

January 3, 2010

The Honorable Mark Parkinson
Governor of the State of Kansas

Honorable Members of the Kansas Senate
And Kansas House of Representatives

Honorable Members of the Kansas Reentry Policy Council

Greetings:

Pursuant to provisions of KSA 75-52,112 I am pleased to present this report to detail the progress of the Kansas Community Corrections Statewide Risk Reduction Initiative and the individual community corrections programs. Statewide between Fiscal Year (FY) 2006 and FY 2009 there has been a 24.9% decrease in revocations to prison, demonstrating the attainment of the goal of a reduction in community corrections revocation rates by at least 20% (using their FY 2006 revocation rate as a baseline), and a 28.6% increase in probationers successfully completing supervision.

The success described briefly above, and in more detail within the body of the report, is the result of continued collaboration among local, state and national partners, and commitment on the part of community corrections agencies across the state to the implementation of evidence based practices. In the past year, statewide efforts have continued through targeted training opportunities for officers and case managers, and continued technical assistance for local agencies from the KDOC Community Corrections Services team. In order to continue to enhance community corrections agencies' ability to plan with their partners to promote probationer success and reduce probationer risk, KDOC began the Facilitated Strategic Planning Initiative (FSPI). The FSPI was designed to assist local community corrections agencies in building on the efforts that were put into place with the original statewide risk reduction initiative. In the first phase of the FSPI, the Community Corrections Services team was supported in these efforts through a cooperative agreement between The National Institute of Corrections; four agencies completed this period of intensive assistance. The capacity of the KDOC Community Corrections Services team has increased to enable them to facilitate this work independently, and the second phase of initiative has begun with three additional local agencies.

The Department of Corrections is committed to our role of collaborating with local partners to make Kansas safer for each citizen, and we look forward to the continued success of this legislative initiative.

Sincerely,



Roger Werholtz, Secretary
Kansas Department of Corrections

The Statewide Community Corrections Risk Reduction Initiative

Purpose of the Annual Report

This Annual Report is published by the Kansas Department of Corrections (KDOC), Community Corrections Services Division, in accordance with the requirements of K.S.A. 75-52, 112 (formerly House Substitute for Senate Bill 14), and is designed to provide both general and specific information to the Governor, the State Legislature (Secretary of the Senate and Chief Clerk of the House of Representatives), and the Kansas Reentry Policy Council. Information contained in this report includes a discussion of the Kansas Community Corrections Risk Reduction Initiative (RRI); continued progress with the RRI; the RRI grant application, oversight and technical guidance efforts, grant awards; and information on community corrections Fiscal Year (FY) 2006 revocation data and FY 2009 revocation goals.

Statewide Community Corrections Risk Reduction Initiative 2009 Progress

Building an Infrastructure for Change

Beginning in May, 2008, with the kickoff of the Statewide Risk Reduction Initiative, KDOC and their local and national partners began to build an infrastructure for change across the state by providing risk reduction education for local executives, stakeholders and case management staff through a series of conferences and trainings. This foundation has facilitated the work of local community corrections agencies toward the three goals of the Statewide Risk Reduction Initiative which are to increase public safety, reduce the risk level of probationers on community corrections supervision, and increase the percentage of probationers successfully completing community corrections supervision. Agencies funded under this initiative have committed to the philosophy of risk reduction and building a system to facilitate probationer success by targeting the criminogenic needs of medium and high risk probationers utilizing evidence based community supervision methods and practices. The RRI has continued through a number of training and technical guidance initiatives (see p. 80 for a timeline of the risk reduction initiatives).

Targeted Skill Development

The training initiatives in 2009 included both refreshers for training that has been provided previously and new training.

- Advanced Communication and Motivational Strategies (ACMS) Refresher
 - A four hour refresher class which discusses the advanced communication techniques in depth including an opportunity to practice the advanced skills and a review of thinking reports.
 - 118 Community Corrections staff and 127 Parole staff were trained.

- Case Management Series
 - A 7-day course designed to build skills in effective case management. Topics include: Evidence based practices, effective communication, LSI-R rater certification, and motivational interviewing.
 - 29 Community Corrections staff, 13 Facility staff, 3 Re-entry staff, 2 Parole staff and 2 Johnson County Court Services were trained.
- Community Supervision Domestic Violence Curriculum
 - A two part workshop which defines domestic violence and different forms of abuse, discusses recognition of power and control tactics, and covers supervision strategies for abusers. The workshop also discusses Protection from Abuse orders, No Contact orders, and third party notifications. Other topics include victim confidentiality, why victims recant, barriers to safety, and the impact of domestic violence on children.
 - 68 Community Corrections staff, 66 Court Services staff, 50 Parole staff, 21 Facility staff were trained.
- Sex Offender Management Training
 - A two day course which provides information on assessment and supervision strategies for sex offenders and discusses secondary trauma which may occur for officers who supervise this population. In addition, there is information about the impact of sex offenses on victims and victim services resources in the community. This training provides a forum for exchanging information and resources as well as an opportunity for officers to brainstorm options when working with sex offenders.
 - 98 Community Corrections staff were trained.
- Cognitive Behavioral Intervention Tools Training
 - A two day seminar covering skills case managers can use to assist offenders in reshaping their thinking to make more pro-social choices. Topics include: Thinking reports and thinking check-ins, social skills, and problem solving skills.
 - 7 Community Corrections staff were trained.
- Offender Workforce Development Overview / Staying in the Game / Stress Awareness
 - A one day seminar which provides an overview of the Offender Workforce Development program to raise officer awareness of the programming in which the offenders they supervise are participating. The seminar also addresses “Staying in the Game” which targets correctional fatigue and secondary trauma by assisting case managers in identifying coping techniques and developing individual methods to combat stress and

stressors. One specific tool provided to participants to minimize stress is the introduction and practice of time management techniques.

- 63 Parole/Facility staff were trained.
- Case Management Principles and Practices
 - A two day seminar for correctional staff on effective case management. This course includes: The eight evidence-based principles, responsibility as it applies to case management, motivating and engaging the offender, developing an effective case plan, identifying and deploying resources for the case plan, how to monitor the case plan, and responding to behaviors.
 - 35 Facility, 45 Parole staff and 45 Community Corrections staff were trained.
- Breaking Down the Systems
 - A computer lab course focusing on the computer operating systems utilized by KDOC. This course includes an overview of KDOC's technology infrastructure; guidance through OMIS, TOADS, PLONE and KASPER; and step-by-step instructions on the development and content of the Reentry Plan.
 - 15 Facility staff (specifically corrections counselors) were trained.
- LSI-R[®] Update Training
 - A mandatory web-based seminar for all LSI-R[®] raters on the new LSI-R[®] scoring guide which became effective July 1, 2009.
 - 289 Community Corrections staff, 7 Parole staff, 3 Facility staff, and 28 Johnson County Court Services staff were trained.

Facilitated Strategic Planning Initiative / NIC Cooperative Agreement

In order to build on the work that was begun as a result of the passage of Senate Bill 14 under the RRI, in 2008 the Kansas Department of Corrections (KDOC) entered into a cooperative agreement with the National Institute of Corrections (NIC). Through this agreement KDOC received training on, and coaching throughout, a strategic comprehensive planning and evidence based practice initiative. The Crime and Justice Institute (CJI) was selected as the technical assistance provider. CJI has proven experience leading major national projects that apply evidence based practices at both a system level and an agency level with specific expertise in areas including, but not limited to, facilitation of evidence based system change, coaching leaders of correctional agencies through significant organizational change, training and coaching agency personnel and stakeholders in evidence based practice and organizational development, and building and strengthening collaborative partnerships between oversight agencies and local entities. The technical guidance provided under this agreement continued into 2009.

Based on the work that the KDOC Community Corrections Services team did with CJI the Facilitated Strategic Planning Initiative (FSPI) was implemented. This initiative is an intensive planning assistance processes which was designed to provide local agencies with technical guidance on strategic planning. Agencies selected to participate in the first phase of the FSPI included: 6th Judicial District Community Corrections, 8th Judicial District Community Corrections, Harvey/McPherson County Community Corrections, and Shawnee County/2nd Judicial District Community Corrections. The activities involved in this strategic comprehensive planning and evidence based practice initiative were individualized to each participating agency. The FSPI process continued from 2008 into 2009. In 2008, the first phase was kicked off, the strategic planning retreat was held, and initial individual technical guidance programs were designed. Throughout this first phase of the FSPI, the KDOC Community Corrections Services team received training and technical guidance from CJI in working through the process with local agencies. In 2009 each agency:

- Continued to receive individualized technical guidance and training from the KDOC Community Corrections Team.
- Participated in a Quality Assurance Retreat to discuss effective evaluation and quality assurance measures to be implemented within each agency.
- Participated in follow-up assessment and an individualized review to examine the progress that had been made throughout the strategic planning process and identify continuing gaps and the direction of the agency as the formal facilitated support of the year long FSPI came to an end.

The ending of the formal FSPI represented a milestone on the ongoing journey of each agency toward full implementation and sustainability of the integrated model, therefore, the individualized review included a discussion of the next steps and ongoing needs for support and technical guidance from the KDOC Community Corrections Services team.

In September of 2009, the second phase of agencies were selected to participate in the FSPI (see page 86, for a logic model describing the initiative). The capacity of the KDOC Community Corrections Services team has increased to enable them to facilitate this work independently. Agencies selected were: 4th Judicial District Community Corrections, Central Kansas Community Corrections, and Riley County Community Corrections. Training and technical guidance will once again be customized to each agency, broadly speaking, however, selected agencies will:

- Participate in an assessment of the strengths and needs of the agency in the areas of evidence based practice, organizational development, and collaboration.
- Participate in a Strategic Planning Retreat to review assessment data; define agency vision, mission and values; discuss and come to consensus on roles and responsibilities within the agency; brainstorm and refine goals, objectives, action steps, timelines and benchmarks; develop

work teams to pursue completion of objectives; and define quality assurance and evaluation plans.

- Participate in professional development efforts which may include, but need not be limited to, establishment of professional development plans, targeted training in areas such as evidence based practices, project management, quality assurance, organizational development, and/or collaboration.
- Receive individualized support in the implementation of the agency specific strategic plan.

The outcomes associated with this process for each agency will be designed, through strategic planning efforts, to be unique to local strengths and needs. Broadly speaking, however, the outcomes anticipated as a result of the work done by both the KDOC Community Corrections Services team and the selected local Community Corrections agencies include:

- Short Term
 - Enhanced application of the principles of evidence based practice to policy and practice at the state and local level.
 - Clarification of the role of state oversight in local implementation of evidence based practice.
 - Implementation of an individualized agency strategic comprehensive plan.
 - Increased knowledge of evidence based practice, organizational development, and collaboration.
 - Improved research capacity to allow more effective data driven decision making.
- Intermediate
 - Improved organizational functioning within KDOC and selected local community corrections agencies.
 - Enhanced data driven decision making in strategic comprehensive planning and daily operations.
 - Improved collaboration among justice system stakeholders.
 - Strengthened relationship between state and local agencies.
 - Institutionalization of the principles of evidence based practice and risk reduction at the state and local levels.
- Long Term
 - Reduced recidivism defined as technical violations and re-conviction.

The opportunities that have been offered to the agencies participating in the Facilitated Strategic Planning Initiative (FSPI) will eventually be available to all agencies through annual intensive assistance FSPI phases, and provision of a seminar series. The seminar series will deliver component elements of the

FSPI in stand alone seminars to be offered in both classroom and webinar formats. The target audience for this series is supervisors, managers, and organizational leaders. Each seminar will share information and discuss tools and opportunities for technical guidance. Seminar topics will include, but may not be limited to:

- Evidence Based Practice Principles, Philosophy and Practice.
- Organizational Development
- Collaboration
- Strategic Planning
- Quality Assurance
- Change Management
- Effective Teams
- Visionary Leader
- Process Facilitation

This seminar series will provide the FSPI information to agencies which were not selected for the intensive assistance. In addition, the series will act as refresher training for agencies who have participated in the FSPI to keep participants updated on new innovations in each topic area. The curriculum for each seminar was completed in 2009 and is currently being refined for online delivery. The training schedule has been developed and seminars will be offered beginning in July 2010. Please see (p. 87) for a description of the content of each seminar.

RRI Application Development, Application Review Process, and Grant Awards

The Comprehensive Plan grant application process was redesigned during 2009 for the FY2010 application cycle. The most significant change to the plan was the addition of a new section to evaluate, identify, and plan for closing gaps in collaboration and organizational development in addition to the principles of evidence based practices. This represents a shift to facilitate full implementation of the integrated model which research indicates is the best model to support sustained reductions in recidivism. This application process meets all statutory and regulatory requirements for Community Corrections comprehensive planning and Risk Reduction funding awarded under K.S. A. 75 -52, 112.

FY 2010 Grant Awards

Community Corrections Agency	TOTAL
02nd Judicial District	\$172,342.00
04th Judicial District	\$447,800.00
05th Judicial District	\$361,000.00
06th Judicial District	\$340,800.00
08th Judicial District	\$485,000.00
11th Judicial District	\$473,000.00
12th Judicial District	\$152,500.00
13th Judicial District	\$350,000.00
22nd Judicial District	\$245,000.00
24th Judicial District	\$184,500.00
25th Judicial District	\$381,000.00
28th Judicial District	\$846,050.00
31st Judicial District	\$364,550.00
Atchison County	\$161,000.00
Central Kansas	\$396,350.00
Cimarron Basin Authority	\$350,200.00
Cowley County	\$374,350.00
Douglas County	\$476,250.00
Harvey/McPherson	\$469,500.00
Johnson County	\$2,280,040.00
Leavenworth County	\$186,000.00
Montgomery County	\$272,000.00
Northwest Kansas	\$415,000.00
Reno County	\$517,000.00
Riley County	\$427,000.00
Santa Fe Trail	\$340,000.00
Sedgwick County	\$4,117,880.00
Shawnee County	\$957,500.00
South Central Kansas	\$255,500.00
Sumner County	\$156,000.00
Unified Government	\$1,500,000.00
TOTAL	\$18,455,112.00

KDOC Community Corrections Services Oversight and Technical Guidance

The mission of the KDOC Community Corrections Services team is to support local community corrections agencies on their journey to promote probationer success and create safer communities. With the guidance of the Director of Community Corrections Services who plays a role in each specialty area, the team provides oversight and technical guidance in a number of different focus areas including grant management, implementation of the integrated model (evidence based practice, collaboration, and organizational development), fiscal management, research and evaluation, and skill development. The team includes a wide range of expertise which enables them to support local agencies in all aspects of operation.

Program Consultants

The Program Consultant's purpose is to provide grant oversight and technical guidance to facilitate the implementation and sustainability of the integrated model in local community corrections agencies with a focus on the executive and organizational level. Consultants assist local agency Directors and staff in evaluating strengths and gaps in their organization and in leveraging their strengths and resources to improve processes and close gaps. This evaluation and planning process is focused on agency operations, culture, and community resources and is accomplished through consultation and collaboration with local Directors, community stakeholders, justice system stakeholders, and national partners.

Program Consultants take the lead role in the development of, and training on, the Community Corrections Comprehensive Plan Grant Application which is not only a funding application but also a planning tool. In addition to developing the document, Consultants train agencies on the use of the tool and provide technical guidance in development and planning. This training and technical guidance ranges from application development training to intensive strategic planning assistance through a series of retreats and individualized support (FSPI). Subsequent to assistance with upfront planning, Program Consultants monitor agency performance, via program outcomes, and funding expenditures, through collaboration with fiscal staff.

To compliment training and assistance in strategic planning, Program Consultants train agency leadership on a variety of topics including, but not limited to, collaboration, organizational development, change management, process facilitation, quality assurance, evidence based intervention, and visionary leadership. Any training offered is fully customizable to the needs of each local community. Consultants strive to describe and document methods of facilitating change, implementation, and sustainability of efforts to reduce probationer risk to be shared with local and national partners.

In addition to working directly with local community corrections agencies, Program Consultants assist the Director with funding determination; preparation of legislative reports and presentations; and

serve as members, and in leadership roles, on various statewide taskforces (including the Kansas Reentry Policy Council Employment, Law Enforcement, Mental Health, and Substance Abuse Taskforces) and KDOC and workgroups (assessment and evaluation, community grant projects, and internal KDOC grant projects). These external efforts further collaboration among departmental divisions and community partners by educating others about the work of Community Corrections and the contributions of the agencies to building solutions to community concerns.

Fiscal Management

The fiscal team's purpose is to reduce financial risk by monitoring each agency's KDOC grant funding. The Accountant interacts with the agencies by processing the fiscal reports, assisting with completion of annual agency budgets, and reconciling quarterly and year end report submissions. The Auditor interacts with the agencies by examining policy and procedures to ensure that each agency has sufficient fiscal internal controls and that practice complies with standards. Once the agency has sufficient internal controls, the Auditor monitors the agency's fiscal practice.

The fiscal team assists the Director in making suggested changes to the Kansas Administrative Regulations (KAR) and KDOC Standards. Once implemented, the fiscal team communicates these changes to the agencies so that they can update their policy and procedures accordingly. The fiscal team also provides annual training to Directors and Fiscal Officers, and articles for the quarterly *Voice of Corrections* newsletter.

The implementation of evidence based practices at the organizational level calls for continual assessment and targeting of resources and interventions. In keeping with those principles, the way fiscal audits are performed has changed. The new method of auditing will allow for assessment of agency needs target technical assistance or audits to those agencies with the greatest need. This new audit process will entail reviews by both members of the fiscal team. The auditor will review policies and procedures with particular attention given to internal controls. The accountant will reconcile the cash balance of the KDOC fiscal workbook with the cash balance of the county general ledger. The review is the assessment tool that allows KDOC to determine agency needs for technical assistance or the need for a full fiscal audit. Primary indicators for technical assistance or an on-site audit would include:

- Inability to reconcile the cash balance
- Insufficient Internal Controls
- Lack of separation of Adult and Juvenile funds

Research and Evaluation

The Research Analyst's purpose is to compile, analyze, interpret and report out on statistical and program data for each of the 31 Community Correction agencies. The Research Analyst interacts with the agencies by providing a wide variety of statistical data. On a monthly basis several reports are generated

and provided for local agencies to use at their discretion. For example, a report detailing cases that are opened, cases that are sentenced to Community Corrections supervision, and the manner in which offender cases close in each agency and statewide. The Average Daily Population is also generated and compiled into an Excel spreadsheet for agencies to utilize. On a quarterly basis, the Employment Status Report (TOADS) is generated and sent out to each agency. On an annual basis, the Research Analyst provides the agencies with the Community Corrections Statistical Summary which contains information necessary to complete their Comprehensive Plans (Number & percent of closures by fiscal year; departure information; LSI-R data; SB123 compared to Non-SB123 information; etc.) and is accessible by KDOC Internet. The Research Analyst provides technical assistance for individuals regarding analyzing and/or interpreting data and provides responses to data questions or problems. The analyst also responds to various data requests by generating reports, pulling data, analyzing and/or reporting key data elements to agencies.

Skill Developers

The Skill Developer's purpose is to ensure that supervision staff are well trained and equipped to motivate clients into successful completion of probation. This is accomplished through the delivery of activities designed to advance participants knowledge, understanding, and skills. Skill development is a comprehensive and continuous process of professional growth and self-actualization that benefits staff, the organization, officers, and ultimately the community. Skill Developers develop, conduct and coordinate trainings. Whether designing a new training program or improving an existing one, there is a commitment to working with stakeholders and subject matter experts and incorporating existing materials to develop a fully customized training solution.

Fiscal Year (FY) 2009 Community Corrections Revocation Data

The chart on page 12 provides information on the number of probationer files closed in FY 2009 and the rates of revocation by reason. Reasons for closure include revocation for condition violation, revocation for new misdemeanor, revocation for new felony, successful closure, unsuccessful closure, death, and probationers not being sentenced to community corrections. Revocation reasons are shown as a percentage of the number of closed files by agency and statewide. The data presented by agency is unduplicated, meaning that each probationer within the agency is only counted once. However, probationers may be counted in more than one agency if a probationer has cases in multiple jurisdictions. The data at the statewide level is unduplicated, meaning that even if a probationer had files closed in more than one agency the probationer is counted only once in the statewide total.

**Number and Percentage of Community Corrections Offender Files Closed in FY 2009
by Agency and Reason for Closure**

CC Agency	# Offender Files Closed	Revoked-Condition	Total % Revocation Closures	Revoked-New Felony	Total % Revocation Closures	Revoked-New Misdemeanor	Total % Revocation Closures	Total # Revocation Closures	Total % of ALL Revocation Closures	Successful	Total % Closures	Unsuccessful	Total % Closures	Other (Death/Not Sentenced to CC)	Total % Closures
2nd District	104	2	28.6%	3	42.9%	2	28.6%	7	6.7%	92	88.5%	1	1.0%	4	3.8%
4th District	107	7	36.8%	7	36.8%	5	26.3%	19	17.8%	56	52.3%	30	28.0%	2	1.9%
5th District	120	32	78.0%	8	19.5%	1	2.4%	41	34.2%	66	55.0%	11	9.2%	2	1.7%
6th District	55	12	75.0%	3	18.8%	1	6.3%	16	29.1%	29	52.7%	10	18.2%	0	0.0%
8th District	224	29	59.2%	15	30.6%	5	10.2%	49	21.9%	129	57.6%	35	15.6%	11	4.9%
11th District	122	12	60.0%	6	30.0%	2	10.0%	20	16.4%	93	76.2%	5	4.1%	4	3.3%
12th District	21	5	83.3%	1	16.7%	0	0.0%	6	28.6%	14	66.7%	1	4.8%	0	0.0%
13th District	83	17	60.7%	7	25.0%	4	14.3%	28	33.7%	46	55.4%	9	10.8%	0	0.0%
22nd District	68	4	57.1%	1	14.3%	2	28.6%	7	10.3%	50	73.5%	10	14.7%	1	1.5%
24th District	42	8	57.1%	2	14.3%	4	28.6%	14	33.3%	18	42.9%	8	19.0%	2	4.8%
25th District	146	33	80.5%	3	7.3%	5	12.2%	41	28.1%	95	65.1%	5	3.4%	5	3.4%
28th District	184	36	65.5%	12	21.8%	7	12.7%	55	29.9%	114	62.0%	10	5.4%	5	2.7%
31st District	112	13	61.9%	8	38.1%	0	0.0%	21	18.8%	57	50.9%	19	17.0%	15	13.4%
Atchison	39	9	64.3%	3	21.4%	2	14.3%	14	35.9%	16	41.0%	8	20.5%	1	2.6%
Central Kansas	111	16	72.7%	4	18.2%	2	9.1%	22	19.8%	69	62.2%	15	13.5%	5	4.5%
Cimmaron Basin	134	17	70.8%	6	25.0%	1	4.2%	24	17.9%	77	57.5%	29	21.6%	4	3.0%
Cowley	111	18	78.3%	2	8.7%	3	13.0%	23	20.7%	67	60.4%	19	17.1%	2	1.8%
Douglas	114	20	87.0%	2	8.7%	1	4.3%	23	20.2%	86	75.4%	3	2.6%	2	1.8%
Harvey/McPherson	154	42	79.2%	10	18.9%	1	1.9%	53	34.4%	92	59.7%	6	3.9%	3	1.9%
Johnson	616	95	61.3%	38	24.5%	22	14.2%	155	25.2%	375	60.9%	45	7.3%	41	6.7%
Leavenworth	50	13	86.7%	2	13.3%	0	0.0%	15	30.0%	27	54.0%	3	6.0%	5	10.0%
Montgomery	75	20	66.7%	6	20.0%	4	13.3%	30	40.0%	36	48.0%	7	9.3%	2	2.7%
Northwest Kansas	112	13	76.5%	4	23.5%	0	0.0%	17	15.2%	75	67.0%	18	16.1%	2	1.8%
Reno	157	43	86.0%	7	14.0%	0	0.0%	50	31.8%	86	54.8%	14	8.9%	7	4.5%
Riley	140	15	68.2%	5	22.7%	2	9.1%	22	15.7%	82	58.6%	28	20.0%	8	5.7%
Santa Fe Trail	167	24	68.6%	6	17.1%	5	14.3%	35	21.0%	70	41.9%	59	35.3%	3	1.8%
Sedgwick	966	348	72.5%	84	17.5%	48	10.0%	480	49.7%	434	44.9%	23	2.4%	29	3.0%
Shawnee	306	56	90.3%	6	9.7%	0	0.0%	62	20.3%	237	77.5%	6	2.0%	1	0.3%
South Central Kansas	85	10	62.5%	5	31.3%	1	6.3%	16	18.8%	53	62.4%	15	17.6%	1	1.2%
Sumner	35	8	57.1%	3	21.4%	3	21.4%	14	40.0%	20	57.1%	0	0.0%	1	2.9%
Unified Government	423	84	66.1%	43	33.9%	0	0.0%	127	30.0%	212	50.1%	68	16.1%	16	3.8%
STATEWIDE	5070	1047	70.8%	304	20.6%	128	8.7%	1479	29.2%	2901	57.2%	506	10.0%	184	3.6%

Statewide Data

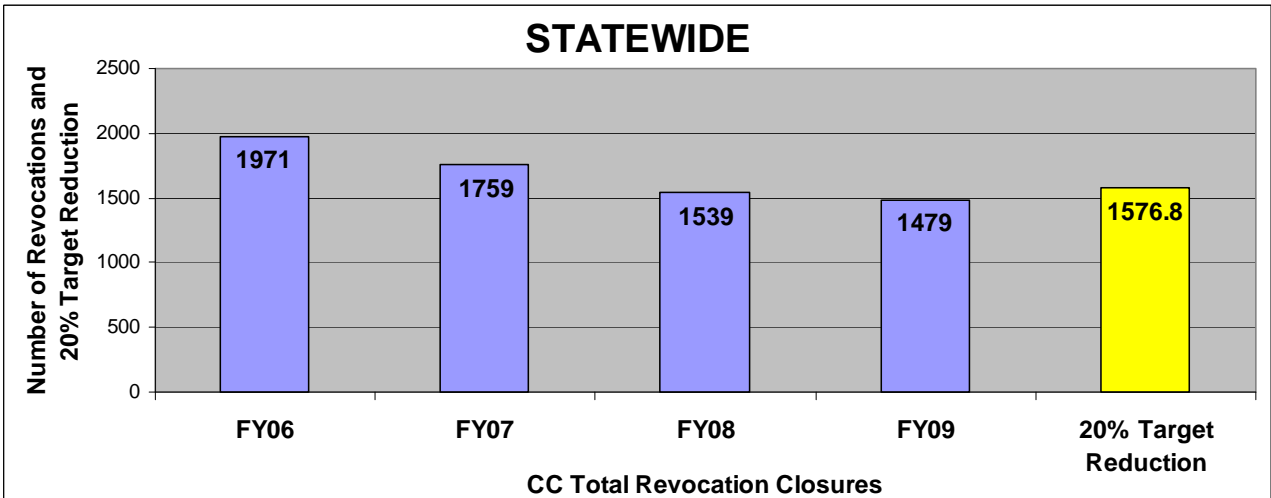
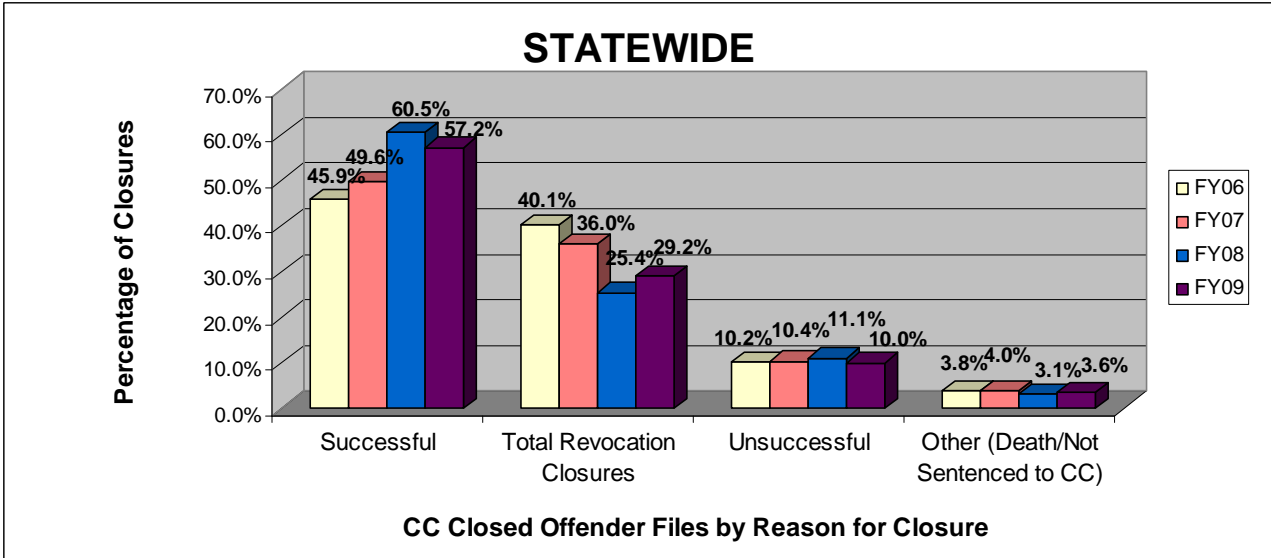
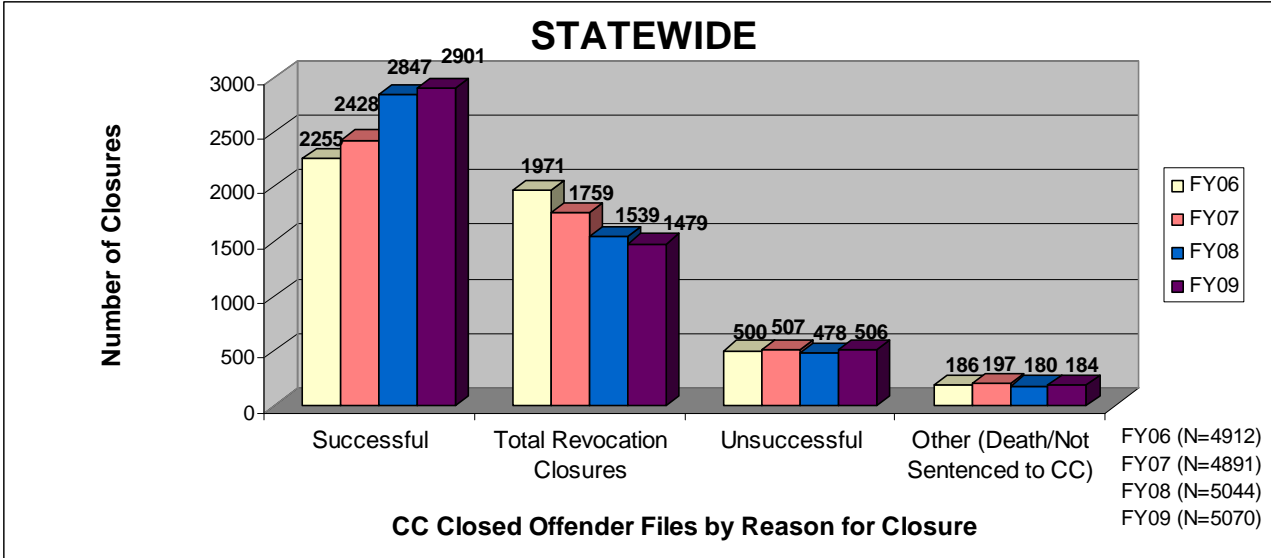
Since the development and implementation of the statewide risk reduction initiative under SB 14, the overall population of probationers under community corrections supervision has grown from 7,406 on June 30, 2006 to 8,181 at the end of FY 2009. The annual number of probationers completing cases sentences also increased from 4,912 in FY 2006 to 5,070 in FY 2009.

The intent of the legislation was to increase offender success as well as to reduce the number of probation revocations coming to prison. The charts on page 14 provide information regarding the number and percentage of closures for community correction closed probationer files by reason for closure for fiscal years 2006, 2007, 2008 and 2009.

The charts reflect that both the number of probationers successfully completing their cases, as well as the percentage of cases closing successfully, increased during the time frames from FY 2006 to FY 2009. In FY 2006, only 46% of probationers were successful at the time the case closed. By FY 2008, that percentage increased to a high of 61% of all cases closed. In FY 2009, the percentage of successful closures dropped to back down to 57%, although it was still higher than FY2006.

The legislation also required agencies across the state to set goals of reducing revocations by 20%. In FY 2006, a total of 1,971 probationers were revoked and sent to prison. In order to meet the 20% reduction, community corrections agencies needed to reduce that number to 1,577 offenders. In other words, they needed to revoke at least 394 fewer offenders to prison. Community Corrections agencies as a whole, exceeded that goal. By FY 2008, only 1,539 offenders were revoked to prison, achieving a total reduction of 21.9% statewide. During FY2009, the number of offenders revoked to prison decreased even further to a total of 1,479. This is a 25% reduction over FY 2006 levels.

Some agencies met or exceeded the 20% targeted reduction, and others did not meet their goal to reduce revocations. Most agencies showed an overall growth in the number of offenders under probation supervision, however, most agencies also showed an increase in the number of offenders successfully completing supervision, and therefore the agency successful completion rate increased. In other words, despite an increase in the number of offenders under supervision, local agencies were able to show a greater success rate when compared to FY 2006. Information regarding individual agency performance is contained in their respective agency sections.



*To meet the 20% reduction, the FY09 number must be smaller than the number in the 20% target reduction bar.

Individual Agency Risk Reduction Efforts and Data

The information in this section summarizes individual agency risk reduction efforts in data. For each agency you will find:

- An indication of the goal set for revocation reduction and progress toward that goal.
- The abstract from each agency's comprehensive plan grant application which summarizes the proposed plan to implement and sustain the critical elements of the agency and risk reduction initiatives.
- Data regarding the number and percentage of closures for community corrections probationer files by reason for fiscal years 2006 through 2009.

4th Judicial District Community Corrections

The 4th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations rate by 20%; the agency has achieved a 63.0% reduction. Successful completions decreased from 54.5% in FY 2006 to 52.3% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

The Fourth Judicial District Community Corrections, an agency providing services to the citizens of Anderson, Coffey, Franklin, and Osage Counties, is seeking grant funds in the amount of \$461,665.22. These funds will be used to facilitate Intensive Probation and Risk Reduction Services in the Fourth Judicial District, as well as to pursue a variety of initiatives at the local level to reduce the conditional violators in the Fourth Judicial District by 25%, or 13 in FY2010. Through assessment of LSI-R data, local resources, and gaps in services, the Fourth Judicial District Community Corrections has prepared the following grant proposal:

Target Population (based on FY2008 LSI-R data)

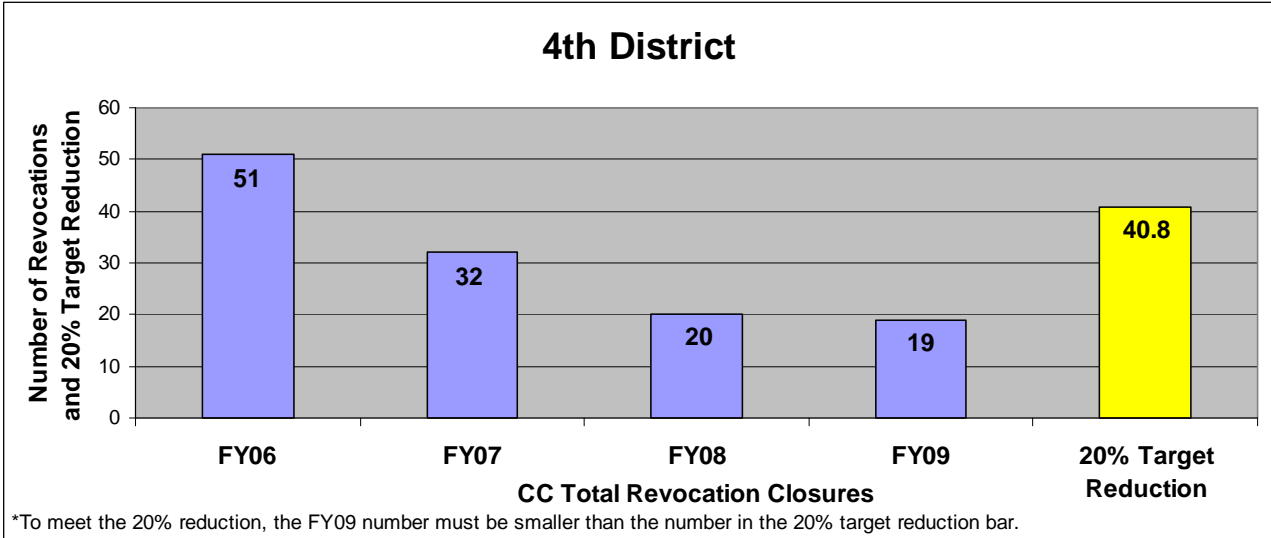
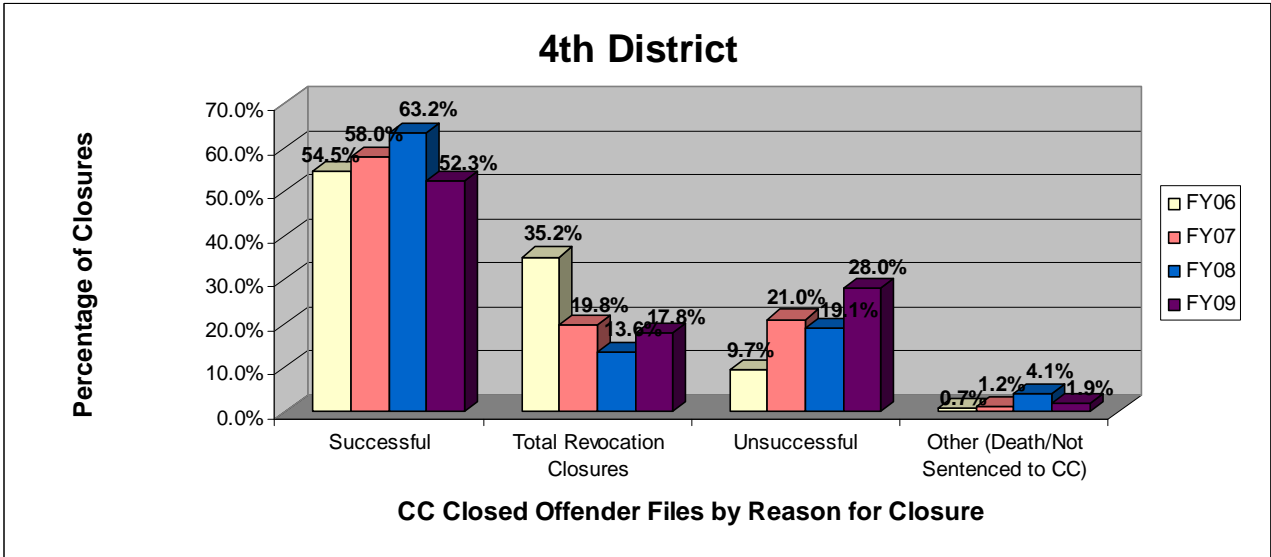
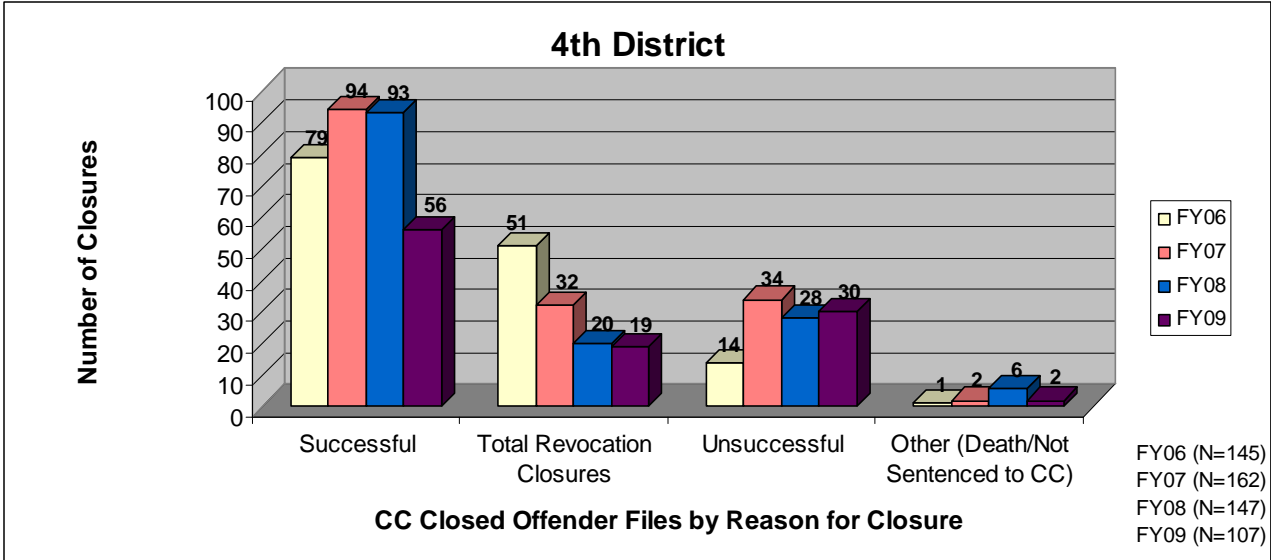
- SB 123 – 4 or more domains @ Very High (VH) or High (H)
This population is already receiving cognitive education through SB 123
- AISP – offenders scoring VH or H on Attitudes / Orientation Domain of LSI-R with a overall risk score between moderate and very high
- AISP – 4 or more domains @ VH or H
- AISP – 3 domains @ VH or H – with staffing approval
- AISP – offenders scoring VH or H on the Education / Employment domain, or those who are unemployed or underemployed

Currently Available Resources – Evidenced Based Practices

- Financial assistance to offenders to eliminate barriers / reduce risk
- Risk / need assessment utilizing the Level Services Inventory – Revised / Screening Version (LSI-R - SV) and the full LSI-R
- Staff trained in Motivational Interviewing (MI)
- Cognitive education classes for offenders
- Offender workforce development services
- Specialized caseloads (Franklin County only) and group reporting for level 4 offenders
- Quality assurance for motivational interviewing, LSI-R, and group facilitation

Prioritized Gaps / Programming to Address Gaps in Services

- No agency employee capable of providing MI quality assurance assessments
 - Identify / train employee - implement in collaboration with contractual provider
- No protocols in place to assist in engaging natural supports within the community
 - Using existing staff, develop strategies to establish relationships and investigate opportunities that will assist the offending population
- No method for distributing and collecting offender exit surveys
 - Implement procedure to collect, measure, and report out offender responses regarding their probationary period
- No protocol for providing measurement feedback to the communities being served
 - Develop and implement a comprehensive reporting system that includes the local stakeholders and citizens residing in the communities being served by the Fourth Judicial District Community Corrections



5th Judicial District Community Corrections

The 5th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 15% reduction. Successful completions decreased from 59% in FY 2006 to 55% in FY 2009.

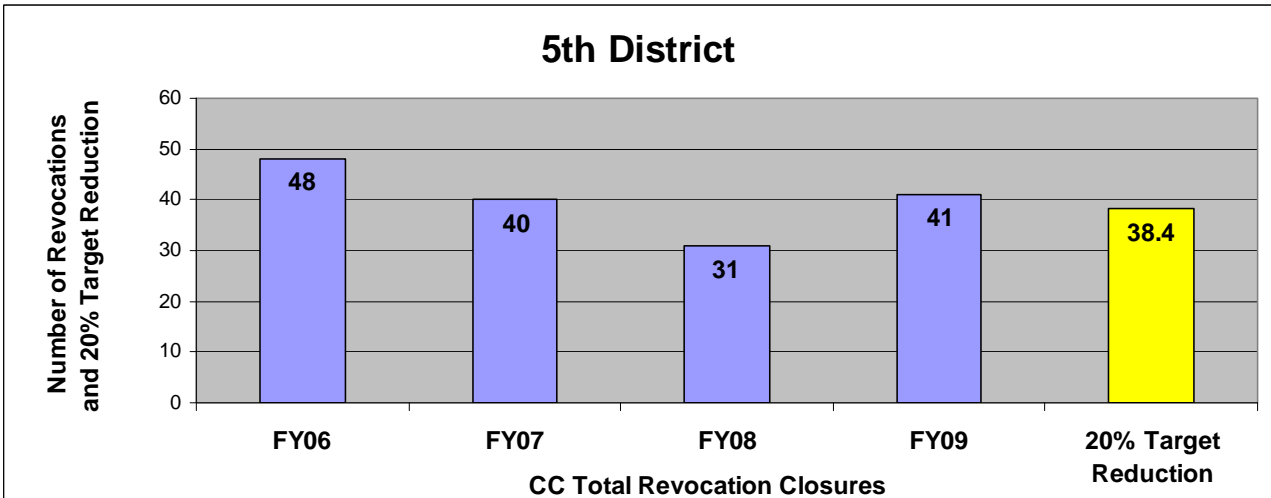
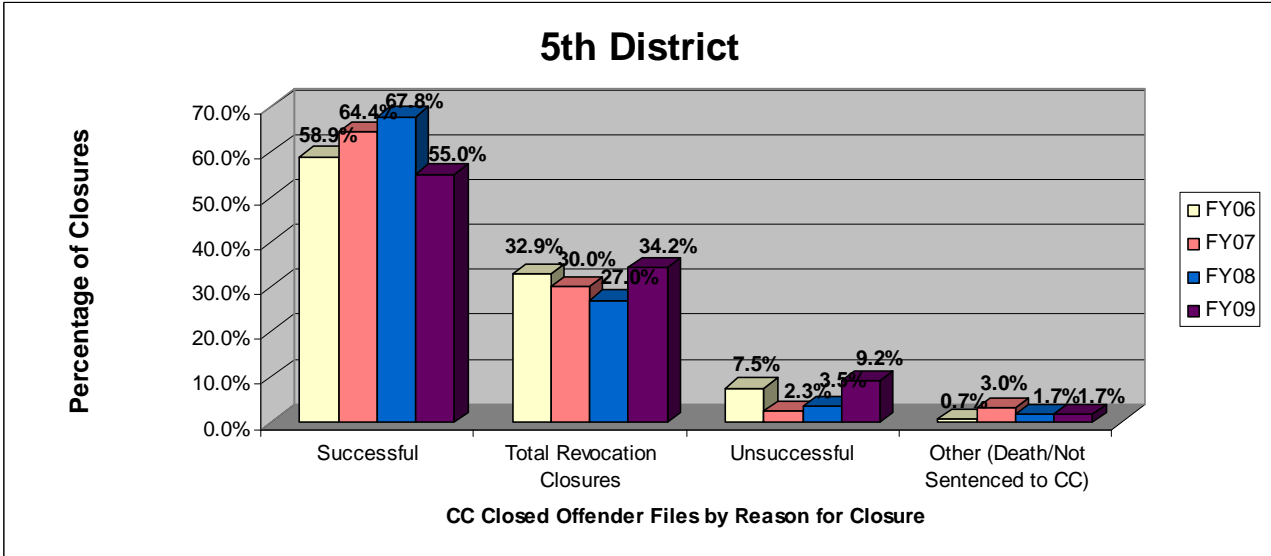
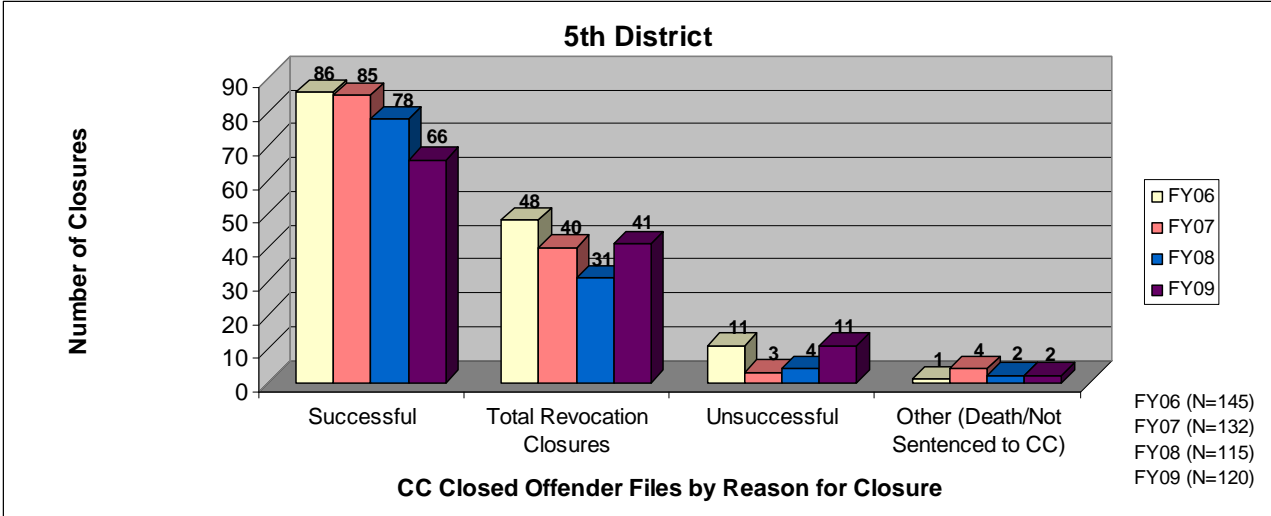
Abstract Provided in FY10 Comprehensive Plan Grant Application

The Fifth Judicial District Department of Community Corrections serves the citizens of Lyon and Chase Counties. Our offices are located in the Lyon County Courthouse in Emporia, Kansas. Emporia is located on Interstate 35 about midway between Topeka and Wichita. Our jurisdiction covers 1,627 square miles of area, with Lyon County accounting for approximately 89 percent of our total offender population. The remaining 11 percent consists of 2 percent Chase County cases and 9 percent transfer-in cases from other counties.

Midway through FY 2007 our agency began to make evidence-based practices a standard part of our operating procedure after recognizing the limited and diminishing benefits of incarcerating nonviolent offenders. According to a new report released by the Pew Center on the States, the number of people on probation or parole has boosted the population of the American corrections system to more than 7.3 million, or 1 in every 31 U.S. adults. The report stated that although a large majority of these offenders live in our communities, “nearly 90 percent of the state corrections dollars are spent on prisons.” The report recommended states emphasize spending on community corrections instead of prisons.

In FY 2008 thirty-two offenders supervised by our agency were revoked and sent to a prison in the State of Kansas. Of those, 78 percent were unemployed at the time of intake and almost half absconded prior to revocation. 20 percent of our absconders absconded within the first 90 days of program assignment. Failure to engage them as an active participant soon enough in the supervision process may have been a factor in their absconding.

The Fifth Judicial District intends to reduce our percentage of revocations by targeting moderate to high-risk offenders using the LSI-R in combination with a group-oriented cognitive-behavioral program, offender workforce development services, specialized caseloads and referrals to community-based interventions.



*To meet the 20% reduction, the FY09 number must be smaller than the number in the 20% target reduction bar.

6th Judicial District Community Corrections

The 6th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 58% reduction. Successful completions increased from 43% in FY 2006 to 53% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

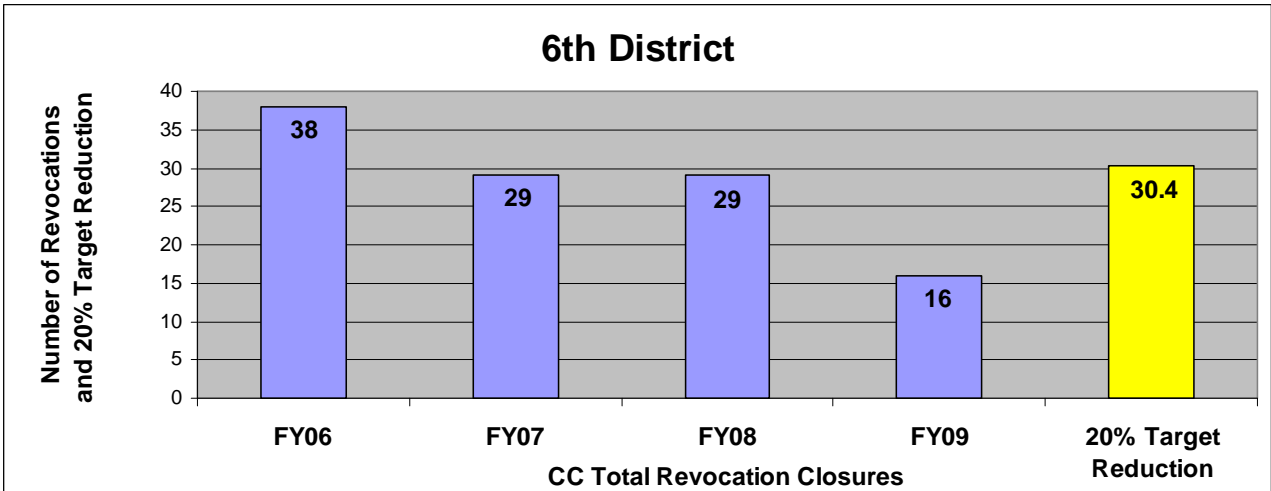
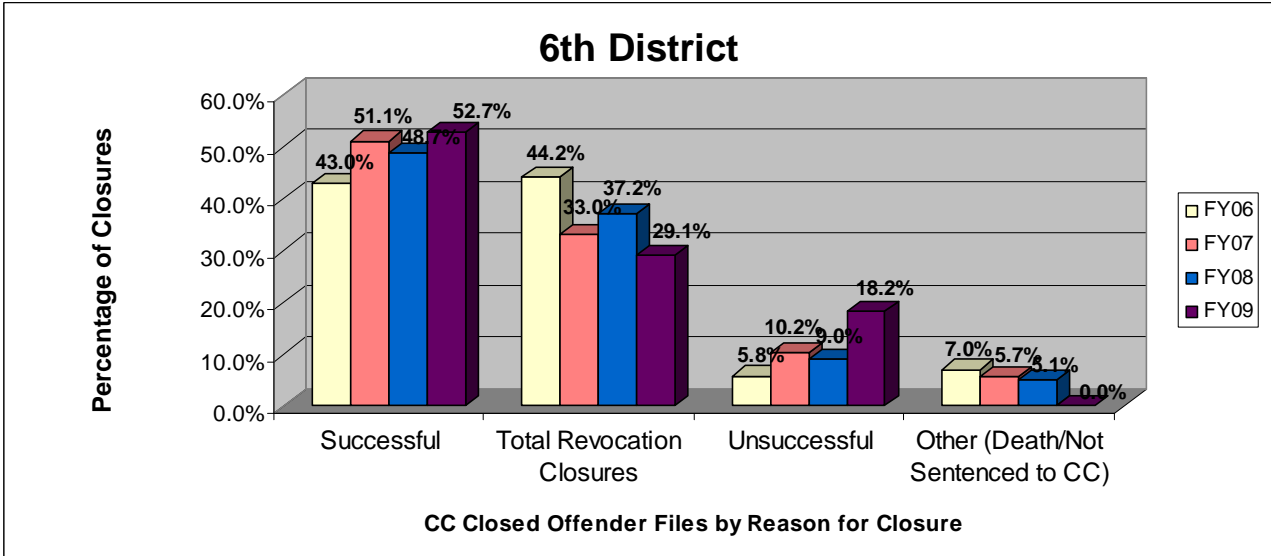
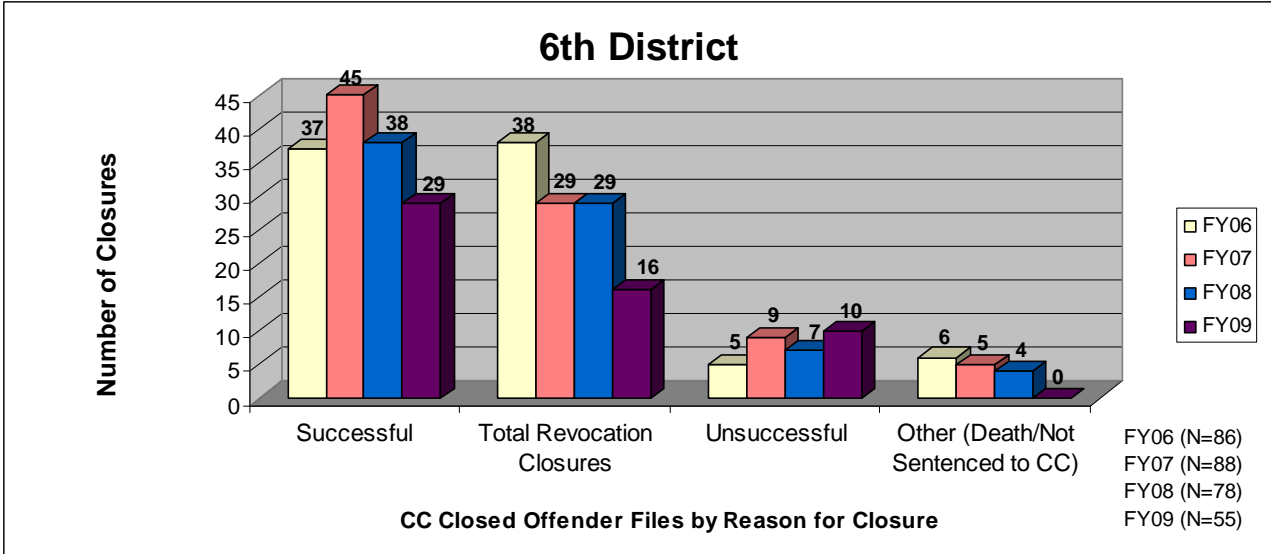
The 6th Judicial District Community Services Program provides adult supervision services to Bourbon, Linn and Miami Counties. The administrative office is located in Paola, Kansas with satellite offices in Mound City and Fort Scott, Kansas. The agency provides Intensive Supervision services for adult offenders as ordered by the 6th Judicial District Courts.

The agency has experienced a steady increase of average daily population over the past twelve (12) months. As of March 1, 2009, our average daily population was 184.4, an increase of 34 from FY 2008.

The agency's goal for FY 2010 is to continue the development and to fully implement cognitive based programs that tailor to the needs of offenders within the 6th Judicial District. This new approach supports the agency's recent development of a new Vision and Mission Statement. These programs will be provided in all three Counties within the Sixth Judicial District and will consist of the following:

- Offender Workforce Development
- Offender Life Management Skills
- Offender Anger Management
- Offender Cognitive Orientation for Change
- Offender Initial Orientation
- Offender group and individual Substance Abuse treatment services
- Offender group and individual Mental Health Services
- Offender educational services including GED and vocational education services.
- Offender Graduated Responses and Incentives

The agency will continue to utilize all available community resources and increase structure and monitoring of high risk offenders. By doing this we anticipate a substantial reduction in condition violations and offenders returning to prison.



*To meet the 20% reduction, the FY09 number must be smaller than the number in the 20% target reduction bar.

8th Judicial District Community Corrections

The 8th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 23% reduction. Successful completions increased from 45% in FY 2006 to 58% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

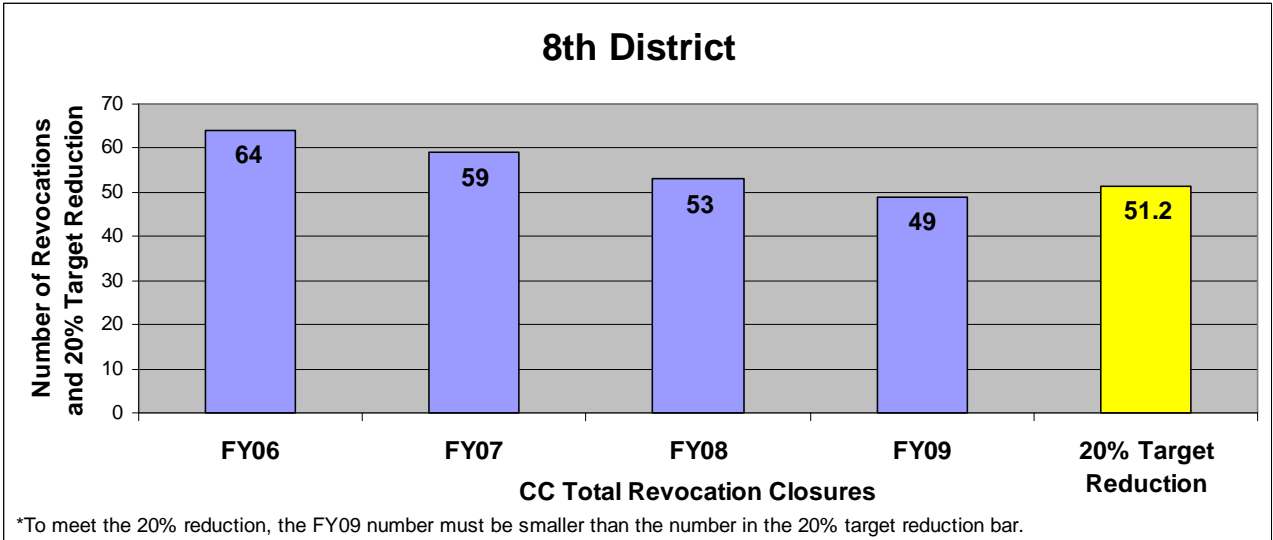
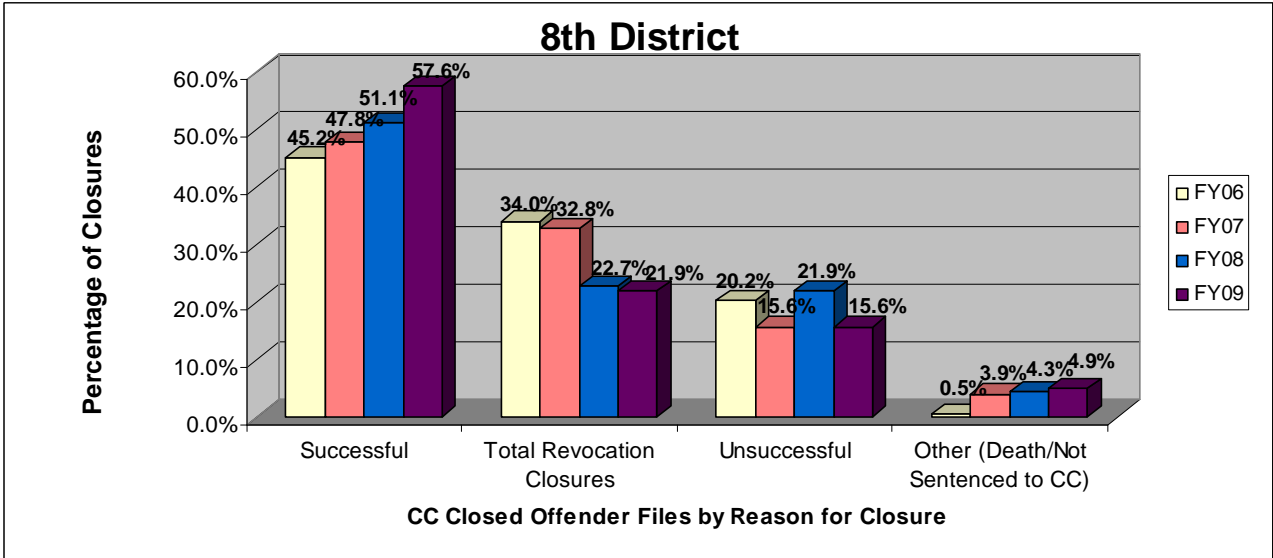
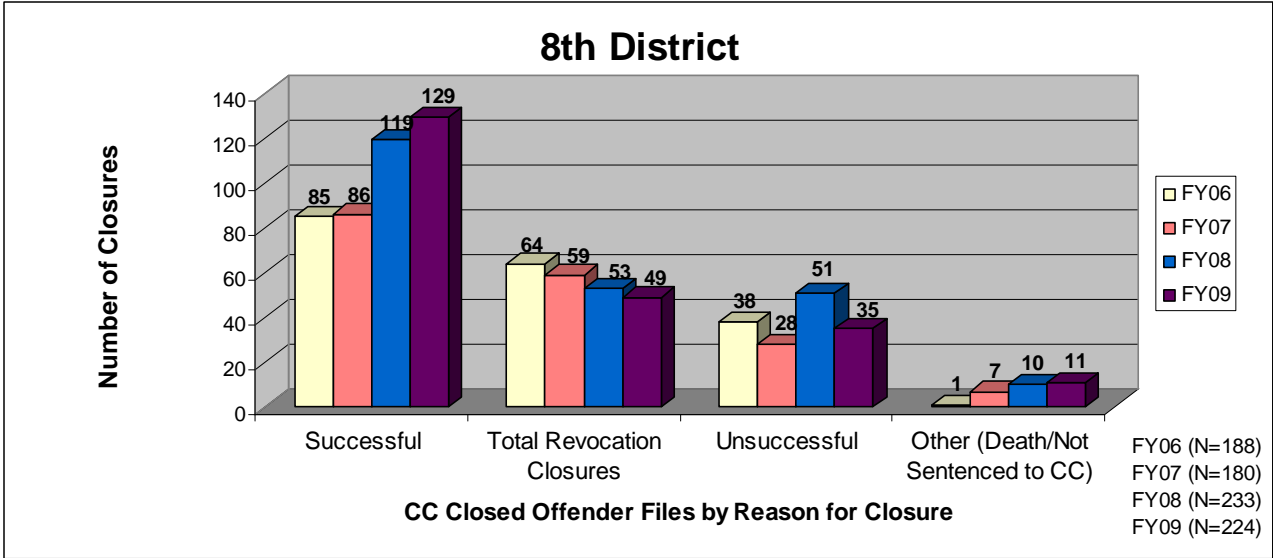
The 8th Judicial District Community Corrections has been in operation since 1992 with Administrative Offices located in Geary County. Over the past two years, the agency has begun to take on the implementation of Evidence Based Practices. Through organizational development and working through the understanding of every position from line staff officers to the director, the 8th Judicial District is beginning to see the payoff of the hard work.

Staff members buy into the philosophy of Case Management. The majority of our officers have less than five years experience as an ISO. This has been beneficial with the change in tone of supervision from more of a get tough on crime philosophy to that of ensuring all resources have been exhausted.

The staff shows an increased interest, compared to previous years, in implementing programming for clients. Staff works well to identify gaps in services, and brainstorming how to fill the identified gaps. Whether it is through collaboration with local stakeholders to fill gaps, or through officers designing programming/ strategies specific to the needs of their clients, all officers show excellent initiative.

Current and on-going efforts of this agency include working on implementing cognitive behavior programs, a Community Resource Panel to discuss/staff condition violators, as well as improving community knowledge of our goals and purpose. The encouragement that Administration gives to line staff officers to “think out of the box” when helping clients to meet their goals of the Supervision plan as well as the orders of the Court, has proven to be very motivational to both staff and clientele. We are seeing clients, who have been on supervision for years with no hope to successfully complete, show tremendous growth. Several are close to termination and exhibit no signs of potential violations.

The Geary County Drug Court has been in operation for almost one full year. With approximately 12 clients working through the structure of this program, we are beginning to see the potential impact of the specialized Courts when working with certain populations. One client is scheduled to graduate from the program in June 2009, with several others scheduled for September 2009. Our goal, over the next few years, is to increase staffing levels to allow for more clients to participate in this program, as well as bring the program to the other counties we serve. This will require additional funding.



11th Judicial District Community Corrections

The 11th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 46% reduction. Successful completions increased from 57% in FY 2006 to 76% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

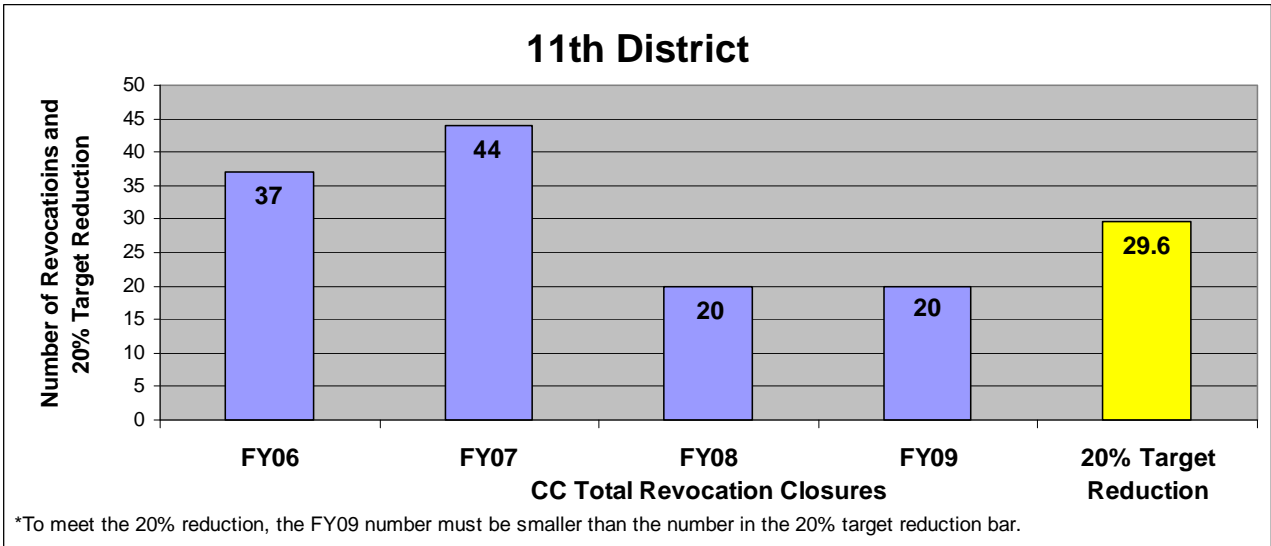
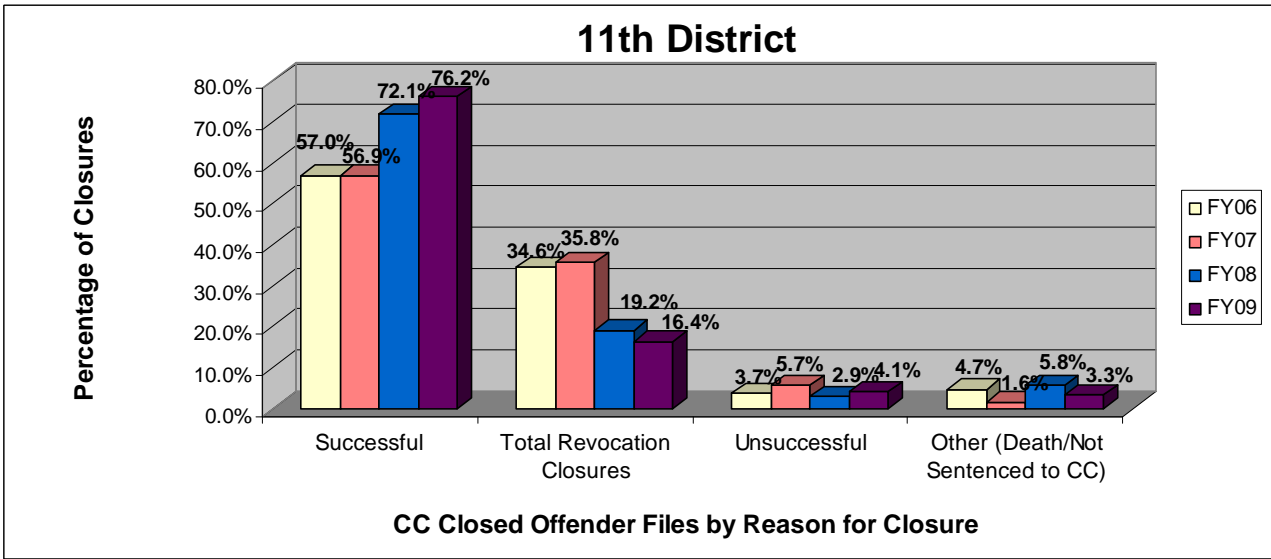
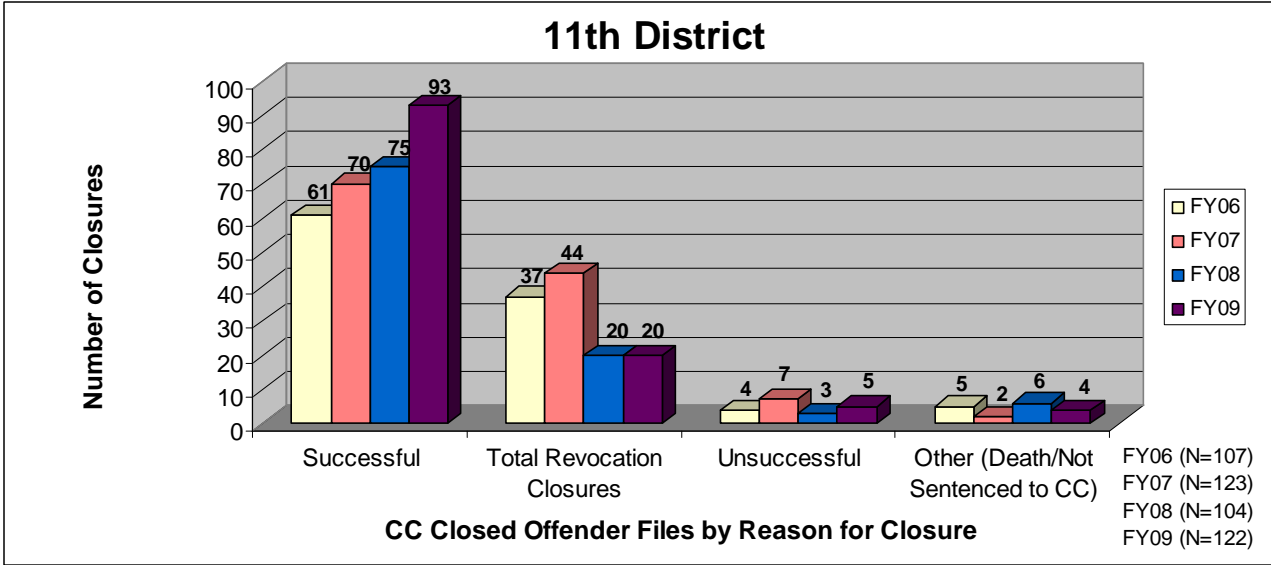
The 11th Judicial District Community Corrections provides adult only intensive supervision to the citizens of Cherokee, Crawford and Labette Counties. As of February 2009, this agency had a Year to date Average daily population (ADP) of 234.6, ranking 8th of the 31 state Community Corrections agencies. The above noted year to date ADP is a 7% increase from the same time last year. We strive for successful completion of each client assigned by utilizing community-based and agency developed interventions while adhering to evidence based practices and Kansas Department of Corrections Intensive Supervision Standards.

Our program will strive to maintain our 20% reduction in revocation rates with our baseline statistics having been gathered during FY 2006. At that time, our agency revocation rate stood at 34.6%, over 5% lower than the statewide average and 14th highest overall of the 31 different community corrections programs. In our first year of full implementation of Risk Reduction programming and additional funding, this agency achieved a 46% revocation reduction rate. Successful completions increased from 57% in FY 2006 to 72% in FY 2008. We continue to study data and identify cognitive restructuring along with employment and employability as major contributing factors for revocations and unsuccessful completions among our clientele.

With a Program Specialist, certified in Thinking for a Change as well as an Offender Workforce Development Specialist (OWDS), we plan to continue to address these issues district-wide. The Program Specialist will provide cognitive behavior groups as well as employment skills programs to clientele who have been identified as having a need through the use of the Level of Service Inventory-Revised (LSI-R), a statewide mandated assessment tool. Those clients with moderate, high or very high risk in the attitudes and orientation domains qualify for cognitive groups and likewise in education and employment to qualify for the employment skills groups. These classes are co-facilitated with the local State Parole Office, promoting collaboration among agencies striving for the same goals; improving the lifestyle and success of it's clientele.

By addressing criminogenic needs such as thinking processes, beliefs, values, and life skills we believe this will further increase the ability of clients to gain employment, and more importantly, help clients understand the impact of building a career versus just having a job. Meta-analysis has confirmed these cognitive programs have proven to be effective at reducing recidivism and revocation rates. The specialist offers pre-employment classes in collaboration with Parole to include interviewing and resume skills, assessment of individual employment skills, problem solving for any obstacles or barriers, and then will personally track Community Corrections clients after employment to monitor and support job retention skills. In addition, the program specialist will be required to participate in ongoing training to assist in the development of new practices or programming geared towards risk reduction. The impact of this programming is expected to affect many areas of a client's life. We believe employed clients are not only impacted financially, but will give them access to medical care, an ability to give their family quality of life, increased positive social contacts, improved self esteem, and improved mental health issues that tend to go along with stagnant lifestyles.

Intensive Supervision Officers play the chief role in risk reduction. They work closely with the Program Specialist to develop case planning goals geared towards the success of programming. They are trained in Motivational Interviewing, Case management and Risk Reduction practices and are expected to put into practice their knowledge and amassed skills to provide quality supervision.



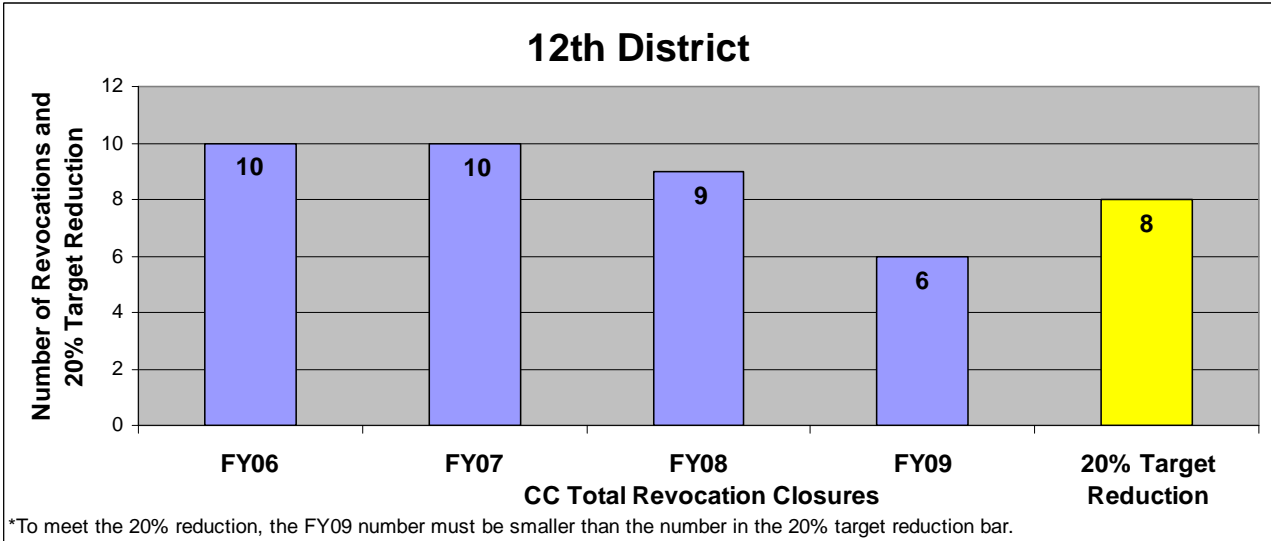
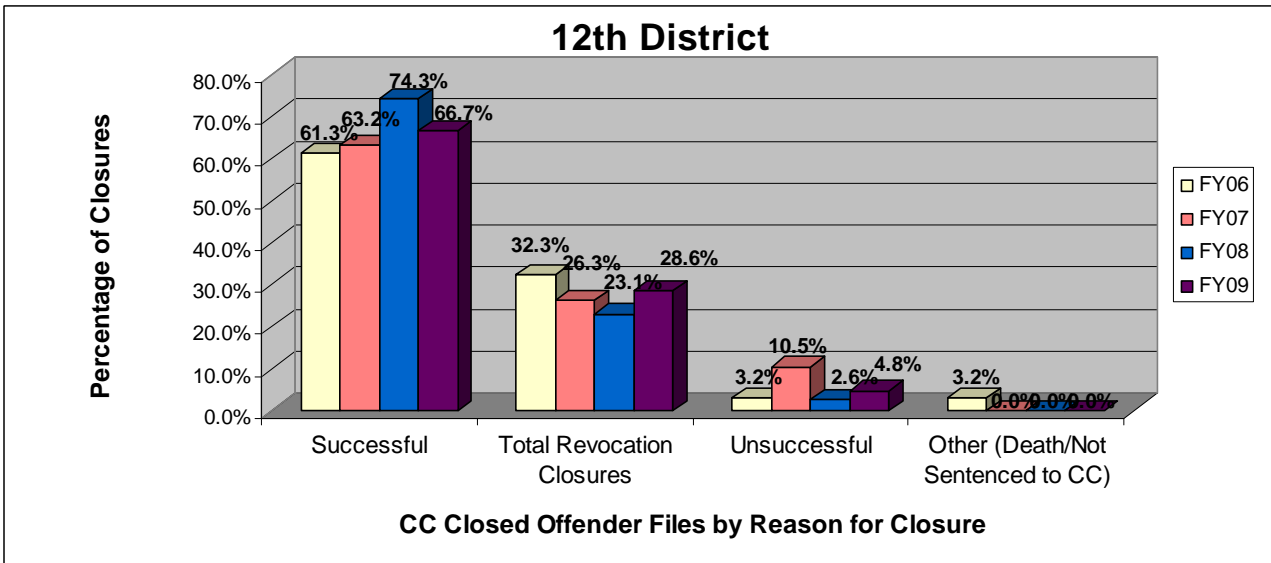
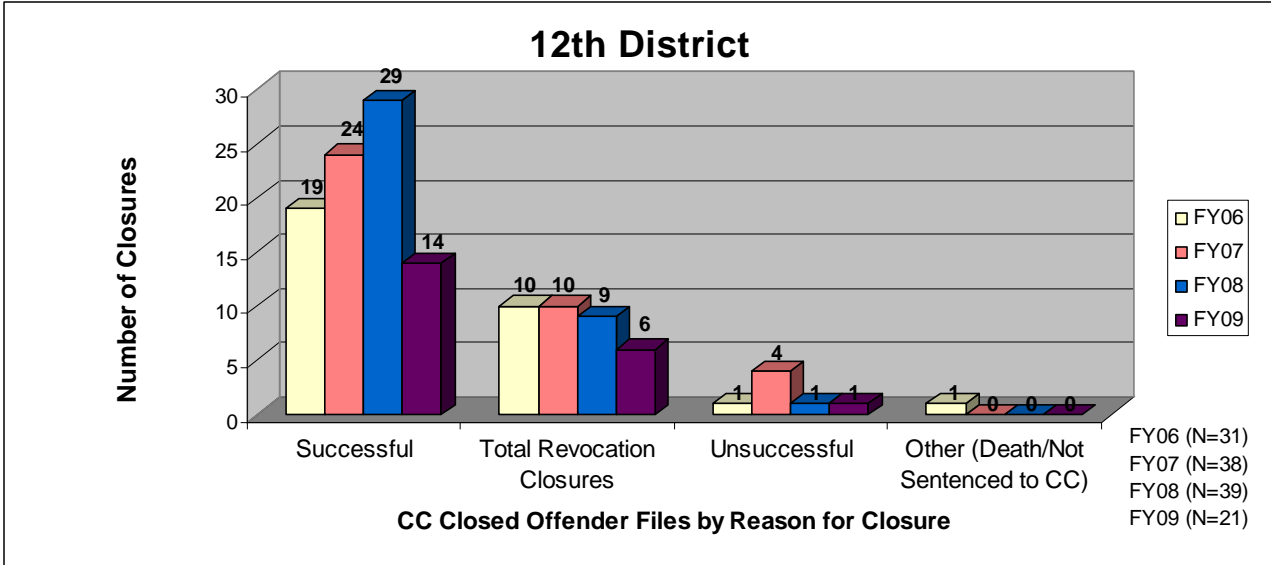
12th Judicial District Community Corrections

The 12th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 40% reduction. Successful completions increased from 61% in FY 2006 to 67% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

The Twelfth Judicial District is a vast, rural, sparsely populated area covering six counties. These six counties cover 4,658 square miles. The agency office is located in the city of Concordia in Cloud County, our Administrative County. The agency office houses Community Corrections staff and Juvenile Justice Authority staff. Staff travels to meet with offenders in their home communities in all six counties. Staff meets with offenders in space shared throughout the district with all supervision agencies in the district; Community Corrections, JJA, Parole and Court Services. Community Corrections and JJA share the agency office in Concordia.

Our plan is to maintain adequate staffing levels to meet the supervision and criminogenic needs of the probationers, to provide for the training of all staff, to target appropriate levels of supervision and services for all offenders, continue to integrate evidence based practices into our program: with our clients, our staff, our outside services and our policies. We continue to focus on increasing public safety, reducing probationer risk and increasing successful completion of community corrections supervision. We continue to draw on our community stakeholders to assist in reviewing our programs and policies, in monitoring our program and policies, and modifying our programs and policies to establish and implement evidence based practices. We are working with service providers to review and evaluate services to insure that they are effective, and to modify or abandon those that are not. Our strategy for increasing the number of probationers successfully completing supervision will reduce our revocation rate by 30%, over the three years of our comprehensive plan, and assist our medium and high risk offenders to complete probation successfully.



13th Judicial District Community Corrections

The 13th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved an 18% reduction. Successful completions increased from 48% in FY 2006 to 55% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

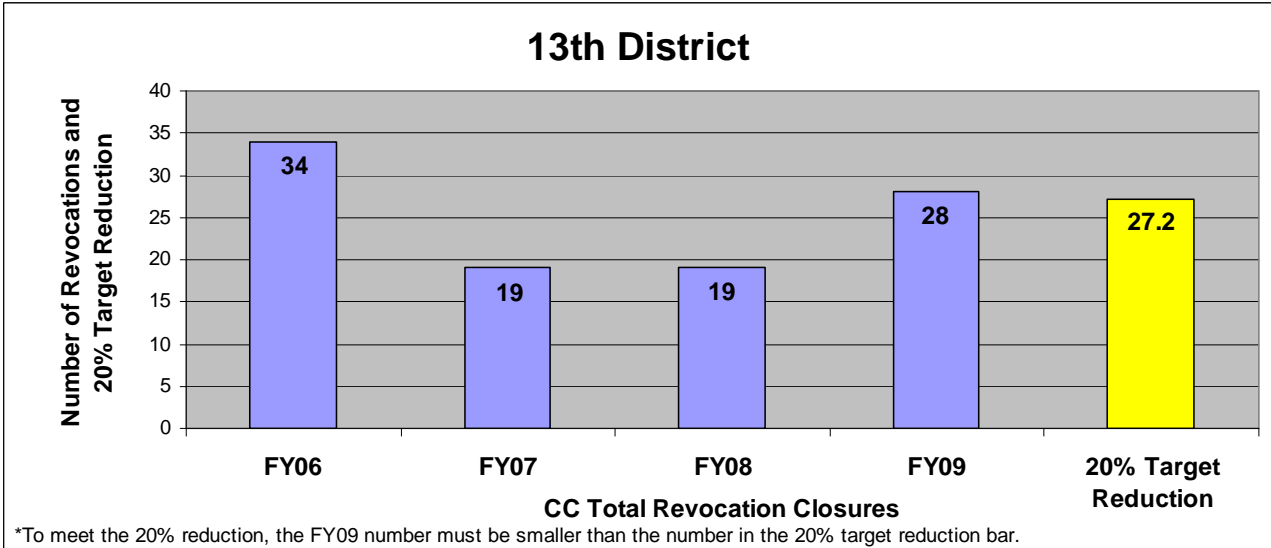
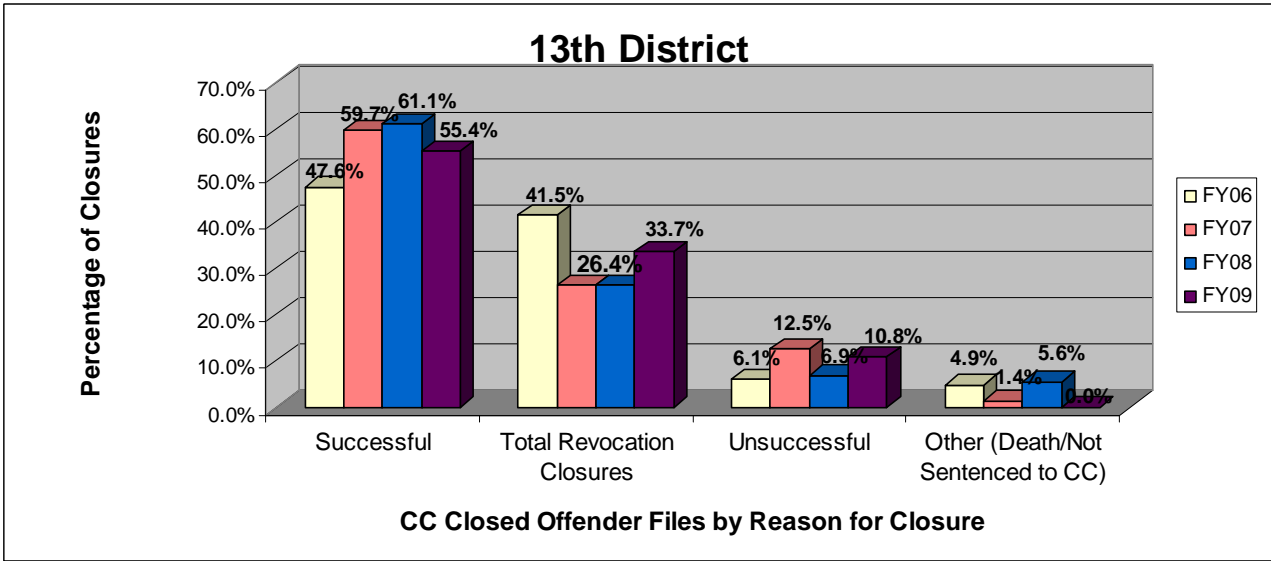
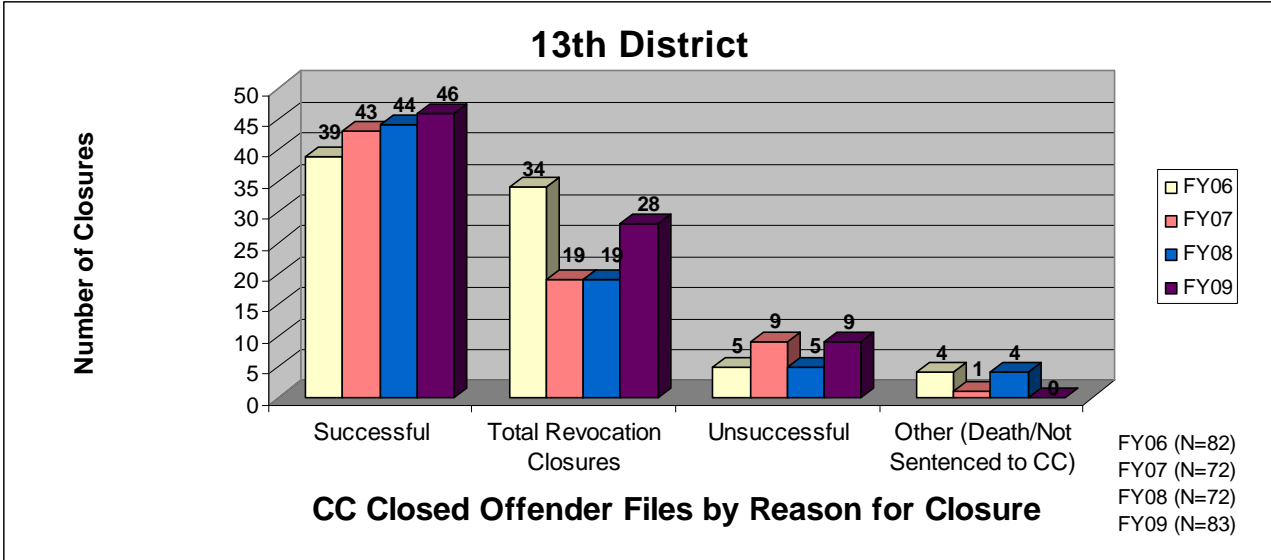
The 13th Judicial District is comprised of Butler, Elk and Greenwood counties. The 13th District Community Corrections agency administers the Adult and Juvenile Intensive Supervision programs and the JJA Case Management department within the District. Butler County is geographically the largest county in the state at 1,428 square miles. It has a population of 63,000 (2006). The largest city, and county seat, is El Dorado with a population of 12,659 (2005). The bulk of the remaining 50,000 in population is spread throughout the numerous other mid-size towns in the county such as Augusta, Andover, Rose Hill and Towanda and in many rural sub-division housing pockets.

Fifty one (51) clients assigned to community corrections supervision were revoked by the District Court in the 13th District in FY2006. It was apparent that many of these unsuccessful clients displayed an unwilling attitude to change, what had become to them, ingrained criminal behavior patterns. This was indicated by the fact that 22% of revocations were due to new criminal convictions. These revoked clients did not have the functioning skills available to them that are necessary to change negative lifestyle and criminal behavior tendency patterns. The remaining revocations in both FY2006 were due to condition violations, with one of the most common violations being absconding (simply failing to report).

13th District Community Corrections developed the Risk Reduction Initiative Plan strategy in 2007 that addressed both of these factors, with the main goal of reducing revocations by 20%. Public safety would also be enhanced by the fact that current ISO caseloads would be reduced. In FY2009, Adult ISP staff received Advanced Communication Motivational Strategies, Cognitive Behavioral Intervention Tool and updated Case Plan training. The combination of reduced caseloads and updated supervision training resulted in a more comprehensive and structured delivery of supervision methods.

The 13th District Community Corrections FY2010 Comprehensive Plan Grant Application continues to address the major components contained in the Districts FY2008 SB14 RRI Plan. If this FY2010 Comprehensive Plan Grant Application is approved, the goal of a 20% reduction from the FY2006 revocation rate will be enhanced greatly due to the fact that necessary tools will be in place for target clients to become productive and pro-social citizens.

As with most other agencies, funding reductions loom as a great area of concern. Any reductions will result in loss of services, and probably in reduction in staff. The impact will be increased caseloads and a loss of traction in the footing that has been gained recently in the area of recidivism reduction.



22nd Judicial District Community Corrections

The 22nd Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 50% reduction. Successful completions increased from 62% in FY 2006 to 74% in FY 2009.

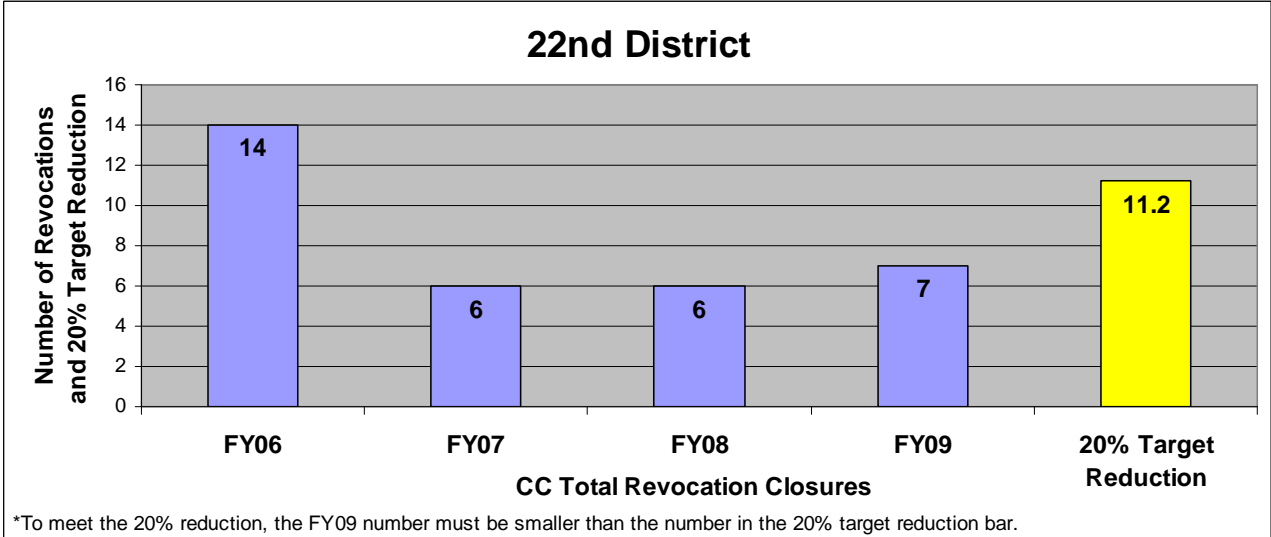
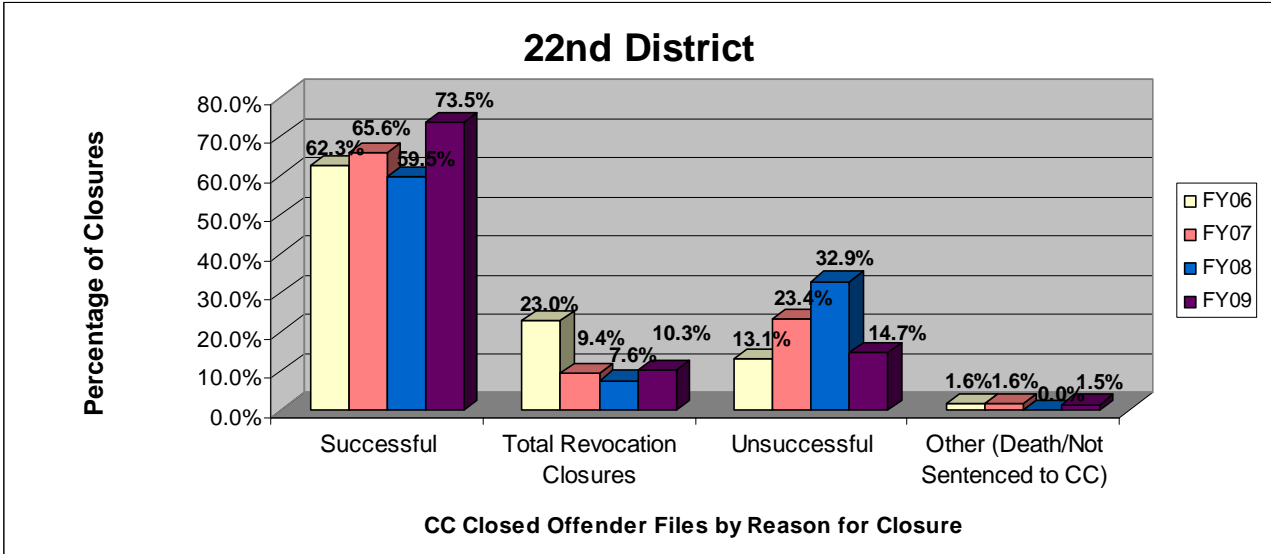
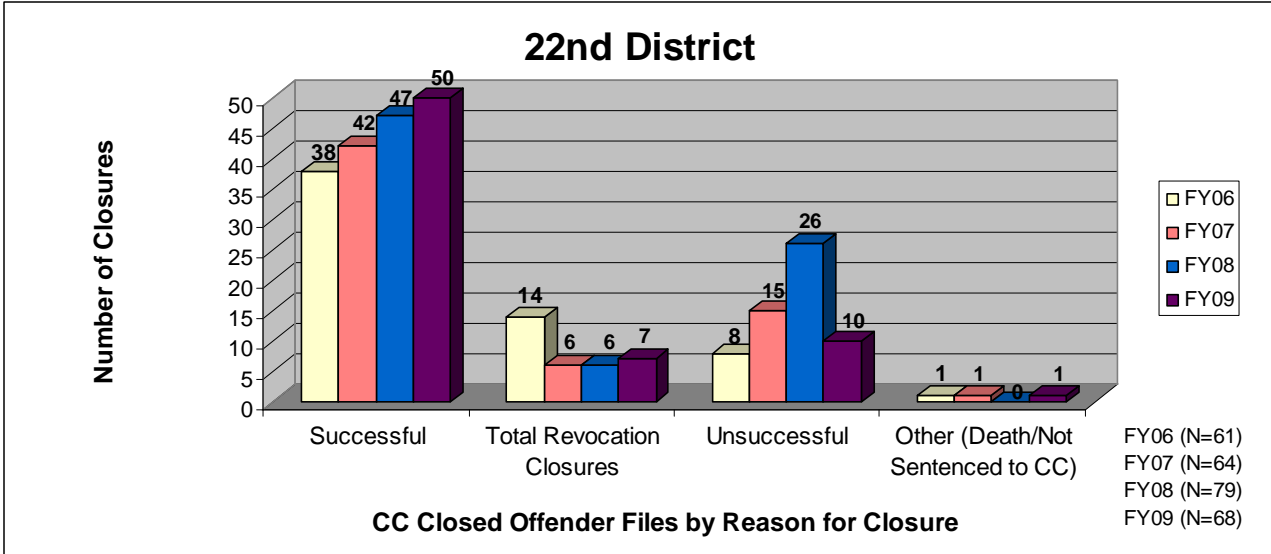
Abstract Provided in FY10 Comprehensive Plan Grant Application

The Twenty Second Judicial District Adult Community Corrections serves the citizens of Brown, Doniphan, Marshall and Nemaha counties. We are located in the very northeastern corner of Kansas bordering the states of Missouri and Nebraska. Our main office is located in the Masonic Hall of Hiawatha in Brown County (the administrative county). We have a satellite office located in the Marshall County Courthouse and in the Pony Express Learning Center, both located in Marysville. We provide services to the citizens within an area of 2,584 square miles.

In FY2006, fourteen (14) offenders, or 23% of the district caseload, were unsuccessfully discharged due to revocations by our agency. This number dropped to six (6), or 9.4% in FY2007 and stayed at 6 for FY2008. Currently, after nine months of FY2009, the revocation rate remains at 6 or 11.3% of the cases closed. Although revocations have decreased, , unsuccessful case closures (meaning offenders who went to the local county jail rather than to prison) rose from eight (8), 13.1%, to 15 (fifteen), 23.4%, to 26 (32.9%) in FY2008. While reducing the state expense of housing offenders, the local cost to counties has increased. The increase was reviewed. It was found that during 2008, several old IC files had been closed. For the nine months ending March 31, 2009 the district's unsuccessful closure rate is 8 (15%) Our twelve-month ADP during this time frame has gone from 79.3 for FY2006 to 100.5 for FY2007, 103.5 for FY08 and at March 31, 2009 is at 109.5.

Our agency added a Resource Officer in FY08 to work with probationers who are unemployed and those who are at high risk of re-offending. We will reduce the number of offenders who are being revoked to prison by 20%, one (1) and reduce the number of unsuccessful closures by 20%, three (3). We will accomplish these objectives by utilizing the Resource Coordinator who will assist high-risk offenders in achieving the goals of their supervision plans and those offenders who are unemployed at intake. ISO's received ACMS training on developing supervision plans to more closely reflect the needs identified by the LSI-R and will receive training in Motivational Interviewing. The Resource Coordinator was certified in Offender Workforce Development. Already trained as a certified facilitator to deliver the NCTI Crossroads Cognitive Behavior Change Curriculum, they also lead anger management classes. Probationers utilize 'Job Fit' a Career Compatibility Report by O*NET (Occupational Information Network) to assess the areas that hold the most interest for them not only for possible employment areas but also for leisure activities.

The 22nd Judicial District is committed to ensuring the safety of its communities and being accountable for the funding it receives to promote the successful closure of offender's probation time with community corrections.



24th Judicial District Community Corrections

The 24th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has increased revocation closures by 75%. Successful completions decreased from 65% in FY 2006 to 43% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

The 24th Judicial District Community Corrections Program provides intensive supervision and monitoring to a targeted population of high-risk felony offenders. The 24th Judicial District encompasses Edwards, Hodgeman, Lane, Ness, Pawnee, and Rush counties and 4746 square miles. Community Corrections strives to ensure public safety in the community by providing interventions and services to offenders that help reduce their risk of re-offending.

The fiscal year 2006 data for the 24th Judicial District provided by Kansas Department of Corrections indicated 37 offenders were discharged from supervision in the 24th Judicial District, 24 (64.9%) offenders were successfully discharged from supervision, 8 (21.6%) were revoked, 4 (10.8%) were terminated unsuccessfully, and 1(2.7%) other (death or not sentenced to Community Corrections). In fiscal year 2006 the agency represented 1.18% of the statewide average daily population. The agencies revocation rate for fiscal year 2006 was 21.6% and in comparison to other community corrections, the 24th Judicial District represented .40% of the revocations statewide.

Data for the 24th Judicial District for fiscal year 2007 provided by Kansas Department of Correction indicated 31 offenders were discharged from supervision, 18 (58.1%) offenders were successfully discharged from supervision, 9 (29%) were revoked, 3 (9.7%) were terminated unsuccessfully, and 1(3.2%) other (death or not sentenced to Community Corrections).

In the Senate Bill 14 Risk Reduction Initiative Plan in fiscal year 2008, the agency reviewed case closures as well as Level of Service Inventory-Revised (LSI-R) data and identified significant differences in scores on the 10 Level of Service Inventory-Revised (LSI-R) domains for those offenders who were revoked from supervision and those who were not revoked from supervision. The agency identified gaps between evidence-based practices and current practice and set out a plan to fill the gaps as part of the Senate Bill 14 Risk Reduction Initiative Plan. The agency reduced and specialized one Intensive Supervision Officer's caseload to consist primarily of Moderate to High Risk offenders according to their Level of Service Inventory-Revised (LSI-R) score. The agency established a graduated sanction, violation & incentive response table for all adult offenders on supervision. The agency required all officers to be trained on the Level of Service Inventory-Revised, Cognitive Behavior Tools, Advanced Communication and Motivational Strategies (ACMS), and Case Management. The agency initiated "Thinking for a Change" classes for offenders. The agency changed existing policy and procedure in the areas of officer-training requirements and graduated sanctions and violation & incentive response.

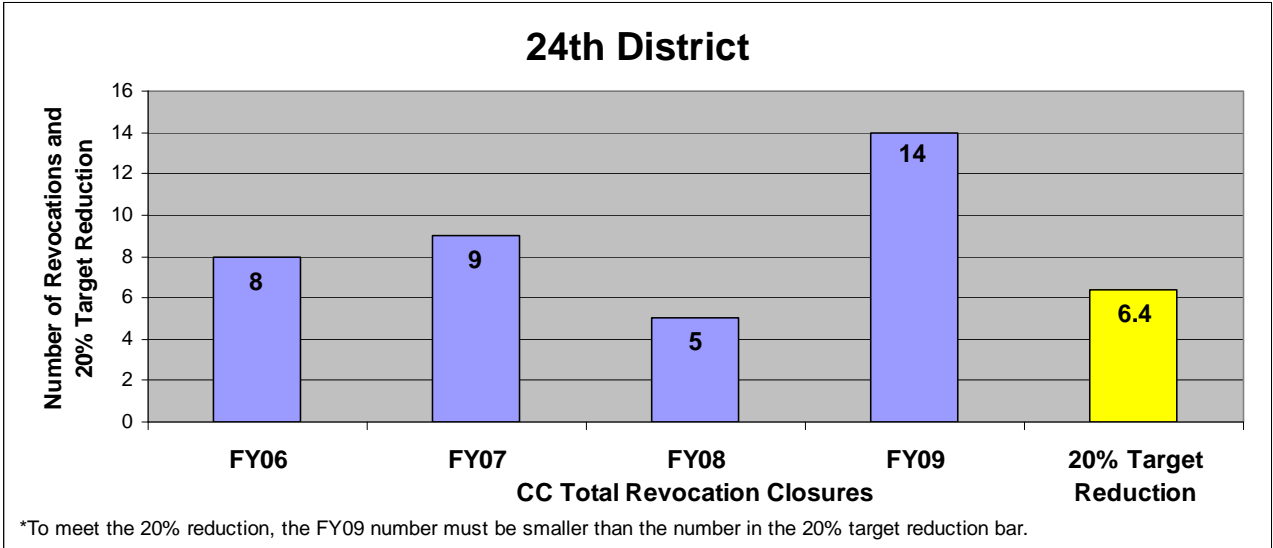
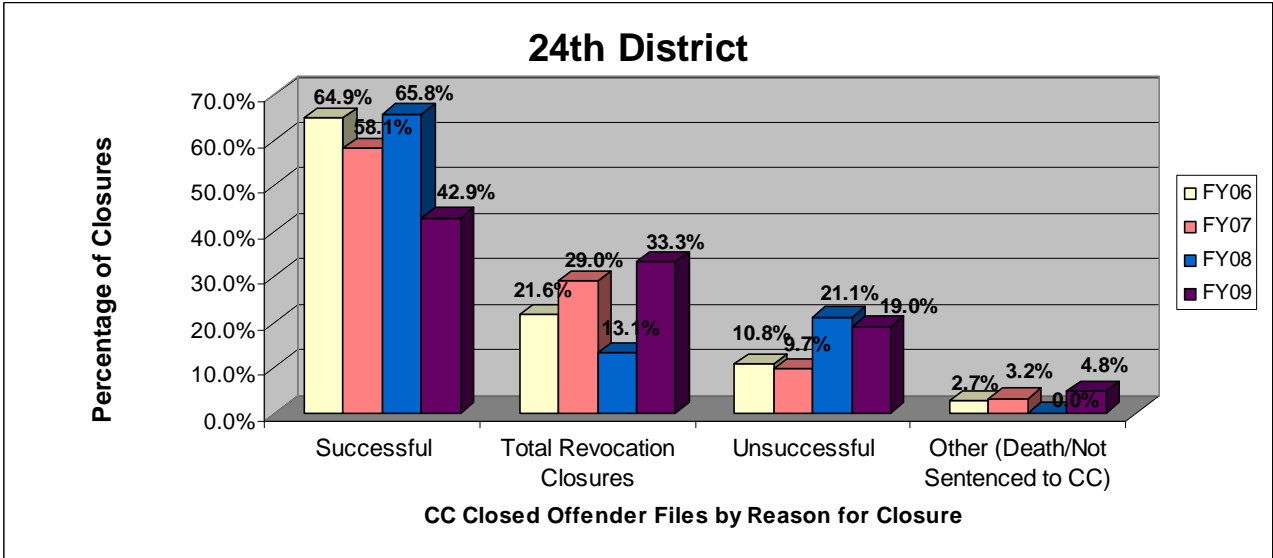
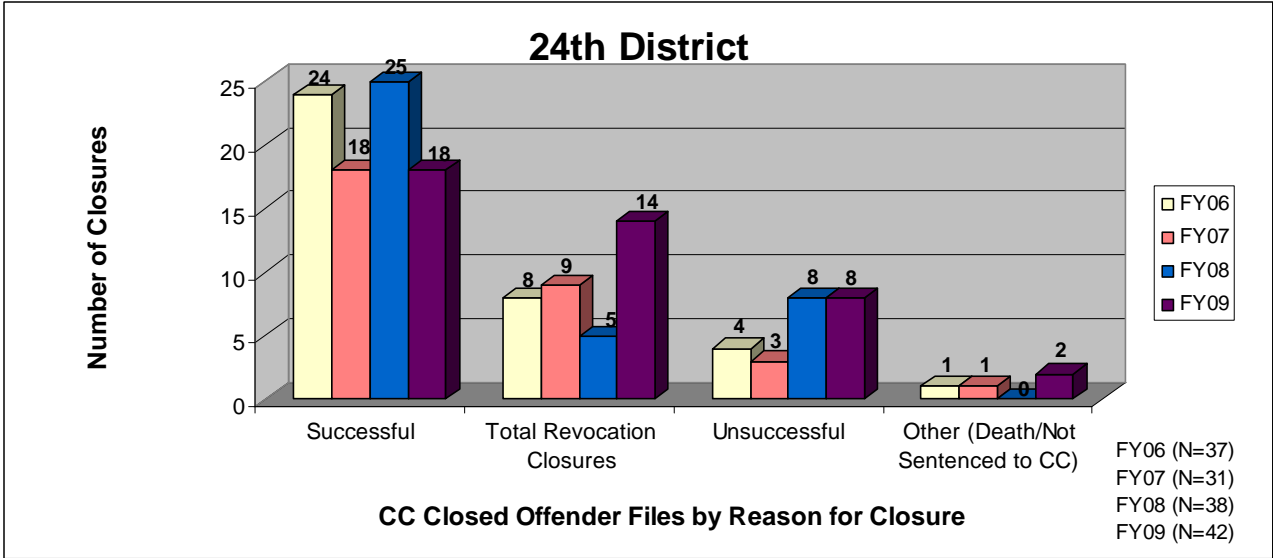
In fiscal year 2008, 38 offenders were discharged from supervision in the 24th Judicial District, 25 (65.8%) offenders were successfully discharged from supervision, 5 (13.1%) were revoked, 8 (21.1%) were terminated unsuccessfully, and 0 (0%) other (death or not sentenced to Community Corrections). In fiscal year 2008, the agency exceeded the Senate Bill 14 Risk Reduction Initiative goal of reducing revocations by 20%. At the end of fiscal year 2008, with less than a full fiscal year into the Risk Reduction Initiative Plan, the agency managed to reduce revocations by 38% from fiscal year 2006.

The agency continued to move towards being consistent with evidence based practice in fiscal year 2009 by changing existing policy and procedure in the areas of requiring supervision plans to utilize the Level of Service Inventory-Revised (LSI-R) domains scores for effective interventions and to monitor and

evaluate the officer's correct use of the Level of Service Inventory-Revised (LSI-R), advanced communication & motivational strategies (ACMS), and Case Management and to provide feedback to the staff.

In fiscal year 2010, the agency will strive to increase the number of offenders successfully completing supervision and reduce the revocation rate by 25% from the fiscal year 2006 rate. In order to accomplish the goal, the agency will continue to utilize the following evidence based practice strategies:

- Staff will use the Level of Service Inventory-Revised (LSI-R) domain data to create a supervision plan, which will address the high domain scores and refer the offender to effective interventions.
- Staff will adhere to evidence-based practice by utilizing the training provided by KDOC i.e. advanced communication & motivational strategies (ACMS), case management, case planning, and cognitive behavior tools.
- The agency will continue to reduce and specialized one Intensive Supervision Officer's caseload to consist primarily of Moderate to High Risk offenders according to their Level of Service Inventory-Revised (LSI-R) score.
- The agency will continue to offer Thinking for a Change classes.
- The agency will continue use the graduated sanction and violation & incentive response methodology to respond to negative behavior as well as increasing positive rewards.
- The agency will continue to work with the Work Force Center for unemployed, employable offenders. The agency will continue to monitor, evaluate, and provide feedback to staff for adherence to evidence-based practice.



25th Judicial District Community Corrections

The 25th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved an 11% reduction. Successful completions increased from 58% in FY 2006 to 65% in FY 2009.

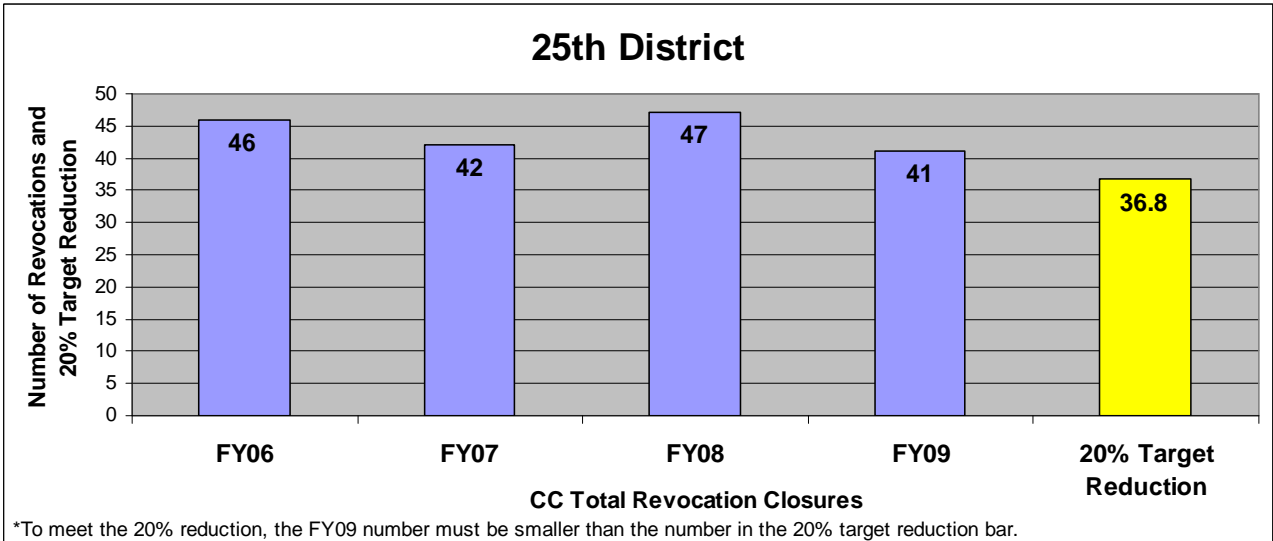
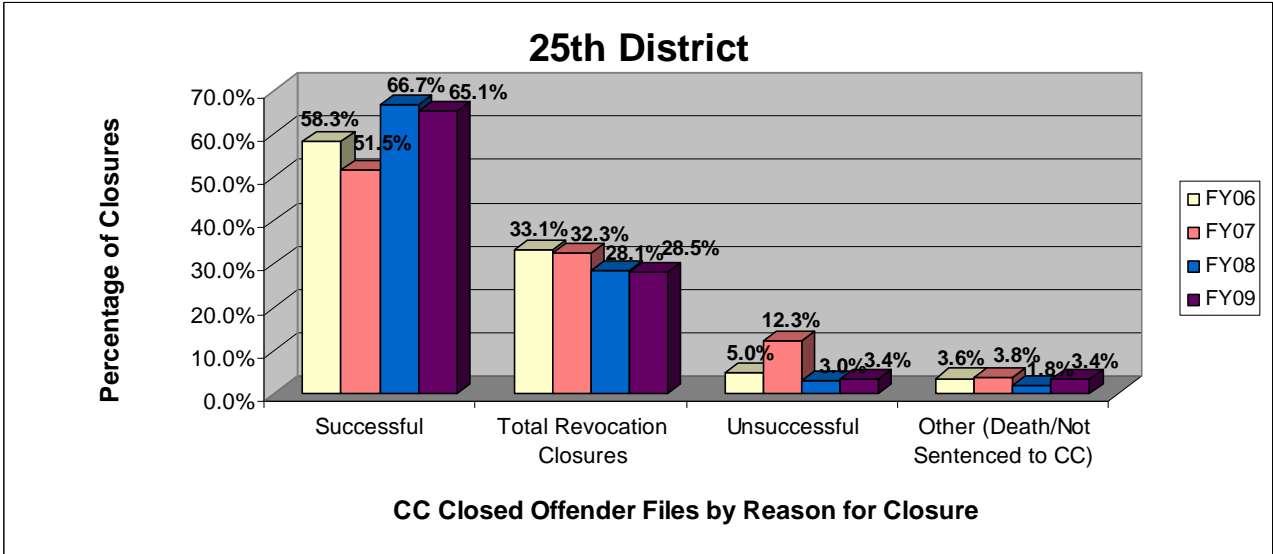
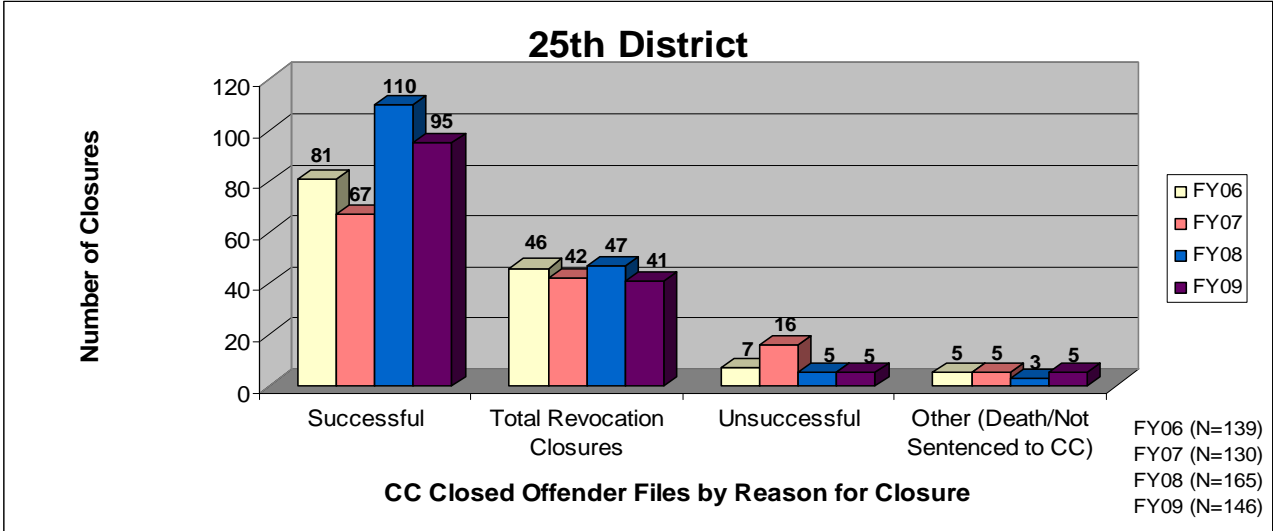
Abstract Provided in FY10 Comprehensive Plan Grant Application

The 25th Judicial District Community Corrections' reduction efforts in FY 2008 were an outcome of identifying offender needs, matching interventions based on responsivity and dosage, and making referrals to the appropriate community resources. With 114 successful closures in FY 2008, the agency increased the number of successful supervision completions by 33% (rounded) or 28 offenders over the FY 2006 number of 86 offenders. As a result, the agency's goal of a 25% increase was exceeded and the state's goal of an increase in the number of successful supervision completions over the statutory year was met. Further, the agency's rate of successful completions for all closures in FY 2008 was 68%. This represents an increase of 9% over the agency's FY 2006 rate of 59% (rounded) and 11% above the FY 2007 rate of 57% (rounded) and is 10% above the state's FY 2008 rate of 58% (rounded).

Although the staff has done a good job in utilizing the local sanctions and resources to do what is needed to ensure that offenders will be less prone to commit new crimes and violate their conditions of supervision as evidenced by the increase in successful completions, we have not experienced the 20% state wide goal or the agency's goal of 25% in the reduction of revocations. With 49 revocations in FY 2008, the agency only reduced the FY 2006 number of 51 by 4% or 2 offenders. In FY 2008, the state's overall revocation rate was 32% (rounded) while the 25th JD CC's revocation rate was 29% (rounded). The agency rate denotes a decrease of 6% from the FY 2006 rate of 35% (rounded) and 2% from the FY 2007 rate of 31% (rounded).

The LSI-R data for FY 2008 indicated that there were significant differences in scores on 6 (Education/Employment, Family/Marital, Accommodations, Alcohol/Drug Problem, Emotional/Personal and Attitudes/ Orientation) of the 10 domains for the offenders that were successfully terminated and those that were revoked. Additionally, the offenders' level of supervision data, at the time of termination, indicated that the prospect for the successful completion or probation decreased as the supervision increased (from low to high).

For FY 2010, the agency will endeavor to increase the number of offenders successfully completing community corrections supervision and reduce the revocation rate by 25% from the FY 2006 rate. To accomplish the goals, the agency will target services to offenders scoring at the Medium to High risk level and High to Very High on 4 of the 6 identified domains on the LSI-R. In this effort, the agency will use the following evidence-based and integrated strategies: a behavioral case plan process based on the LSI-R for the meaningful supervision and effective interventions for all low risk and targeted medium to high risk level offenders; evidence-based practices (motivational interviewing, targeted behavioral case planning, case management, cognitive behavioral tools and a cognitive behavioral approach to deliver effective substance abuse and life skills education); specialized caseloads by offender risk levels (high and medium risk and low risk); group reporting as an option for Level 3 and Level 4 offenders and require that a "thinking" report be submitted by the offender at each session; a sanctions and response methodology that allows the violation response to be tailored to the nature of the violation as well as that of the offender and offers incentives for success; and, the Offender Work Development Specialist employment program model and provide services to meet the education, work history, strengths, and skills of the offender.



28th Judicial District Community Corrections

The 28th Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 39% reduction. Successful completions increased from 46% in FY 2006 to 62% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

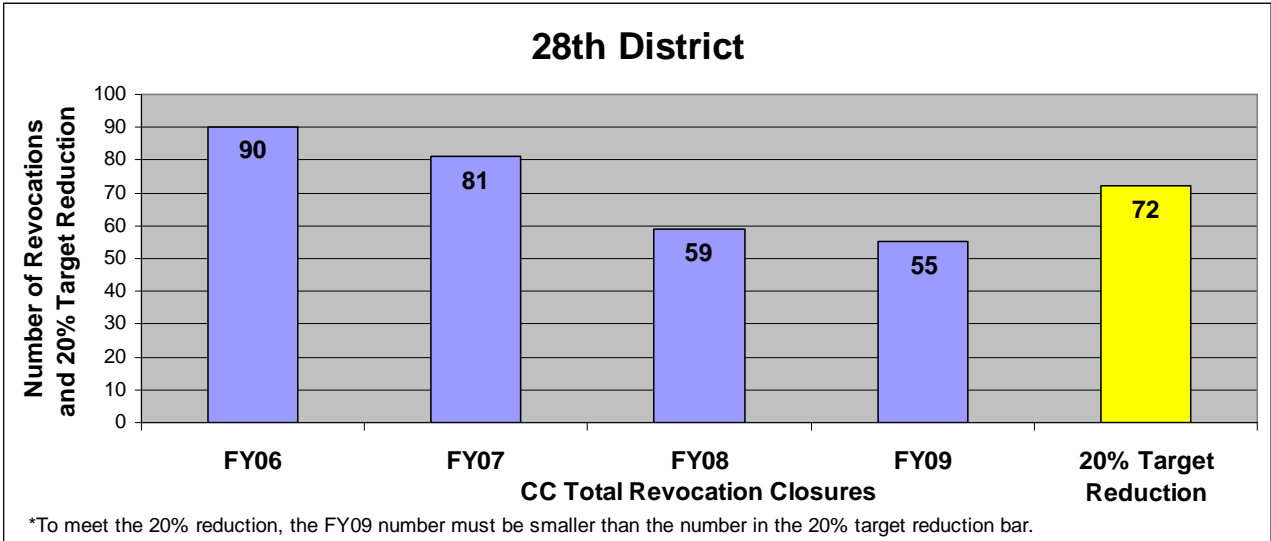
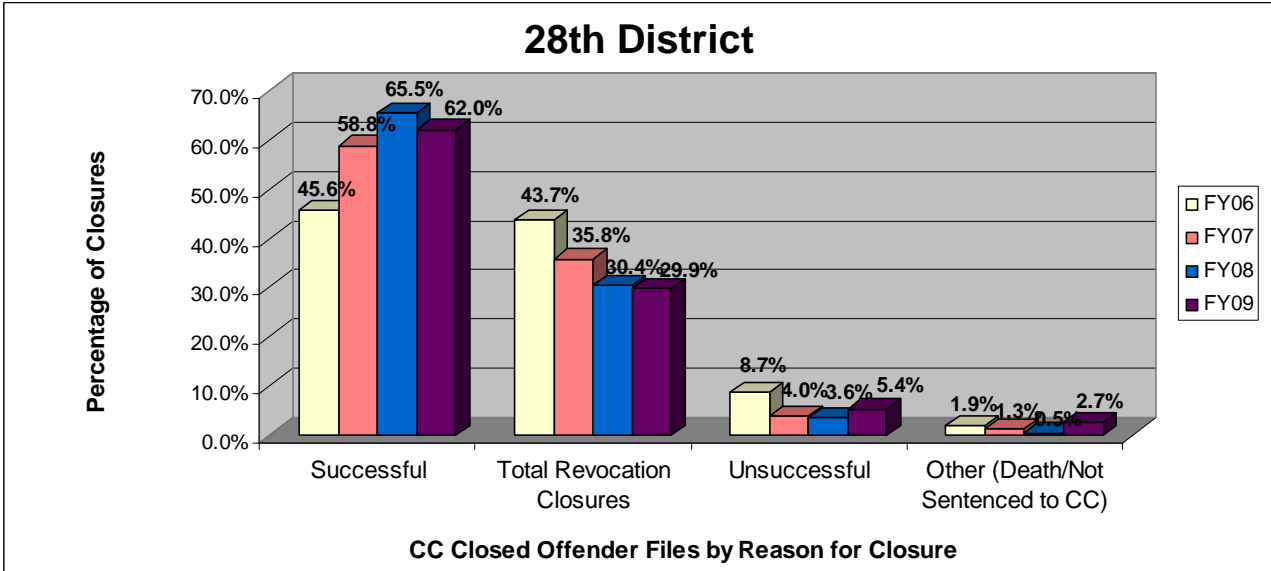
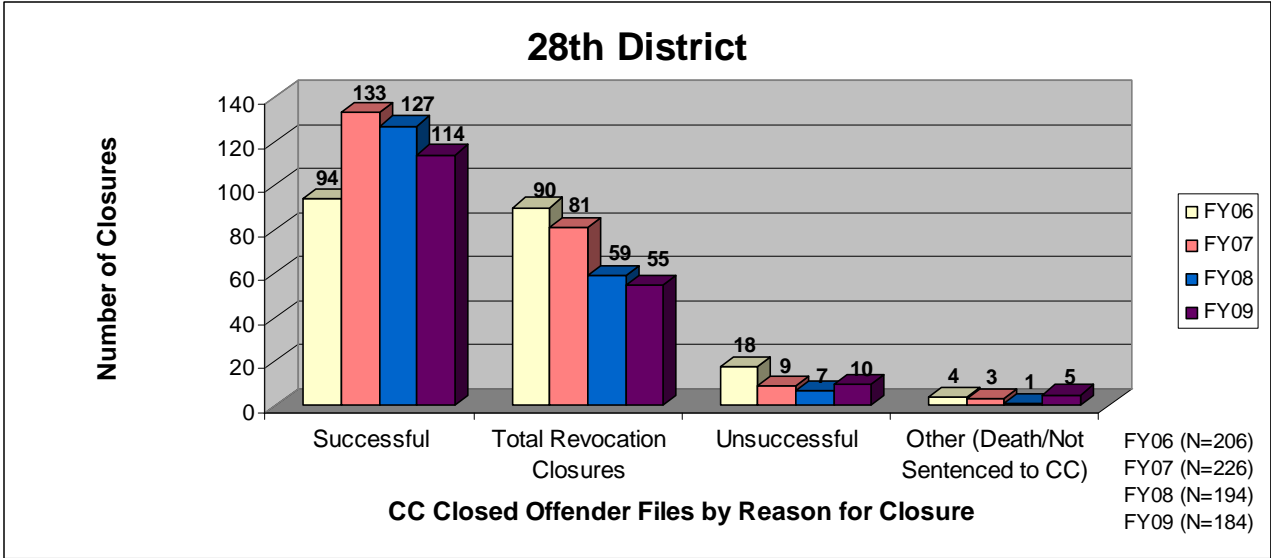
The business of behavior change can be quite difficult. In the criminal justice field it has not been “usual business” to apply practices that focuses on motivation instead of persuasion tactics to achieve positive results. To place the client in a situation of driving their own supervision, avoiding officers doing all the work, and allowing the responsibility for behavior change to be placed on the client is what “usual business” is beginning to look like. Officers developing the understanding of where change comes from and learning about and applying change-focused interactions and interventions has had a very positive impact within this district and our work with the clients assigned to our agency.

The 28th Judicial District Community Corrections, serving Ottawa and Saline Counties, continues to learn, develop, and practice skills and implement efforts to increase the likelihood of client success. Implementing evidence based practices and skill training on motivational interviewing was quite difficult for many of the staff within our agency but time has proven to be the winner with all staff applying those principles in most all client interactions. Additionally those practices are applied to and with provider agencies by many staff. Change is not always good in all situations but changing the “usual business” of dealing with the offender population on supervision was positive and one that shows results that can be observed and measured on a regular basis. This agencies proposed plan includes many aspects that have been in place for some time. Each of these efforts can be improved upon and need to be reviewed on a regular basis to ensure the practices continue and that positive results occur.

Specialized case loads, an intake specialist, and a full evaluation, to include substance and mental health; on all clients assigned to supervision are three key aspects that address the appropriate assignment to case loads.

A Resource Specialist position, (previously called Case Manager) designed to be an advocate for clients, staff, and providers to secure resources, recommend agency changes, and emphasize the principle of targeting interventions to address the greatest need. This position makes many monthly contacts, has assisted in provider agency policy revision, is being requested to provide training, and is utilized by staff and provider agency staff as a resource to communication and client referral.

In-house client cognitive-behavior based groups continue on a daily and weekly basis. These groups are offered morning, afternoon, and evening to accommodate the clients schedule. Staff training and efforts of quality assurance occur to assure staff’s adherence to the evidence based principles and practices, specifically those of motivational interviewing. Advisory Board training, strategic planning, review and modification of policy and procedure and 6 month recidivism studies will all occur to assist this agency in the effort of improving service and ensuring positive outcomes for our client population.



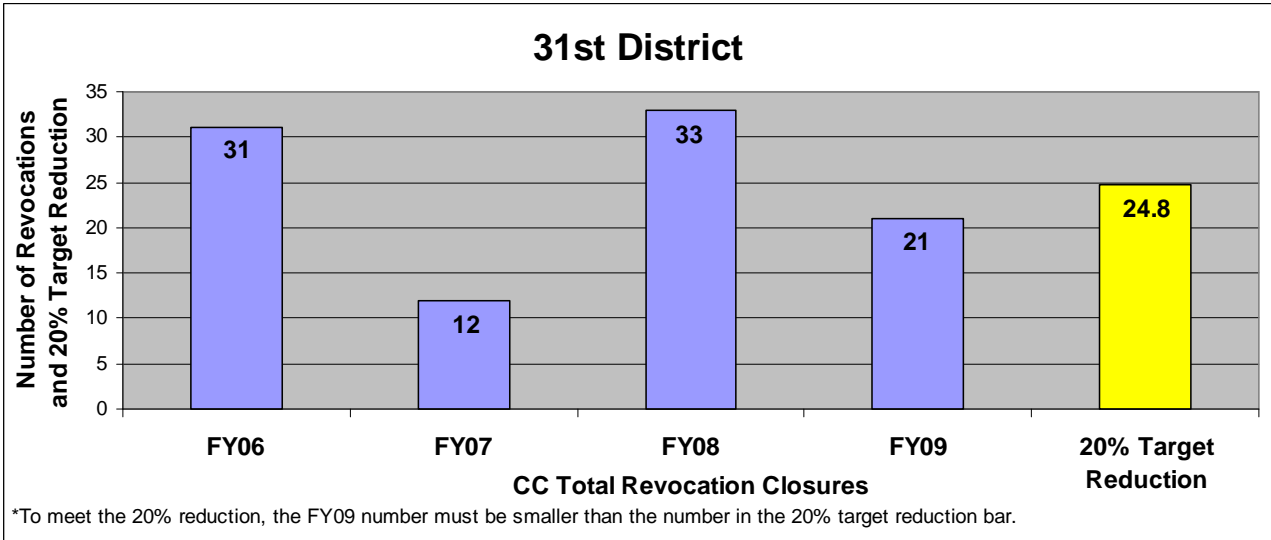
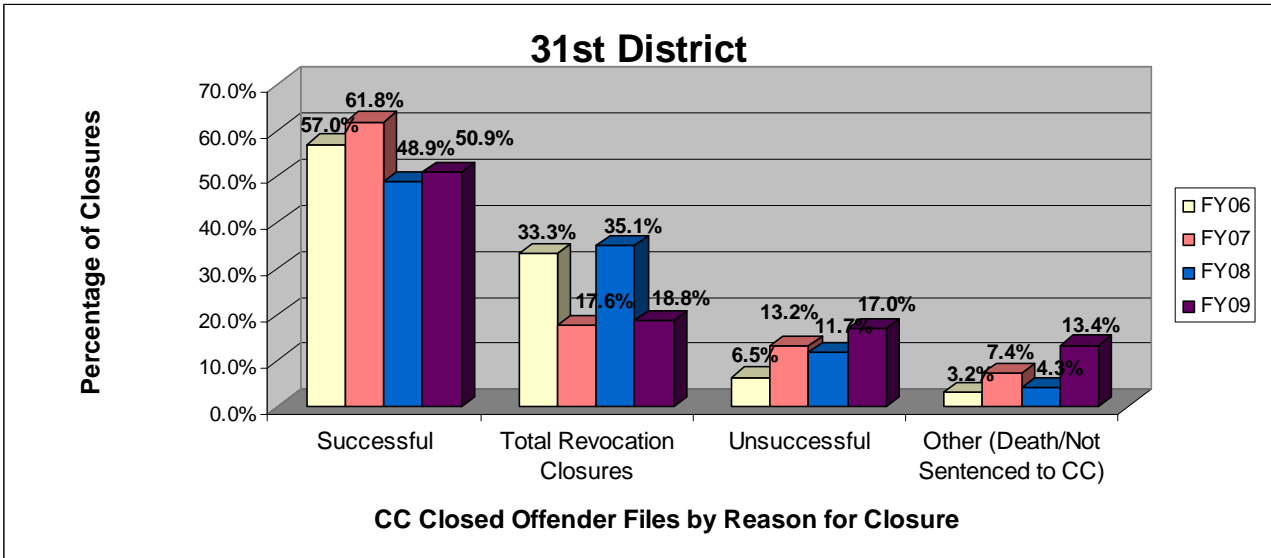
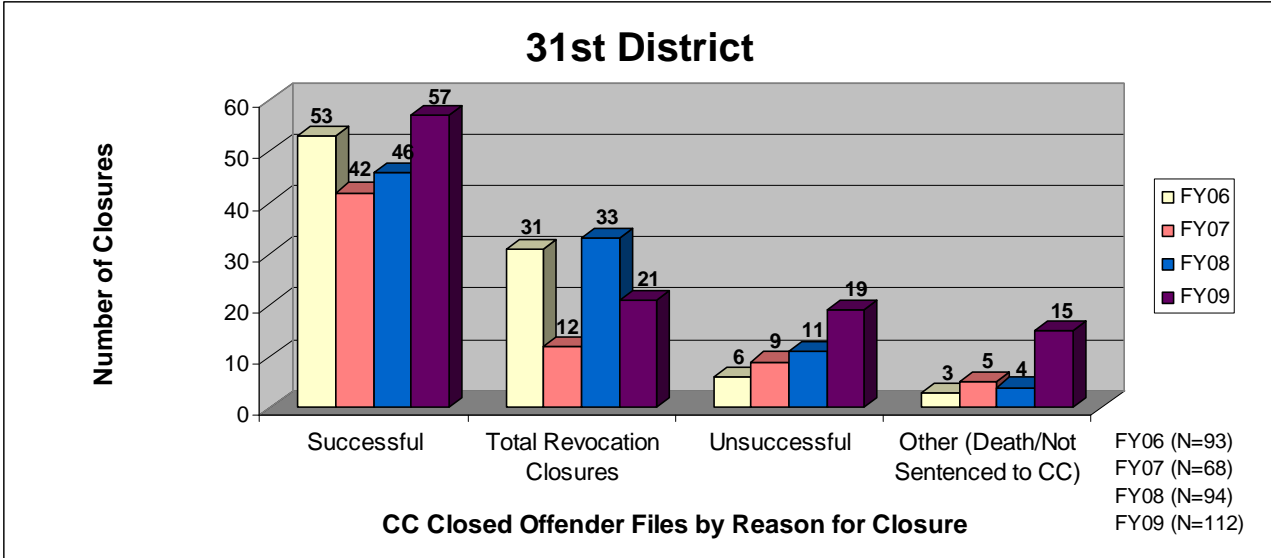
31st Judicial District Community Corrections

The 31st Judicial District Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 32% reduction. Successful completions decreased from 57% in FY 2006 to 51% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

This plan explains the direction of the Thirty-First Judicial District's efforts to improve probation supervision effectiveness by creating a structure for recidivism reduction that is supported by evidence based practices. To create such a structure it will be necessary to focus on the role and responsibilities of staff, management, service providers, and the advisory board. In addition, collaboration will be critical to establish a shared vision and to work together in reaching program outcomes.

Management realizes that change is not easy and will not occur overnight. Our plan is to create a process that integrates education and the elements needed to restructure core services.



Atchison County Community Corrections

Atchison County Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a 13% reduction. Successful completions increased from 29% in FY 2006 to 41% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

Atchison County Community Corrections is located in the northeastern section of Kansas bordering the state of Missouri. Our office is located at 729 Kansas Avenue in Atchison, KS. This agency works with both adult and juvenile probationers in Atchison County.

Atchison County Community Corrections understands that the State of Kansas is trying to reduce revocation rates and improve offender success while maintaining community safety. Our goal is to continue this initiative and provide our probationers with behavioral changing tools in order for all to become successful while on probation and continue this way after they have completed their probation.

Atchison County is working towards lowering the number of probationers entering prison. In FY06, we had 16 revocations, in FY07 there were 21 and by the end of FY08 we had 13 cases closed as revocations. Our projected goal is to have no more than 12.8 cases revoked and serve out their sentence.

By looking at year end data for FY08 our agency will continue to target the Attitudes and Orientation domain of the LSI-R.

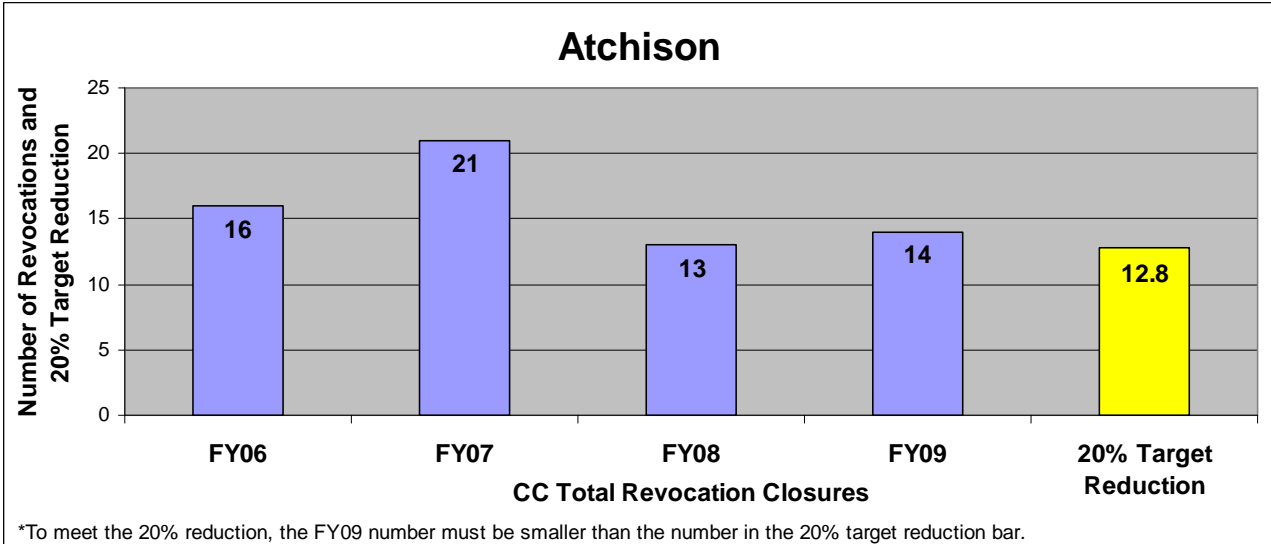
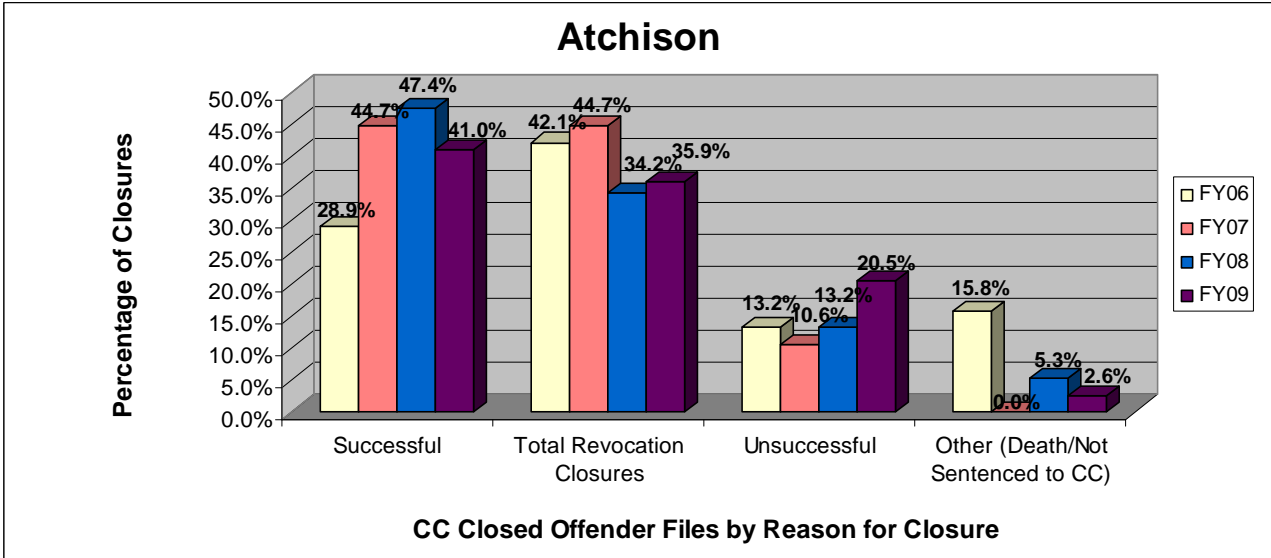
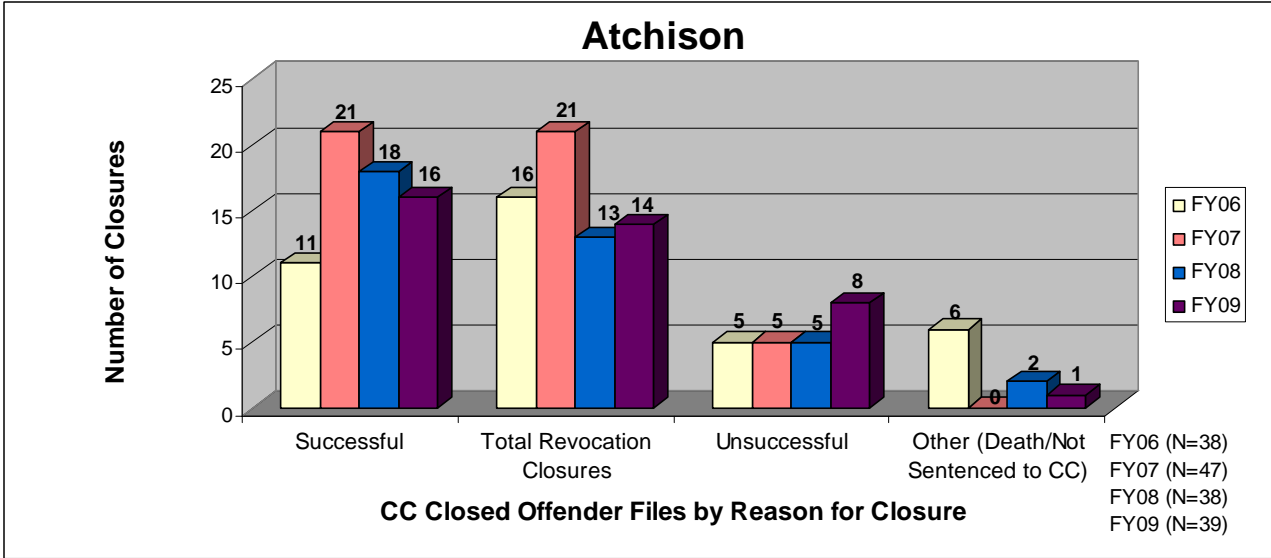
For FY2010, we will continue to use a Cognitive Behavioral Group. For the probationers who participate in this group we anticipate a decrease in impulsive thinking, they will learn to identify negative thinking patterns and increase personal responsibility. Officers will make the referrals for the Cognitive Behavior groups based on the following three (3) criteria:

- Those probationers who are accumulating condition violations and are close to appearing before the Judge on a probation revocation;
- Those whose scores fall in the Moderate to Very High range in the domain section on the LSI-R; and
- Those whose overall score on the LSI-R fall into levels one (1) and two (2).

Adult Case Managers with Atchison County Community Corrections will be implementing the Thinking for a Change program. The officers were trained to facilitate this program which is an approved curriculum by KDOC.

Data collection will be done quarterly according to State Standards. Data analysis will be monitored by ISO's and Director to make sure the desired outcome is being achieved.

This agency will also continue to focus on employment of our employable probationers for FY2010. This year we are teaming up with parole to share services and look forward to participating in the Offender Workforce Development Services offered by the local parole officer. In trade, parolees will be enrolled in the Thinking for a Change program which will be facilitated by Community Corrections staff.



Central Kansas Community Corrections

Central Kansas Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a revocation increase of 10%. Successful completions increased from 59% in FY 2006 to 62% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

Central Kansas Community Corrections serves the Twentieth Judicial District, encompassing Barton, Ellsworth, Rice, Russell and Stafford counties. The agency's use of local resources strengthens the aid in excellent delivery of services to our offender population. CKCC staff is dedicated and continues to serve the five county District by seeking interventions that meets the needs of offenders while keeping public safety as the priority.

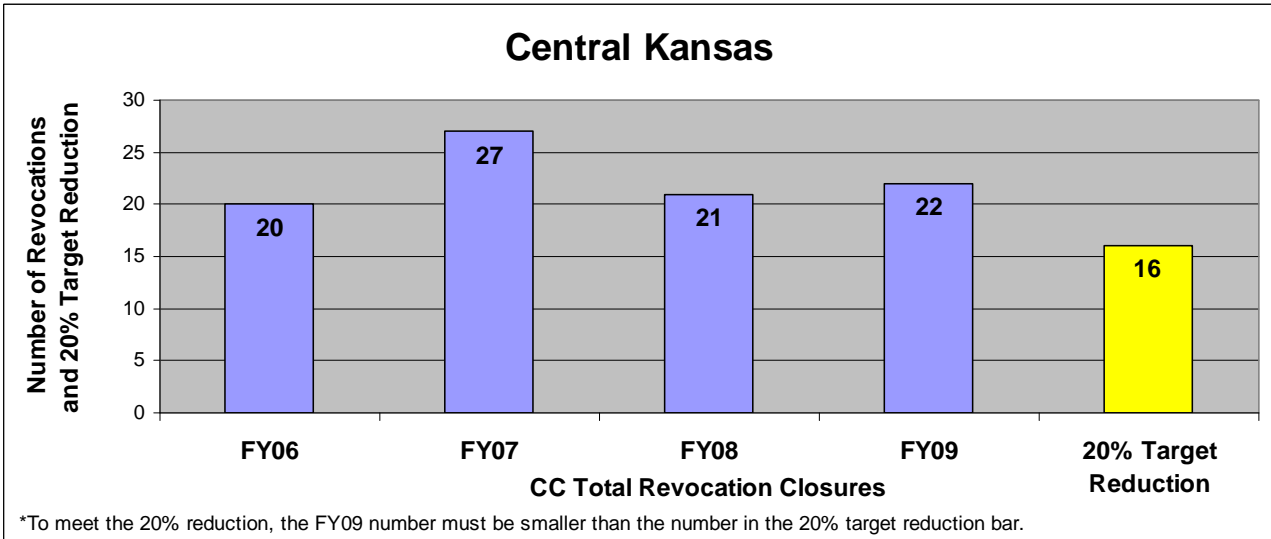
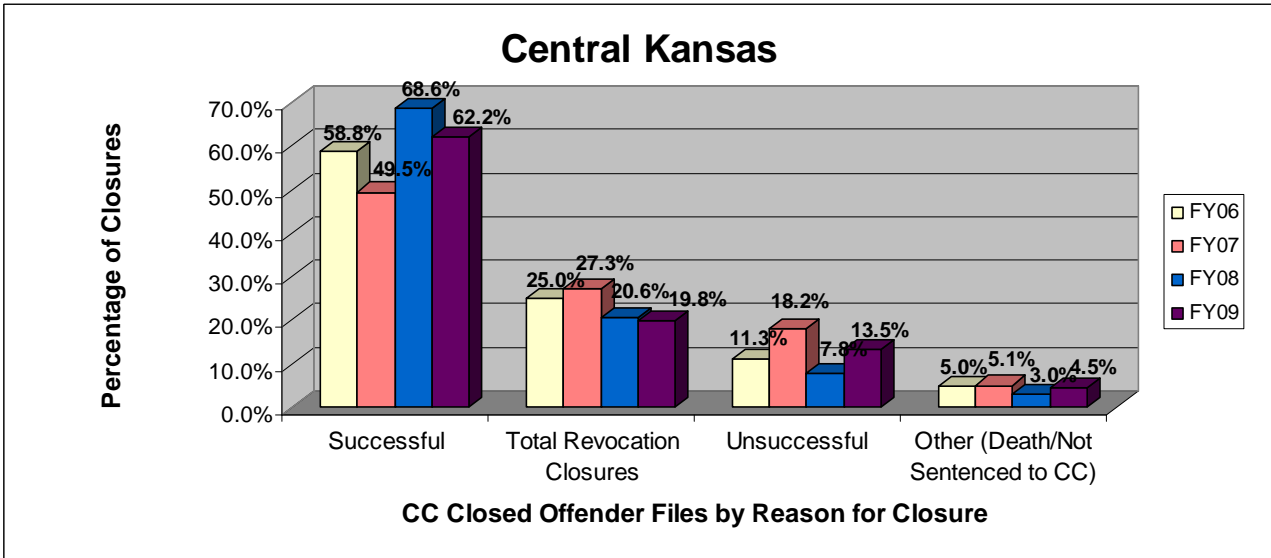
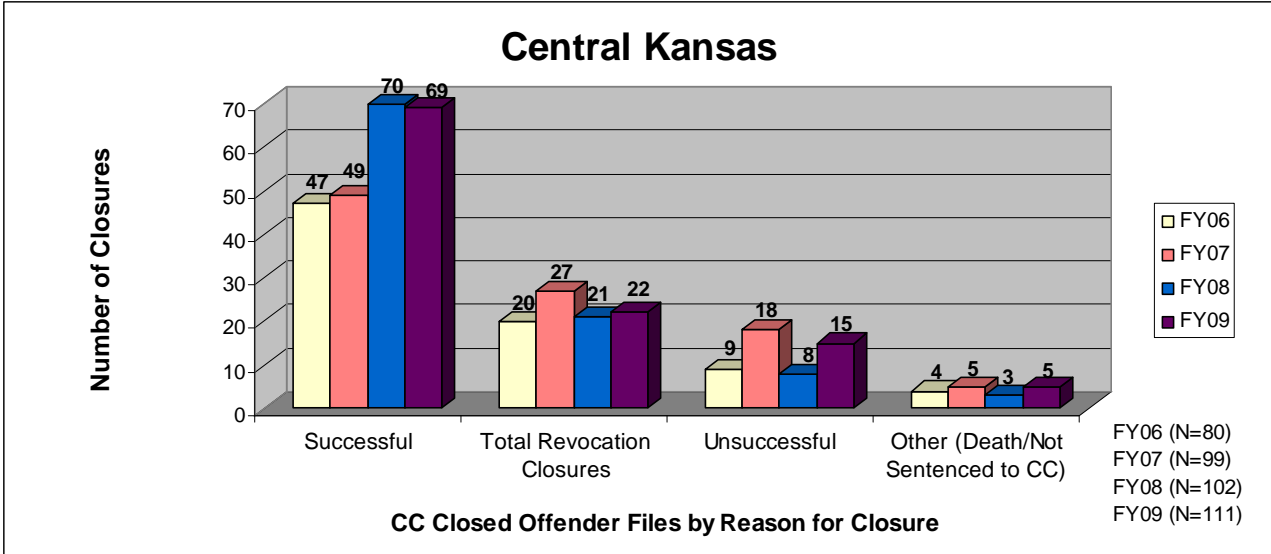
CKCC directs case management efforts and programming toward the concerns identified in the Level of Services Inventory – Revised (LSI-R). These efforts include but are not limited to extensive drug testing, surveillance, cognitive-behavioral groups, substance abuse treatment and acting as resource brokers for assistance within the community as well as statewide services.

CKCC strives to create new opportunities for probationers to improve their areas of risk. Central Kansas Community Corrections staff work together with probationers, support groups and other outside agents to develop and deliver a bi-monthly community calendar of drug / alcohol-free activities and events available in the community and the surrounding area. Other means that CKCC provides ways for offenders and their families to access community information is by collaborating with local providers to spotlight available services in a quarterly “lunch and learn” format designed to engage the offenders and their families.

Other interventions offered by CKCC include Cognitive Behavioral classes using the Crossroads curriculum and Thinking for a Change in order to address the identified high risk factors and effectuate positive self change within the participant. Additionally, CKCC has priority access to Gateway to Recovery, an Addiction and Prevention Services approved in-house outpatient substance abuse program.

Currently, all Intensive Supervision Officers have been trained and are required to use skills as taught in Advanced Communication and Motivational Strategies (ACMS), Cognitive Tools and Case Management Trainings, as offered by the Kansas Department of Corrections in addition to any other approved training to better educate the ISOs in their case management endeavors. Offenders who are identified as medium to high risk have more opportunities to change their behavior using a wide array of cognitive services on a more proactive basis than in the past. New tools such as the use of Thinking Reports, Sanctions and Response Methodology to address offender behavior, individualized attention with regard to cognitive groups and the inclusion of the family in the probationer's supervision will aid in the success of the offender in the behavior change process.

While CKCC began the self-evaluation process to examine the “why” behind the offenders' success, or lack thereof. The brainstorming process included discussions with mental health and substance abuse professionals, judges, county attorneys, county commissioners and many others. Philosophies of intensive supervision were challenged throughout all levels of the district, but in the end the support throughout the service area is the same: We all want to live in a safer Kansas with offenders who are held accountable for their actions; learning from their mistakes and learning to make prosocial decisions in the future. CKCC will continue to evolve case management practices to be in-line with Evidence-Based Practices to assist in effectuating offender success.



Cimarron Basin Community Corrections

Cimarron Basin Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a revocation decrease of 0%. Successful completions increased from 38% in FY 2006 to 58% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

In reviewing the data for the past year Fy08 we had 38 offenders or 50.7% successfully complete and 17 offenders or 22.7% who failed to complete the Cimarron Basin Community Corrections program. In comparison to FY06 we had 39 offenders or 37.5% successfully complete and 37 offenders or 35.6% who failed to complete the Cimarron Basin Community Corrections. In comparing this three year time period our success rate has increased by 13.5 % and our unsuccessful rate has decreased by 12.9%

Cimarron Basin Community Corrections provides adult intensive supervision for the 16th and 26th Judicial Districts. CBCC serves the counties of Clark, Comanche, Grant, Gray, Haskell, Kiowa, Meade, Morton, Seward, Stanton and Stevens which encompasses approximately 8,200 square miles.

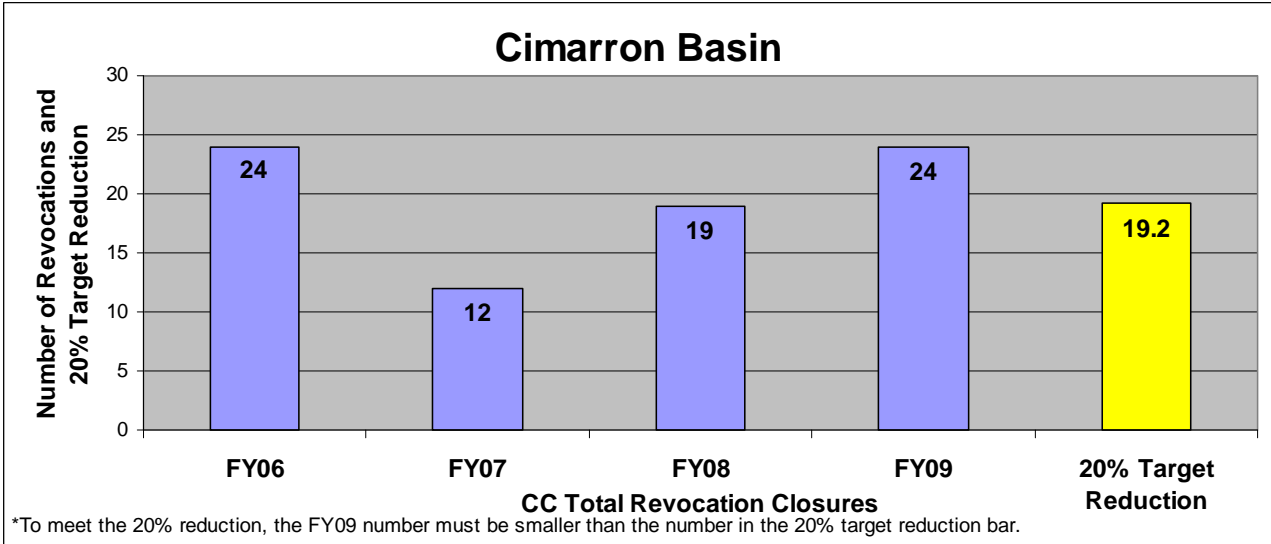
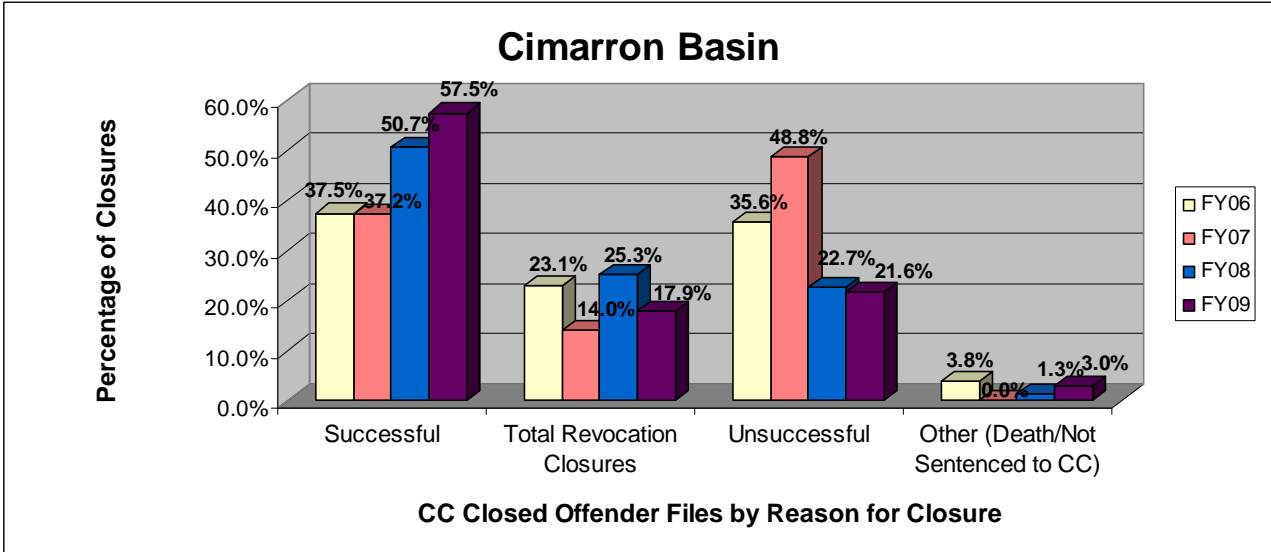
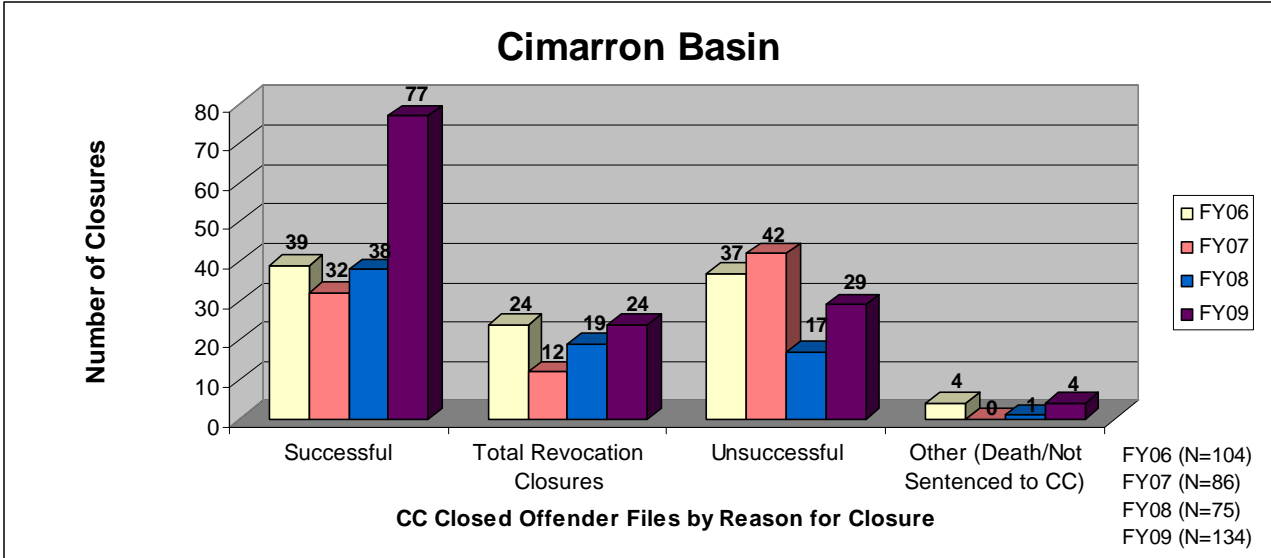
Intensive Supervision is designed to provide structured contact with an Intensive Officer for a set period of time. The ISO initiates collateral contacts with treatment providers, family members, employers and significant others. Offenders are required to complete all court ordered conditions including observance of a curfew and frequent drug/alcohol testing.

During the past year, Cimarron Basin has focused on working to better understand the offenders assigned to us. The offenders bring with them a lifetime of negative thinking and attitudes resulting in poor choices and consequently leading them into the trouble they are now in. Offenders also use this negative thinking in the way they respond to being on supervision, falling back into old behaviors they feel comfortable with when a crisis is presented.

CBCC has implemented a Drug and Alcohol Outpatient Program to provide assessments, one on one and group counseling, and drug and alcohol education not only to our offenders but also to the local schools, parole, SRS, court services, public defenders and the county attorney's office for diversion programs. Our new Getting It Right Program addresses negative thinking by encouraging offenders to examine eight basic thinking errors that lead to criminal behavior.

Local resources are also utilized to provide services needed by offenders such as the adult learning center for GED, Southwest Guidance Center for psychological counseling, and local law enforcement to help with surveillance.

We have expanded our Drug and Alcohol Outpatient Program as well as the Getting It Right Program which has allowed us to more effectively address the negative thinking our offender's exhibit. This will give Intensive Supervision Officers new resources which will provide programs for offenders in all counties we serve. We are able to address responsible thinking, anger management, and relapse prevention for alcohol/drugs. Learning skills to successfully live in the community such as financial responsibility, employment, time management and coping skills will also be addressed.



Cowley County Community Corrections

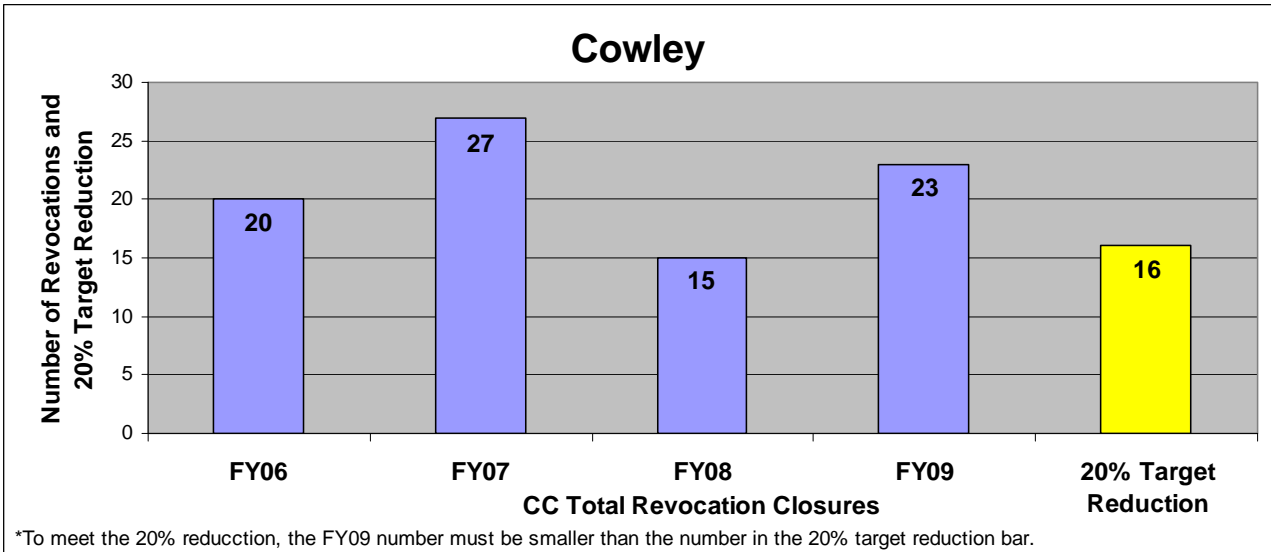
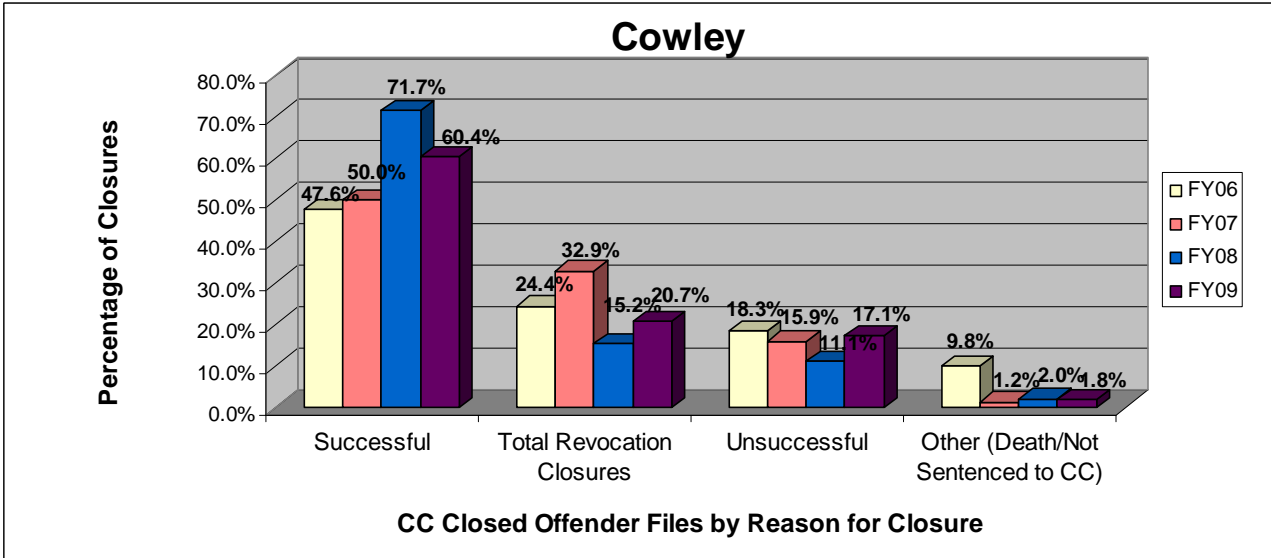
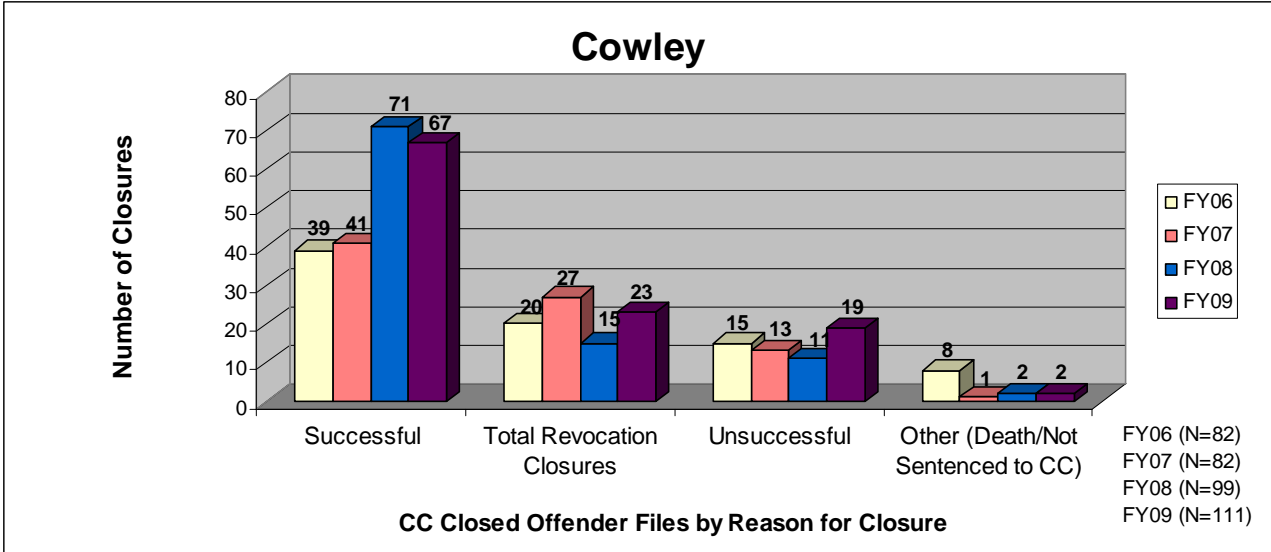
Cowley County Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency had a revocation increase of 15%. Successful completions increased from 48% in FY 2006 to 60% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

Cowley County Community Corrections operates the Community Corrections Act programs in the 19th Judicial District. Cowley County is located in south central Kansas on the Oklahoma border and within one-hour drive of Wichita. Cowley County encompasses 1,126 square miles with a total population of 34,931. Winfield is the largest city within the county with a total population of 11,741 and Arkansas City is the second largest city with a population of 11,416. The 19th Judicial District operates two separate Courts, one in Winfield and one in Arkansas City. Over 474 clients were served in FY08 here in Cowley County, with an average daily population of 169.3.

Cowley County Community Corrections provides two basic components for the Courts' consideration at the time of sentencing. The first is intermediate level sanctioning and supervision options in sentencing felony offenders to probation (AISP) vs. prison sentences. The second is the Cowley County Community Corrections Day Reporting Program, which is an SRS, certified level one outpatient drug and alcohol treatment program, which provides cognitive based treatment to all offenders needing outpatient treatment.

This plan is targeted to assist those clients that defined by the LSI-R as being at a medium or high risk to fail on probation or to re-offend. In Cowley County, the areas of greatest risk are alcohol and drug related problems and education and employment problems. We are currently implementing specialized caseloads, enhanced case planning, cognitive behavioral skills training, and risk reduction techniques, which will target these needs within Cowley County. As of March 08', we began providing an Education and Employment learning lab within our office to assist offenders with education and employment needs. We are currently in collaboration with Cowley College to provide a G.E.D./high school diploma completion program in our office for all our offenders, State Parole offenders and the public needing to complete their high school diploma or obtain their G.E.D. We have a computer lab set up for offenders to do job searching on-line as well as the ability to work on resumes and job applications.



*To meet the 20% reduction, the FY09 number must be smaller than the number in the 20% target reduction bar.

Douglas County Community Corrections

Douglas County Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency has achieved a revocation decrease of 50%. Successful completions increased from 61% in FY 2006 to 75% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

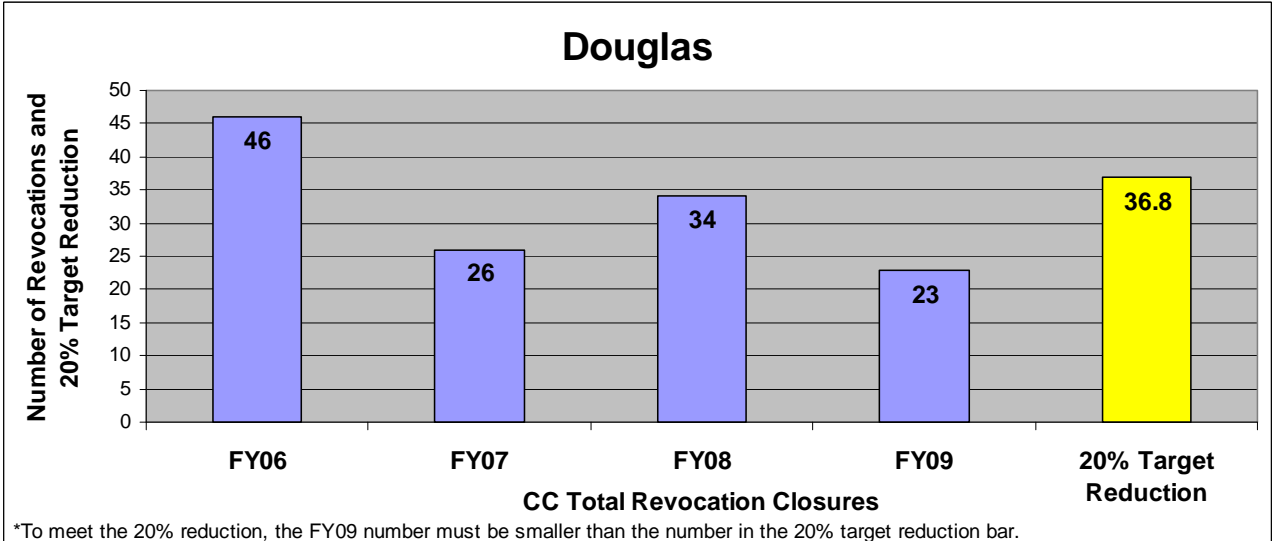
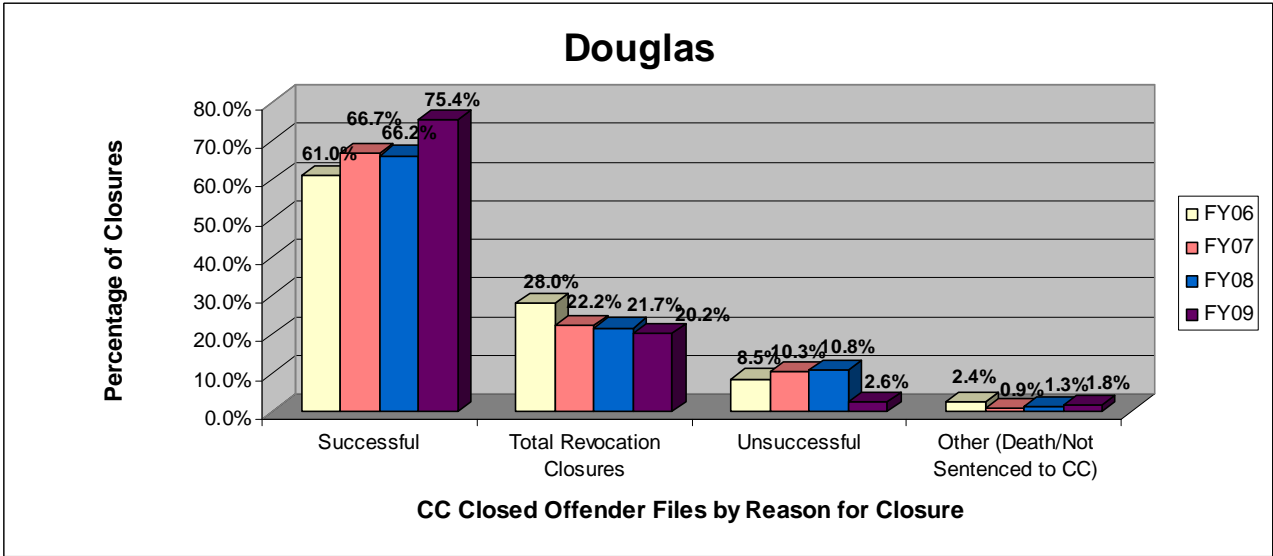
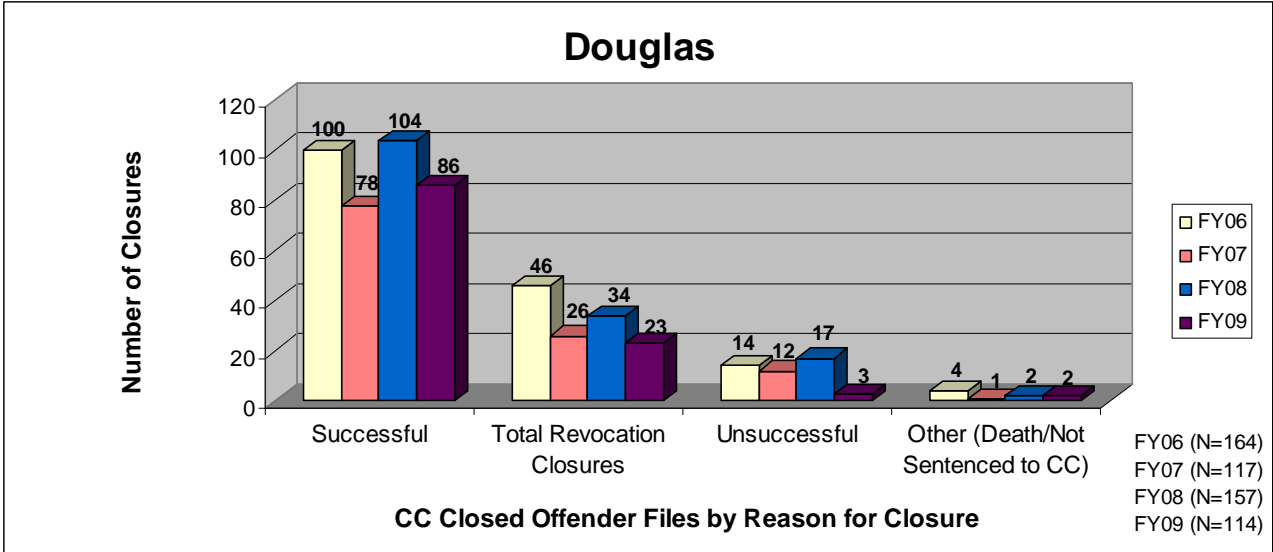
Douglas County Community Corrections is committed to enhancing public safety by helping offenders be successful while on probation and preparing them to live law-abiding and productive lives upon their successful discharge. In that regard, the Risk Reduction Initiative (RRI) has enabled us to establish a dynamic program for medium and high risk offenders as determined by the LSI-R for all assigned offenders and the Static 99 for all assigned sex offenders. The program provides offenders with three to nine months of intensive risk reduction-focused services that will occupy 40-70% of their free time. All components of the program have not yet been developed and implemented due to time constraints. However, once fully implemented, the program will incorporate the use of evidence-based tools to enhance the offender's own intrinsic motivation for a changed life.

During the first phase of our program, one of the goals was to establish specialized caseloads and this was completed. We have the equivalent of three full-time officers for direct Adult Intensive Supervision Probation (AISP), supervising mostly level III and level IV offenders. The Chief Executive Probation Officer and AISP Officer III (Deputy Director) contribute .25 each supervising adult level III/IV offenders. With the RRI funding, we were able to hire two full-time RRI officers that supervise level I/II offenders. Having specialized caseloads enables the ISO's to more effectively address offender risk and needs areas and to assess what services would be appropriate and available to help the offender successfully complete probation and become a productive citizen within the community. We will continue to target appropriate treatment interventions and programs to match the offender's individualized needs, taking into account such things as dosage and responsivity. A quality assurance piece has also been added to our program.

In order to provide adequate and thorough case management, we believe that training is an important element for our ISO's. Therefore, our agency has taken advantage of the training initiatives offered by the Department of Corrections to include Advanced Communication Motivational Strategies (ACMS), Cognitive Skills and Case Management training. Although some training has been completed, our goal is to have all staff that interact with offenders trained in all initiatives and any other risk reduction principles offered by December 2009. Our two RRI officers are trained and certified to administer the Static 99 to all sex offenders. The RRI officers along with one AISP Officer also participated in the cognitive skills facilitator training offered by Cross Roads in June, 2008. Our agency will have a continuing commitment for all officers to participate in ongoing refresher training.

Although mentioned in our 2009 C³P we have not been able to develop our positive mentoring program and an incentive/rewards program due to time constraints. However, our goal is to have these components implemented by December 30, 2009. We will be implementing our SCRAM program that will be discussed in further detail in the Current Practice/Operations and Program Strategy/Design sections. We will also continue to move forward with our Cognitive Skills classes.

The ultimate goal for fiscal year 2010 is to see improved offender success that translates into at least a 30% reduction of offenders being revoked to prison from our agency.



Harvey/McPherson Community Corrections

Harvey/McPherson Community Corrections sought to reduce their fiscal year 2006 revocations by 20%; the agency had a revocation increase of 61%. Successful completions increased from 48% in FY 2006 to 60% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

Harvey/McPherson Counties Community Corrections (HMCCC) encompasses 1,439 square miles and is located in the Central Region of Kansas. Newton is home to one office and the other office is in McPherson.

In Fiscal Year 2008, the average daily population was 209.3. HMCCC employees closed 126 cases in 2008. Of those cases closed, Harvey County employees supervised 83 (66%) of the probationers, while McPherson County supervised 43 (34)%. Of the total number of cases closed, 81 (64 %) were non-SB 123 and 45 (36%) were SB 123's.

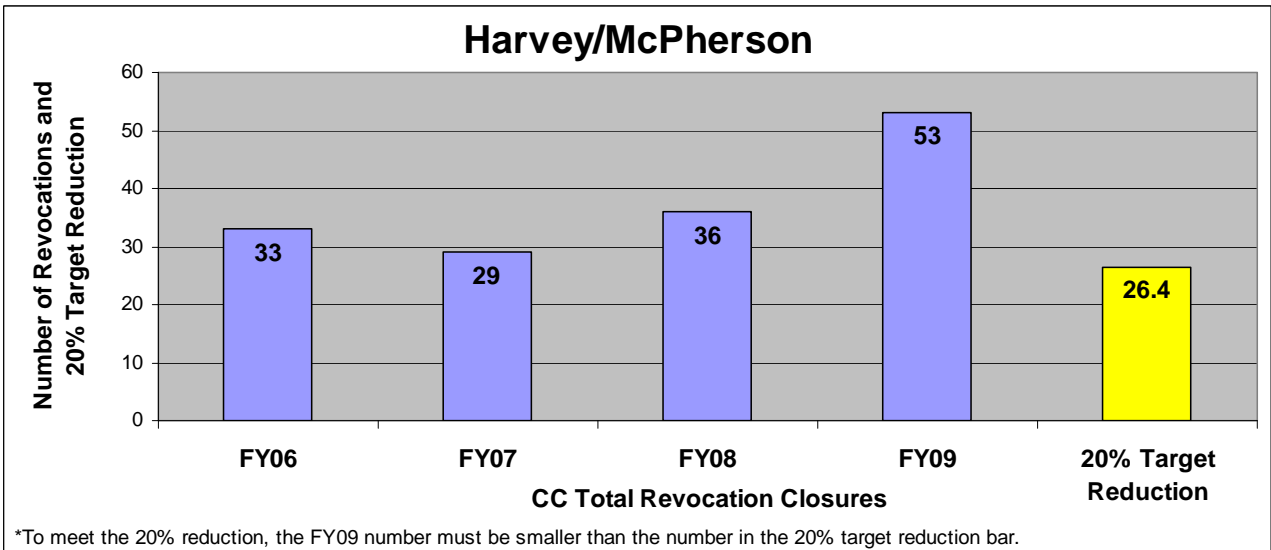
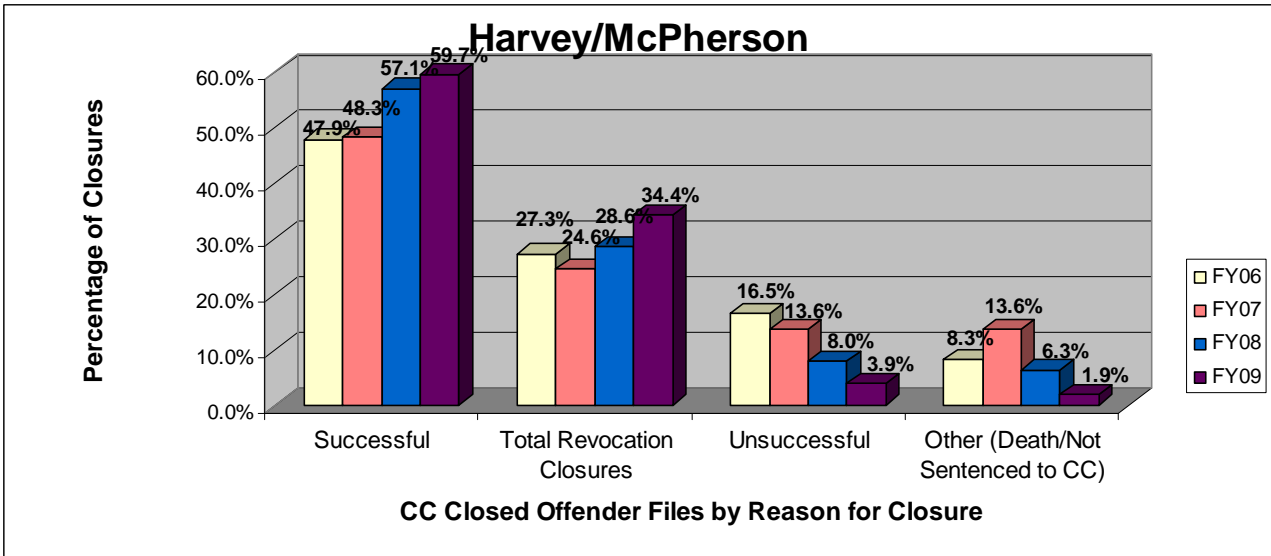
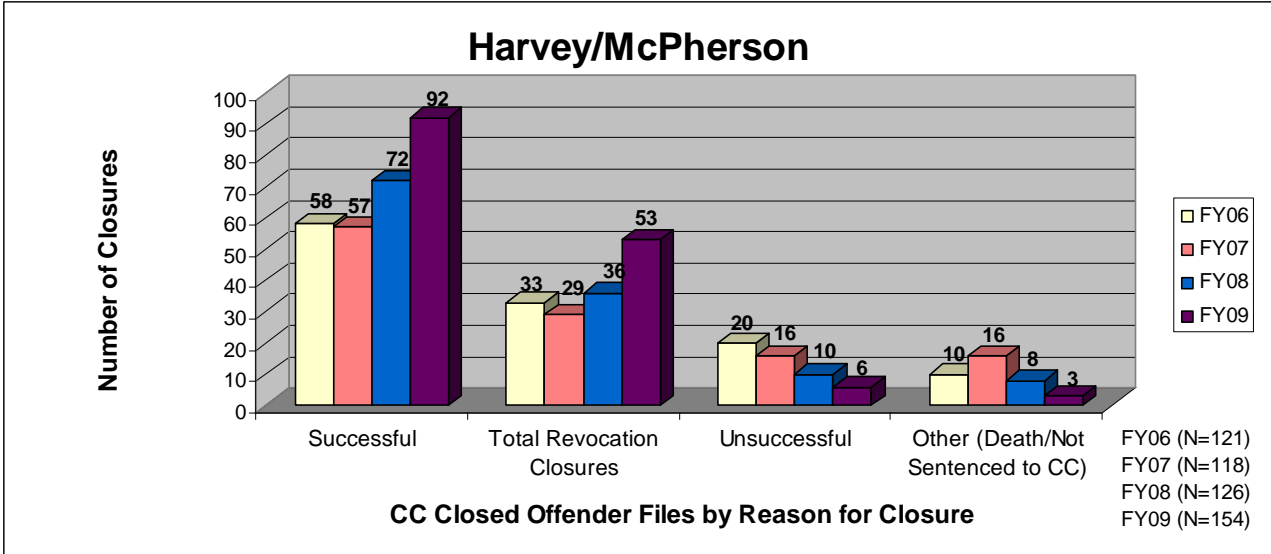
Two (2) cases were mistakenly closed under the description of 'Not Sentenced to Community Corrections' in FY08. The actual closure description should have been entered in TOADS as 'Successful'. Of the cases closed by the agency, 75 (59%) successfully completed the program and were released from supervision, 35 (28%) were revoked for condition violations and/or new convictions and 10 (8%) were unsuccessful/closed by the court. 6 (5%) pre-SB 123 cases were closed and were not sentenced to community corrections. The FY08 revoked number reflects an increase of two (2) probationers from FY 06 (33 were revoked in FY06). 121 total cases were closed in FY 06. Data shows the vast majority of those revoked in FY08 were due to continuing substance abuse and not reporting to office visits.

Through the assistance of this grant, HMCCC will strive to decrease revocations by 20% (7 probationers) from the FY 2006 rate. The target population will be probationers scoring high to moderate on the initial LSI-R, and subsequent re-assessments; and probationers who, though scoring lower than moderate, are experiencing difficulty meeting the requirements of supervision. To accomplish this goal, as well as increase the number of successful completions, the agency will continue to implement evidence-based practices in the supervision of probationers. HMCCC proposes the following:

- The agency will be unable to utilize the CAP during FY10 due to lack of funding.
- The agency will continue utilizing the Commitment to Change cognitive group by partnering and contracting with the Central Kansas Foundation (CKF).

The agency will partner and contract to provide Harvey County Probationers the opportunity to continue attending Commitment to Change cognitive group. Due to the low number of eligible McPherson County probationers, it is not expected HMCCC will continue a cognitive group for that area.

- The agency will ensure that all staff involved in the supervision of staff and/or probationers will utilize the tools learned in Advanced Communication Motivational Strategies (ACMS) and effective case planning in order to improve the areas of assessing probationer motivation, reducing resistance to change, reinforcing commitment to change, and raising the overall effectiveness of the supervision the agency provides, and to more proactively address responsivity issues.
- The agency will continue to provide positive reinforcement to probationers through acknowledgement of achievements by a variety of means.



Johnson County Community Corrections

Johnson County Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 29% reduction. Successful completions have increased from 51% in FY 2006 to 61% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

While Johnson County Department of Corrections (JCDOC) offers an array of services and a number of evidence-based interventions, a review of the department's unsuccessful terminations during FY 2008 revealed a continued need for change in department philosophy, assignment of interventions, and department procedures. Employment of interventions in conflict with offenders' measured needs, and inconsistent use of evidence-based practices, present barriers to successful offender discharge. The JCDOC Risk Reduction Initiative, which was approved in late 2007, strives to promote offender success through the effective application of evidenced-based practices and programs.

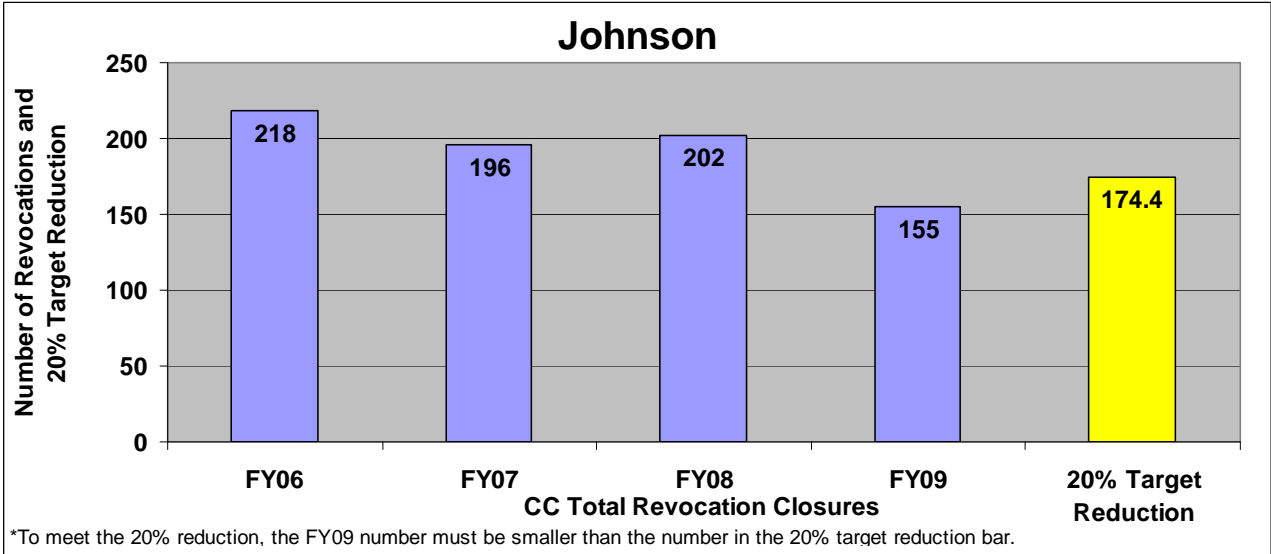
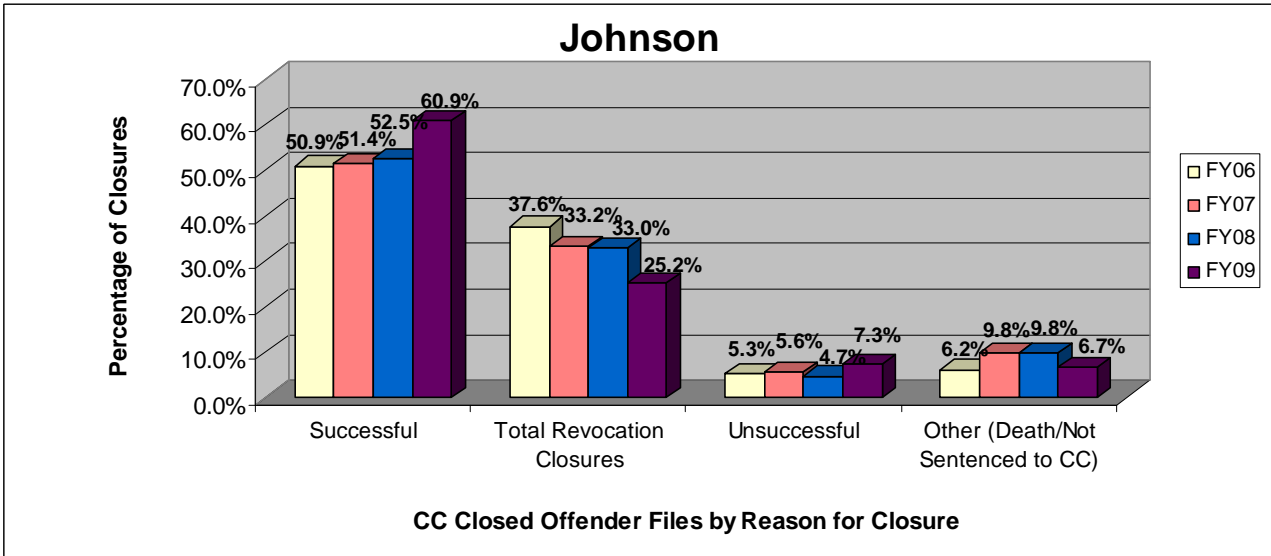
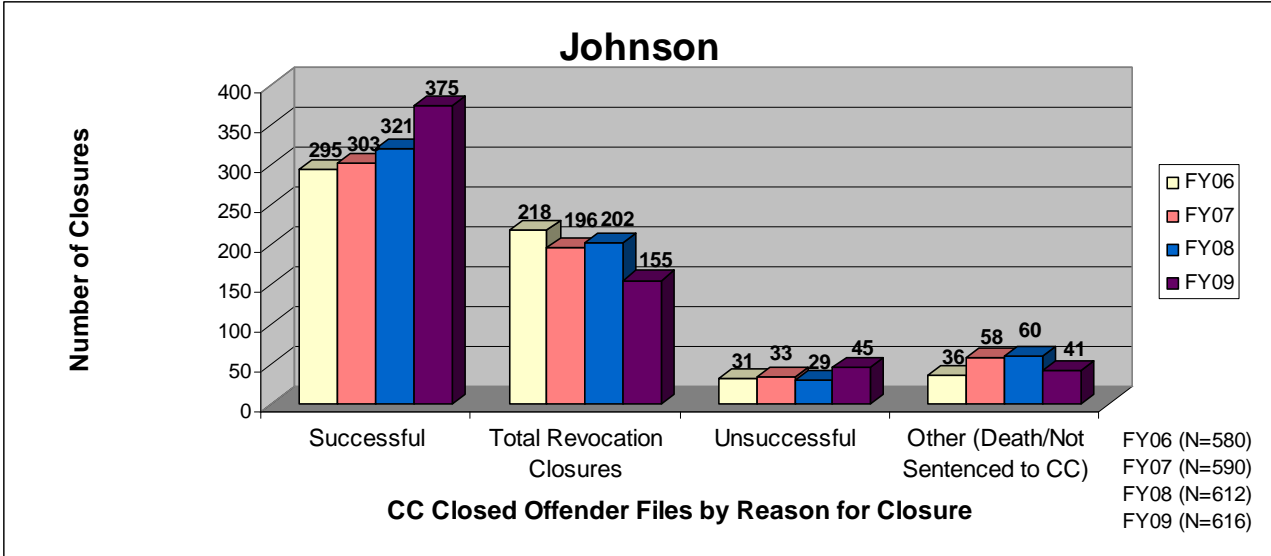
While case management staff have been widely exposed to cognitive-based interventions and other evidence-based practices, efforts to implement a system of quality control and officer evaluation are at the beginning stages. Furthermore, while case managers have been trained in evidence-based practices and cognitive interventions are readily available, additional changes and continued staff coaching remain necessary to ensure that case plans are developed utilizing evidence based principals based upon measured criminogenic needs. Additionally, while residential staff have been trained in Cognitive Reflective Communication (CRC), efforts to employ CRC into day to day Residential Center programming are also just underway.

A large percentage of unsuccessful offenders during FY 2007 and FY 2008 reflected significant needs for interventions in the Attitudes/Orientation domain, and resources available to address those needs were insufficient to allow for services to be administered in a timely fashion. In order to meet those criminogenic needs, JCDOC has expanded the Cognitive Skills Program currently offered at both the Adult Residential Center and at the Adult Intensive Supervision office. In addition to the full Thinking For a Change curriculum, a Problem Solving class has been added to serve lower risk offenders in need of interventions in the Attitudes/Orientation domain on the Level of Services Inventory Revised (LSI-R).

Over eighty-percent (80%) of the unsuccessful discharges in FY 2007 had shown evidence of substance abuse and sixty-percent (60%) had absconded from supervision prior to their incarceration. JCDOC is focusing efforts on keeping offenders engaged and reporting at the time of relapse. Free relapse prevention services were added in May 2008 under the Senate Bill #14 initiative. Relapse Prevention is available to both Residential and Intensive Supervision clients on an ongoing basis. A high risk offender caseload has also been developed to supervise offenders with reporting and substance abuse issues.

JCDOC provides an array of employment services to our clients including pre-employment training and job placement assistance. However, no occupational skills training was offered prior to the Senate Bill #14 initiative. Through a partnership with Johnson County Community College, a professional certification in manufacturing is offered on-site at the Adult Residential Center. Funding for other professional certifications is also available to clients for programs offered at the Johnson County Community College and other local educational institutions. The pre-employment classes at the Field Services office were also expanded during FY2009 to coach and assist clients in gaining and maintaining employment.

Through the implementation of evidence-based practices, the improvement of service delivery, and the removal of barriers to successful intervention, JCDOC will decrease and maintain a percentage of revocation from supervision beyond the targeted twenty-two-percent (22%) reduction from FY 2006. At the end of February 2009, the department was on pace to reduce the rate of probation revocation by over 38% in comparison to the FY 2006 baseline year. Should the department maintain the current pace, the risk reduction outcomes will greatly exceed the 22% reduction set forth in the department's risk reduction initiative.



Leavenworth County Community Corrections

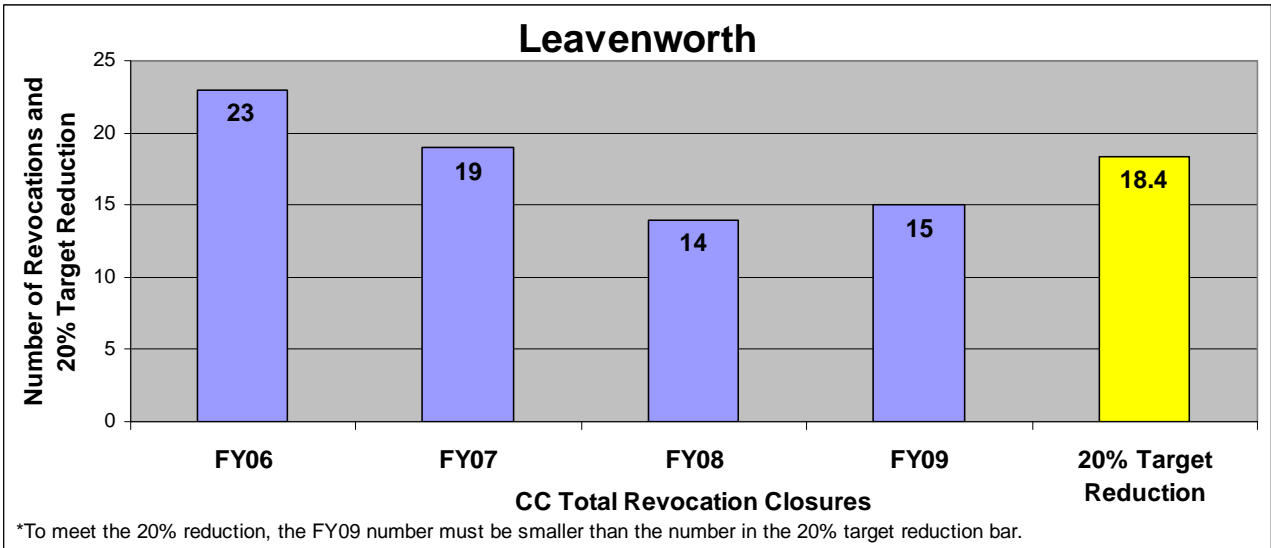
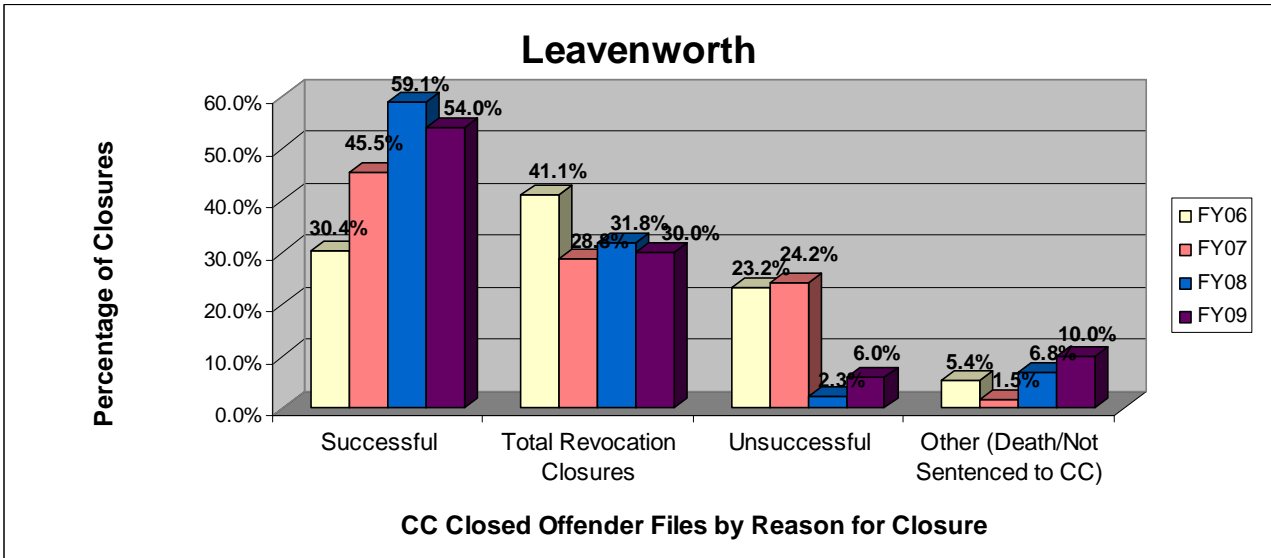
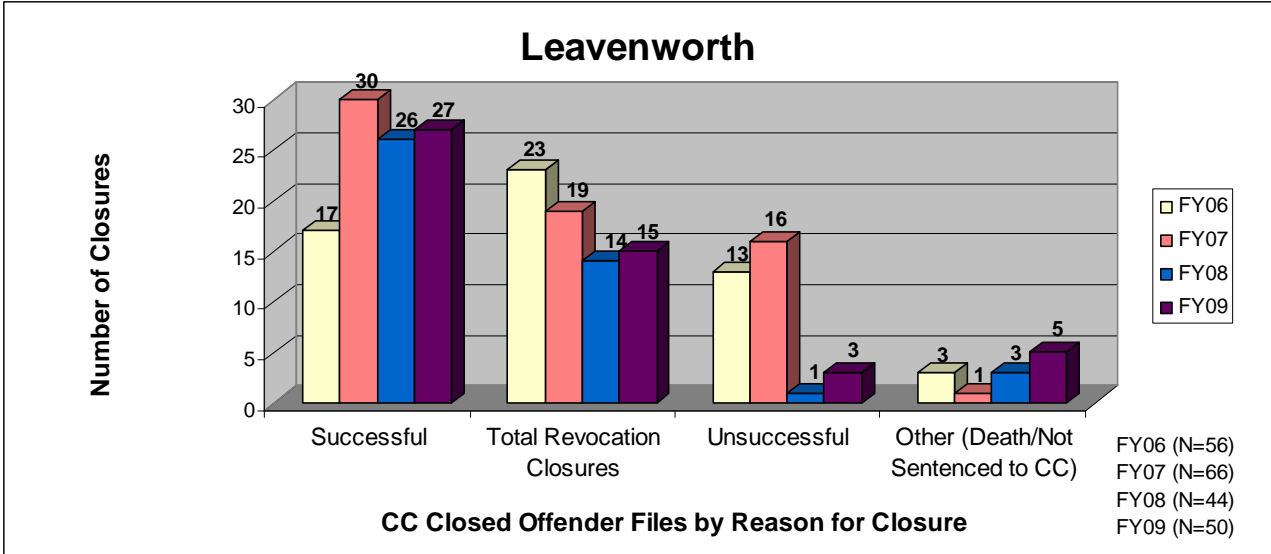
Leavenworth County Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 35% reduction. Successful completions have increased from 30% in FY 2006 to 54% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

In the current Fiscal Year, Leavenworth County Community Corrections' rate of revocation was 41.32% lower than that from fiscal year 2006. Leavenworth County Community Corrections (LCCC) is applying for funding to increase public safety, reduce probationer risk and increase successful completion of community corrections' supervision.

Local rates will continue to be reduced with the continuation of the following:

1. Assessing Offender Risk/Need Levels Using Actuarial Instruments – Targeting higher risk offenders with specific criminogenic factors as measured by the Level of Service Inventory – Revised (LSI-R) and as determined by the study acknowledges in this document's Need Statement,
2. Enhancing Offender Motivation – Using accurate empathy skills to form collaborative working relationships that help clients to build their own internal motivation for change,
3. Targeting Interventions – Applying cognitive-behavioral treatment interventions to particular client need areas, especially for clients who are at higher risk for committing future crime,
4. Increasing Positive Reinforcement – Systematically rewarding pro-social behavior and punishing antisocial behavior. Supporting clients in building an internal sense of control, developing their identity as pro-social community members and expanding their pro-social reinforcement from existing and new pro-social networks,
5. Engaging Support in Natural Communities – Offenders' family and friends may serve as pro-social supports to keep them drug and crime free,
6. Measuring Relevant Processes/Practices – Data collection and analysis regarding risk levels, significant assessment domains (criminogenic factors), assignment or program placement (duration, completion and/or termination) based on those domains and how those efforts and results effect this initiative will be documented and disseminated accordingly. Staff performance will also be documented, and
7. Providing Measurement Feedback – Building accountability and maintaining integrity ultimately will improve outcomes.



Montgomery County Community Corrections

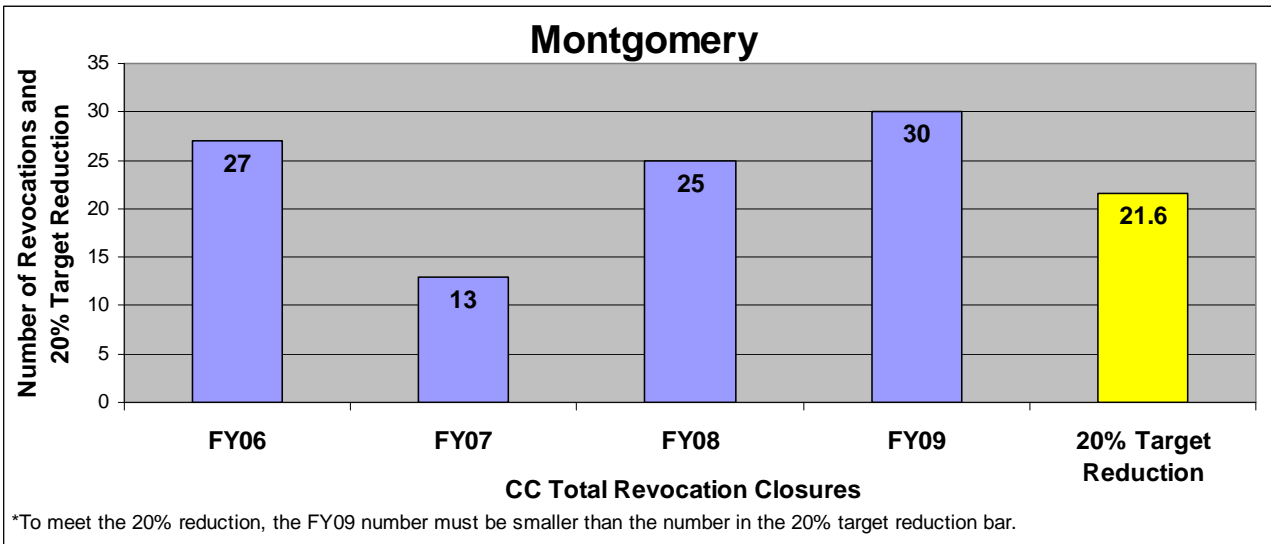
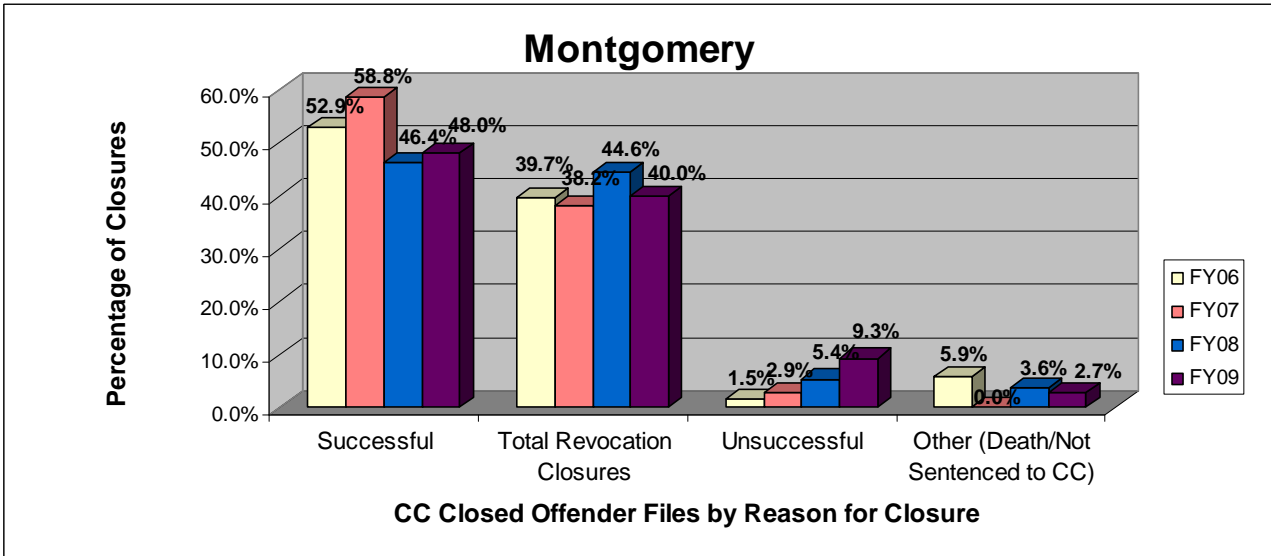
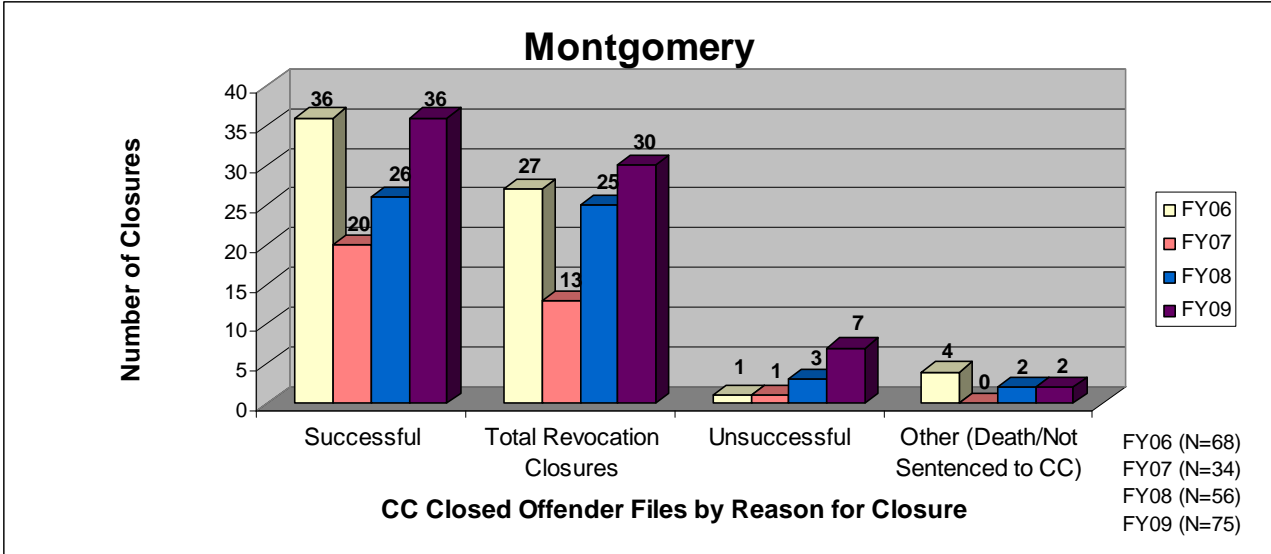
Montgomery County Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency had a revocation increase of 11%. Successful completions have decreased from 53% in FY 2006 to 48% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

During FY 2010, we shall continue to prioritize our risk reduction efforts on ISL I & II offenders. During FY 2008, we did not revoke any offenders on ISL's III or IV. With the hopeful continued funding of an additional ISO carried over from FY 2008, our caseloads will be at manageable levels enhancing our ability to focus on ISL I & II offenders. A very important additional reason for reduced ISO caseloads is to provide them time to input complete and accurate data (e.g., LSI-Rs, Supervision Plans, Interventions, etc.) in TOADS. In fact, agency provision of complete and accurate data to KDOC is a requirement of the Grant.

We have fully implemented in-house, weekly, Thinking for a Change groups in both Coffeyville and Independence for offenders on ISL I & II. This year we will concentrate on the 7th and 8th principles for Evidence-Based Practice (EBP), Measure Relevant Processes/Practices and Provide Measurement Feedback. A major component of this will be a quality assurance piece of routinely measuring and documenting staff performance. The Director and staff have been effectively trained in ACMS, Cognitive Behavioral Intervention, and Case Planning skills and techniques. We understand that staff that are periodically evaluated for performance achieve greater fidelity to program design, service delivery principles, and outcomes. On the other hand, staff whose performance is not consistently monitored, measured, and subsequently reinforced work less cohesively, more frequently at cross-purposes and provides less support to the agency mission. Monitoring the delivery of services and fidelity to procedures helps build accountability and maintains integrity to the agency's mission. Regular performance audits and case reviews with an eye toward improved outcomes, keep staff focused on the ultimate goal of reduced recidivism through the use of evidence-based principles.

Our efforts to provide for indigent offenders through agency contractual funded services shall continue in the areas of: Sex Offender Treatment, and Sex Offender Evaluations.



Northwest Kansas Community Corrections

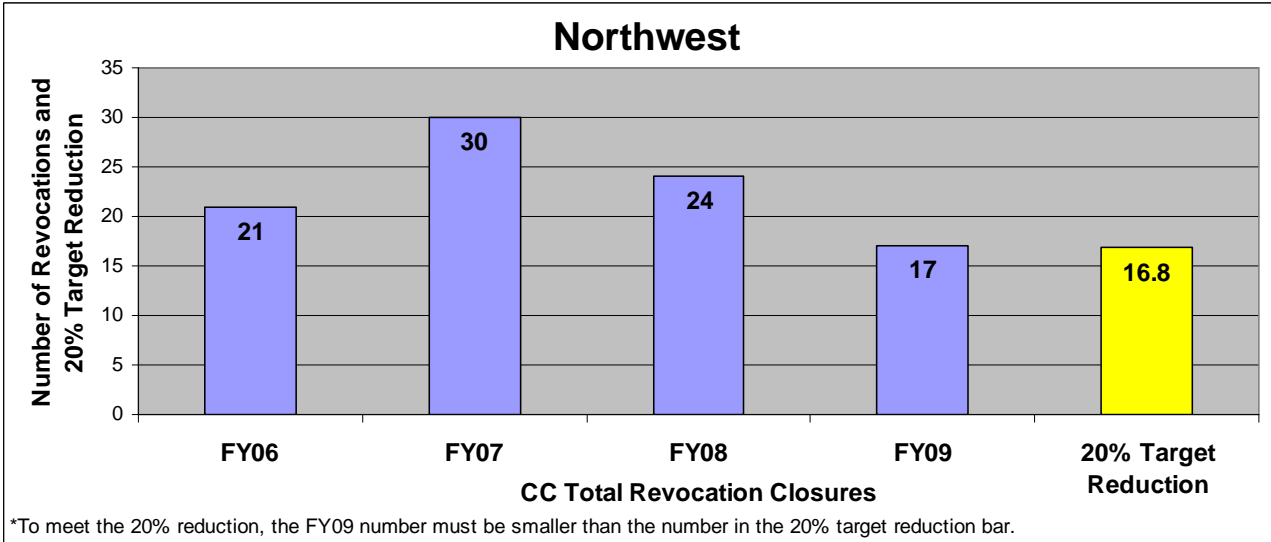
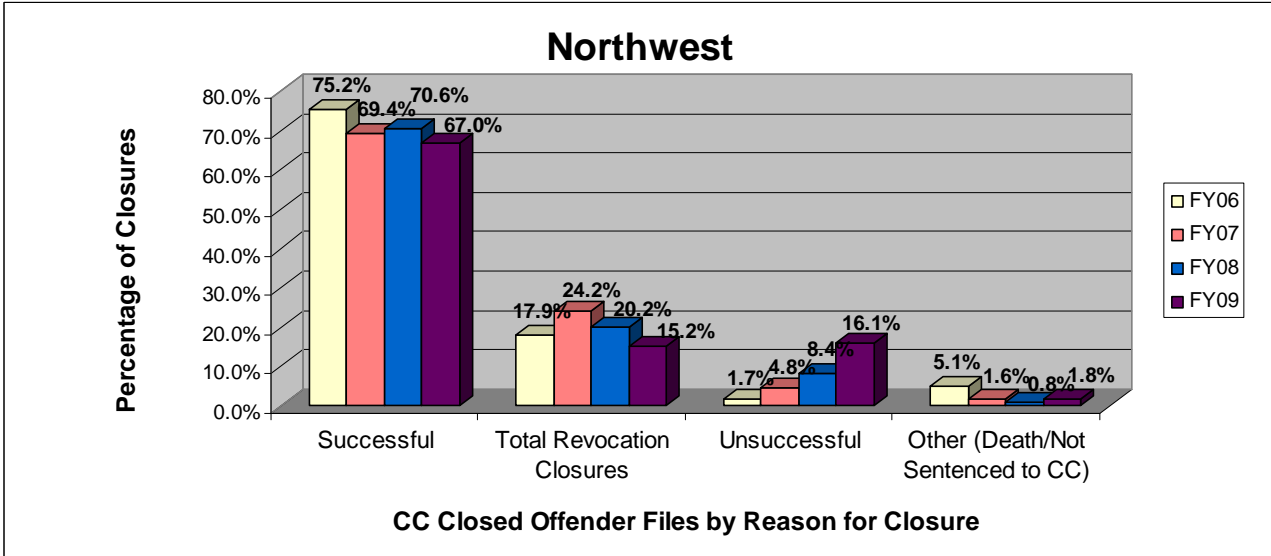
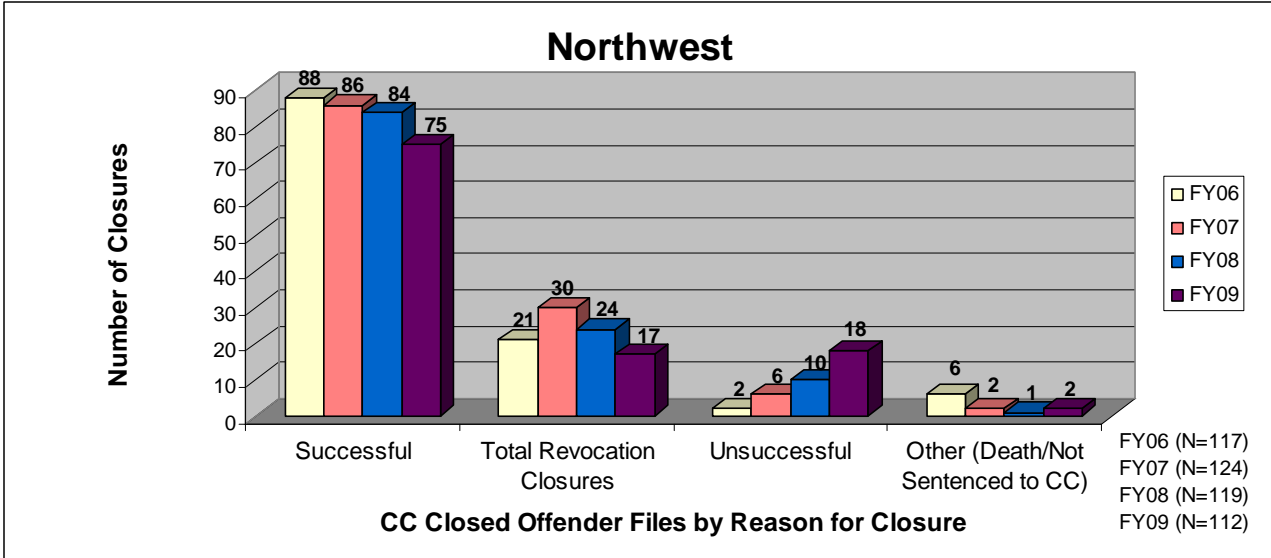
Northwest Kansas Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 19% reduction. Successful completions decreased from 75% in FY 2006 to 67% in FY 2009. Although the agency did not meet the targeted reduction, they have consistently maintained a successful completion rate above or near 70%.

Abstract Provided in FY10 Comprehensive Plan Grant Application

The risk reduction risk reduction plan for Northwest Kansas Community Corrections (NWKCC) is based on an integrated and strategic risk reduction model and evidence-based practices. To identify the risk and needs of the offenders, NWKCC utilized the Level Service Inventory-Revised (LSI-R). NWKCC collaborated with key stakeholders that included board members, judges, treatment providers, county attorneys, community volunteers and other community leaders to develop a plan based upon the identified risk and needs of the offenders the agency serves.

The components of the plan include completing accurate and timely LSI-R assessments, developing case plans with offenders based upon the LSI-R, and using a specialized intensive supervision officer to reduce the revocation rates among higher-risk offenders. Effective, research based, behavioral treatment interventions will be action oriented, focus on current factors that influence behavior, and enhance intrinsic motivation to engage offenders in developing their own case plans. Additionally, the treatment interventions will build on goals and strengths of offenders, while using cognitive behavioral techniques to help offenders correct their irrational thoughts and beliefs that lead to anti-social behavior. Enhanced Intrinsic Motivation is used through motivational interviewing techniques. Skill Trained with Directed Practices is accomplished through cognitive behavioral methods that include but not limited to thinking reports. Positive reinforcement techniques include verbal praise, pizza hut certificates, curfew extensions, increased traveling privileges, or waiver of community service work hours.

NWKCC developed the following targeted intervention at no financial costs to the offender to help assist them in becoming law abiding and pro-social members of their community. NWKCC developed a gender oriented individual and outpatient group methamphetamine specific treatment program in FY02. Program components include two specific methamphetamine counselors; cognitive behavioral treatment methods; early recovery skills; family relation skills; relapse prevention; social support and maintenance; positive reinforcement; increased drug testing and surveillance. NWKCC and Forensic Evaluation Services contracted to provide mental health assessments for offenders with emotional and cognitive problems that interfere with their ability to handle life's stressors to the appropriate mental health service. NWKCC is also contracted with FES Forensic Evaluation Services to provide a cognitive-based anger management violence program that has been very effective in deterring future criminal behavior. NWKCC, Smoky Hill Foundation, and Central Kansas Foundation contracted to provide assessments and a cognitive based outpatient substance abuse treatment program. Through collaboration with the United Way a housing assistance program was also developed. Offenders who need emergency housing are provided with motel lodging. Offenders who are in need of permanent housing are provided with a deposit or monthly rent. A food assistance program was developed to provide offenders who have urgent grocery needs with food. Transportation tickets are provided through collaboration with the Developmental Services of Northwest Kansas. NWKCC contracted with Workforce Development to provide employment services that includes resumes, interview skills, and job placement. A transformational faith-based community workshop was also developed to assist offenders with employment, financial, family, emotional, housing, and transportation problems.



Reno County Community Corrections

Reno County Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 28% reduction. Successful completions have increased from 45% in FY 2006 to 55% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

The Mission of Reno County Community Corrections (RCCC): The mission of RCCC is to increase public safety. Rationale: Prison is a short-term solution for public safety- a band-aid approach. Achieving lasting public safety- solving the problem- requires helping offenders become responsible citizens. Our comprehensive plan is designed to reduce unnecessary prison revocations and increase probationer success in becoming responsible citizens.

The Strategy for achieving our mission: The National Institute of Corrections (NIC, 2004) advocates an “Integrated Model” to increase successful probations. This model places equal emphasis on three areas: evidence-based practices, community collaboration, and organizational development. RCCC began applying this model of successful change in its original FY 08 Risk Reduction Initiative plan (SB 14) and continues to expand application of this model in its FY 2010 Comprehensive Plan.

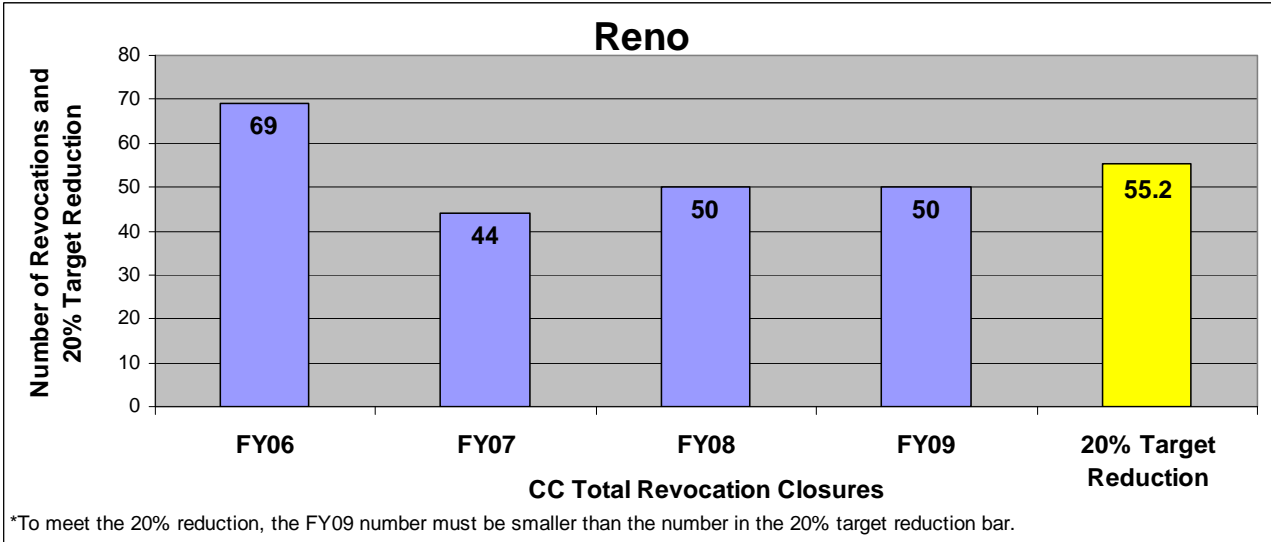
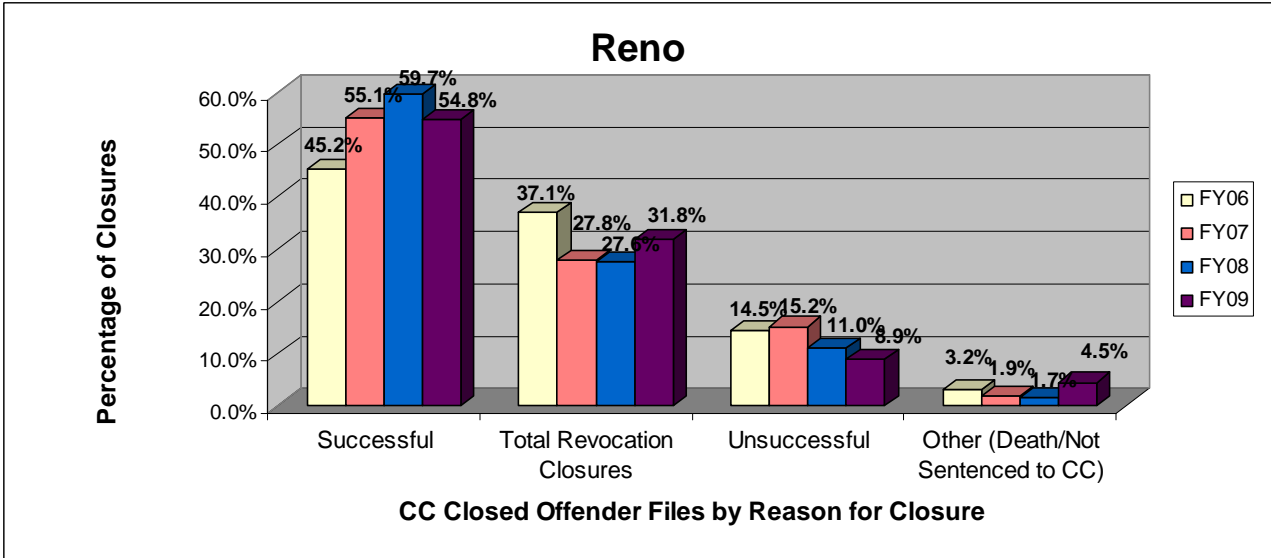
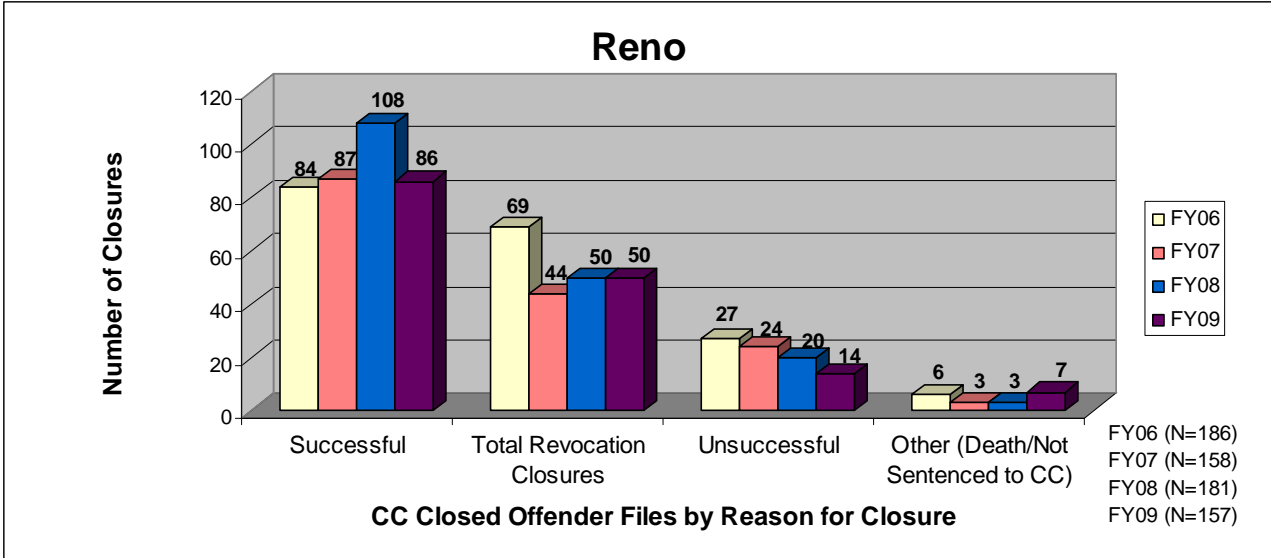
- Evidence-based practices. Evidence-based practices are interventions based on research about what works to help probationers become successful. Evidence-based interventions are applied to the risk factors (“criminogenic needs”) that lead to recidivism (new crimes) and revocations.
- Community Collaboration. RCCC continues to develop partnerships with community agencies with interventions, not possessed by RCCC, that address the criminogenic needs of its probationers.
- Organizational development. NIC’s study found that agencies increased probationer successes for short periods but then tended to lose those gains over time unless the organization itself also changed. NIC says that organizational development is necessary to sustain those gains.

Results for FY 2008 and FY 2009: During FY 2008 RCCC reduced revocations by 28% from its FY 2006 base-line number. During FY 2009 RCCC is preventing unnecessary prison space in a new way: The courts are placing on community corrections felons that previously have been sent to prison. At the end of seven months of FY 2009 26% of RCCC probationers are “presumptive prison”, those who previously would have gone to prison. RCCC is tracking those persons to determine the results of this experiment.

The criminogenic needs targeted in the FY 2010 Comprehensive Plan: The LSI-R[®] is a state-wide assessment tool that identifies criminogenic needs. RCCC reviewed LSI-R[®] data from FY 2008 to identify the criminogenic needs that most distinguished revoked (failed community corrections and sent to prison) from successful probationers. The LSI-R[®] data reveals the following criminogenic needs:

- Attitudes/Orientation (criminal thinking)
- Education/Employment
- Financial issues
- Family/Marital issues
- Accommodation (housing situations)
- Alcohol/Drugs

Many times these needs are connected. This plan describes how RCCC intends to address these criminogenic needs during FY 2010 in its next steps of applying the Integrated Model.



Riley County Community Corrections

Riley County Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 21% reduction. Successful completions have increased from 47% in FY 2006 to 59% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

The major aspects of our proposed plan include continuing to prioritize a Risk Reduction Specialist position that is responsible for delivering cognitive behavior education classes and offender employment services on a weekly basis. The Risk Reduction Specialist will also target specific criminogenic risk/need domains through the use of short, risk-specific exercises with offenders on an individual basis. Maintaining and tracking offender risks, actually managing the risks, to ensure appropriate referrals are made to appropriate services will be an emphasis in FY10.

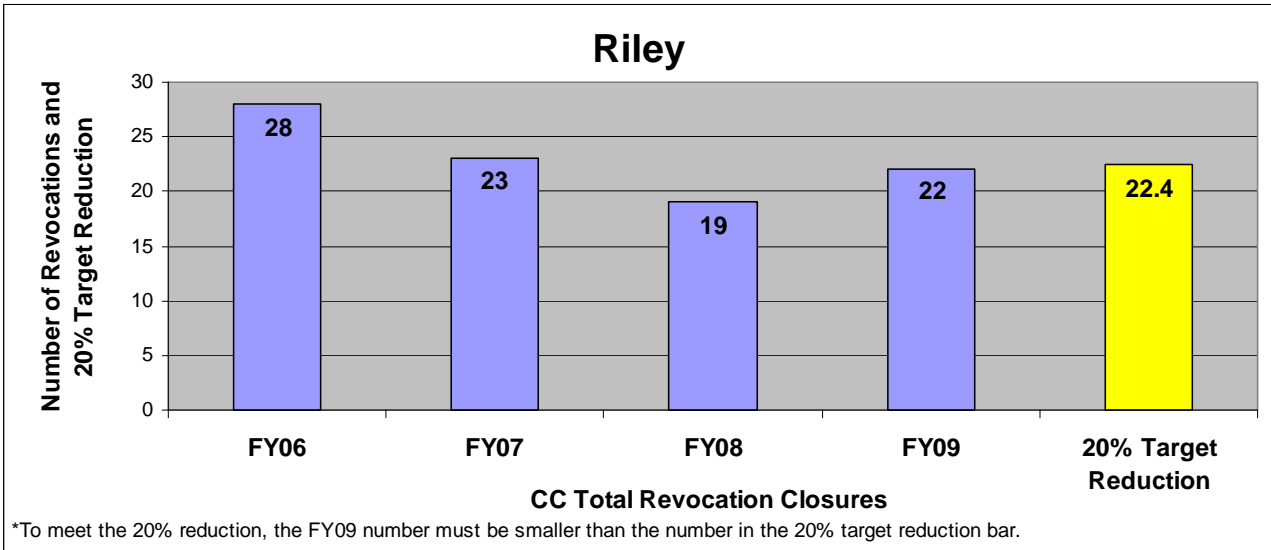
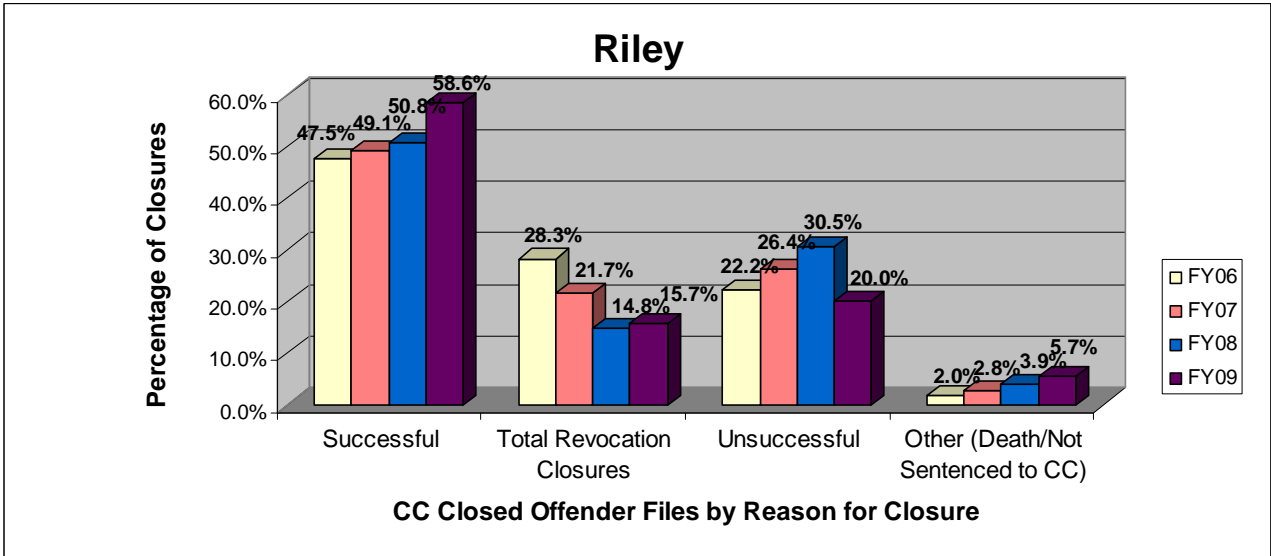
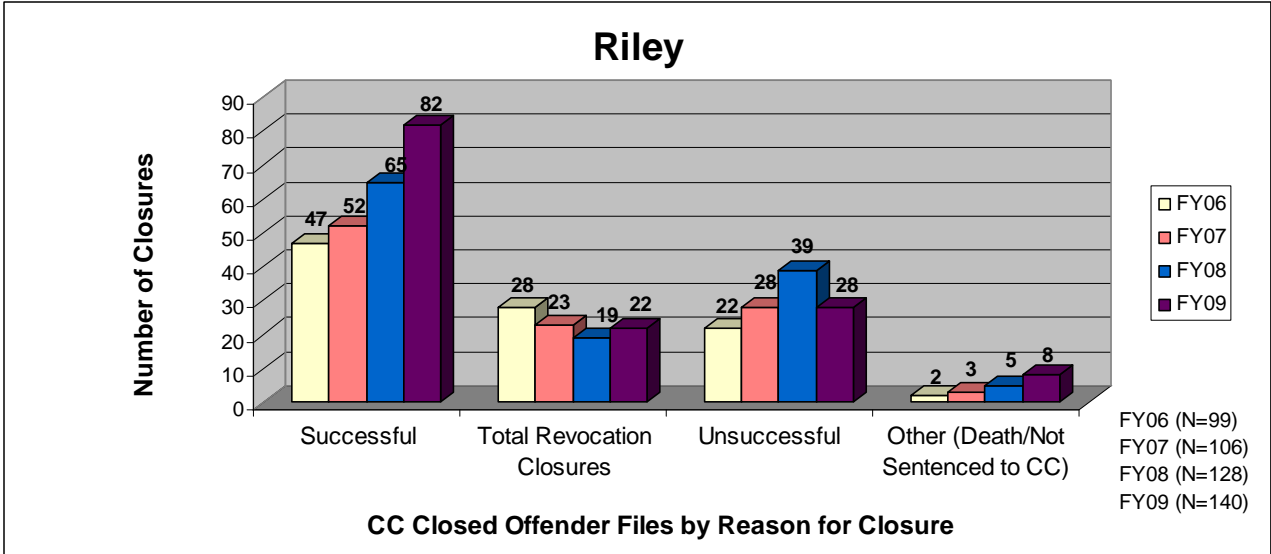
We are continuing to move forward with our cognitive education classes. Currently, we are transitioning from utilizing Crossroads curriculum to the Thinking for a Change curriculum. This transition will reduce the number of sessions we offer in a year, however we believe it will ultimately reduce risk among participants successfully completing a session. Additionally, we will be tracking outcomes to ensure the program is implemented with fidelity.

The Risk Reduction Specialist will continue to provide offender employment services, fine tuning what services are provided to whom and to what extent. To truly impact offender's long-term employability it is fundamental to determine the appropriate level of services needed. Part of offender employment services includes an aftercare component called Job Club. Job Club is offered on a monthly basis for those offenders who have realized success from our offender employment services.

In addition, all staff will maintain up-to-date training in motivational interviewing and will strive to use their acquired skills with all client interactions. All staff will complete Thinking for a Change cognitive education course training and case plan development training. The Risk Reduction Specialist will maintain Offender Workforce Development Specialist certification.

A foundation of evidence-based practice includes measuring your relevant processes and practices through formal and informal evaluation tools (NIC, 2004). An important aspect in our plan includes quality assurance of motivational interviewing skills and for the administration of the LSI-R© risk/need instrument. A review of at least two officer-client interactions will occur every other month per officer in order to assess, sustain and augment the staffs' application of motivational interviewing.

Another aspect of the risk reduction initiative includes maintaining specialized caseloads. Currently, we have a high, medium, low and very low risk officer and an intake officer who conducts all program orientations and initial LSI-Rs. Other major aspects of our risk reduction plan include implementing an intermediate sanctions model/violation response guideline, researching conditions per severity level, as well as revamping our local policies and procedures to reflect the principles of evidence based practices.



Santa Fe Trail Community Corrections

Santa Fe Trail Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 17% reduction. Successful completions have increased from 26% in FY 2006 to 42% in FY 2009.

Abstract Provided in FY10 Comprehensive Plan Grant Application

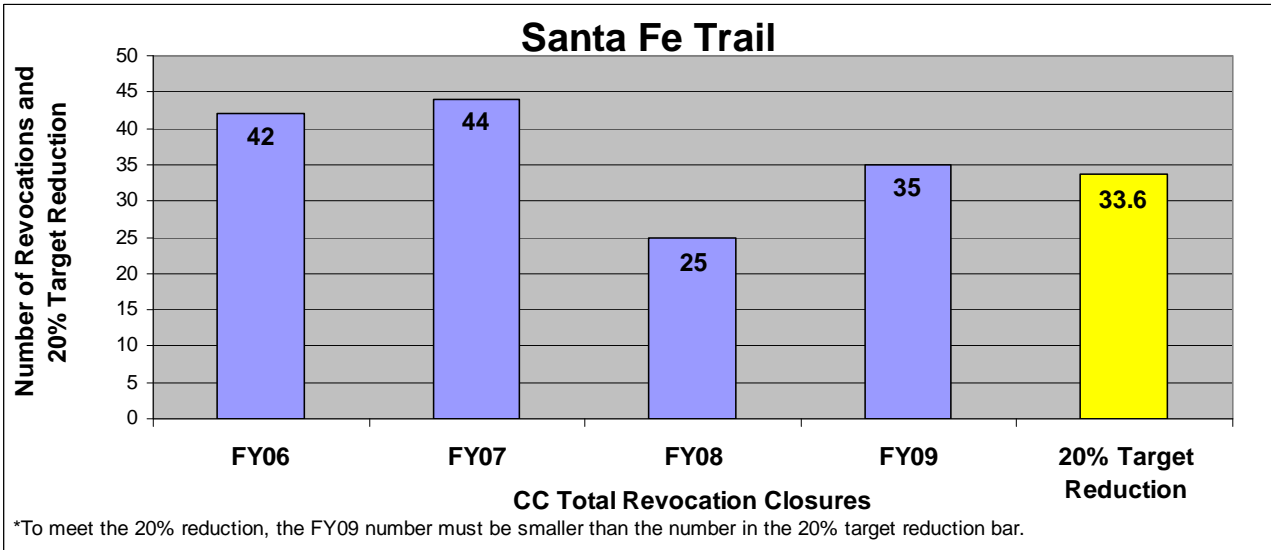
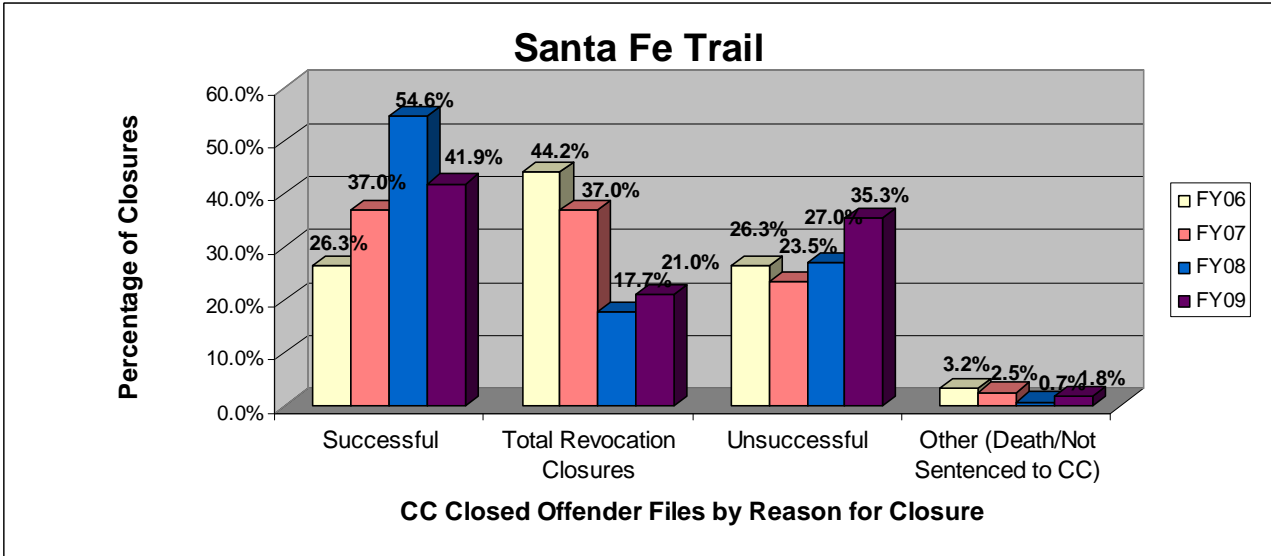
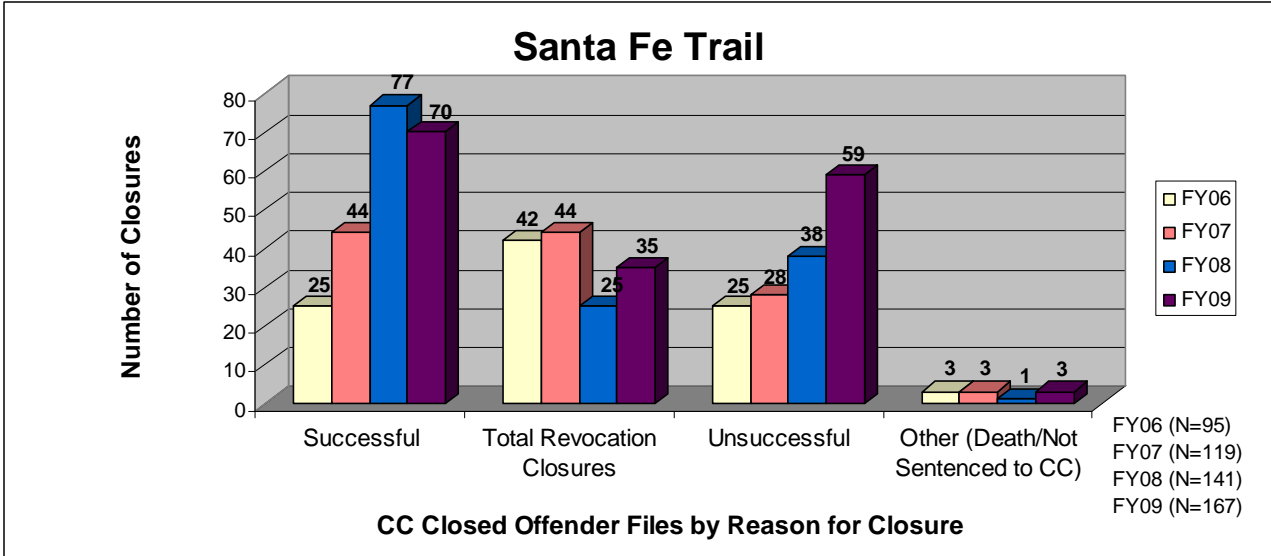
For the past two years, Santa Fe Trail Community Corrections has been focusing on changing our program from a containment approach to a behavior outcome approach using evidence-based practices. It is our desire to increase the number of probationers who successfully terminate from our program by providing better supervision. We focused on three main areas to accomplish this. We created an administrative position to focus on training staff, monitoring programs, and ensuring quality assurance. We hired two additional staff to provide employment services and to reduce caseload size to a more manageable level so ISOs can have more meaningful contact with higher risk/higher need probationers. We focused on staff training that equipped our ISOs with the tools to work more effectively with our probationers.

Through the hard work and dedication of our staff, SFTCC was able to reduce our probationer revocation rate from 44% in FY06 to 18% in FY08 (a decrease of 40.5%). More importantly than decreasing our revocation rate was the substantial increase in our successful termination rate. SFTCC had 52 more probationers successfully complete our program in FY08 than we did in FY06. This increased our rate from 26% successful terminations in FY06 to 55% in FY08 (an increase of 208%). Our Average Daily Population (ADP) has also increased from 141.9 active probationers in FY 06 to 169.5 in FY08. Our current ADP for FY09 is 164.1.

SFTCC continues to provide cognitive-based programs in the areas of Drug & Alcohol Education, Theft Accountability, and Anger Management. We also provide an in-house GED program and interventions in the areas of Employment, Budgeting, and Individual Counseling on a limited basis. To assist in the employment of our probationers, SFTCC trained one of our staff as an Offender Workforce Development Specialist (OWDS).

SFTCC established a monitoring system to allow the Deputy Director to evaluate Intensive Supervision Officers (ISOs) in their use of Advanced Communication and Motivation Strategies (ACMS), and Cognitive Behavioral Intervention Tools during probationer office visits. A 30-day intake audit is also done on each probationer to ensure that the Level of Service Inventory-Revised (LSI-R), Intensive Supervision Plan (ISP), and referrals are made in a timely manner. This is allowing our agency to make certain that everything is being carried out as designed and to provide appropriate feedback to the Intensive Supervision Officers, Case Manager and probationers for the continuation of our progress.

SFTCC's staff is dedicated and wants to continue to make a significant impact in our community and in the lives of our probationers. With adequate and continued funding, SFTCC will continue to successfully provide supervision that will: increase the number of successful terminations by at least 25% as compared to FY06; decrease the condition violator rate by at least 25% as compared to FY06; and have a positive impact in our community and in the lives of our probationers.



Sedgwick County Community Corrections

Sedgwick County Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 16% reduction. Successful completions have increased from 38% in FY 2006 to 45% in FY 2009.

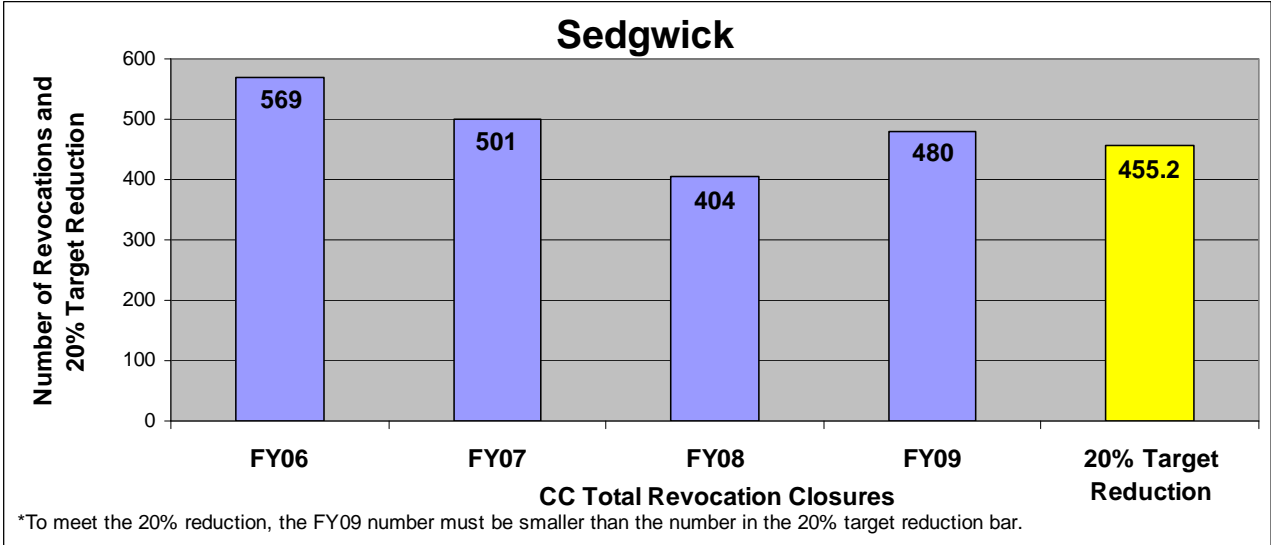
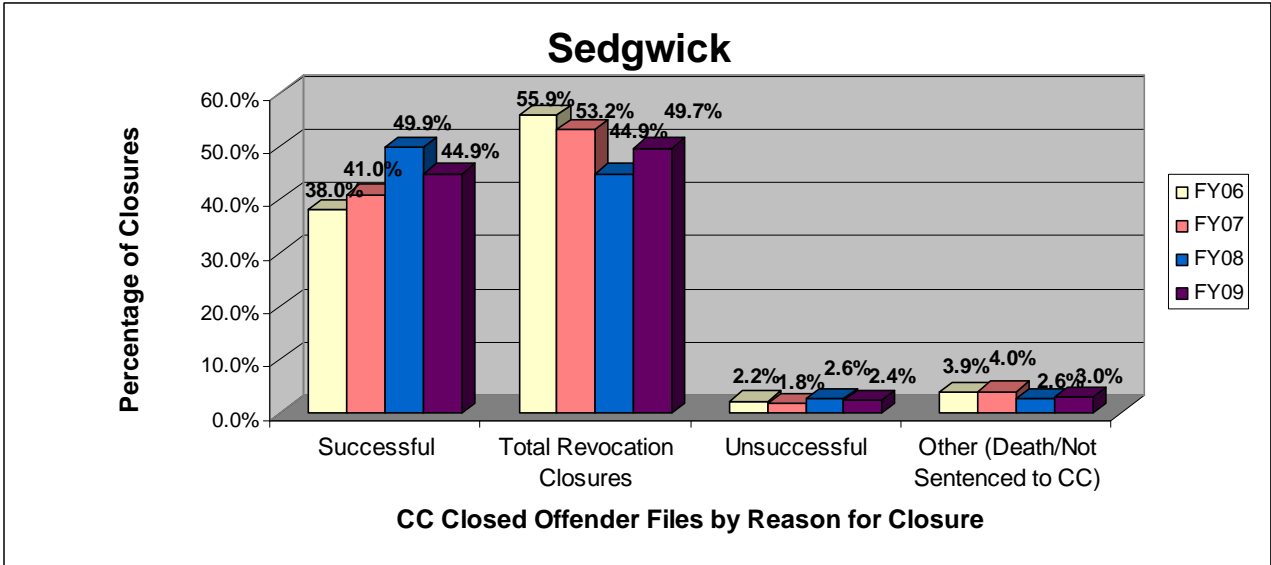
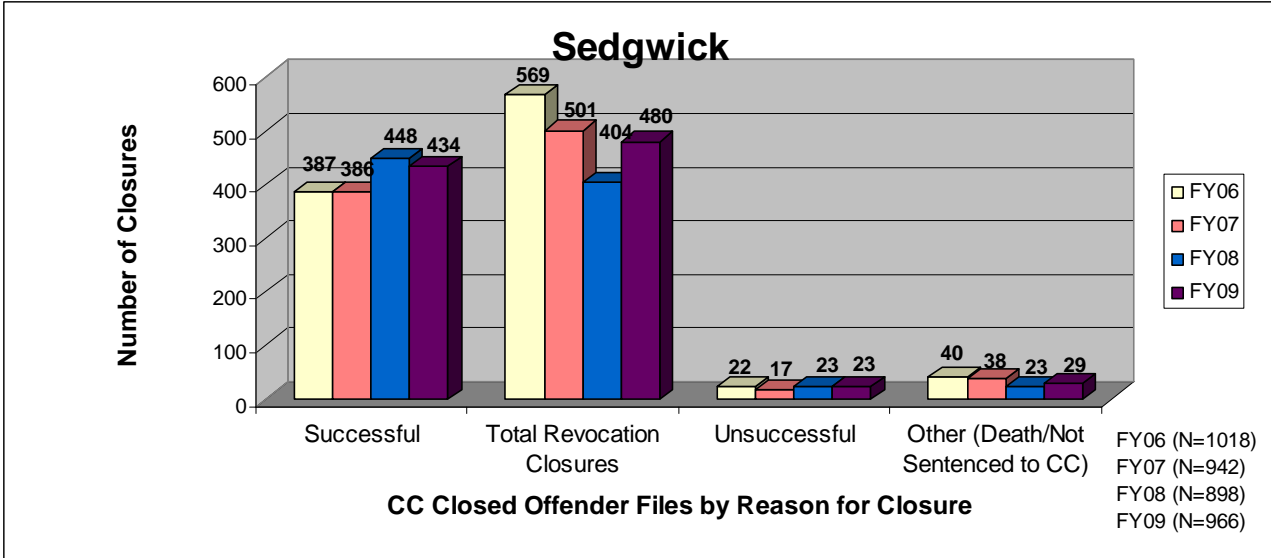
Abstract Provided in FY10 Comprehensive Plan Grant Application

Sedgwick County Department of Corrections operates the Community Corrections Act programs in Judicial District 18. Over 2,400 clients are served annually, with an average daily census that is growing rapidly and now exceeds 1,600. The program provides the District Court intermediate level sanctioning and supervision options in sentencing felony offenders to probation vs. prison sentences. Supervision options include intensive supervised probation with the client providing the living arrangement or residential placement in a structured program before returning to live on their own in the community.

The Community Corrections Advisory Board and Criminal Justice Coordinating Council engaged in planning with the department to analyze performance data, study evidence-based research, and design strategies to reduce risk to the public, increase client success and reduce prison admissions by 20% or more. A Risk Reduction Plan was developed and approved by the Board of Sedgwick County Commissioners. The Plan was implemented in phases during the first half of 2008.

The plan targets two client groups that are at high to moderate risk to reoffend and/or fail to succeed on probation and enter prison. The first is the Risk Reduction Group assigned to intensive supervision and scoring in the moderate to high-risk category on the LSI-R assessment instrument. The second is the Reentry Group and includes clients returning to live in the community from the residential center and now defunct Labette Correctional Conservation Camp. Specialized and proven interventions have been developed that include reduced officer caseloads, enhanced case planning and management, competency development, cognitive behavioral skills training, reentry management and risk reduction techniques. Funds are provided to increase access to assessments and treatment and to facilitate client transitions. Collaboration and partnerships to enhance service delivery, track performance and ensure accountability have been identified to help facilitate service integration into the local system. Wichita State University is providing ongoing assessment and evaluation of results for use in making course corrections in the plan.

Sedgwick County is experiencing positive results with the transition to evidence-based practices. In SFY 2008 client revocations of probation were reduced by 29% and successful completions increased by 17% from the baseline year (SFY 2006). This year we are on track to again exceed the 20% reduction target set by the Legislature in Senate Bill 14. It is reasonable to expect continued improvement as we get better using the new techniques and targeting interventions. Evaluation data is producing valuable information to guide us in refining our efforts and improve results. The challenge we face is having enough resources to hire and train enough officers to sustain the model. This comprehensive plan is based upon the FY10 continuance of funded residential services. If State funding for residential programming is eliminated, a supplemental comprehensive plan with 10 additional officers will be provided which addresses the AISP supervision of the total Sedgwick County Community Corrections population.



Shawnee County Community Corrections/2nd Judicial District

Shawnee County Community Corrections/2nd Judicial District sought to reduce their fiscal year 2006 revocation rate by 20%; Shawnee County has achieved a 30% reduction. The agency was also able to increase their successful completion rate from 59% in FY 2006 to 78% in FY 2009.

The 2nd District did not meet the 20% reduction, and actually increased by 17%; however, the actual impact was a total of 1 offender. Despite the increase in revocations, the number of offenders they supervise has risen, and the number of cases closing also increased. The 2nd District has consistently maintained a successful completion rate ranging from 74% to 89% for the last four fiscal years.

Abstract Provided in FY10 Comprehensive Plan Grant Application

The goal of Shawnee County Community Corrections/2nd Judicial District is to reduce client risk while maintaining them safely in the community through supervision employing evidence-based practices* (EBP). This may be accomplished by addressing criminogenic needs such as thinking disorders, drug and alcohol abuse, housing problems, and employment, while promoting self-efficacy among the offender population. We wish to reduce condition violator revocations with a prison sentence by at least 20% from FY 2006.

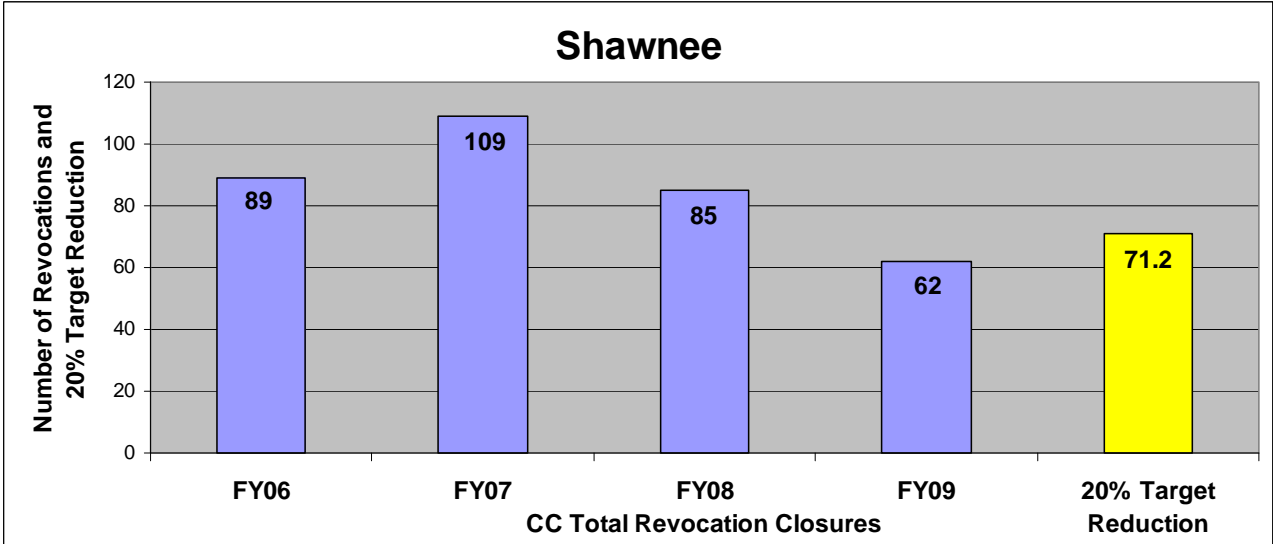
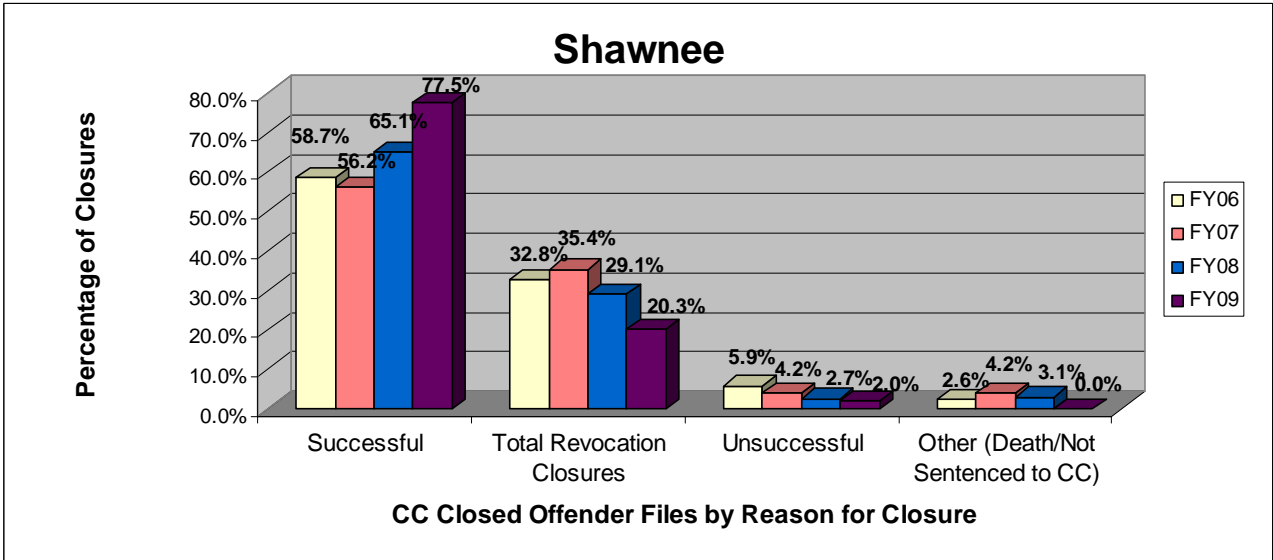
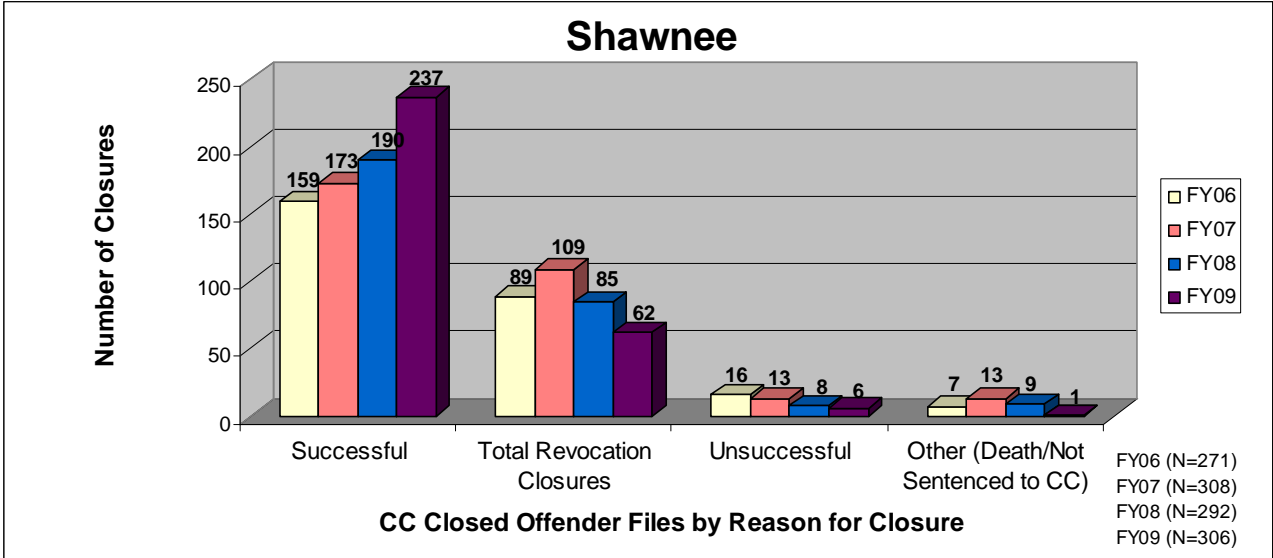
Shawnee County Community Corrections will provide evaluation of risk, and help deliver the services needed to reduce criminogenic needs thus helping clients become law-abiding and tax paying citizens.

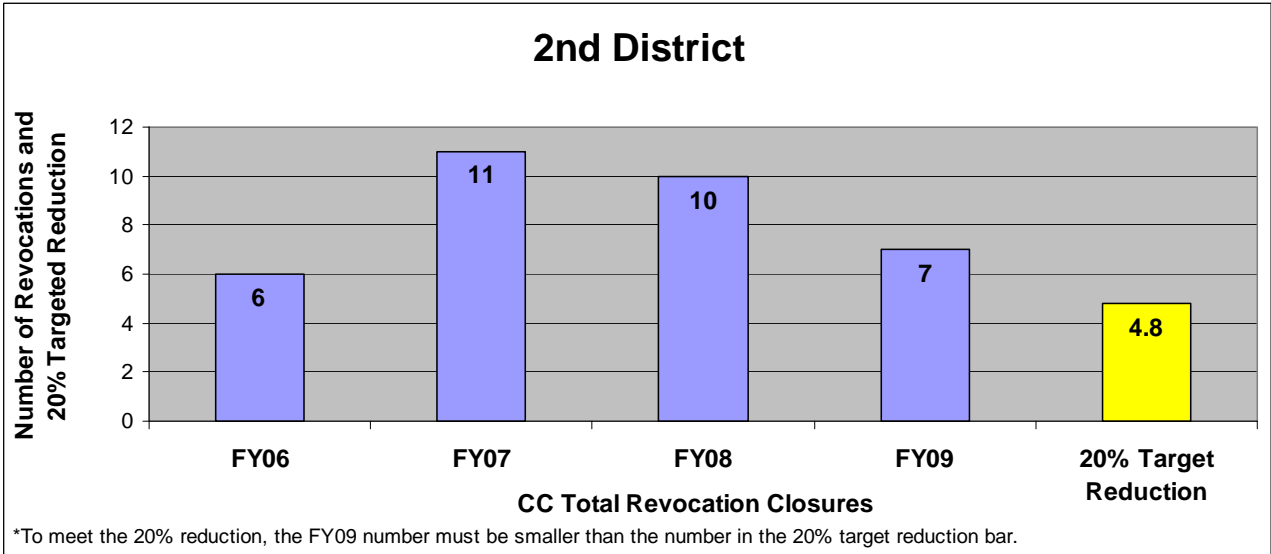
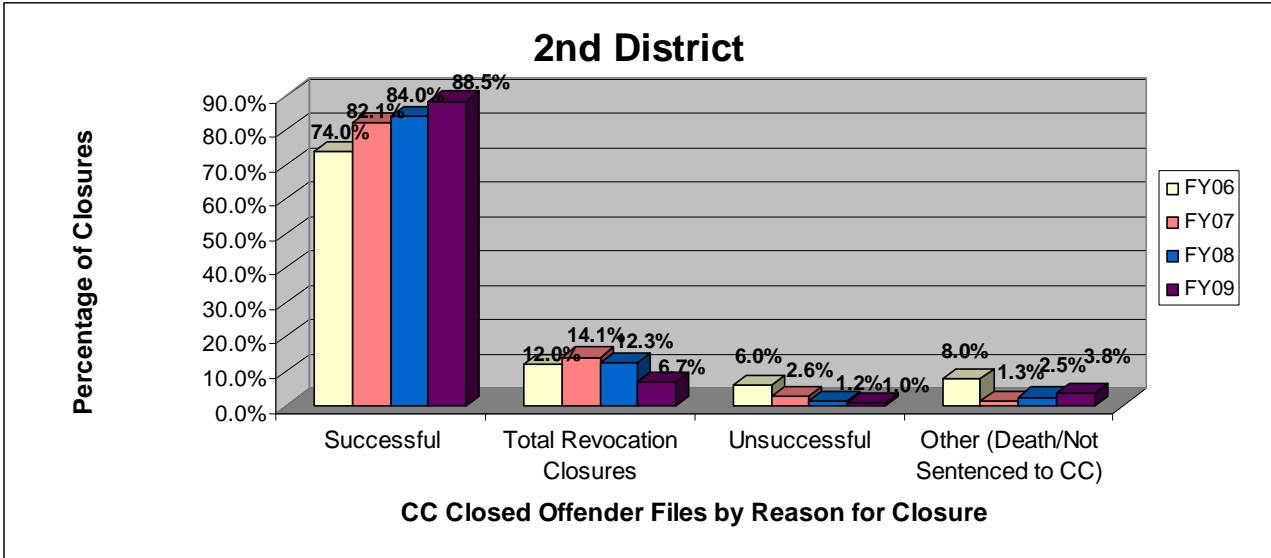
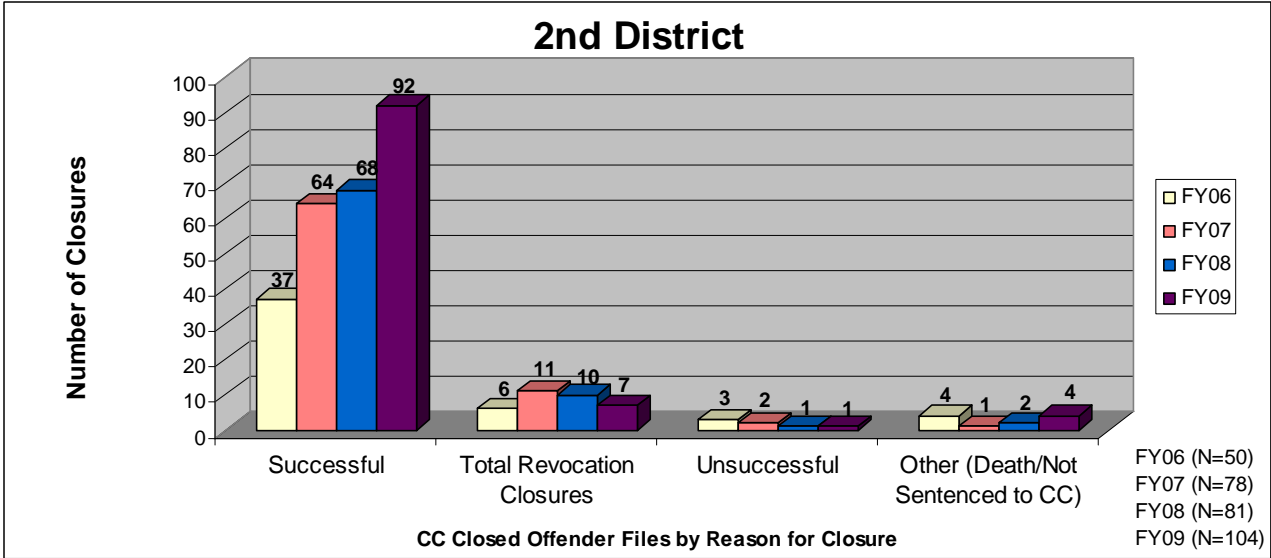
While providing resources or directing offenders towards resources that will address their criminogenic needs, Shawnee County Community Corrections also diversifies their list of sanctions to keep clients accountable without overwhelming the state prison system. This is done through a two-prong approach: making available or affordable resources to the client population via an approved curricula and evidence based practices, and partnering with the local courts to provide sanctions other than a prison sentence for condition violations.

Shawnee County Community Corrections was selected as a pilot program for the Strategic Planning Initiative. After attending the October training in Salina, work began using the Likert and TCU assessments. There has been a great deal of agency restructuring and work groups are being formed. Our mission and vision statements have been finalized and posted throughout the agency. We are working to implement evidence-based practices both organizationally and in service delivery. Our Anger Management providers, Jim and Mary Woodward, attended the Thinking For Change training offered by KDOC. Jim Woodward is a Licensed Clinical Social Worker and Mary Woodard is a Master Level Social Worker.

We continue to partner with the Topeka Police Gang Task Force and provide two staff members as liaisons in that effort. This partnership has provided intervention resulting in interruption of criminal activity.

*Evidence-based practice is a significant trend throughout all human service fields that emphasize outcomes. Interventions within corrections are considered effective when they reduce offender risk and subsequent recidivism and therefore make a positive long-term contribution to public safety.





South Central Community Corrections

South Central Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency had a revocation increase of 23%. Successful completions decreased from 74% in FY 2006 to 62% in FY 2009. This decrease is a reflection of the fact that unsuccessful completions from 3% in FY 2006 to 19% in FY 2009.

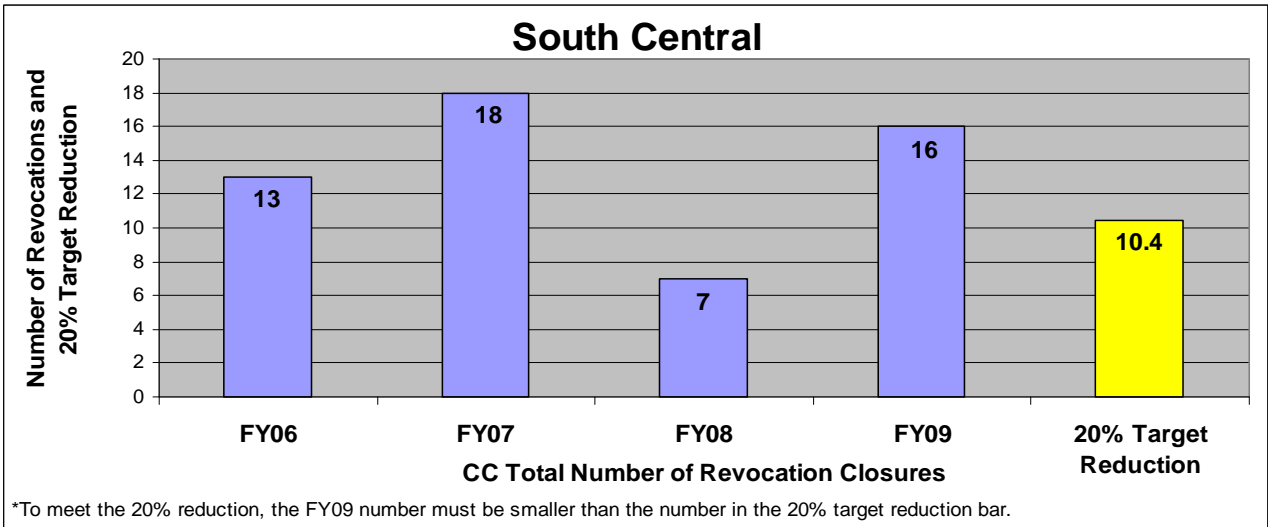
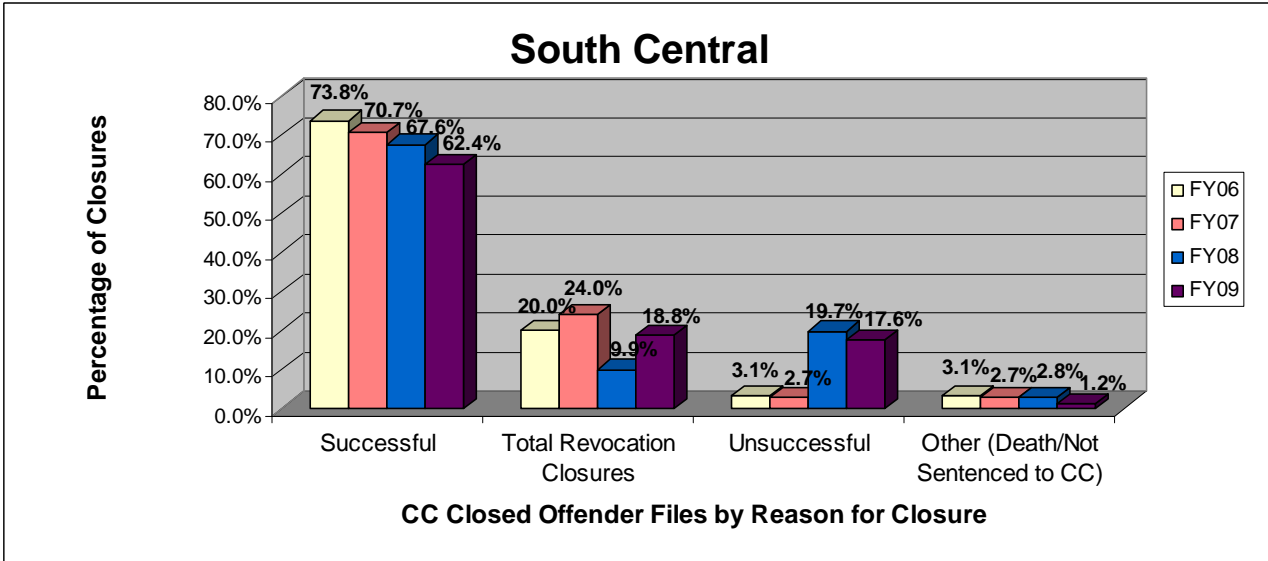
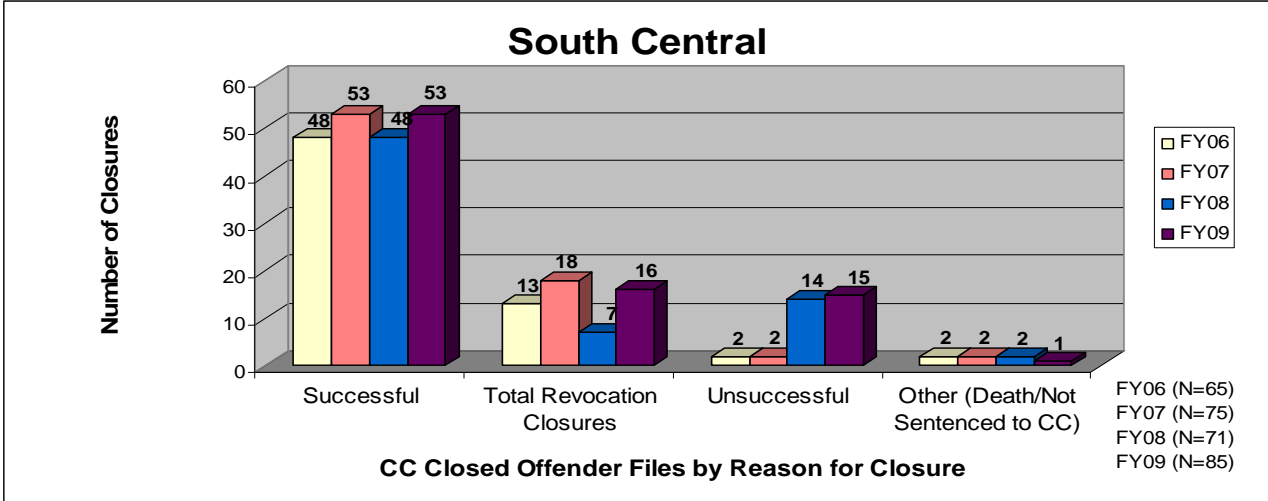
Abstract Provided in FY10 Comprehensive Plan Grant Application

South Central Kansas Community Corrections serves Barber, Harper, Kingman and Pratt Counties of the 30th Judicial District. Each county has an office and with the exception of Barber has at least one Intensive Supervision Officer residing in the county. ISO's residing in the county strengthens the delivery of services to our probationer population.

South Central Kansas Community Corrections uses the LSI-R to identify areas of concern that may affect a probationer's ability to be successful. Agency efforts and programming will be directed towards those areas of concern. These efforts include, but are not limited to:

- Cognitive Behavioral Classes using the "Getting It Right" curriculum
- "Thinking For A Change" groups to address high-risk domains
- Trained ISO's using the skills of Advanced Communication and Motivational Strategies (ACMS)
- Drug Testing
- Surveillance
- Probationer Support Program
- Graduated Sanctions
- Substance Abuse Treatment
- Mental Health Treatment

Probationers who score medium to high risk and are supervised by highly trained staff using the most up to date supervision strategies have a much greater chance to be successful. South Central Kansas Community Corrections staff will continue to stress probationer accountability and responsibility, which will insure that public safety remains a priority.



Sumner County Community Corrections

Sumner County Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20%; the agency has achieved a 42% reduction. Successful completions increased from 28% in FY 2006 to 57% in FY 2009. The risk reduction efforts and programs provisions include:

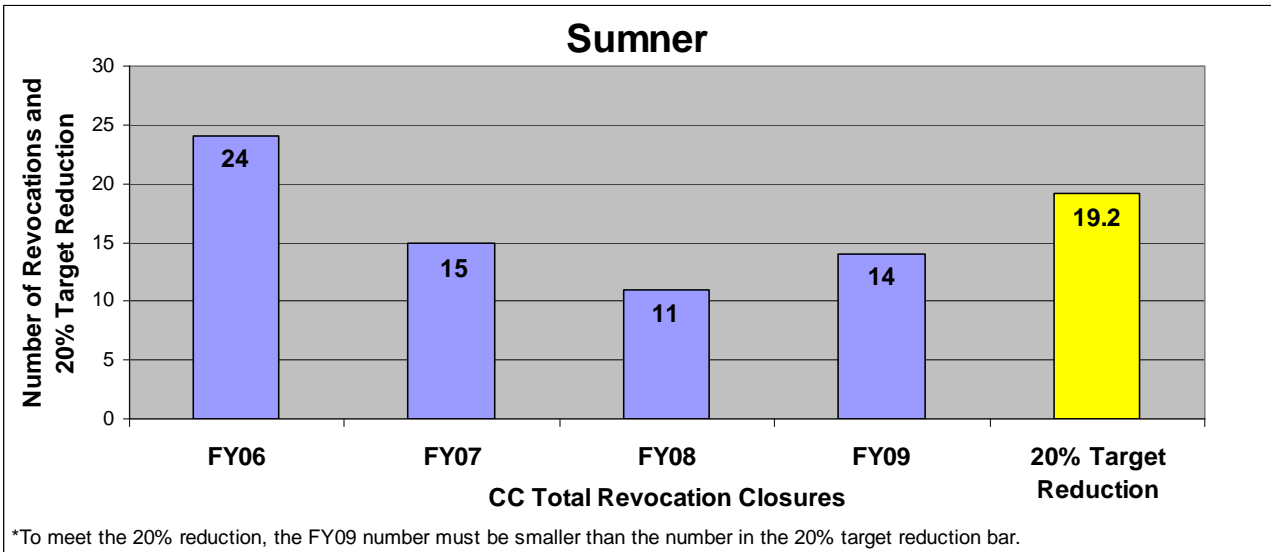
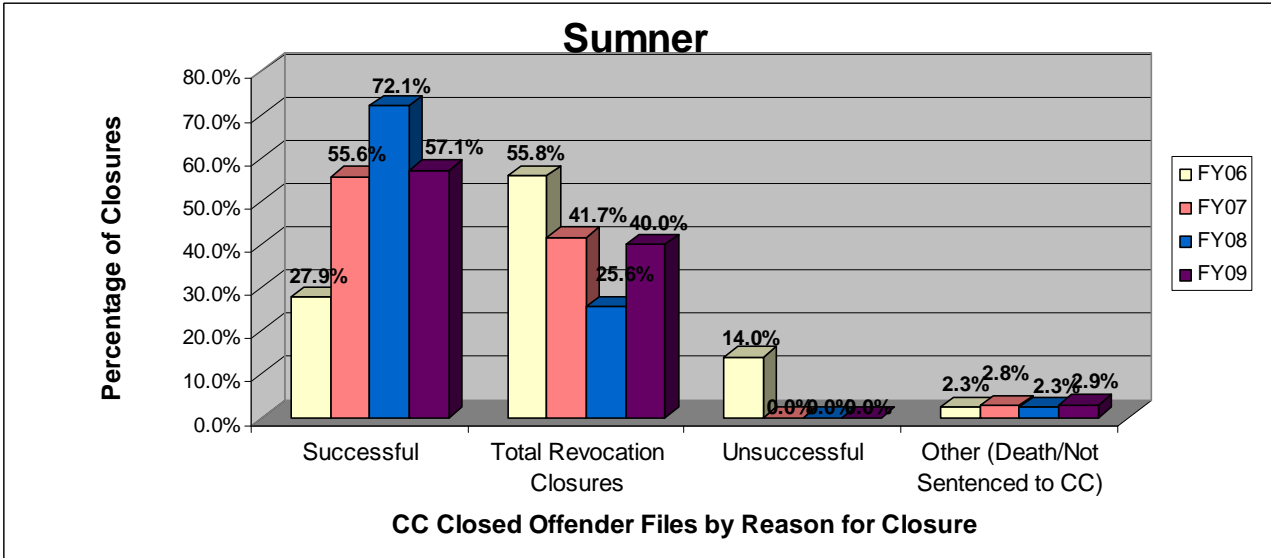
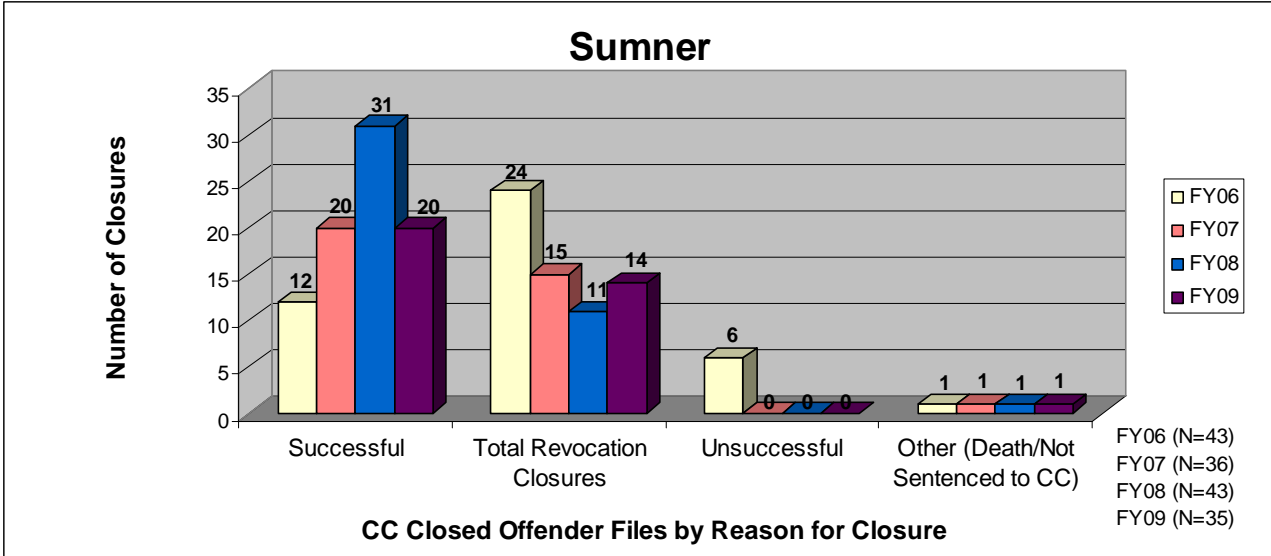
Abstract Provided in FY10 Comprehensive Plan Grant Application

Sumner County Community Correction serves the Thirtieth Judicial District. The agency provides intensive supervision and monitoring to a population of high-risk felony probationers. The agency strives to ensure a safe and local partnership which promotes public safety by providing highly structured community supervision and community resources to offenders, and holding offenders accountable to their victims and the community.

During the past two years Sumner County Community Corrections has been dedicated to using a behavior outcome approach using evidence-based practices to increase the number of probationers who successfully complete their term of supervision. The agency has focused on policy change, training of staff, and quality assurance so that we may provide the best opportunity for offender success without compromising public safety. Through focusing on policy change, training of staff and ensuring quality assurance Sumner County Community Corrections has been able to reduce its revocation rate from 55.8% in FY06 to 25.6% in FY08. The agency has able to increase its successful completion of supervision from 27.9% in FY06 to 72.1% in FY08. The agency had 19 more probationers' complete supervision successfully in FY08 then in FY06.

Sumner County Community Corrections has used collaboration and formed partnerships with area resources to bring new programming to the community. In addition to already formed partnerships the agency has formed new partnerships during FY09 with Mirror Inc. which provides SB123 treatment, Intensive Out-Patient Treatment, and the curriculum of Thinking for a Change which identifies high risk behaviors, and strives for self change in the participants. The agency has formed partnerships with Futures Unlimited to provide transportation for probationers to and from any court ordered programming, and with Fresh Start which is providing an opportunity in the community for probationers to earn their high school diploma.

Sumner County Community Corrections will continue to utilize the LSI-R data to Identify probationers' risk factors and profile their criminogenic needs. The agency will utilize the LSI-R data to prioritize case management efforts and to match probationers with programming that is proven to be effective with the offender population. When looking at the analysis of the LSI-R Data for FY08 it showed a significant difference in scores on the ten domains for the offenders that were successfully released from supervision and those that were revoked. With the probationers that were revoked there were four domains as identified problematic: Education/Employment, Attitude/Orientation, Alcohol/Drug, and Leisure/Recreation. The agency will continue to target services to probationers scoring at a Moderate to Very High risk level in two of the four domains identified as problematic.



Unified Government Community Corrections

Unified Government Community Corrections sought to reduce their fiscal year 2006 revocation rate by 20% the agency has achieved a 49% reduction. Successful completions increased from 18% in FY 2006 to 32% in FY 2009; and unsuccessful completions have decreased from 26% to 16% during the same time period.

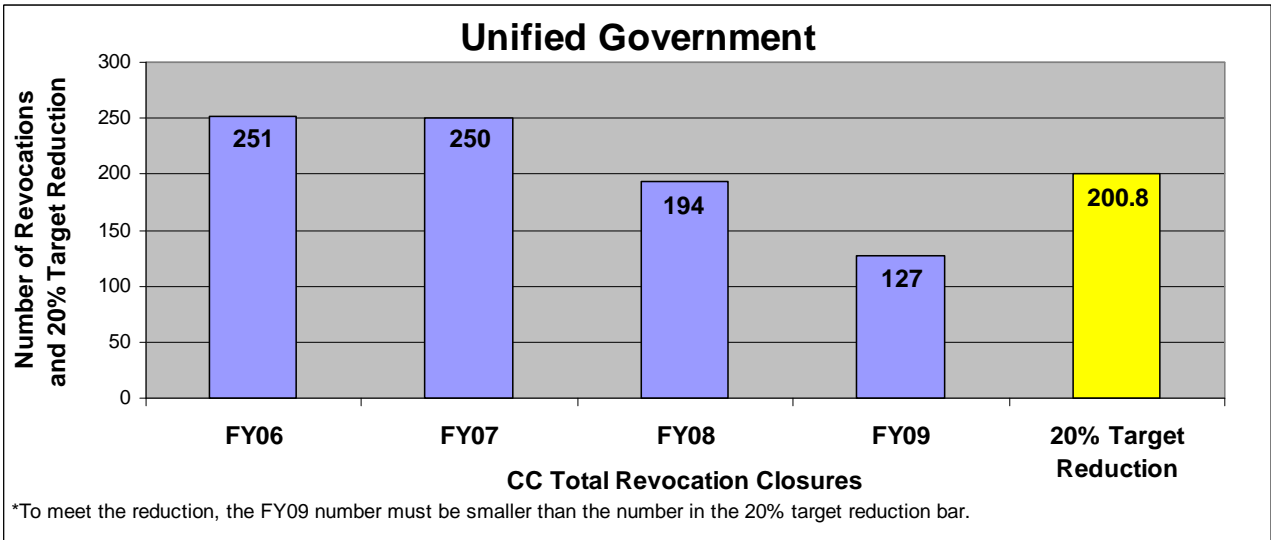
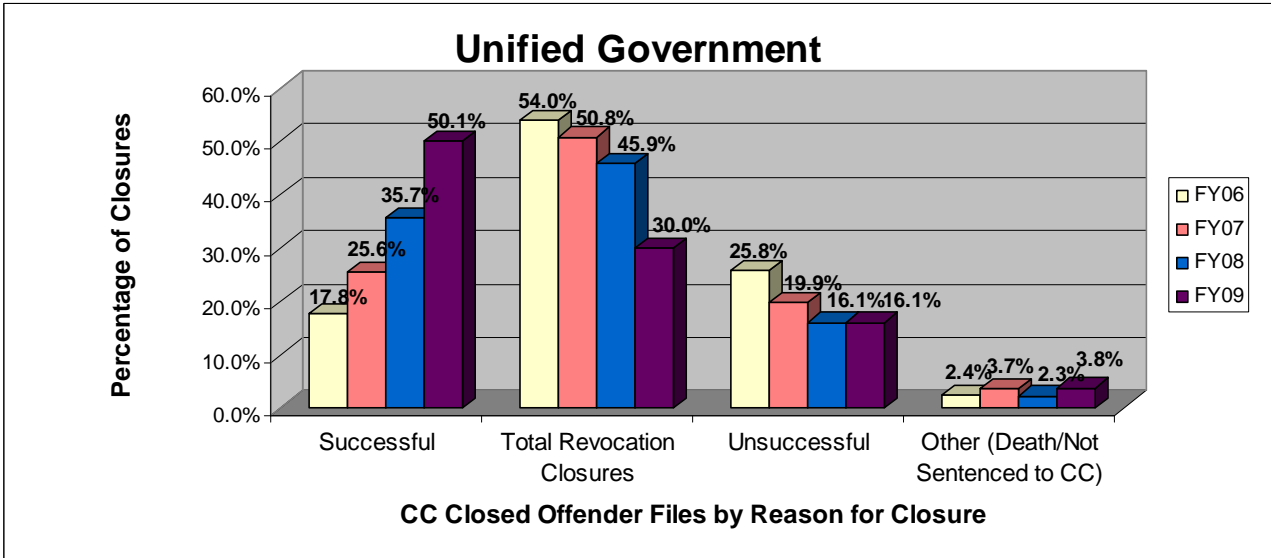
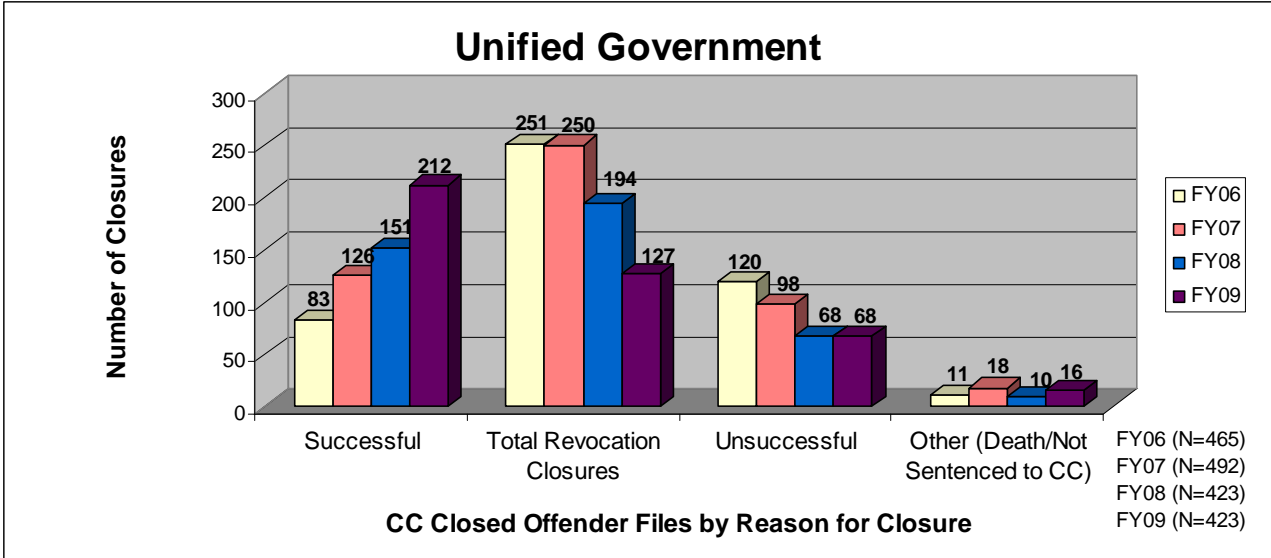
Abstract Provided in FY10 Comprehensive Plan Grant Application

The Unified Government/KCK Department of Community Corrections and the 29th Judicial District recognize the need to use an integrated model for implementation of Evidence-based Practices within our department. Substantial effort has been placed on initial staff training, to introduce the concepts and principles of Evidence Based practices, assess actuarial risk/needs and enhance intrinsic motivation for offenders. However, no formal initiatives have been employed to ensure consistency and inter rater reliability in applying these learned skills.

Within this jurisdiction, our target population of offenders remain unchanged. That population includes probationers who are unemployed, have a lot of unstructured time on their hands, have issues with substance abuse, don't have the cognitive skills to make better choices and are amongst the highest risk for reoffending. In addressing these high risk identifiers, it is imperative that this department accurately identify probationer risks/needs and assist offender in appropriately targeting interventions to fit their needs and connect them with the best resources available based on the responsivity principle. Should this department receive sufficient funding from the Kansas Department of Corrections; the following initiatives will be prioritized:

EVIDENCE-BASED PRACTICES WILL BE FUNDAMENTAL TO ALL CHANGES

- Restructure supervision plans to target interventions based on dosage as well as the principles of risk, need, treatment and responsivity.
- Decrease officer caseload size to create the opportunity for better case management.
- Develop quality assurance methods to measure and monitor program fidelity and implementation issues.
- Strengthen and reinforce staff skills in the areas of offender assessments, motivational interviewing, supervision and overall case management.
- Evaluate and measure program changes as a basis for further improvements or modifications to achieve the best outcomes.
- Resources will continue to be focused on those who will benefit most from them in accordance with empirical research.



Glossary of Terms

Assessment: A process by which relevant information is synthesized to establish the overall internal and external traits of the offender to assist in the development of an individualized case management plan.

Case Management: Comprehensive approach to post-conviction supervision of offenders to reduce risk and support reintegration by; assessment, development and implementation of programs & interventions.

Case Management Plan: A specific & dynamic document/tool developed with the offender based on assessment processes to track work & progress towards risk reduction & management of needs.

Criminogenic Needs: Dynamic factors of the offender that, when changed, are associated with changes in the probability of recidivism.

Dynamic Risk: Risk factors that can change to either increase or decrease an offender's potential for engaging in criminal behavior.

Intervention: Any strategy used to reduce risk/need areas and/or interrupt/redirect behavior.

Need Principle: Identifying and prioritizing interventions based upon criminogenic needs.

Protective Factors: Life events or experience that reduce or moderate the effect of exposure to risk factors.

Reintegration: The process by which an offender merges back into society after conviction, as a pro-social, law abiding, and productive member of his/her community.

Responsivity Principle: Matching intervention strategies (External responsivity factors) to the learning style, ability, and readiness (Internal responsivity factors) of the offender.

Risk: Potential of an offender engaging in unlawful behavior.

Risk Containment: External control on offenders in response to behaviors so that the offender is less likely to engage in criminal behavior (e.g., incarceration, GPS monitoring, curfew, etc.).

Risk Factors: Research based elements that increase the potential of an offender to engage in criminal behavior.

Risk Management: A set of strategies that incorporates Risk Containment & Risk Reduction

Risk Principle: Identifying an offender's level of risk, through an assessment process, and matching the type and intensity of intervention to the offender's risk level.

Risk Reduction: Assisting offenders in developing & using internal controls to address dynamic risk and need area so that the offender is less likely to engage in criminal behavior.

Supervision: Monitoring the behavior of an offender utilizing Risk Management strategies.

Community Corrections Statewide Risk Reduction Initiative Time Line

In Fiscal Year 2008 Senate Bill 14 was signed into law beginning the Community Corrections Statewide Risk Reduction Initiative (SB14 RRI) in earnest. The passage of this legislation is one of many events that have moved the philosophy of evidence based practice and risk reduction forward throughout Kansas. Beginning in 2004, the Kansas Department of Corrections (KDOC) began intensively working toward implementing evidence based risk reduction and reentry in correctional facilities and parole. These efforts within the department, with the legislature, and with community and state stakeholders will be documented in a separate comprehensive timeline that is under development. Since July 2007, however, KDOC and their national partners have worked to expand this philosophy and build an infrastructure for change in community corrections by providing unprecedented opportunities for local agencies and stakeholders to come together, learn about EBP, discuss the potential impact of implementation on their communities, and plan collaboratively to make changes which promote probationer success and reduce probationer risk and revocation, thus increasing public safety.

Four million dollars of the money appropriated under Senate Bill 14 was awarded as grant funds to local community corrections agencies through a competitive grant process implemented by the Kansas Department of Corrections. Any Kansas Community Corrections agency was eligible to apply for SB14 RRI funding to enhance risk reduction efforts and reduce revocation rates by at least 20%. Each of the 31 Kansas Community Corrections agencies applied, and all were funded under this initiative. Funded agencies have committed to the philosophy of risk reduction and building a system to facilitate probationer success by targeting the criminogenic needs of medium and high risk probationers utilizing evidence based community supervision methods and practices.

An essential element of the SB14 RRI has been collaboration among KDOC, national partners (The Center for Effective Public Policy (CEPP), Council of State Governments (CSG), the Crime and Justice Institute (CJI), Justice Equality Human dignity and Tolerance (JEHT) Foundation, National Institute of Corrections (NIC), etc.), and local community corrections agencies to build an infrastructure for change by providing risk reduction education for local executives, stakeholders and case management staff. This statewide effort continues to build on this foundation through targeted training opportunities for officers and case managers throughout the state; and continued technical assistance for local agencies in areas including, but not limited to, evidence based practice implementation and sustainability, organizational development, collaboration, research and data utilization, and fiscal management.

Fiscal Year 2007

July 2007

- ✘ KDOC received technical assistance from the Center for Effective Public Policy (CEPP) in the development of the SB14 RRI grant application and review process. The application procedure facilitated local agencies through a risk reduction planning process.
 - In early July, KDOC and CEPP met with local agency directors from across Kansas to discuss the SB14 RRI, the application, evidence based practices, and subsequent technical assistance opportunities.
 - In mid July, KDOC and CEPP provided a two-day training to local agency directors and agency representatives to assist in the development of risk reduction initiatives and the grant application.

August 2007

- ✘ KDOC held “Office Hours Sessions” at locations across the state.
 - A selection of the KDOC Community Corrections Services Division team (Director, Program Consultants, Fiscal Auditor) was available to answer questions and provide clarification on the SB14 RRI application process.
- ✘ KDOC Community Corrections Services hosted the first of two Resource Workshops for local community corrections agencies to provide them with exposure to a variety of resources available to assist in RRI planning.
 - Resources presented included, but were not limited to: Mental health resources, discussion of KDOC contracts that include services and rates available to local agencies, information on recruiting and working with volunteers, and presentations by the two Parole Directors and a Community Corrections Director who discussed their experience of implementing evidence based practices.

September 2007

- ✘ KDOC Community Corrections Services held “Office Hours Sessions” at locations across the state.
- ✘ KDOC Community Corrections Services hosted the second of two Resource Workshops for local community corrections agencies to provide them with exposure to a variety of resources available to assist in RRI planning.
- ✘ KDOC was awarded Prisoner Reentry Initiative grant funding which included a Risk Reduction Planner / Skill Developer Position.
 - This position was modified to reflect changes in the KDOC Community Corrections Services Division to be solely a Skill Developer due to the increase in the number of Program Consultants in the Division made possible by the passage of Senate Bill 14 (See December, 2007).

October 2007

- ✘ SB14 RRI Grant Applications were due to KDOC Community Corrections Services October 1, 2007.
 - Grant applications were reviewed on merit individually and independently by one of three grant review teams. Each team consisted of three reviewers, and a fourth reviewer who read all applications in order to provide an overall perspective of the application pool.

November 2007

- ✘ SB14 RRI grant awards were announced in early November.
 - KDOC Community Corrections Services Division staff continued to provide technical assistance to facilitate the ongoing development of the local risk reduction initiatives with a specific focus on agencies whose planning processes were in need of further development before implementation of local initiatives could begin.
- ✘ The JEHT Foundation, NIC, KDOC, and CEPP convened two Kansas Community Corrections Stakeholder Conferences.
 - Through the conferences, agency directors and stakeholders were provided information on the philosophy of risk reduction and the potential impact that implementation may have on increasing public safety, reducing the risk of probationers on community corrections supervision, and increasing the percentage of probationers successfully completing supervision.
 - Agency teams spent time during the conference planning for community implementation using the information presented at the conference with the assistance of a facilitator.

December 2007

- ✘ KDOC Community Corrections Services built capacity in order to meet the oversight requirements outlined in SB14, and increase the amount of technical assistance provided to local agencies in designing, implementing, and monitoring local risk reduction initiatives.
 - The team which originally consisted of the Director, a State Auditor II, and two Program Consultant II positions, added seven new team members. The positions added include: an Accountant II, an Administrative Specialist, two Community Corrections Skill Developers, two Program Consultant II positions, and a Research Analyst III.
 - It is important to note that while Skill Development Staff had been hired by this date, they were not trained to train until April, 2008.
 - In addition to KDOC Skill Developers, local community corrections staff were trained as trainers in Advanced Communication and Motivational Strategies to assist in training delivery and act as local experts.

January 2008

- ✘ KDOC Community Corrections Services published the first Annual Report on the Community Corrections Statewide Risk Reduction Initiative which formally began with the passage of Senate Bill 14.

February 2008

- ✘ KDOC Community Corrections Services began revising the Community Corrections Comprehensive Plan Grant Application, application review process, and allocation determination process.
 - Designed to integrate the principles of risk reduction and evidence based practices into the overall agency grant application and award process.
 - Combined the SB14 application and review strategy into the local agency plan / application.
 - Ensured that the documents and processes met statutory and regulatory requirements and represented a useful planning process for local agencies.

February 2008 (cont'd)

- ✘ KDOC Community Corrections Services Advanced Communication and Motivational Strategies Master Trainers trained the first of three groups of KDOC Skill Developers and local community corrections staff to be trainers of the curriculum.
- ✘ KDOC Community Corrections Services staff and Facilities Management staff presented information on initiatives begun under Senate Bill 14 to KDOC Central Office staff.

March 2008

- ✘ KDOC Community Corrections Services introduced the revised FY 2009 Community Corrections Comprehensive Plan Grant Application and Review Process.

April 2008

- ✘ KDOC Community Corrections Services trained local directors on the revised FY 2009 Community Corrections Comprehensive Plan Grant Application and Review Process.
- ✘ KDOC Community Corrections Services Advanced Communication and Motivational Strategies Master Trainers trained the second of three groups of KDOC Skill Developers and local community corrections staff to be trainers of the curriculum.
- ✘ KDOC entered into a cooperative agreement with the National Institute of Corrections and the Crime and Justice Institute to receive coaching on executive leadership and complex project management to achieve the implementation of evidence based practices on offender risk reduction in the KDOC Community Corrections Services Division and selected local community corrections agencies.

May 2008

- ✘ KDOC and their national partners convened two Statewide Risk Reduction Training Workshops for community corrections supervisory and case management staff.
 - The purpose of this training was to provide staff statewide with information on the philosophy of risk reduction and evidence based practices.
- ✘ KDOC Community Corrections Services and CJI held a kickoff meeting for the initiative to continue implementation of evidence based practices on offender risk reduction in the KDOC Community Corrections Services Division and selected local community corrections agencies.

June 2008

- ✘ Subsequent to the initiatives outlined above which were designed to build an infrastructure for change, targeted staff skill development began. The three initiatives provided as a part of the Statewide Risk Reduction Initiative were:
 - Advanced Communication and Motivational Strategies
 - Cognitive Behavioral Intervention Tools
 - Principles and Practices of Case Management
- ✘ KDOC Community Corrections Services Retreat with the Crime and Justice Institute.
 - Received feedback on individual leadership and organizational assessments including: the Leadership Circle Profile 360° survey, Myers-Briggs Type Indicator, Emotional Intelligence Inventory, Likert Organizational Climate Survey, and Team Assessment.
 - Began Strategic Planning Process including the development of workgroups focused on: Building internal capacity, building local capacity, communication, the grant award process, marketing, positive reinforcement, and skill development (training for local case management staff).

Fiscal Year 2008

July 2008

- ✘ KDOC Community Corrections Services Advanced Communication and Motivational Strategies Master Trainers trained the third of three groups of KDOC Skill Developers and local community corrections staff to be trainers of the curriculum.
- ✘ KDOC Community Corrections Services presented an incentive program for timely report submission for local community corrections agencies to the Community Corrections Advisory Committee.
 - The Advisory Committee declined implementation.

August 2008

- ✘ KDOC Community Corrections Services began the process of gaining input from local Community Corrections representatives to revise Fiscal Standards and Kansas Administrative Regulations.

August 2008 (cont'd)

- ✘ KDOC Community Corrections Services structured formal Strategic Action Planning and Team Building meetings.

September 2008

- ✘ KDOC Community Corrections Services met with CJI onsite as a follow up to the June retreat.
- ✘ KDOC Community Correction Services held the Kickoff Ceremony for Phase I Facilitated Strategic Planning Sites.
 - Local community corrections agencies selected included: The 6th Judicial District, The 8th Judicial District, Harvey and McPherson Counties, and Shawnee County / 2nd District.
 - Agencies selected receive intensive, individualized support in the implementation and sustainability of EBP, Organizational Development, and Collaboration through September 2009.
- ✘ KDOC Community Corrections Services introduced the revised Quarterly and Year End Outcome Reporting format for local agencies.
 - The format was changed to more closely align with the revised Comprehensive Planning Process.

October 2008

- ✘ KDOC Community Corrections Services Administrative Assistant position held vacant due to budget constraints related to the economic downturn.
- ✘ KDOC Community Corrections Services implemented a “High Five” and “You Rock” recognition board for division employees.
 - Various rewards have been developed for staff based on this recognition (e.g., books, coffee, parking privileges, etc.).
- ✘ KDOC Community Corrections Services hosted a Strategic Planning Retreat for Phase I Facilitated Strategic Planning Sites. Phase I sites:
 - Received feedback on organizational assessments including the Likert Organizational Climate Survey and The Texas Christian University Organizational Readiness for Change Assessment.
 - Completed assessments such as the CJI EBP Checklist and SWOT Analysis.
 - Began the strategic planning process including goal and action plan development.

November 2008

December 2008

- ✘ KDOC Community Corrections Services released the FY 2010 Community Corrections Comprehensive Plan Grant Application and review process which was modified based on input from the Community Corrections Advisory Committee and grant review teams, respectively.
- ✘ KDOC Community Corrections Services formally added a system to recognize individuals who contribute significantly to the team atmosphere (the Fred Factor) and discussion of Individual Development Plans into Team Building meetings.
- ✘ KDOC Community Corrections Services staff trained to administer the EBP Checklist by CJI.
- ✘ All local Community Corrections Staff trained in Cognitive Behavioral Intervention Tools.

January 2009

- ✘ All local Community Corrections Staff trained in Advanced Communication and Motivational Strategies.
- ✘ KDOC Community Corrections Services Division provided training on the FY 2010 Community Corrections Comprehensive Plan Grant Application.
- ✘ KDOC Community Corrections Services Division published the first ever quarterly newsletter.
 - The goals of this newsletter are to share information about evidence based and promising practices; highlight work being done across the state; communicate important events, dates and deadlines; and recognize and reinforce agency, director and officer accomplishments.
- ✘ KDOC Community Corrections Services Director and two local Community Corrections Directors attended the CJI Inter-Site Summit.
- ✘ KDOC Community Corrections Services received Quality Assurance training from CJI.
- ✘ KDOC Community Corrections Services met with CJI for a project update meeting.

February 2009

- ✘ KDOC Community Corrections Services began the process of gaining input from local Community Corrections representatives to revise Adult Intensive Supervision Standards to increase alignment with evidence based practice and philosophy.

February 2009 (cont'd)

- ✘ All local Community Corrections Staff trained in Principles and Practices of Case Management.
- ✘ KDOC Community Corrections Services received Organizational Development training from CJI.
- ✘ KDOC Community Corrections Services received Project Management training from CJI.

March 2009

- ✘ KDOC Community Corrections Services and selected Parole and Reentry Services staff received Facilitative Leadership Training from the Interaction Institute for Social Change.
- ✘ KDOC Community Corrections Services Division provided training on the FY 2010 Community Corrections Comprehensive Plan Grant Application.

April 2009

May 2009

- ✘ KDOC Community Corrections Services hosted, with facilitation by Bill Woodward through CJI, a one day retreat for the Community Corrections Advisory Committee.
 - The purpose of this retreat was to revisit the charge of the group, develop a vision and mission for the committee, review past accomplishments and challenges, begin the strategic planning process to set the direction for the coming year, and set a quarterly meeting schedule to continue the work.
- ✘ KDOC Community Corrections Services implemented a new fiscal audit process.
 - The new process requires a review of fiscal policy and procedures and the county general ledger to focus audit efforts on agencies needing assistance in effective fiscal practice.
- ✘ KDOC Community Corrections Services hosted a Quality Assurance Retreat for Phase I Facilitated Strategic Planning Sites.
- ✘ KDOC Community Corrections Services negotiated for the inclusion of a local community corrections employee of the year to be included in the state recognition ceremony.

June 2009

- ✘ KDOC Community Corrections Services provided training on the new audit process with emphasis on internal controls showing adherence to evidence based practices.
- ✘ All Community Corrections LSI-R[®] raters trained in updated scoring guide which took effect July, 2009.
- ✘ A selection of KDOC Community Services staff presented to the division on Individual Development Planning.
- ✘ KDOC Program Consultants completed certification to administer and interpret Myers Briggs Type Indicator assessments to facilitate local and departmental organizational development efforts.

Fiscal Year 2010

July 2009

- ✘ KDOC Community Corrections Services held final Strategic Planning and Team Meetings with CJI.
- ✘ KDOC Community Corrections Services revised Strategic Action Planning and Team Building meetings after discussion in follow up Strategic Action Planning and Team Building Meetings with CJI.
- ✘ Local Community Corrections Agencies involved in the Phase I Facilitated Strategic Planning Initiative, and other selected local agency staff, received Facilitative Leadership Training from the Interaction Institute for Social Change.
- ✘ KDOC Community Corrections Services Division formally recognized local and KDOC Community Corrections Services staff for Parole, Probation, and Community Corrections Appreciation Week.

August 2009

September 2009

- ✘ KDOC selected three local agencies to participate in the second phase of the Facilitated Strategic Planning Initiative.
 - Local community corrections agencies selected included: The 4th Judicial District Community Corrections, Central Kansas Community Corrections, and Riley County Community Corrections.
 - Agencies selected receive intensive, individualized support in the implementation and sustainability of EBP, Organizational Development, and Collaboration through September 2010.

October 2009

- ✘ KDOC Community Corrections Services held the Kickoff Ceremony for the second phase of the Facilitated Strategic Planning Initiative.
- ✘ KDOC Community Corrections Services Program Consultant II position held vacant due to budget constraints related to the economic downturn.

November 2009

- ✘ KDOC Program Consultants facilitated on-site completion of the local executives and focus groups and Myers Briggs assessments for agencies participating in the Facilitated Strategic Planning Initiative.
- ✘ KDOC fiscal staff completed fiscal policy review and fiscal workbook reconciliation for all local community corrections agencies.

December 2009

- ✘ All local Community Corrections Staff provided ACMS refresher training.
- ✘ KDOC Community Corrections Services hosted a Strategic Planning Retreat for the second phase of the Facilitated Strategic Planning Initiative.

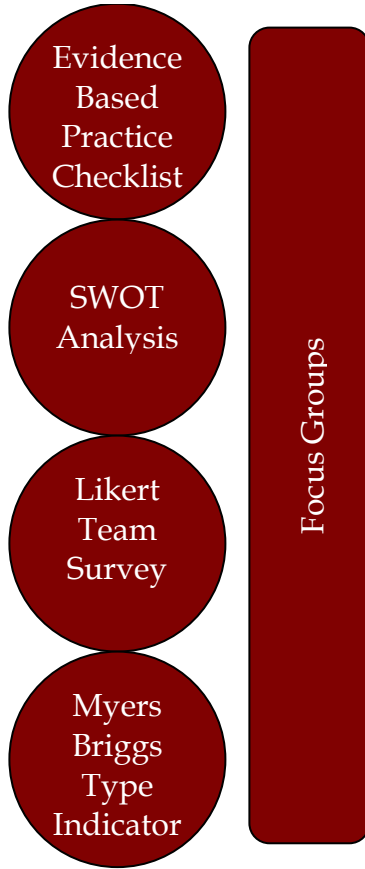
Kansas Community Corrections Agency Capacity Building

Facilitated Strategic Planning

Kickoff

- ✘ Recognition of Selected Agencies
- ✘ Provides Information on:
 - Change Management
 - Building Effective Teams
- ✘ Presents a Structure for Moving Toward Improved:
 - Evidence Based Practice
 - Collaboration
 - Organizational Development

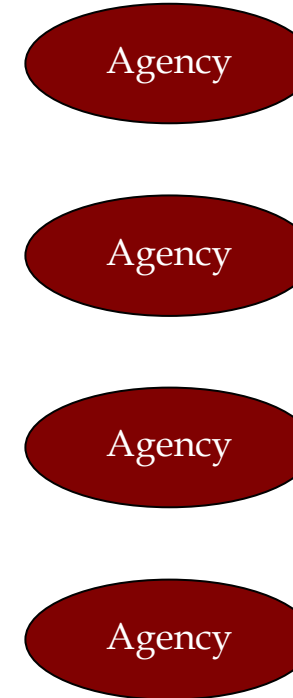
Agency Assessment



Strategic Planning Retreat

- ✘ Practical Implementation Experiences
- ✘ Information Sharing and Team Activities to Improve Understanding of:
 - Organizational Development
 - Roles and Responsibilities
 - Quality Assurance
 - Team Functioning
- ✘ Development of Agency:
 - Vision, Mission, and Values
 - Strategic Priorities
 - Goal Development
 - Action Plans

Agency Specific Technical Guidance



Quality Assurance Retreat

- ✘ Defining Evaluation and Quality Assurance
- ✘ Creating Measurable Strategic Plans and Work Plans
- ✘ Developing Logic Models and Specifying Quality Indicators
- ✘ Strategies and Tactics for Data Collection and Analysis
- ✘ Applying Data to Enhance Policy and Practice

October 14, 2009

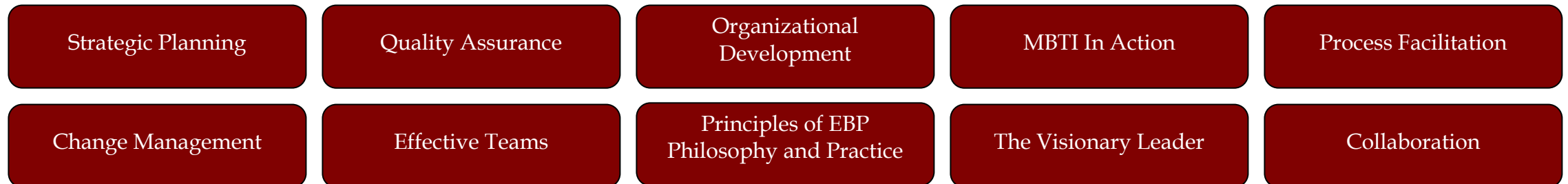
November 1, 2009
December 4, 2009

December 8, 2009
December 10, 2009

October 1, 2009
October 1, 2010

February 4, 2010
February 5, 2010

Ongoing Seminar Topics



Seminar Descriptions

Strategic Planning

Do you want to bring focus and direction to your agency?

This seminar will provide the steps to bridge your current reality to your desired future through discussion of who should be a part of this process, the importance of developing or refining the agency's mission and vision, and strategies for the development of goals and objectives that will move you closer to achieving your vision.

Change Management

Change will happen. Why not plan for it?

This seminar will help you understand the difference between change and transition, the phases of transition that must be attended to affect long term change and importance of and strategies for leadership through the transition process. The focus will be on the transition process, and leadership, both on the agency as well as individual level.

Quality Assurance

You know where you have been.

You know where you want to go.

So, how do you know if you have arrived?

This seminar will articulate the value of quality assurance and evaluation; identify who should participate in quality assurance and evaluation plan development, define barriers to implementation of quality assurance and evaluation plans.

Effective Teams

Teamwork ~ What can go wrong and how do you make it right? This seminar will identify the characteristics that successful teams share and help you understand the benefits of trust, leadership, and commitment in building effective teams.

Organizational Development

Does your agency get regular check ups?

Learn how to keep your organization healthy through this seminar which will focus on the development of your agency with attention on organizational case management, leadership at all levels, aligning your organization to evidence based principles, understanding the organizational culture, and managing organizational change.

EBP Principles: Philosophy and Practice

EBP is a philosophy – what does that mean and how do I use it?

This seminar will identify the principles of evidence based practice, help you evaluate the quality of the research that supports the philosophy, and provide practical guidance to assist you in applying this philosophy at the client case level, agency level, and system level.

MBTI In Action

Why do people act like that? Come to think of it, why do I?

By taking the Myers-Briggs Type Inventory as an agency, you will increase self-awareness and confirm self-perception, appreciate and learn to capitalize on your own strengths and those of others, and discover normal differences in people. You can then work toward a plan to incorporate these differences to catapult your agency to new heights.

The Visionary Leader

Your playing small doesn't serve the world. ~ N. Mandela

This seminar will help you embrace your power to ignite others in realizing the significant impact that values, vision, problem identification, and mission have on the ability of members of a collaborative team to work together effectively.

Process Facilitation

Effective meetings~ myth or reality?

This seminar will make effective meetings a reality for your agency. You will gain insight into how to include the right people, structure a meeting, build consensus, and design and sustain new initiatives.

Collaboration

We can't do this alone... But how do we work together?

This seminar will discuss collaboration and group dynamics from both theoretical and practical perspectives, help you understand the importance of clear team roles and responsibilities, and introduce you to tools that you can use to understand the impact of these dynamics within your collaborative groups.