

Delaware Offender Reentry Plan

Version 1.0

April 14, 2009



Background

- Secretaries of DOL, DOC, DHSS, DOE, and DSHA were charged with the responsibility of developing and presenting in 90 days a reentry plan to the Governor
- Agencies have engaged in a collaborative process to develop a comprehensive and coordinated continuum of services
- Work Group is comprised of:
 - Kim Brockenbrough, DSHA
 - Bob Clarkin, DOL
 - Karl Hines, DOC
 - Jay Lynch, DHSS
 - Alison McGonigal, DYRS
 - Amy Reinbold, CJC
 - Bob Strong, DOL
 - Valarie Tickle, CJC
 - Maureen Whelan, DOE



Community Inputs to Developing the Plan

- Four public hearings
- Hope Commission
- Delaware Reentry Consortium
- Delaware Center for Justice
- U of D Center for Drug and Alcohol Studies
- Academic Literature
- CJC Reentry Subcommittee
- Local Community Based Organizations
- Local Faith Based Organizations
- Planned visits to DOC Facilities

- And many, many more



Planning Goals

- Maximize existing resources by creating interdisciplinary approaches to support offenders' successful re-integration into the community
- Equip individuals released from custody with the tools needed to succeed in the community
- Build a continuum of custody, care, and control for all offenders who are under a community-based supervision sentence and especially those offenders who are discharged from the custody of the Department of Correction
- Identify how State Agencies must work together to improve offender accountability and to require personal responsibility for achieving self-sufficiency
- Improve public safety by reducing recidivism and revictimization in our communities
- Incur no new costs

***All the above shall utilize recognized best practices**





Planning Objectives

- Increase availability and access within five identified reentry pillars through streamlining current process and utilizing existing resources.
 - Housing, Employment, Human Services, Education & Community Integration
- Create a standardized process for documenting individuals' entry to and release from the Department of Correction
 - Identified gaps and improvements
- Develop reentry Memorandum(s) of Understanding with partner government agencies to enhance and streamline process and delivery with clear expectations and accountability
- Implement an accountability system to monitor the plans success, identify its gaps and develop best practices
- Seek grant funds to support and enhance reentry and recidivism efforts

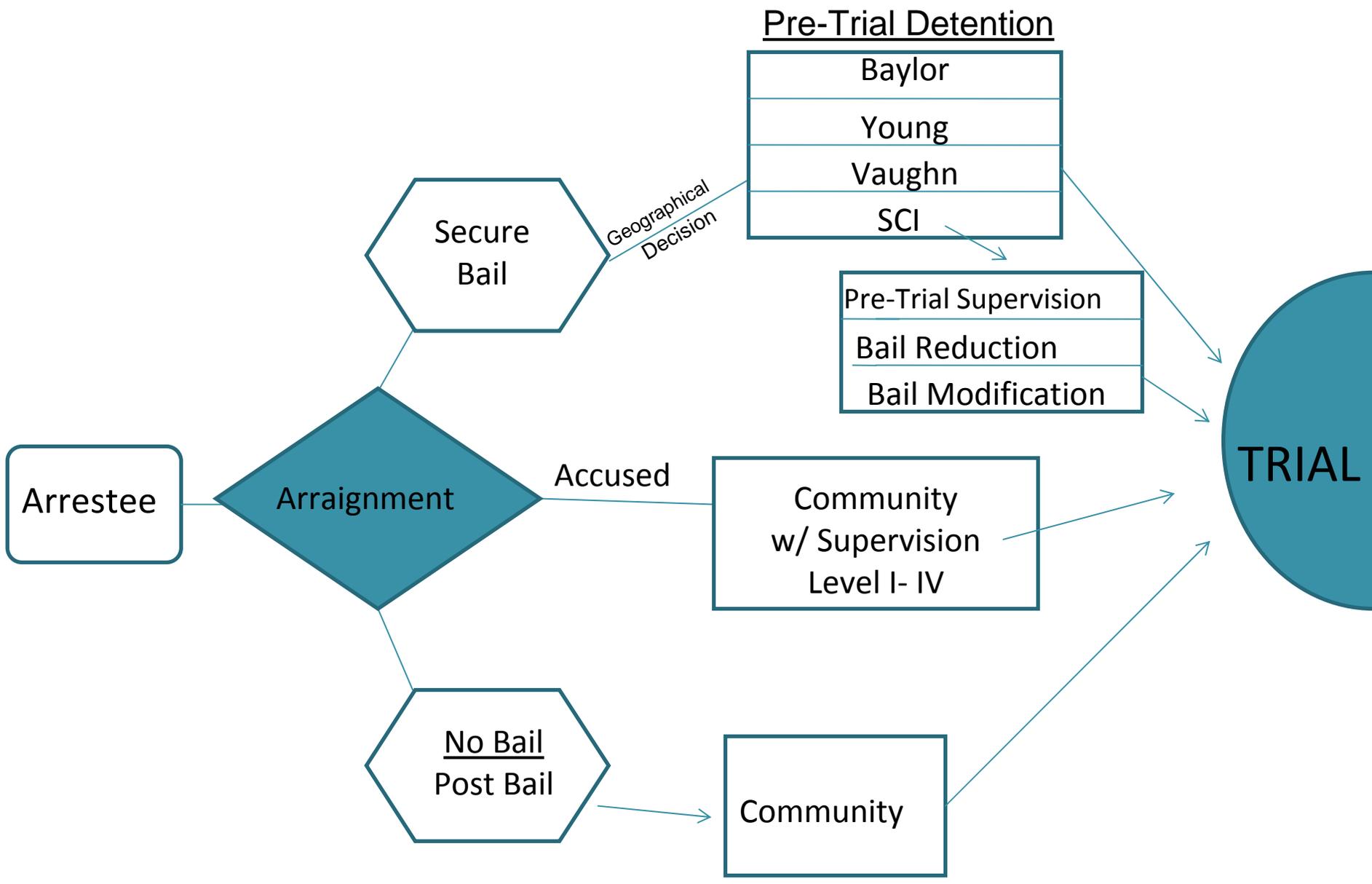
Recidivism

For the purpose of this plan, recidivism is defined as:
Reconviction and sentenced to incarceration, confinement
and further supervision

The trouble with Recidivism

- No baseline for recidivism
 - No recidivism data on Delaware available
 - No consistent national definition of recidivism
- Different measurements
 - Severity
 - Frequency
- Re-offend vs. relapse
- Complex needs
 - Human element







Not Guilty

Baylor
Young
Vaughn
SCI

Guilty Sentence Time Served
30/60/90 days

Guilty Sentence w/ Credit for Time Served

Guilty Sentenced (1 Day or More)

Guilty Sentence to Life (N/A)

Sentenced w/out Supervision

Sentenced w/ Supervision

In State

Another State

Delaware Level System

Level I: Least restrictive, pay fine, attend programs

Level II: Standard probation, regular visits with probation officer (usually monthly), counseling

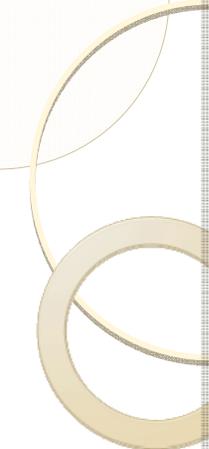
Level III: Frequent monitoring, curfew, close supervision to increase successful reentry into community

Level IV:

- Work Release: Partial confinement
- Electronic Monitoring: Restriction to approved residence with electronic surveillance

Level V: Incarceration





DOC Stats

- About 7,000 inmates in facilities
- Approx 17,500 probationers in the community
- 57% serve more than one year with an average length of stay of 20.8 months
- 24% have less than one year with an average length of stay of 63.1 days
- 19% in detention status
- \$33,000 a year to incarcerate one inmate
- 25,000 Admissions yearly—not 25,000 unique individuals
 - Need to determine actual number of individuals

Pillars of Sustainable Reentry

Sustainability

Employment

Education

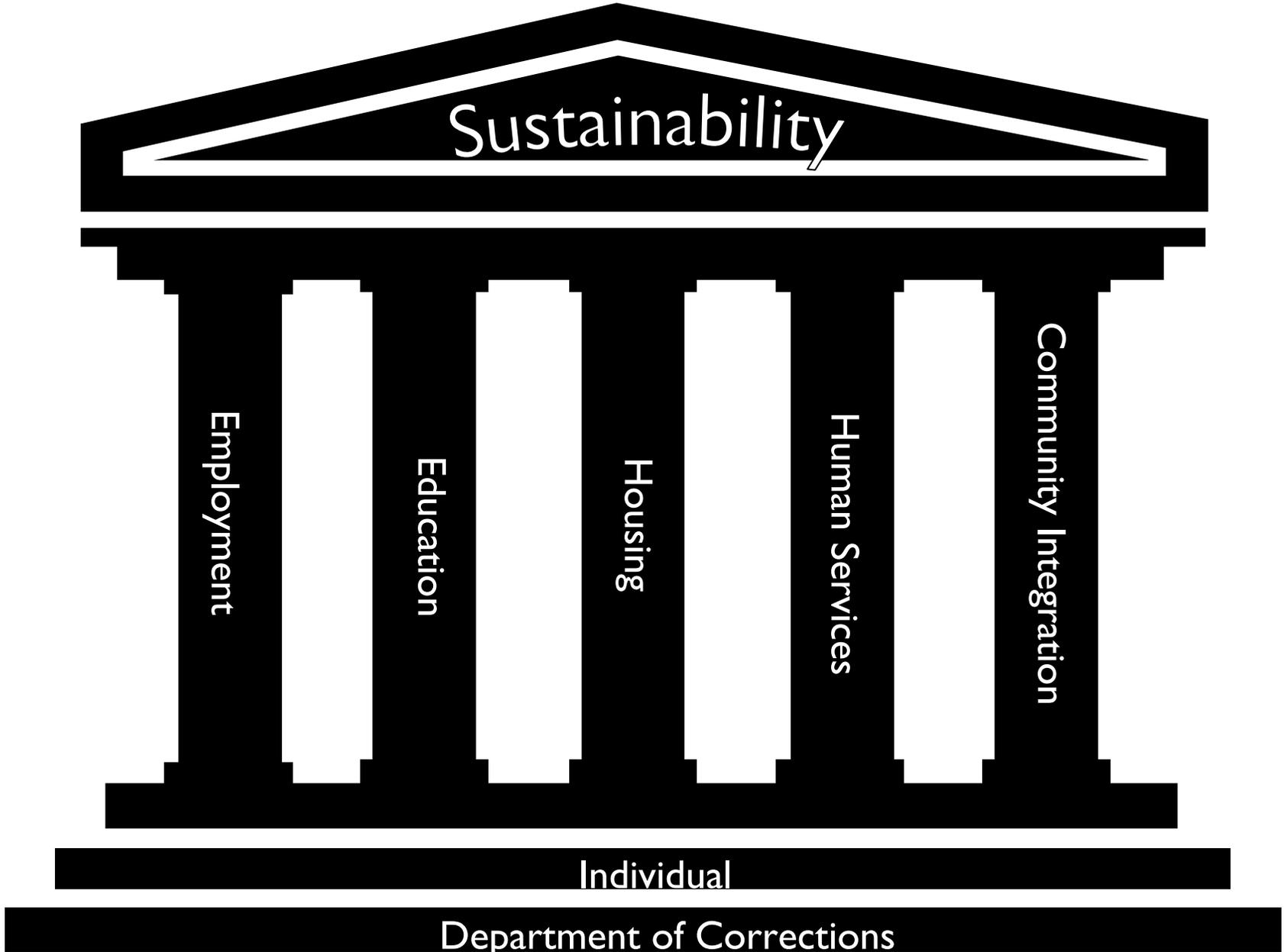
Housing

Human Services

Community Integration

Individual

Department of Corrections



Employment Gaps & Barriers

- Insufficient funding for programming and support services
- Lack of employment opportunities
 - Lack of resources to meet their specialized needs
 - Lack of soft skills and job training causes placement difficulties
- Lack of employers willing to hire/ livable salaries
- Lack of transportation / drivers license
- Insufficient coordination with DOC employment counselors/processes
- Lack of personal confidence or will power from feelings of discouragement
- Lack of sufficient employment transition planning while offender is incarcerated

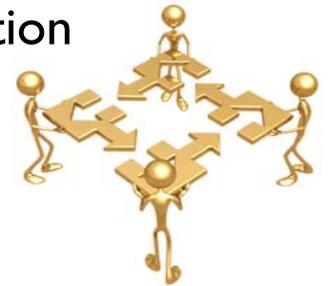


Employment Proposed Changes

- Job Readiness workshops at all four L-IV institutions with appropriate content for the populations (DOL, DOC)
- Life Skills instructors with JobLink, web-based system access and training. (DOL, DOE)
- On-site job readiness training, JobLink registration and job search on the Mobile One-Stop (DOL)
- Coordinate referrals and visits to the local One-Stop Center (DOL, DOC)
- Utilize Workforce Investment Board's "Share Network" to create satellite one-stop access points with access to Delaware JobLink. (DOL)
- Provide Delaware JobLink training to community and faith based organization staff. (DOL)
- Modify Prison Industries to include appropriate occupation, soft skills and computer literacy skills (DOC, DOL)
- Reinstate apprenticeship opportunities at level V institutions (DOL, DOE, DOC)
- Ensure alignment of vocational instruction in institutions with jobs currently in demand (DOE, DOC, DOL)

Education Gaps & Barriers

- Insufficient collection of information on the offender's educational history
- Processes classifying offenders to education differ across institutions
- Insufficient vocational training for those requesting it
- Waiting lists for some education programs within the institutions
- Lifeskills curriculum does not include the topics related to the five pillars of reentry
- Medical and meal schedules interfere with inmates' ability to attend educational services
- Insufficient coordination between K-12, Adult Education and DOC



Education Proposed Changes

- Align educational programming with classification based on the assessment tool (DOC,DOE)
- Add agency reentry information to the Life Skills curriculum
- Schedule educational programming to avoid conflicts with meal and program schedules (DOC, DOE)
- Update entry process into vocational training classes to prioritize participation to those most in need (DOE,DOC)
- Expedite transfer of information between K-12, DOE, Adult Education and partnering agencies

Housing Gaps & Barriers

- Fragmented jurisdiction of housing authorities
- Lack of affordable and available housing
- Lack of sufficient housing transition planning
- Community transitional housing projects often not welcomed into neighborhood
- High concentration of offenders returning to particular areas with limited housing options
- Federal HUD restrictions and Public Housing Authority policies prevent offenders from accessing housing assistance



Housing Proposed Changes

- Provide information for housing workshops at Level V Institutions (DSHA, DOC, DOE)
- Lead efforts to revise policies to increase access to affordable housing with five Public Housing Authorities (DSHA ,Wilmington Housing Authority, NHA, New Castle County Housing Authority & DHA)
- Support Community Based Organizations to create additional housing options (DSHA, DOC)
- Provide education and access to applications and housing locator information to key advisor (DOE ,DOC)
- Create and distribute Housing Resource Packets (DSHA)

Human Services Gaps & Barriers

- No collaboration between DHSS and DOC to identify individuals with specific mental health, substance abuse or disabilities needs and prepare for their release and service acquisition
- Delaware's "HIPAA" does not allow for disclosure, without informed consent, of Protected Health Info (PHI) thus preventing pre release planning and coordination of services
- No collaboration between DHSS and DOC to begin the Medicaid and entitlement application process
- Federal welfare law imposes a lifetime ban on anyone convicted of a drug-related felony from receiving federally funded food stamps and cash assistance



Human Services Proposed Changes

- Begin Medicaid and entitlement application process for incarcerated individuals 45 days before they are released (DHSS,DOC)
- Revise Food Stamp, Supplemental Nutritional Assistance Ban (requires waiver/legislation)
 - State “opt out” completely
 - Condition eligibility for public assistance
 - Seek a series of lesser modifications
- Amend Title 16 of the Del. Code to allow release of public health information between partnering agencies (DHSS)
- Conduct ongoing assessment of treatment programs at Correctional Facilities (DHSS, DOC)
- Identify individuals with specific mental health, substance abuse or disabilities need prior to release and coordinate services in anticipation of release (DHSS, DOC, Community)

System Gaps & Barriers

- Initial classification provides risk assessment for security placement, but may or may not collect information on abilities and needs for program placement and service provision
- Intake is not a continuum of information gathering and is not handled in a consistent manner
- Educational information is not shared
- Department of Labor services not consistent among level IV facilities
- Difficulty in obtaining license or identification documents
- Inability to coordinate medical, mental health and substance abuse and disabilities needs with DHSS
- Inconsistent policy regarding CBO/FBO service delivery inside facilities
- No Delaware statistical analysis of recidivism
- Lack of consistent reliance on evidenced based practices



System – Proposed Changes

- Implement a needs assessment tool upon intake, including signed consent release form, for all adults sentenced 1 year+
 - After target population assessed begin population sentenced 1 year or less
- Develop a Departmental Reentry policy
 - Streamline and enhance current programs and training
- Implement a pre-release transitional plan with all participating agencies prior to offender release
- Pursue standardized policies for CBO/FBO service provision inside facilities

Community Integration Gaps & Barriers

- Lack of reentry planning with Community & Faith Based Organizations
- No cohesive community support system



Putting It All Together

Reforming State Reentry System

Sentenced Adults (1 year+)

- Over the next two years approximately 2,800 sentenced adult inmates will be released
 - Approximately 70% will be on some form of community based supervision (Levels I-IV)
 - Approximately 30% will be released with various conditions
 - No Supervision to Follow
 - Out of State Placement
 - Warrants
 - Detainees



Proposed Reentry Model

Incarceration - Confinement

6 Months Prior to Release

Intake

Needs Assessment

Signed Waiver

Case Plan Developed

Redesigned Service Delivery Provided According To Case Plan

Individual Assessment and Discharge Planning Begins

I-ADAPT

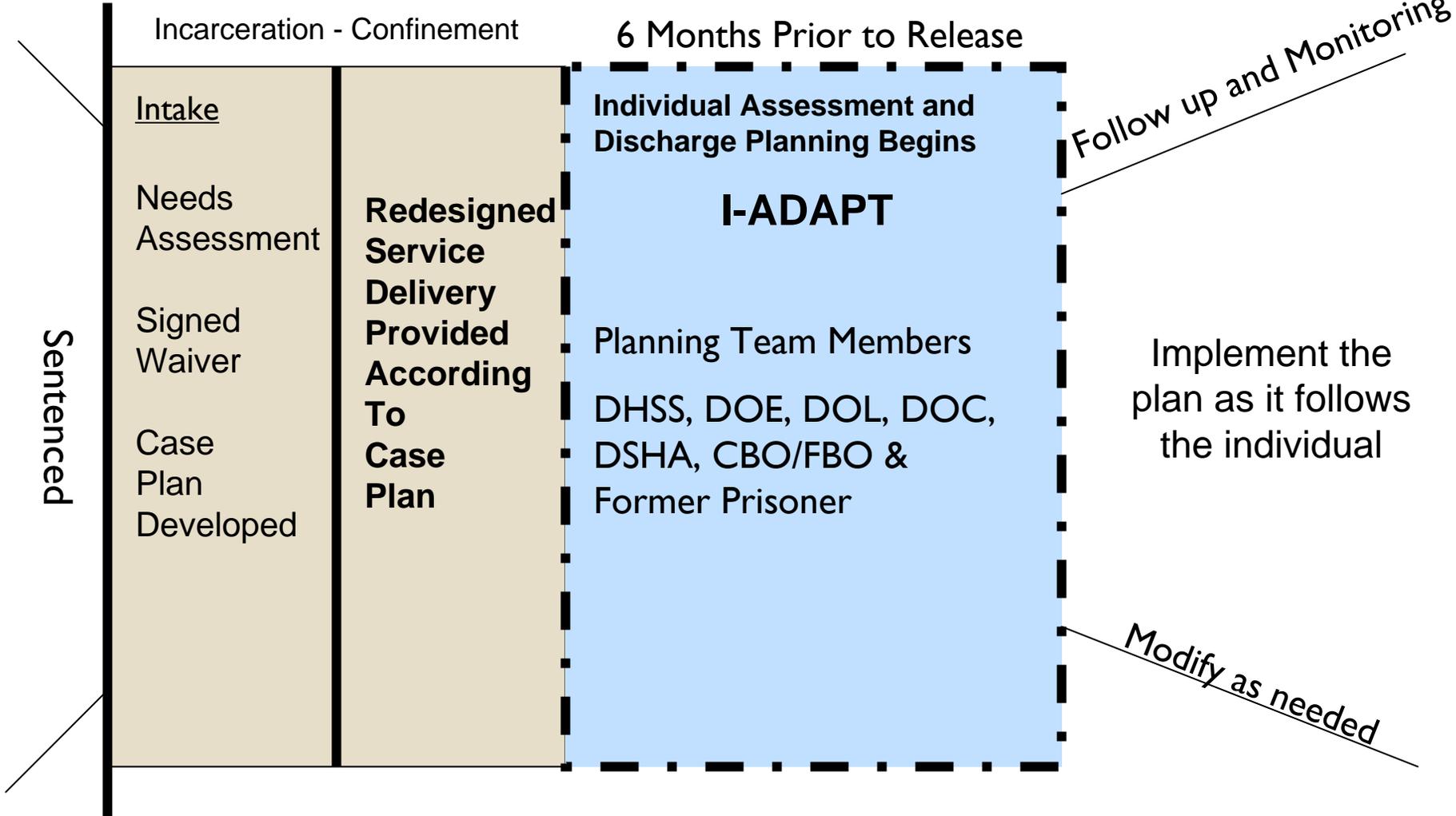
Planning Team Members
DHSS, DOE, DOL, DOC,
DSHA, CBO/FBO &
Former Prisoner

Follow up and Monitoring

Implement the plan as it follows the individual

Modify as needed

Sentenced

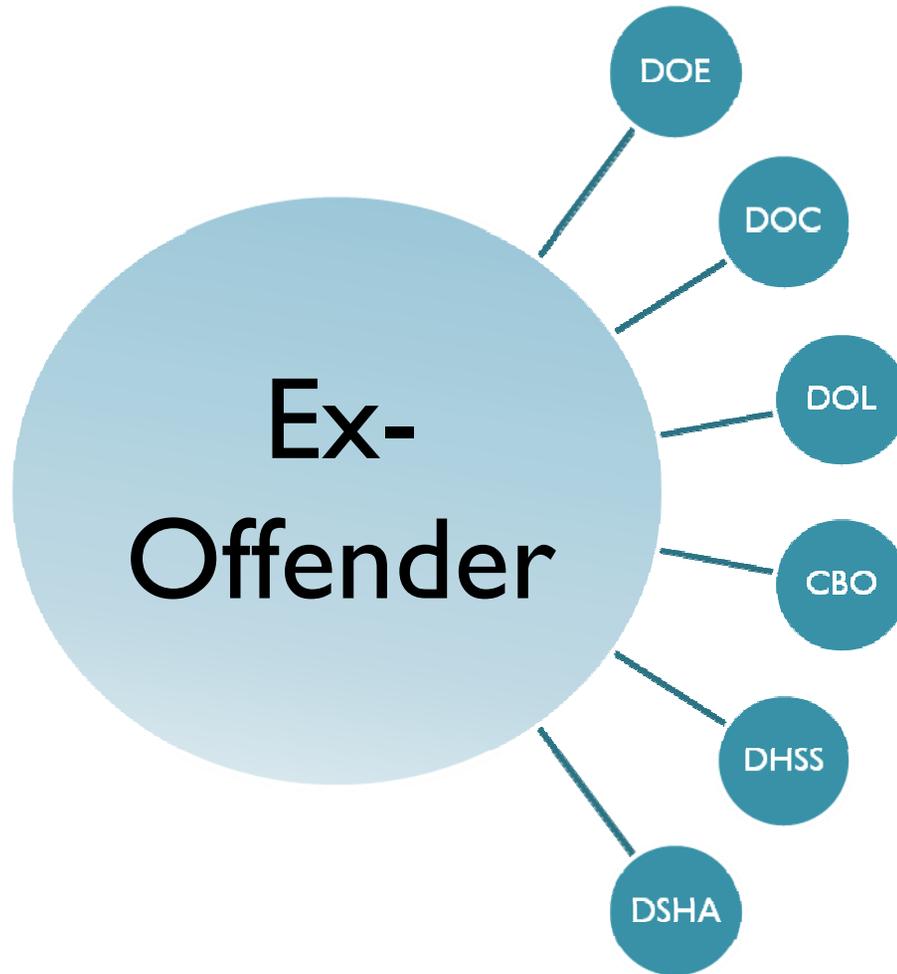


Individual Assessment, Discharge and Planning Team (I-ADAPT)

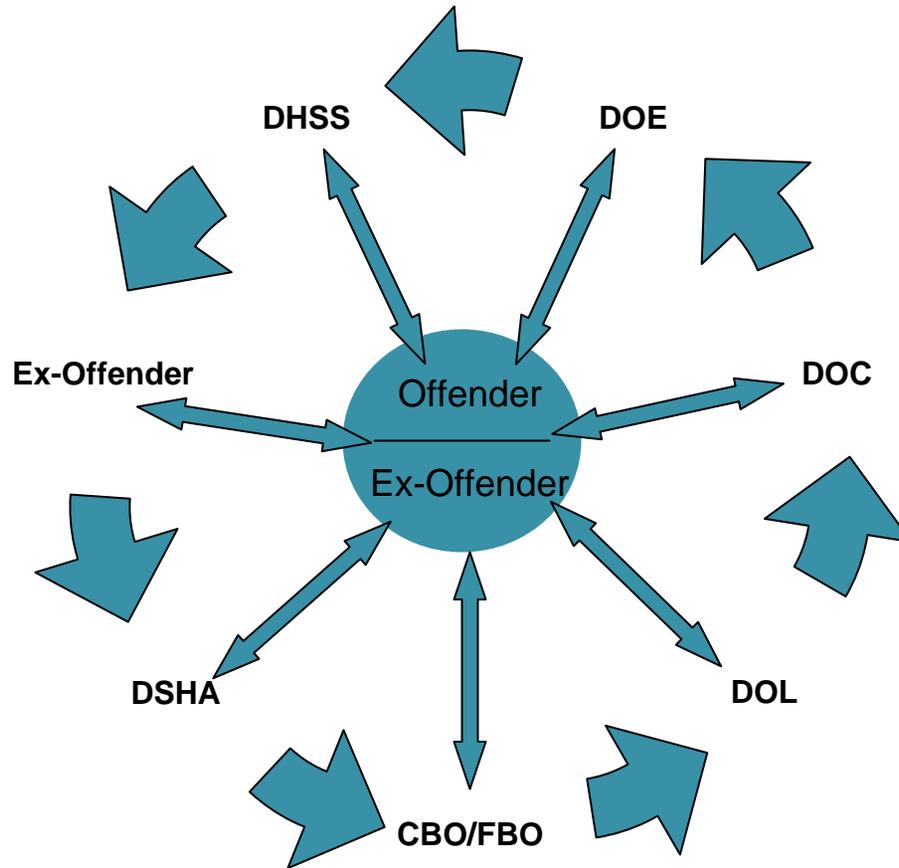
- Provides individualized transitional planning responsive to specific needs
- Utilizes a case management approach
- Essential providers consistently meet
 - Utilizes a team management approach
 - Uses existing employees and resources in a streamlined process
 - Monitors process quality, barriers, gaps and resources through monthly meetings of essential providers
 - Avoids duplication of services
 - Maintains accountability



Current Interaction Model



New Assessment & Discharge Planning Flow





Steps Forward

- Identify I-ADAPT team members within one month
 - 5 teams to be established
 - 1:Statewide Oversight, 2:City of Wilmington, 3:New Castle County, 4:Kent County, 5:Sussex County
 - Utilize existing state employees by redirecting job duties
 - Determine selection process of additional members
 - Community Based Organizations
 - Ex-offender
- Develop I-ADAPT meeting schedule within one month
- Develop measurement and accountability system
- Initiate Legislative and Regulatory changes
- Executive order to establish I-ADAPT

Reentry Plan: What it does

- Offender receives coordinated services while under DOC supervision that decrease the possibility of recidivism
- Necessary services provided while incarcerated or confined continue upon release to support successful reentry
- Eliminates agency silos
- Utilizes evidenced based best practices
- Develops a case management approach
- Allows for sharing protected information
- Establishes recidivism benchmark
- Builds foundation for sustainability
- Integrates community into the process





Version 2.0

- Youth Reentry
- Community Coordination and Integration
- Sentenced adults 1 year or less
- Detentioners
- Driver's License/State IDs