



Department of Corrections Q1 FY2021 Performance Evaluation (October 2020)

Wildly Important Goals (WIGs)

The Department of Corrections has identified three wildly important goals (WIGs) for FY 2020-21 and beyond. For this performance evaluation, the Department has updated progress on the initiatives identified in the FY20-21 Performance Plan that capture the Department's strategic and operational priorities, and reflect the overall direction as identified by Department leadership. The updates reflect data as of September 30, 2020.

Decrease the Recidivism Rate

The Department will decrease the recidivism rate, by driving the one year return to prison rate down, through the successful implementation of normalization principles including virtual programming, inmate mentoring programs and increased referrals to community support organizations.

Increase the Percentage of Medication Assisted Treatment Participation

The Department will increase the percentage of inmates who participate in Medication Assisted Treatment (MAT). MAT is designed to mitigate the risks associated with opioid use disorder and increasing participation will assist in the successful re-entry of those who are identified as having substance abuse treatment needs.

Decrease the Staff Turnover Rate and Improve the Culture

Recruiting and retaining top talent for CDOC is vital the effective operation of our agency. 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.



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Operational Measures

Decrease the Recidivism Rate
Major Program Area – Housing and Security and Adult Parole

Measure	FY19 Actual	FY20 Actual	Q1 YTD FY21	Q2 YTD FY21	Q3 YTD FY21	Q4 YTD FY21	1-Year Goal	3-Year Goal
Decrease the one year return rate from 24.9% to 23.9% by June 30, 2021							23.9%	21.9%
Number of facilities with virtual programming opportunities.	N/A	N/A	14				20	N/A
Number of facilities with inmate mentoring program.	N/A	N/A	0				1	4
Number of restorative justice modules delivered to all staff and inmates.	N/A	N/A	0				2	5
Technical Parole Violation (TPV) rate	27.3%	19.3%	9.2%				22.5%	20.5%
Number of Take TWO participants.	N/A	52	76				252	452

Status: On Track. A development team has been established for the inmate mentoring program and the vision and goals have been identified. The project is 10% complete and anticipated be complete ahead of the deadline. The infrastructure for the restorative justice curriculum is close to completion and delivery methods are being explored. The TPV rate continues to be driven down due to operational changes during the pandemic.



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Increase the Percentage of Medication Assisted Treatment Participation
Major Program Area – Clinical Services and Adult Parole

Measure	FY19 Actual	FY20 Actual	Q1 YTD FY21	Q2 YTD FY21	Q3 YTD FY21	Q4 YTD FY21	1-Year Goal	3-Year Goal
Increase the percentage of eligible inmates participating in MAT through incarceration to parole by 10% by June 30, 2021.	0	0					10%	30%
Percentage of inmates continued on MAT upon intake	0	0	100%				90%	100%
Percentage of eligible inmates referred to post-release substance abuse services prior to release	0	0	57.5%				80%	85%

Status: On track. To date, every offender who has come in to the department on MAT has been continued. A referral process has been established for post-release substance abuse treatment and the number of referrals continues to increase each month.



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Decrease staff turnover rate and improve the workplace culture
Major Program Area – Human Resources

Measure	FY19 Actual	FY20 Actual	Q1 YTD FY21	Q2 YTD FY21	Q3 YTD FY21	Q4 YTD FY21	1-Year Goal	3-Year Goal
Decrease the staff turnover rate from 15.17% to 14% by June 30, 2021	24%	15.17%	16.44%				14%	12%
Percentage of supervisors who complete succession training.	N/A	67%	61%				80%	85%
Percentage of new employees who complete their probationary period.	N/A	63%	69%				69%	70%

Status: On Track. After a brief uptick in turnover during the first month of the fiscal year, the department has seen a decrease each month and is on track to meet the goal. Succession training has been paused due to COVID; however, a virtual option and a reduced in-person training plan are being developed.



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Racial Justice Initiatives
Major Program Area – Human Resources

Measure	FY19 Actual	FY20 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
Recruitment of Correctional Officers in a protected class	N/A	60%	68.42%				65%	68%
Turnover of Correctional Officers in a protected class	N/A	10.09%	10.24%				6%	5%

Status: On track. Recruitment and retention strategies are being reviewed through the lens of equity and diversity.