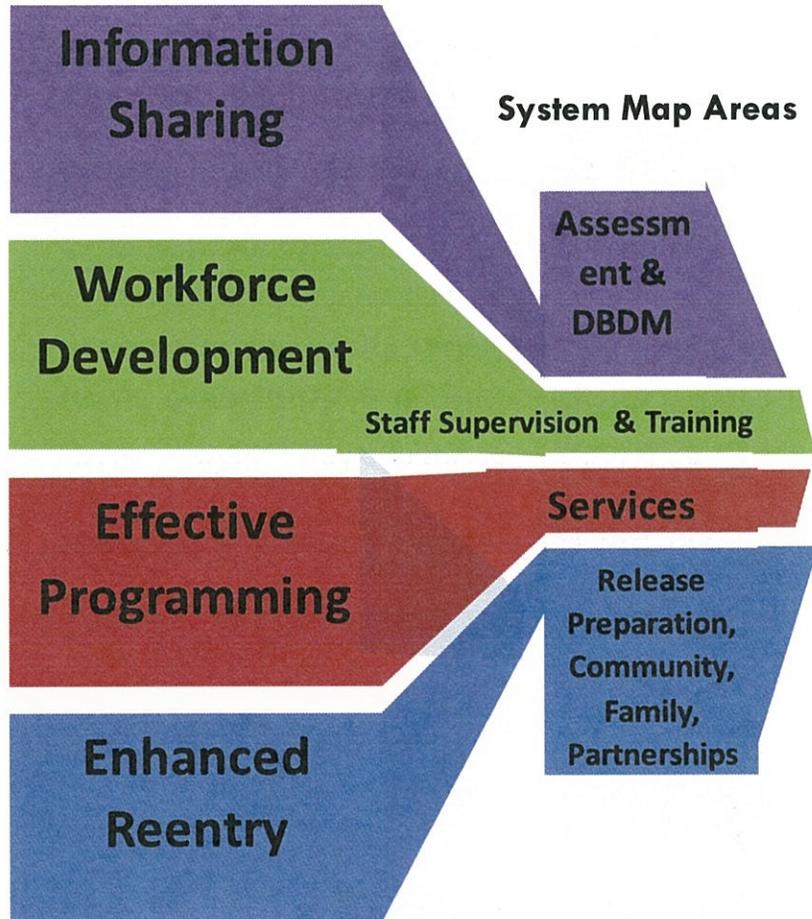# ANNUAL REPORT

REPS PSD MOA

FY 2018 DELIVERABLES

- System Mapping & Gap Analysis
- Innovative Program Development
- Work Furlough Program Development – Phase II
- LSI-R Risk/Needs Analysis Report
- Peer Support Administration, Report & Resources
- Program Evaluation Menu
- HCR 85 Taskforce Support
- CPC Action Planning TA Plan
- Acquisition of Grants & Technical Assistance

PSD Strategic Goals

- Information Sharing
- Workforce Development
- Effective Programming
- Enhanced Reentry

System Map Areas

- Assessment & DBDM
- Staff Supervision & Training
- Services
- Release Preparation, Community, Family, Partnerships

REPS FY18 Projects

- System Mapping Gap Analysis
- LSI-R Risk/Needs Analysis
- Program Evaluation Menu
- CPC Action Planning
- OCCC Healthcare CQI
- Pathways Innovative Program
- Furlough Program Development
- Innovative Program Development
- Peer Support Evaluation & Development
- HCR 85 Task Force Support
- Grant/TA Applications

SYSTEM MAPPING & GAP ANALYSIS OVERVIEW

- There is a Dire Need for Systemic Efforts at Reentry Reform

- Most DOCs and CJSs Across the Nation are in this Predicament

- Neither PSD, nor the CJS, Operate in a Vacuum

- Real, Sustainable Reentry Reform Requires:
  - A cultural shift to risk reduction rather than risk management of inmates
  - Collaboration within and across multiple agencies at many levels, and
  - Commitment of state government and leadership to support and improve the criminal justice system

- Hawai`i Has One of the Most Underfunded Corrections Systems in the USA

- PSD can capitalize on resources including HCR85, JRI, and REPS, in order to marshal the needed state/federal resources to achieve reentry reform

CORRECTIONS SPENDING IN HAWAI`I
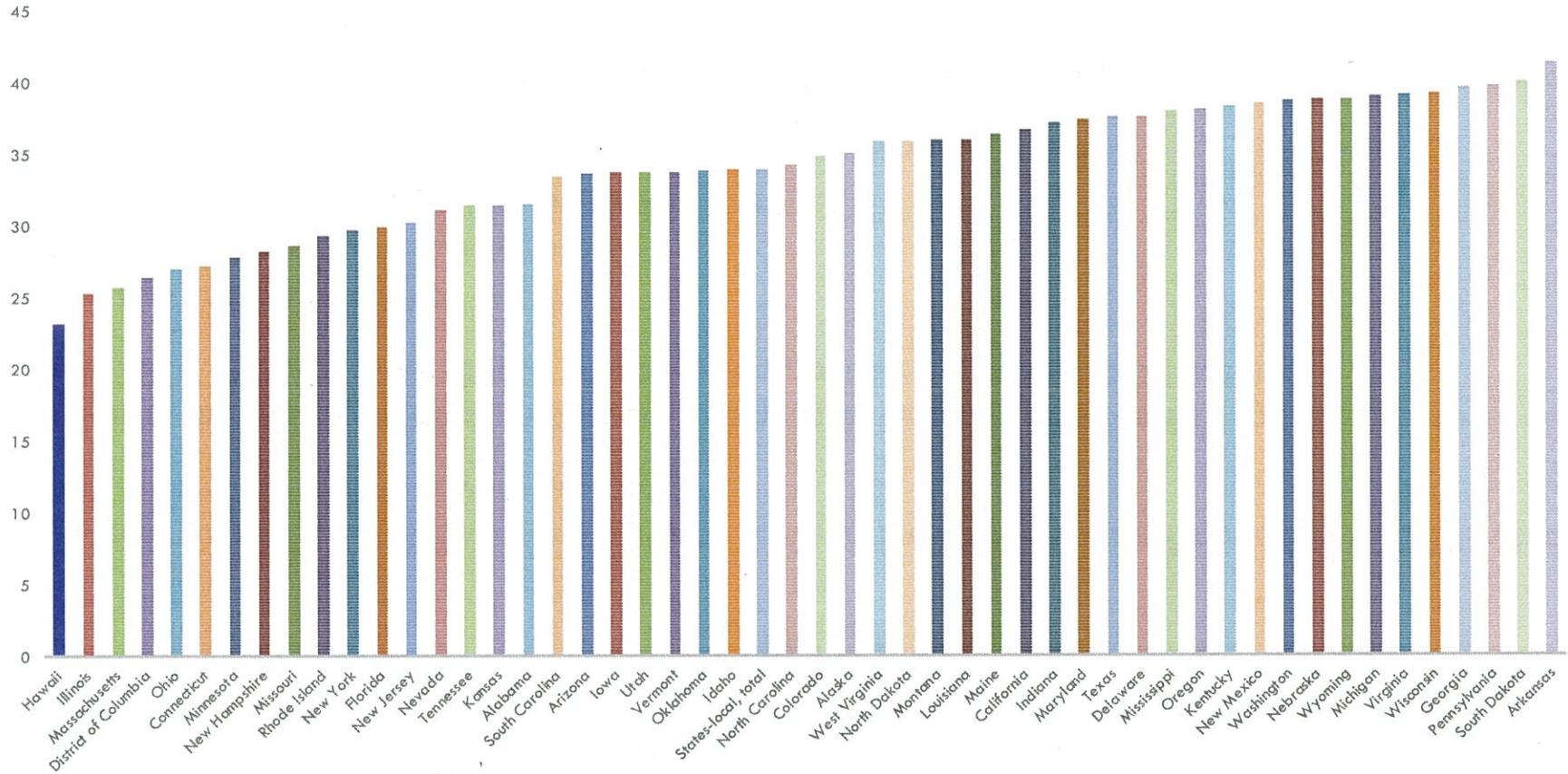
SYSTEM MAPPING & GAP ANALYSIS
CONTEXT

Hawai`i has reduced its recidivism rate by 23% in the past decade from 65% to 50% which is higher than the national average of 43%

Hawai`i's inmate population, however, continues to increase despite falling crime/arrest rates since 2007 (Hawai`i AG, 2017) exacerbating overcrowding in PSD facilities
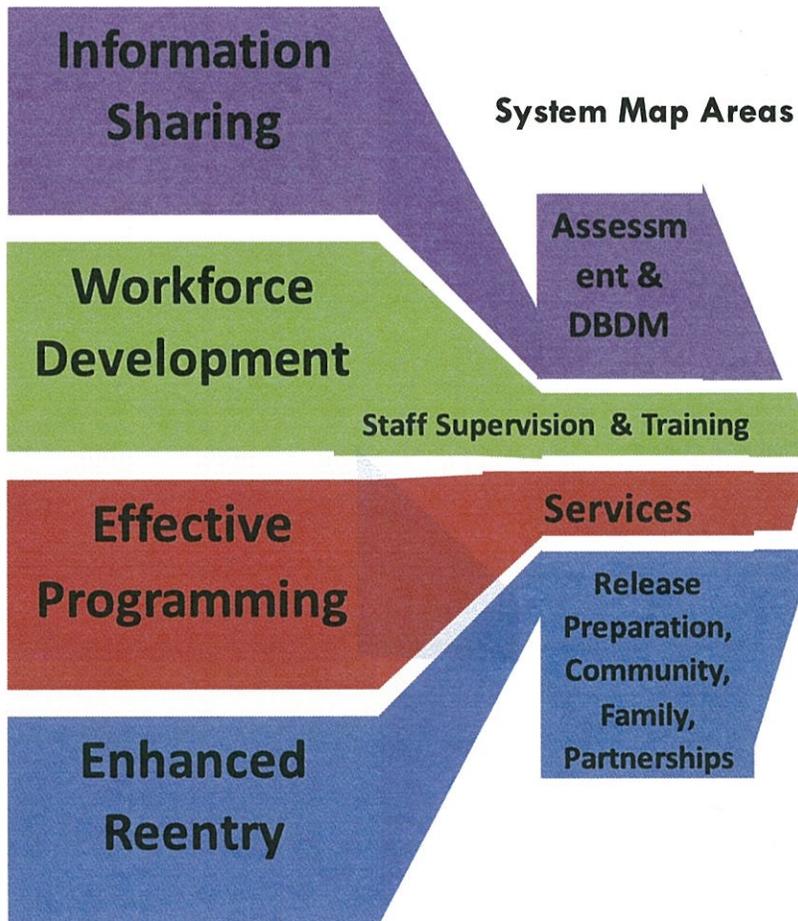
Data points to several key factors:
* Numerous and lengthy pretrial detentions
* An increasing rate of probation violations (ICIS, 2016)
* A high parole denial rate of 66% compared to the national average of 46%

This emphasizes the need for a coordinated interagency response to diversion, criminogenic risk programming and community supervision

SYSTEM MAPPING & GAP ANALYSIS CATEGORIES

- ASSESSMENT

- DATA-DRIVEN DECISION MAKING

- STAFFING & STAFF TRAINING

- SERVICES

- RELEASE PREPARATION

- LEADERSHIP & ORGANIZATIONAL CULTURE

- PARTNERSHIPS

- COMMUNITY & FAMILY

PSD Strategic Goals

- Information Sharing
- Workforce Development
- Effective Programming
- Enhanced Reentry

System Map Areas

- Assessment & DBDM
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REPS Projects

- System Mapping Gap Analysis
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- Assess and Reward Progress
- Strategic Planning & Leadership
- EBP Programming
- Systemic Coordination
- REENTRY REFORM
- Case Planning
- Staffing Support
- Information Sharing
- PM/QA Expansion

LEADERSHIP, CULTURE AND COMMUNITY

- Expand intra-agency meeting venues, such as the Innovative Program Development Team, to inspire, plan, implement and reinforce reentry reform
- Require each division/office to develop, implement, monitor and report annually on a long-term strategic plan linked to PSD's long-term strategic plan
  - Recognize, reinforce, reward reentry reform efforts
- Collaborate with CJS partners and others to convene an interagency problem-solving summit to address system gaps and drivers of overcrowding and recidivism
- Proactively reach out to, educate and include the community on reentry efforts and need for reentry reform

ASSESSMENT & DATA-DRIVEN DECISION MAKING

Coordinate comprehensive and continuous assessment/case management from intake to release, including community supervision
- One actuarial tool for pretrial, intake/programming and classification purposes
- Common and program-specific measures
- Dashboards for individual inmate/staff, program, agency and system level performance indicators
- Coordination and collaboration on assessment and data sharing with community supervision agencies

Strengthen performance improvement/quality assurance processes to attain/sustain best practice
- Development/implementation/monitoring/reporting by program/division on a 5-year plan consistent with PSD's agency-wide 5-year strategic plan
- Develop QA/PM around objective measures of plan implementation
- Track/report progress on strategic plans in PSD Annual Report to the Legislature
- Develop administrative and case manager dashboards to improve supervision and fidelity to program model
- Use the CPC evaluation criteria as guidelines during the planning and development phase of programs
- Include relevant CPC criteria in RFPs and contract requirements; require that programs will undergo CPC evaluations and re-evaluations to assess adherence to evidence-based practices and corresponding improvement initiatives; Require regular progress reporting on improvement initiatives including a description of how performance data is impacting ongoing program processes

STAFF TRAINING & SUPPORT

- Reduce overcrowding, understaffing and provide personnel, particularly direct-care staff, with additional morale/wellness-boosting resources, including team-building, communication and conflict resolution training

- Redistribute work, increase staffing/staff training to support reentry reform

- Train administrators and direct care staff on supervision, best practices, and trauma-informed, motivational and positive reinforcement inmate management strategies

- Strengthen, support and expand case management services (to include training on formal supervision models)

- Partner with UH/Community to establish sustainable staff training programs starting with furlough programs in all facilities to expand to all programs throughout PSD (partnering with outside service providers)

- Provide the fiscal, personnel, and technical resources necessary to facilitate implementation of CPC recommendations;
  - provide training and support to supervisory staff and administrators to develop, implement, and maintain relevant policies and procedures;
  - incorporate ongoing reinforcement and support from supervisory staff and administrators for staff efforts to improve adherence to those policies and procedures

REHABILITATION

SHARED
DECISION-
MAKING
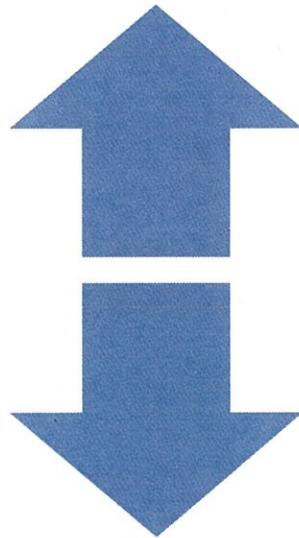
CONFLICT
& STRESS

PUNISHMENT

INTERVENTIONS & RELEASE PREPARATION

- Inventory and expand EBP services that address criminogenic needs

- Establish reentry offices/positions in each facility

- Strengthen and expand multidisciplinary case planning using TAP, including family members

- Expand the housing array for released inmates

- Increase family strengthening interventions and opportunities including access to/frequency of family visitation

COMPARING SERVICE DEMAND & ANNUAL CAPACITY

PSD Demand v. Annual Capacity
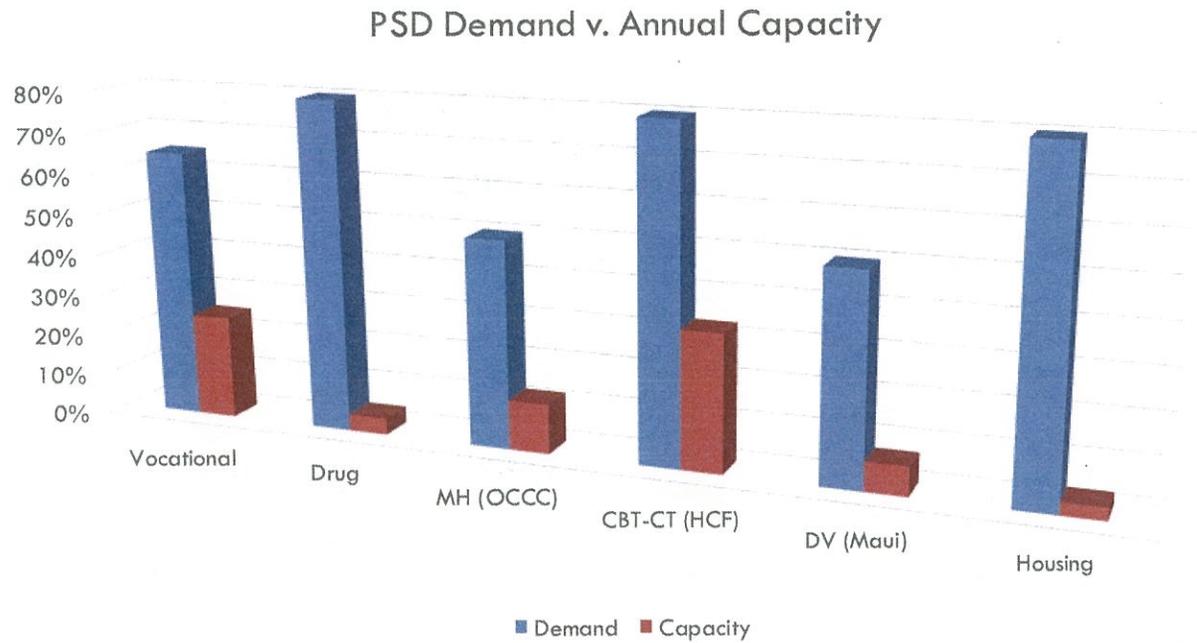
LOOKING FORWARD

FY18 DELIVERABLES

System Mapping & Gap Analysis ➡️

Innovative Program Development ➡️

Work Furlough Program Development ➡️

Healthcare CQI Development ➡️

HCR 85 Task Force Support

CPC Action Planning TA Planning ➡️

EBP TA/Training ➡️

Grants/TA Applications

Completed: LSI-R Report; Program Evaluation Menu; Peer Support Report

FY19 DELIVERABLES

System Mapping Implementation

Innovative Program Implementation

Work Furlough Program Implementation
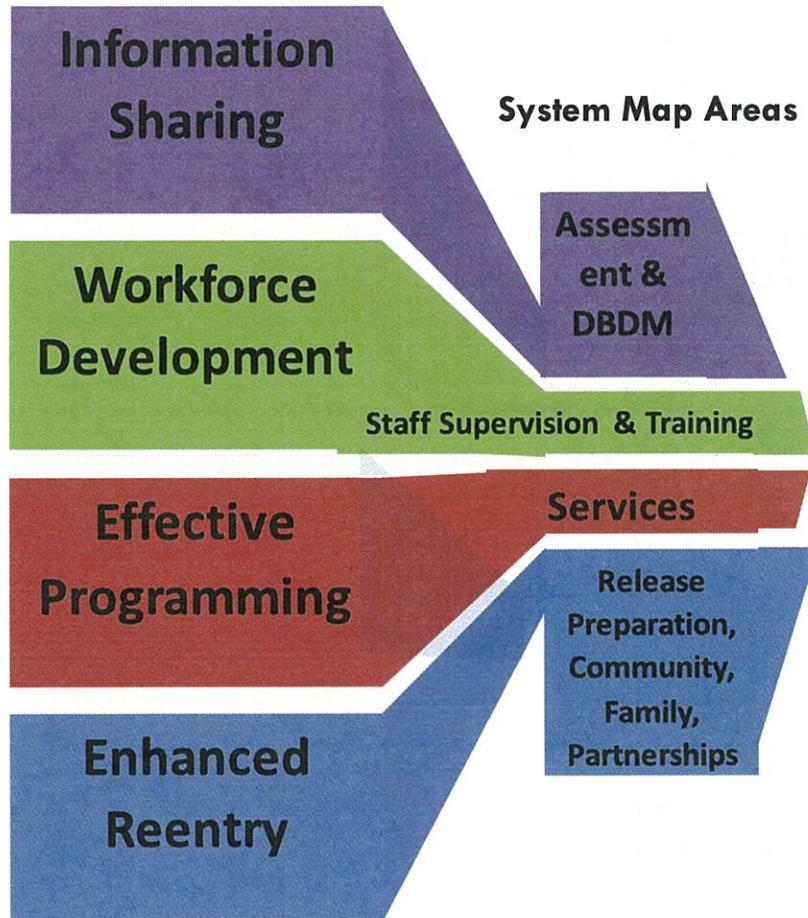
Healthcare CQI Expansion

HCR 85 Task Force Support

CPC Action Planning TA

EBP TA/Training PR/Publications

Grants/TA Applications

PSD Strategic Goals

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System Map Areas

- Assessment & DBDM
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REPS FY19 Projects

- CPC Action Planning
- Healthcare CQI Expansion
- Pathways Innovative Program (IP)
- Furlough Program Development
- Family Strengthening IP
- Elderly Medically Fragile IP
- Peer Support Development & Implementation
- HCR 85 Task Force
- System Mapping Implementation
- EBP Training/TA & Publications/PR