance with the Correctional Leaders Association (CLA). Because recidivism is based on three years of returns to prison or inmate status, the benefits of initiatives are not truly evident until the programs are well established and the Department can track those releasing inmates for three years. A one-year return rate is more effective in showing the immediate effects of current strategies.

Decreasing the recidivism rate will improve overall community safety and defer general fund costs for incarcerating repeat offenders. Success in decreasing recidivism and 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, introducing restorative justice concepts, and increasing the number of participants in the Transitional Work Opportunity program.

WIG #2: The Department will implement telemedicine and increase access for specialty care appointments in all 19 State facilities by June 30th, 2022.

The department will increase telehealth access and implement telemedicine in all State facilities in an effort to provide timely and efficient healthcare services to the incarcerated population. Currently, wait times for specialty care appointments can be lengthy and weather, security concerns, staffing shortages, etc. can cause the cancellation of appointments. Transportation of incarcerated individuals to the community is costly and causes a risk to security. Successful completion of this goal will improve access to care for the incarcerated population, decrease wait times for specialty care appointments, such as cardiology and neurology, and improve public safety by decreasing the number of off-site transports to community providers.

WIG #3: The Department will decrease the staff turnover rate from 13% to 12% by June 30th, 2022.

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. It is critically important the department retains new employees past their 12-month probationary period based on the cost and time spent on recruitment and training. Increasing the number of staff who remain employed past that one-year mark improves facility security and provides a more knowledgeable workforce. Shortages in affordable housing in the Buena Vista area and compression pay discrepancies are two of the more pressing issues our staff face. Exploring opportunities to address these issues will be instrumental in retaining qualified staff.

Performance Measures

Reduce One Year Return Rate
Housing and Security; Inmate Programs

Measure	FY21 Actual	Q1 FY22	Q2 FY 22	Q3 FY 22	Q4 FY 22	FY22 Goal
1 year returns	**23%**	–	–	–	**8.80%**	**20%**
# of facilities with an inmate mentoring program	1	1	7	7	8	5
Dynamic security contacts	0	1,986	20,802	60,121	114,786	150,800
Restorative justice trainings	2	12	30	38	48	10
Take TWO Participants	117	186	253	288	336	225
TPV Rate	14.43%	9%	9.70%	10.80%	11%	14.20%

Increase Telemedicine Access
Medical and Dental Programs

Measure	FY21 Actual	Q1 FY22	Q2 FY 22	Q3 FY 22	Q4 FY 22	FY22 Goal
Number of facilities with telemedicine	**1**	**6**	**12**	**12**	**19**	**19**

Number of staff trained	2	24	54	75	143	38
Number of providers trained	1	10	26	35	69	19
Number of facilities with broadband	18	18	18	18	19	19
Number of facilities with carts	14	14	17	17	18	19

Decrease Staff Turnover
Housing and Security; Staff

Measure	FY21 Actual	Q1 FY22	Q2 FY 22	Q3 FY 22	Q4 FY 22	FY22 Goal
Staff turnover rate	**13%**	**21%**	**22.44%**	**22.61**	**21.83%**	**12%**
% complete developing staff survey	0%	0%	0%	100%	0%	100%
% complete RFIp	0%	15%	60%	90%	90%	100%
% complete budget plan	0%	15%	25%	75%	75%	100%
Number of leadership visits	24	31	56	77	94	48
% of staff completing probationary period	69%	69%	64%	63%	56%	72%