

KANSAS DEPARTMENT OF CORRECTIONS

FY 2010 Strategic Action Plan



Roger Werholtz
Secretary of Corrections

October 2009



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KANSAS

DEPARTMENT OF CORRECTIONS

SECRETARY'S MESSAGE



Roger Werholtz
Secretary of Corrections

During the past year, the Kansas Department of Corrections has been met with some fairly significant challenges, and has had to make some difficult decisions. Those decisions were the direct result of the need to reduce our budget by millions of dollars over the next two fiscal years. As a result, the Department has been forced to reduce or eliminate programs and services which help support our Vision Statement of “A Safer Kansas Through Effective Correctional Services.”

Despite the fiscal challenges, I am optimistic that the work that is being done by parole, facility, reentry and central office staff to properly prepare offenders for release and to supervise them efforts of research, training and information technology are providing clear direction and feedback to guide what we are doing and help us make midcourse corrections.

As we continue to work through these difficult times, we must always keep in mind our mission of public safety. In support of that mission, we must continue to plan, and pursue strategies, that will provide the basis to sustain the substantial gains we have been able to recognize toward risk management and successful community reintegration of offenders. These objectives will enable us to make the most of available resources, and to develop future initiatives to build upon our accomplishments.

While we have, by no means, seen the end of the economic predicament, I ask you to remain flexible and focused on the tasks at hand. The Department’s Fiscal Year 2010 Strategic Action Plan includes goals, objectives and strategies designed to improve our ability to manage offenders safely and effectively.

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OUR VISION

OUR MISSION

OUR VALUES



OUR VISION

A Safer Kansas Through Effective Correctional Services

Our vision statement represents the impact our work should make in service to the citizens of Kansas. As Department of Corrections' employees and contract staff go about their daily tasks, we want them to consider our vision in every decision they make. We will always strive to make Kansas a safer place to live, work, and raise our families.

OUR MISSION

The Department of Corrections, as part of the criminal justice system, contributes to public safety and supports victims of crime by exercising safe and effective containment and supervision of inmates, by managing offenders in the community, and by actively encouraging and assisting offenders to become law-abiding citizens.

Our mission is derived from Kansas law and forms the basic foundation of everything we do.

OUR VALUES

- **Honesty**
- **Professionalism**
- **Integrity**
- **Personal Responsibility**
- **Respect**

Our values represent our beliefs as an organization and serve to set the tone and standard for everything we represent and do. These values should be considered and embedded in every decision we make and every action we take as we go about our daily tasks in support of our mission and as we strive toward our vision of a safer Kansas.

Honesty

As an organization we are open and honest in our dealings with the public, the legislature, fellow employees and offenders.

Professionalism

Improving our individual skills is an ongoing process and we are committed to that effort. As an organization we seek the most effective and efficient way to operate and we are dedicated to the public we serve.

Integrity

As a Department we ensure that all our policies and procedures adhere to the values we represent and we are consistent in their application.

Personal Responsibility

We acknowledge our roles and responsibilities, and are accountable for our behaviors, decisions and actions.

Respect

We hold in high regard the rights of crime victims and the rights and diversity of co-workers, offenders, and other persons. We recognize our differences while striving to work together as one team.

RISK MANAGEMENT PRINCIPLES

Risk Management is built on two equally important and mutually dependent components. Policies, processes, programs, and services are designed and implemented around proven theoretical models and address the full continuum of risk management principles which includes both risk containment and risk reduction strategies.

RISK CONTAINMENT

Risk containment is a paramount objective for the Department. Security policies and practices are designed to provide safe and secure correctional facilities for staff, inmates, and the public.

Security policies and practices should be assessed on an ongoing basis to ensure compliance, to identify any deficiencies, and to implement corrective action as necessary. This should be accomplished through security audits, vulnerability tests, emergency drills, staff training, and ongoing management and supervision.

It is necessary that all staff follow established security policies and practices, that they be alert and vigilant, and that they take personal accountability for all of the duties and responsibilities set forth by their position.

Security and safety enhancements — including all utilizations of technology — should be continually re-evaluated, and upgraded when possible to provide more secure, safer environments.

Staff should be trained regarding situations that may arise, so that they will be able to take action as necessary to respond to events, including acts of prevention, interdiction, de-escalation, uses of force, and emergency responses.

The Department's risk management strategies are supported by community and agency partnerships.

RISK REDUCTION

Risk reduction is the primary strategy for preparing offenders to safely reenter and remain in Kansas communities. The Department utilizes standardized, valid assessment tools to measure the risk and need for appropriate application of intervention services and work/program/activity assignments.

- Criminogenic Risk and Need assessment data guide the application of custody and supervision resources as well as treatment and education activities.
- The primary assessment instrument is the Level of Services Inventory-Revised (LSI-R).
- Victim issues are addressed with input from victims.
- Efforts are community-based, focused and involve partnerships with various community organizations.
- Other standardized and validated assessment instruments are utilized to guide specific intervention services.

Policies, processes, programs, and services target crime producing attributes and use proven treatment models to prepare offenders for return to the community.

- Cognitive-behavioral techniques are integrated into all treatment and education programs.
- Cognitive-behavioral interpersonal communications skills are integrated into all interactions with offenders.
- Risk/need data are used to guide individual placement in intervention programs, the targets of the interventions are defined, and the right “dosage” (intensity and duration) of interventions is determined.
- Targeted case planning and case management form the centerpiece of these efforts. Plans are negotiated with offenders by addressing both the costs and benefits of the decisions and actions that lead to criminal conduct, and the ways they can learn to change those decisions and actions.
- Case management is reintegration - focused.
- Communication between staff and among partners is open, meaningful, honest, evaluative, and purposeful.

The principle of responsivity is addressed in case planning. Responsivity relates to personal attributes offenders have that create barriers to communication that keep them from engaging in case planning efforts. These may include conditions such as mental illness, significant health issues, and communication or learning styles. Interventions, programs and services are delivered in manners consistent with the abilities, motivations, and learning style of the individuals being treated.

- Communication is purposeful-not personal

- Staff and offenders are responsible, and held accountable, for their behavior.
- Pro-social influences are deployed to surround offenders.

Interventions, programs, and services are implemented by well-trained staff who provide services, deliver the programs, or engage offenders as designed.

- There are timely, targeted, effective responses to behavior – good and bad.

The Department's risk reduction strategies are supported by qualified, knowledgeable, and involved leadership who understand the principles of effective intervention and organizational objectives.

- Everyone involved is familiar with these principles and given the skills and ability (by policy) to implement them.
- The Department is a "learning organization".

The Department's efforts are evaluated to ensure quality.

- The Department establishes performance measures to determine the effectiveness of various interventions, programs, and services.
- The Department engages in both on-going reviews and evaluations of data relevant to whether risk is being reduced both individually, and across the population.

STRATEGIC ACTION PLAN DEVELOPMENT PROCESS



FISCAL YEAR 2010 UPDATE: GOALS & STRATEGIES



GOALS & STRATEGIES

Goal 1: Increase offenders' abilities and motivations to practice responsible crime-free behaviors through correctional management consistent with the research driven principles of effective intervention.

Goal 1, Objective 1: Enhance commitment to and quality of transitional planning and services to assist offenders in successful reintegration.

FY 2010 – STRATEGIES

- 1.1.1 Continue to expand the range of job readiness services offered in the prisons and community to increase the ability of offenders to be job ready and maintain sustained employment (July 2011)
Primary – Risk Reduction reentry/ Secondary – Programs
- 1.1.2 Improve structured housing services for special needs offenders returning to the community. (December 2009)
Primary – Programs/ Field Services
- 1.1.3 Restore 100 structured transitional housing beds for non-special needs offenders returning to the community. (July 2011)
Primary – Programs
- 1.1.4 Continue to work with national, state, and local partners, and property managers/landlords, to increase housing options for offenders, and build a system of housing for special needs offenders (July 2011)
Primary- Risk Reduction and Re Entry/ Secondary –Programs
- 1.1.5 Restore access to community-based outpatient substance abuse treatment to fiscal year 2008 levels. (June 2011)
Primary – Programs/ Secondary- Risk Reduction and Reentry
- 1.1.6 Continue to refine the method of identifying special needs offenders who would benefit from discharge planning services, and target existing discharge planning services in the facilities to this group of offenders; and build capacity to capture data at the point of release and exists about this population (July 2011)
Primary – Risk Reduction and Reentry / Secondary – Programs

Goal 1, Objective 2: Increase opportunities for inmates to acquire work skills.

FY 2010 – STRATEGIES

- 1.2.1 Identify ways to employ who have physical or mental limitations who are currently unemployable within existing resources (June 2010)
Primary- Wardens/ Secondary – Risk Reduction and Reentry
- 1.2.2 Develop and implement innovative work and vocational skill development opportunities for inmates to the FY08 levels to reduce inmate idleness in the facility and enhance post incarceration employability in the competitive labor market through traditional correctional industries, private correctional industries, facility service and maintenance assignments, and community service work programs. (June 2011)
Primary – Wardens / Secondary – Risk Reduction and Reentry
- 1.2.3 Develop and implement additional opportunities at all facilities for inmates to become more literate in basic and practical computer applications to enhance their employability skills. (December 2010)
Primary- Wardens/Secondary- IT

Goal 1, Objective 3: Expand interagency cooperation for support and transition services for special needs offenders.

FY 2010 – STRATEGIES

- 1.3.1 Determine and enhance the capacity of the medical discharge planners to deliver services to offenders with mental illness who receive discharge planning services. (July 2010)
Primary – Programs/ Secondary -Risk Reduction and Reentry
- 1.3.2 Increase the number of formal partnerships between Corrections and the Community Mental Health Centers (June 2010)
Primary- Risk Reduction and Reentry

Goal 1, Objective 4: Enhance management of sex offenders.

FY 2010 – STRATEGIES

- 1.4.1 Expand facility-based sex offender treatment to FY2008 levels. (July 2011)
Primary – Programs
- 1.4.2 Incorporate a co-therapist model into community-based sex offender treatment programming. (July 2010)
Primary – Programs

Goal 1, Objective 5: Increase offenders' knowledge and awareness of victims' issues and impacts.

FY 2010 – STRATEGIES

- 1.5.1 Implement offender victim awareness classes utilizing a victim empathy tool in one facility. (December 2010)
Primary - Victim Services / Secondary - Programs
- 1.5.2 Implement victim awareness classes in all facilities. (June 2010)
Primary - Victim Services / Secondary - Programs
- 1.5.3 Evaluate community-based Batterers Intervention program. (June 2010)
Primary – Programs/ Secondary- Risk Reduction and Reentry
- 1.6.4 Implement two (2) restorative justice/victim awareness activities at each facility (June 2010)
Primary- Victim Services

Goal 1, Objective 6: Restore lost program resources and re-tool those resources to support inmates' risk reductions and our efforts to increase offenders' abilities and motivations to practice responsible, crime-free behavior.

FY 2010 – STRATEGIES

- 1.6.1 Establish/restore facility-based vocational programs to FY08 levels. (July 2011)
Primary – Programs
- 1.6.2 Continue to increase capacity to deliver effective cognitive core classes in the facilities and community for the high-risk offenders; identify ways to increase lower-dose options for moderate risk offenders; determine whether readiness instruments or methods can be implemented; and increase exchange information from prisons to community and back about the offender's participation in cognitive services (July 2011)
Primary – Programs / Secondary – Risk Reduction and Reentry
- 1.6.3 Using LSI-R normative data, determine risk reducing programming needs for both short and long term planning purposes. (June 2010)
Primary – Programs/Secondary Risk-Reduction
- 1.6.4 Restore lost academic programming resources to FY08 levels. (July 2011)
Primary – Programs
- 1.6.5 Establish comprehensive English as a Second Language (ESL) program. (July 2011)
Primary – Programs
- 1.6.6 Restore 300 facility-based outpatient substance abuse treatment slots. (July 2011)
Primary - Programs
- 1.6.7 Restore lost Transitional Therapeutic Community programming. (July 2011)
Primary – Programs
- 1.6.8 Review offender programming needs data and revise as necessary the five-year program restoration plan. (January 2010)
Primary - Programs

Goal 1, Objective 7: Provide services to offenders and their families utilizing local resources and volunteers.

FY 2010 – STRATEGIES

- 1.7.1 Continue to increase capacity to deliver parenting, skills development and caregiver support services in the facilities; and family orientation and referral services in the facilities and community; and implement strategies for tracking data evaluating the effectiveness of these services (July 2011)
Primary – Risk Reduction and Reentry / Secondary – Parole

- 1.7.2 Implement opportunities for providing video visitation. (July 1010)
Primary- Facilities Management/Secondary –IT/Fiscal

GOAL & STRATEGIES

Goal 2: Improve the safety and security of correctional facilities by incorporating the principles of effective risk management.

Goal 2, Objective 1: Continue to emphasize the importance of risk containment safety practices.

FY 2010 – STRATEGIES

2.1.1 Complete all facility renovations, upgrades, and security enhancements authorized by the 2007 Legislature. (October 2010)
Primary – Facilities Management

2.1.2 Review finalized PREA standards and determine actions necessary to achieve compliance. (June 2010)
Primary- Facilities Management

Goal 2, Objective 2: Review and make recommendations regarding facility capacities and functions based upon population projections.

FY 2010 – STRATEGIES

2.2.1 Implement as necessary the plan for expansion based on population projections. (June 2010)
Primary – Facilities Management

2.2.2 Implement centralized inmate good time system. (December 2010)
Primary -- Facilities Management

Goal 2, Objective 3: Enhance risk reduction skills and proficiencies for correctional facility staff.

FY 2010 – STRATEGIES

2.3.1 Provide additional skills development opportunities for existing CRC trainers. (June 2010)

Primary – Staff Development

2.3.2 Implement statewide case management training for existing staff (June 2010)

Primary- Programs

2.3.3 Develop and implement statewide unit team training. (July 2010)

Primary – Programs / Secondary – Facilities Management / Risk Reduction and Reentry / Parole

Goal 2, Objective 4: Identify and provide offender risk reduction programming.

FY 2010 – STRATEGIES

2.4.1 Evaluate the impact of a pilot program designed to address the management of returned parole violators. (December 2009)

Primary- Programs

2.4.2 Design and implement a plan to evaluate the impact of behavior management programming at EDCF (July 2011)

Primary – EDCF & Facilities Management / Secondary – Programs

2.4.3 Increase risk reduction case management and release planning in the facilities, from the point of admission through release (July 2010)

Primary – Facilities Management/Secondary – Reentry & Risk Reduction

2.4.4 Identify special populations that present behavioral issues in the facilities and implement risk reduction strategies to improve facility safety. (October 2009)

Primary- Facilities Management/ Secondary-Programs

2.4.5 Develop a plan for appropriate housing, programming, and services for inmates with severe and persistent mental illness, severe behavior disorders, and/or developmental disabilities (October 2009)

Primary-Secretary , Facility Management, Programs

GOAL & STRATEGIES

Goal 3: Manage offenders in the community using risk-reduction strategies that assist them in acquiring pro-social behaviors and ultimately achieve successful reintegration.

Goal 3, Objective 1: Reformulate and expand programs evaluation efforts to include community-based behavioral measures and community-based program experiences.

FY 2010 – STRATEGIES

- 3.1.1 Develop a method to measure the effectiveness of interventions used within parole services. (July 2010)
Primary – Parole Services / Secondary - Research & OPSG
- 3.1.2 Develop a method to measure the effectiveness of interventions used within community corrections services. (July 2010)
Primary – Community Corrections / Secondary - Research & OPSG
- 3.1.3 Document reasons for termination of interventions used within community corrections services. (July 2010)
Primary – Community Corrections / Secondary – Research & OPSG
- 3.1.4 Evaluate the impact of the Kansas Offender Risk Reduction and Reentry Plan. (June 2010)
Primary - Risk Reduction and Reentry / Secondary – Programs & OPSG

Goal 3, Objective 2: Review and revise parole policies and procedures so that they are consistent with risk reduction principles.

FY 2010 – STRATEGIES

3.2.1 Establish Reentry Case Manager and Parole Officer positions through existing Reentry Case Managers, existing Parole Officers, and newly established positions (as funding permits), to merge the roles of risk reduction case management and supervision into one caseload. (June 2010)

Primary- Risk Reduction and Reentry/Parole

3.2.2 Develop overarching case management and risk reduction policies. (June 2010)

Primary – Risk Reduction and Reentry / Programs / Facilities Management

3.2.3 Review program policies to ensure they are consistent with the principles of risk reduction. (June 2010)

Primary – Risk Reduction and Reentry / Programs / Facilities Management

Goal 3, Objective 3: Create and implement a series of pilot projects that promotes risk reduction supervision strategies.

FY 2010 – STRATEGIES

3.3.1 Add “Accountability Panel” and “accountability Meeting” to the interventions that are available for parole/reentry staff to utilize when addressing violations or reinforcing positive behavior exhibited by offenders on supervision (January 2010)

Primary – Parole and Community Corrections/ Secondary- Risk Reduction and Reentry

Goal 3, Objective 4: Address pending detainees, identification and drivers license.

FY 2010 – STRATEGIES

- 3.4.1 Establish a working partnership with law enforcement, courts, prosecutors and the DMV (June 2010)
Primary- Facilities Management/ Secondary Risk Reduction and Reentry

- 3.4.2 Engage Law enforcement agencies across the state in re entry work. (June 2010)
Primary –Risk Reduction and Reentry

- 3.4.3 Review possible partnership between Wyandotte County Reentry and Parole Teams and the Kansas City, Kansas Police Department, through LISC, Weed & Seed , or possible other local partners (July 2011)
Primary- Risk Reduction

GOAL & STRATEGIES

Goal 4: Recruit and retain the quality workforce and volunteer base needed to provide effective services.

Goal 4, Objective 1: Achieve and maintain adequate staffing levels.

FY 2010 – STRATEGIES

4.1.1 Deliver and process an upward feedback mechanism for mid-level managers in order to improve supervisory effectiveness. (December 2009)

Primary – Human Resources

4.1.2 Standardize and formalize training for peer support systems (June 2010)

Primary-Human Resources & Victim Services

4.1.3 Conduct a staffing analysis to determine staffing and post needs (December 2011)

Primary – Wardens & Facility Management

Goal 4, Objective 2: Continue to utilize and increase opportunities to work with volunteers.

FY 2010 – STRATEGIES

4.2.1 As resources allow, dedicate a FTE for volunteer recruitment and coordination at each correctional facility and within the central office. (June 2011)

Primary – Wardens & Parole Directors

4.2.2 Establish statewide volunteer database. (July 2011)

Primary – Risk Reduction and Reentry / Secondary – Wardens / Parole Directors

4.2.3 Use existing EPCI system to provide current information about the status of volunteers so that this information is available to all facilities and field offices (July 2010)

Primary – Risk Reduction and Reentry

Goal 4, Objective 3: Provide the next generation of KDOC leaders with opportunities to lead.

FY 2010 – STRATEGIES

- 4.3.1 Implement LDA II supportive supervision and LDAI building the bench the final two components of the KDOC Leadership Training (April 2010)
Primary- Human Resources/Secondary- Programs

Goal 4, Objective 4: Increase the level of employee engagement with the Department's mission and vision.

FY 2010 – STRATEGIES

- 4.4.1 Continue implementation of tools that measure risk reduction skills. (June 2010)
Primary - Human Resources/ Secondary –Risk Reduction and Reentry
- 4.4.2 Identify current employees who are proficient in conversational Spanish, and sign language for hearing impaired and complete a needs assessment. (June 2010)
Primary – Human Resources
- 4.4.3 Review Current recognition programs and merge fresh strategies into current practice (December 2010)
Primary Human Resources

Goal 4, Objective 5: Conduct a comprehensive review of the Department's recruiting process.

FY 2010 – STRATEGIES

- 4.5.1 Form a team of professionals from various ranks and divisions of the Department to review the current hiring process and make recommendations for improvement and efficiency. (December 2009)
Primary – Human Resources
- 4.5.2 Utilize initiatives and partnerships to increase the diversity of our workforce. (December 2009)
Primary - Human Resources

Goal 4, Objective 6: Implement statewide initiatives

FY 2010 – STRATEGIES

- 4.6.1 Participate in the planning and implementation of the Statewide Pay Plan (July 2013)
Primary –Human Resources
- 4.6.2 Participation in the planning and implementation of Statewide Performance Evaluation System (December 2009)
Primary- Human Resources

GOAL & STRATEGIES

Goal 5: Become a Department in which we all function as a single team.

Goal 5, Objective 1: Develop and implement strategies that will enhance working together as one team.

FY 2010 – STRATEGIES

5.1.1 Enhance EPIC (uniform facility access and control application). (April 2010)

Primary – Information Technology

5.1.2 Expand staff development and training via electronic learning technology. (June 2010).

Primary- Staff Development

GOAL & STRATEGIES

Goal 6: Manage accurate, timely and complete information.

Goal 6, Objective 1: Offender information will be presented in a user-friendly format.

FY 2010 – STRATEGIES

- 6.1.1 Develop replacement approach for OMIS and TOADS with the issuing of an RFP with emphasis upon TOADS. (April 2010)
Primary – Information Technology
- 6.1.2 Replace OMIS and TOADS with a singular system. (March 2012)
Primary – Information Technology

Goal 6, Objective 2: All offender information systems will be able to share data with external entities and business partners including Kansas Criminal Justice Information Systems and Association of State Correctional Administrators standards

FY 2010 – STRATEGIES

- 6.2.1 Develop a plan to implement external data exchanges to support moving forward on the Evaluation Plan to evaluate R3 services throughout the department by ongoing robust and vigorous monitoring and evaluation of processes and outcomes of the KOR3P. (July 2010)
Primary- Reentry and Risk Reduction/secondary IT

Goal 6, Objective 3: Develop and implement a plan to effectively leverage productivity gains with the use of document imaging

FY 2010 – STRATEGIES

6.3.1 Implement a capability for developing electronic forms inclusive of training. (December 2009)

Primary – Information Technology

6.3.3 Develop plan to convert offender based paper forms (estimated 300) approximately to electronic forms. (December 2009)

Primary – Information Technology

6.3.4 Complete the transition to new image management system and retire old AS400 based system. (October 2009)

Primary – Information Technology

Goal 6, Objective 4: Develop a comprehensive IT training program throughout the Department.

FY 2010 – STRATEGIES

6.4.1 Develop a priority schedule for the development of additional course content and deployment via Moodle to the desktop. (June 2010)

Primary - Staff Development

Goal 6, Objective 5: Develop an integrated data-base and decision reporting capability.

FY 2010 – STRATEGIES

- 6.5.1 Complete an Enterprise Data Model. (March 2010)
Primary – Information Technology
- 6.5.2 Develop a plan to synchronize key operational Departmental data base information so that data can be stored at facility sites for viewing, business continuity purposes and eliminating redundant data entry. Primary target is employee, contractor and volunteer identification data. (March 2010)
Primary – Information Technology
- 6.5.3 Develop a plan for the creation of a Decision Support System. (December 2009)
Primary – Information Technology
- 6.5.4 Collect information regarding the reasons Parole Services use to justify revocations and include such data in the Offender Programs Evaluation Report. (December 2010)
Primary – Parole Services / Secondary - Research & OPSG

Goal 6, Objective 6: Develop capabilities to improve the manageability of IT operational activities, to identify opportunities for operational efficiencies, to improve planning capabilities, and to improve customer communications.

FY 2010 – STRATEGIES

- 6.6.1 Develop a plan to deploy a Computer User Group within each facility. (December 2009)
Primary – Information Technology
- 6.6.2 Replace antiquated phone systems at Lansing, El Dorado, Ellsworth and Norton. (October 2009)
Primary – Information Technology

GOAL & STRATEGIES

Goal 7: Serve as a liaison and service provider for crime victims.

Goal 7, Objective 1: Increase services available to crime victims.

FY 2010 – STRATEGIES

- 7.1.1 Conduct a work load analysis to determine the need for additional victim service liaisons. (June 2010)
Primary – Human Resource
- 7.1.2 Create written resources for victims of sex offenders, survivors of homicide, and child victims (December 2009)
Primary- Victim Services

Goal 7, Objective 2: Increase staff’s ability to respond to offenders regarding victim issues.

FY 2010 – STRATEGIES

- 7.2.1 Standardize all Victim Services training and develop a plan to implement such training. (December 2010)
Primary – Victim Services / Secondary – Staff Development
- 7.2.2 Implement domestic violence training in accordance with GTEAP grant (June 2010)
Primary- Victim Services

Goal 7, Objective 3: Increase public awareness of KDOC Victim Services.

FY 2010 – STRATEGIES

- 7.3.1 Each Liaison will present to at least one outside agency per quarter with an emphasis on rural areas (March 2010)
Primary- Victim Services
- 7.3.2 Partner with KVAA and KOVA to plan three educational opportunities for County Victim/Witness Coordinators (April 2010)
Primary- Victim Services

Goal 7, Objective 4: Identify opportunities to increase services to domestic violence victims and batterers.

FY 2010 – STRATEGIES

- 7.4.1 Create a DV assessment for use at RDU, incorporating the assessment questions recommended by the Kansas Coalition Against Sexual and Domestic Violence. (December 2009)
Primary – Victim Services
- 7.4.2 Develop a policy and procedure to respond to staff who are identified as domestic violence victims or perpetrators. (June 2010)
Primary – Victim Services & Human Resource
- 7.4.3 Create accountability plan model for use by parole officers and Victim Services Liaisons (December 2009)
Primary- Victim Services/ Secondary- Parole

Goal 7, Objective 5: Assess and improve quality of programs.

FY 2010 – STRATEGIES

- 7.5.1 Create flow chart for victim’s experience and assess for gaps. (January 2010)
Primary- Victim Services
- 7.5.2 Create and implement file review process (February 2010)
Primary- Victim Services



CODE OF ETHICS

As an employee, contract personnel or volunteer of the Kansas Department of Corrections, I will value and maintain the highest ideals of professionalism and public service in carrying out my duties and responsibilities.

I will respect the dignity of individuals, the rights of all members of society and the potential for human growth, development and behavioral change. I accept that it is my fundamental duty to serve the public; to safeguard lives and property; and to maintain an environment free of deception, oppression or intimidation, violence or disorder. I will exercise power and authority prudently and within the limits of the law.

I will recognize the fact that I have power over the lives of offenders, and will not abuse that power in any way, including by attempting to establish any form of personal relationship with an offender, or take any other action toward or concerning an offender which advances a personal interest or cause of my own.

I will be constantly mindful of the welfare of others. To the best of my ability, I will remain calm in the face of danger and maintain self-restraint in the face of provocation.

I will treat all persons with respect and dignity, and will not mistreat any person based on that person's race, gender, nationality or religious beliefs. I will not engage in any conduct that results in hostility or offense on the basis of sex, nor in any way improperly introduce any sexual material or activity into the workplace.

I will be honest and truthful. I will be exemplary in obeying the law and following the rules and regulations of the Department. I will promote honesty and ethical behavior over loyalty to individuals. I will immediately report dishonest or unethical conduct or any violation or apparent violation of the Department's rules and regulations.

I will use public funds in a fiscally responsible manner. I acknowledge that I have been selected for a position of public trust. I will constantly strive to be worthy of that trust and to be true to the mission and values of the Department of Corrections.