



## Department of Corrections Q2 FY2021 Performance Evaluation (January 2021)

### 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 December 31, 2020. Additional information on the Department's goals and progress can be found [here](#).

#### **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
<b>Decrease the one year return rate from 24.9% to 23.9% by June 30, 2021</b>							23.9%	21.9%
Number of facilities with virtual programming opportunities.	N/A	N/A	14	18			20	N/A
Number of facilities with inmate mentoring program.	N/A	N/A	0	0			1	4
Number of restorative justice modules delivered to all staff and inmates.	N/A	N/A	0	0			2	5
Technical Parole Violation (TPV) rate	27.3%	19.3%	9.2%	10.2%			22.5%	20.5%
Number of Take TWO participants.	N/A	52	76	88			252	452

**Status: On Track.** The development team for the inmate mentoring program has defined the programming template and is in the process of developing the fine points of the program. The project is 25% complete and anticipated be complete ahead of the deadline. The restorative justice training is in the latter stages of development and podcasts have been provided to the incarcerated population. The TPV rate continues to be driven down due to operational changes during the pandemic. While there has been vast interest in the take TWO program from community partners, COVID protocols have diminished the ability to provide those work opportunities outside of the facility.



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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%	100%			90%	100%
Percentage of eligible inmates referred to post-release substance abuse services prior to release	0	0	57.5%	69.2%			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
<b>Decrease the staff turnover rate from 15.17% to 14% by June 30, 2021</b>	24%	15.17%	16.44%	15.96%			14%	12%
Percentage of supervisors who complete succession training.	N/A	67%	61%	59.67%			80%	85%
Percentage of new employees who complete their probationary period.	N/A	63%	69%	68%			69%	70%

**Status: Challenges.** Staff turnover during the COVID pandemic has proven to be difficult to predict. After four months of declining turnover rates, December saw an increase; though 19% of separations year to date have been full service retirements. Succession training has been suspended due to COVID restrictions and it has been determined that the class is most effective in person and will not be developed as a virtual curriculum.



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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%	65.92%			65%	68%
Turnover of Correctional Officers in a protected class	N/A	10.09%	10.24%	8.54%			6%	5%

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