



Department of Corrections FY 23 Annual Performance Report (November 2023)

Wildly Important Goals

The Colorado Department of Corrections (CDOC) has identified several Wildly Important Goals (WIGs) for FY 2022-23 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2022-23 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 one year return rate from the two year average of 13.05% to an average of 10% by June 30th 2023.

Recidivism is defined as returning to prison or inmate status for new crimes or technical violations within three years of release. 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 while they are incarcerated, introducing restorative justice concepts, and increasing the number of Dynamic Security Contacts in all of our facilities.

WIG #2: Decrease staff vacancy rate from 22.25% to 20.25% by June 30, 2023, and to 18.25 by 2024.

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. It is critically important the department retains new employees past their 12-month



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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.

WIG #3: Increase the number of participants in virtual programming from 80 to 200 by June 30, 2023.

The department will increase the number of facilities equipped and trained in crisis telebehavioral health access and continue to implement remote telemedicine services by increasing wireless access points in all State facilities in an effort to provide timely and efficient healthcare services to the incarcerated population.

In an effort to increase our Virtual Programming throughout the department we will also increase virtual college enrollment among our incarcerated population and establish educational opportunity centers for offenders to have access to educational classes and other opportunities to make them successful once they are released.

Performance Measures

Decrease one year returns Housing and Security; Inmate Programs

Measure	FY22 Actual	Q1 FY23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY23 Goal
Decrease One Year Returns	13.05%				17.3%	10%
Increase the number of facilities with RESTORE, the department's pre-release	4	5	7	12	18	19



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program, from 4 to all 19 facilities by June 30, 2023.						
Increase dynamic security contacts in all facilities from 114,786 contacts to 150,800 by June 30, 2023.	114,786	46,701	94,224	150,126	199,331	150,800
Decrease the Technical Parole Violation (TPV) rate from the fiscal year 2020-2022 average of 13% to 11% by June 30, 2023.	13%	14%	15%	16%	16%	11%
Develop new program and certify at least 50 incarcerated individuals as Peer Specialists by June 30, 2023.	0	0	1	1	39	50

Decrease staff vacancy
Increase staff and programs for employees

Measure	FY22 Actual	Q1 FY23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY23 Goal
Decrease staff vacancy	22.25%	26.07%	25.17%	21.38%	20.31%	20.25%
Increase the percentage of staff completing the probationary period from 56% to 72% by June 30, 2023.	56%	53%	54%	51%	51.7%	72%
Increase the applications from 9,524 to 10,000 by June 30, 2023.	9524	3,773	7,049	10,337	13,574	10,000
Reduce annualized turnover rate from 21.83% to 20.4% by June 30, 2023.	21.83%	20.36%	19.44%	20%	19.98%	20.4%



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Increase recruitment contacts at Historically Black Colleges and Universities (HBCUs) from 3 to 50 by June 30, 2023.	4	33	53	70	84	50
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Virtual Programming and Education
Telehealth and Inmate programs

Measure	FY22 Actual	Q1 FY23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY23 Goal
Virtual programming and education	80	212	212	266	266	200
Increase number of wireless access points in facilities from 135 to 185 by June 30, 2023.	135	139	140	153	165	185
Increase the number of facilities equipped and trained in crisis telebehavioral health from 6 to all 19 facilities by June 30, 2023.	6	19	19	19	19	19
Increase new enrollments in virtual college programming from 80 to 180 by June 30, 2023.	80	212	212	266	266	180
Establish three educational opportunity centers by June 30, 2023.	0	1	3	5	5	3