



AROUND THE BLOCK

MASSACHUSETTS DEPARTMENT OF CORRECTION NEWSLETTER



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Program and Reentry Services Special Edition

Message from the Director

By Christopher Mitchell

I have spent my 24 year career split equally between central headquarters and several institutions. I truly understand the juxtaposition of that relationship and the tag line "we're from central headquarters and we're here to help." That being said, the Reentry and Program Services Division has been shaped with a singular goal of serving as a resource to the institutions. We recognize that our role is not limited to developing a comprehensive reentry continuum. Our primary responsibility is to assist and support facilities in the complex management and implementation of the programs and services that make up the continuum.

Over the past few years, the Department has successfully implemented several key reentry initiatives such as COMPAS, Housing Search Specialists and most recently the automated inmate case plan. These initiatives required the close collaboration of multiple stakeholders. However the success of these initiatives were dependent on the superintendents, their management teams and staff's ability to crystallize the vision, identify creative solutions to complex problems and allocate limited resources to overcome unforeseen barriers. I would like to thank all of you for your support and commitment to these critical agency initiatives and the Department's overall goal of public safety.

Housing Search Specialists/Housing Resource Search Application-HRSA

By Jessica Galligan

The Housing Search Specialist (HSS) model was developed in December 2009 to build on existing community based partnerships and to strengthen our reentry continuum. This model combines the use of technology, partnerships with the community and a network of highly trained and motivated staff to singularly focus on securing suitable housing for releasing offenders who have been identified as at risk for homelessness. Housing Search Specialists have access to resources specifically designed to assist them in securing suitable housing for releasing offenders. The Housing Resource Search Application (HRSA) is an easily accessible, searchable database that includes

over 200 residential programs and a feedback feature that ensures the information is current and accurate. The HRSA can be found on the Intranet and has proven to be very useful for all staff who are responsible for providing reentry services.

Currently, there are 16 Correction Program Officers in the Department of Correction whose essential function is Housing Search Specialist. The HSS's job is essential to the mission of the Department which is to promote public safety by managing offenders while providing care and appropriate programming in preparation for successful reentry into the community. On any given day, Housing Search Specialists field numerous phone calls, facilitate telephone interviews, and connect the offender with the appropriate resources in the community to reduce recidivism in a variety of ways. Among the many tasks of the Housing Search Specialists, they are encouraged to visit residential programs in the community to foster relationships for the purpose of establishing housing placements.

The Housing Search Specialist Model has proven to be an effective and integral component of the department's reentry continuum. In fiscal year 2011, 102 of the 633 (16%) released offenders were identified as at risk for homelessness. The Housing Search Specialists were able to divert the majority of these offenders from shelter placements. Only 29 of the 102 releasing offenders identified as at risk for homelessness were placed in a shelter. It is also important to note that 148 of the 633 (23%) releasing offenders were placed into a residential treatment or sober home establishing a critical continuum of treatment services that followed these offenders into the community after release. The Housing Search Specialists and the Housing Resource Search Application are paramount to the goals and tasks associated with reentry planning.



MassHealth Partnership

By Donald Stewart

Critical to the discharge planning process is the ability to access necessary medical insurance. It enables a smoother transition from incarceration to the community by providing post-release treatment programs, medical appointments and related services. From this joint acknowledgement, a partnership evolved between the Department of Correction and MassHealth, known as the MassHealth Pilot Program.

On November 15, 2004 the DOC began working closely with MassHealth to facilitate the paper application for MassHealth benefits for releasing offenders. In June 2006, the partnership evolved with the implementation of the electronic MassHealth application. From this point, assigned CPO's from all 18 correctional facilities began processing the application electronically via the EOHHS Virtual Gateway portal. The result was a dramatic increase in the number of offenders releasing with health insurance. In 2007 the partnership between the DOC and MassHealth was selected as a finalist in the Council of State Governments Innovations Awards Program.

Sustained efforts by Correction Program Officers over the past seven years have ensured that an overwhelming majority of eligible offenders were released with health insurance. During the first quarter of fiscal year 2012, 88% of releasing offenders were released with health insurance. At present, the MassHealth partnership continues to evolve. The Department recently learned that UMass Medical has agreed to begin long term utilization studies.

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Case Plan Implementation

By Jennifer Rousseau

It was no small feat, bringing together Reentry, Programs, Classification, Education, Spectrum, Forensic Health Services (FHS), Research, Office of Technology and Information Services (OTIS), and key representatives from numerous institutions, to solve a common problem that had prohibited the Department from making real progress toward the programming aspects of our mission and vision. This diverse group was challenged with creating a process and supporting system to measure whether or not inmates were getting the programs they need, and if not, why. The lack of an integrated and automated inmate case plan, to include risk/need assessment outcomes, electronic recommendations, and a central point for program providers to make notes and report programming outcomes presented a challenge. The vision also included creating a system that is accessible and user friendly while creating a process to bring case management and inmate accountability back to inmate programming, and moreover, the reentry continuum.

The product of this group's efforts could be considered one of the most collaborative innovations in the department. The development, design, and recent implementation of the Assessment Case Plan in IMS has already shown some encouraging signs since the roll out this past summer.

Kathy Bairos, Mike Thomas, Christine Larkin, Ellen Flaminio, and Karen Swank contributed greatly in guiding the case plan to fit within the context of existing processes with minimal interruptions, while Jamie Casella and Jen Boyts ensured that the process made sense and supported the work already managed by CPO's, such as COMPAS assessments and classification reviews. Tom Neville, Kathy Doyle and Lori Cresey of Classification were integral in their participation throughout the rollout, working to formalize the joining of the case plan to classification reviews. Education contributors such as Jane Muto, Lindsey Lawry, Carl Boen, and Marina Kearns advocated for the needs of their division and inmate population, as well as redesigned IMS screens used at intake and throughout an inmates incarceration. Kyle Daley and Jaime O'Neil, Associate Directors from Spectrum, as well as Kim Lyman and Victoria Arrico of FHS, considered how each unique process amongst each institution would adapt to the standardized format of the case plan. Hollie Mathiews of Research, advised on many decisions related to our ability to obtain and use data to make the critical measurements needed of this case plan. Lastly, Becky Cincotta, Tim Lemay, and Hema Yerramreddy of OTIS, not only advised from a technical development and design point of view, but provided the needed checks and balances to the process to ensure that the product was able to meet the goals of this project.

Overall, the workgroup members, as well as CPO's and program providers throughout the department should be commended for their effort and contributions to the case plan implementation. Special thanks to Holly Rossi, Kelly Paquin, Courtney Sheehan and Jessica Galligan of Reentry and Programs for their tireless efforts in assisting during the rollout, from beginning to end. Although at times it can be chaotic to consider so many different needs at once, the collective ideas and suggestions are the reason this project and final product far exceeded the initial expectations.

Discharge Planning

By Claire Kilawee-Corsini

A man does what he must - in spite of personal consequences, in spite of obstacles and dangers and pressures - and that is the basis of all human morality. - Winston Churchill

Human morality has to be at the foundation of the work we all do in the Department of Correction, making a respectful decision when possibly faced with disrespect, listening even when you are not being heard and making decisions to act with integrity and honor because our sense of what is right and wrong is based on our morality.

Releasing inmates is also what we do. Once inmates have served their sentences, the day comes, for most, when they are free to return to the community. We strive to ensure public safety with every release. How do we do it?

The Department has identified 16 institution specific CPOs and designated them as Housing Search Specialists (HSS). Every facility holds a monthly (MCI Framingham - weekly) Institutional Reentry Committee Meeting (IRCM) to oversee the release planning for all releasing inmates starting at six months to release. These meetings include anyone who can add value to a releasing offender's release plan; some attendees are Directors of Treatment (DOT), Correctional Program Officers, Housing Search Specialists (HSS), medical/mental health and program vendors. The members at this meeting review each inmate's individual release plan and address all need areas identified, which include but are not limited to:

- Ensuring a stable housing plan (verified with a call to the address)
- Identifying inmates at risk of homelessness and referring them to the HSS in an attempt to secure a residential program or alternative housing plan
- Identifying medical, mental health and substance abuse needs and discussing plans to address these issues
- Employment needs
- General strategic planning and next steps for the following months IRCM review
- Clinical Case Conferences (CCC): Inmates at elevated risk of homelessness with additional risk factors are required to attend a CCC where, community stakeholders, divisional staff, HSS and UMASS attend to strategically plan ways to lower these inmates' risk factors in preparation for their eventual release.

It is based on this concept of human morality that the Department's mission is to promote public safety by managing offenders while providing care and appropriate programming in preparation for successful reentry into the community - Manage-Care-Program-Prepare. Therefore, I strongly encourage anyone reading this article to find the HSS in your facility and talk to them about the work they do preparing high risk offenders for their eventual release. Talk to your DOT about attending and contributing to an Institutional Reentry Committee Meeting at your facility and/or about attending a Clinical Case Conference. The more involvement we have in this process, the better equipped we all are to ensure stronger, safer home plans. The goal is and will always be, keeping our communities and neighbors safe.

"Unicum sed Unitum;" Unique Yet United

By Kelly Paquin

The Association of State Correctional Administrators (ASCA) strives toward public safety, secure and orderly facilities, and professionalism that can be reached by effective communication and collaborative efforts. ASCA believes that each represented correctional system is unique with regard to policies, structure, incarcerated population, and resources. However, the systems also embody similarities of purpose, responsibilities, and principles.

Based on the release cohort of the previous month, the Reentry & Program Services Division is responsible for reporting out the number of inmates identified as having a potential substance abuse problem and that had been recommended to, enrolled in, or had completed recommended substance abuse treatment services while incarcerated. The participation in or referral to out-patient programming versus participation in or referral to in-patient programming is given significant consideration throughout the calculation of the report.

Prior to the development of the Inmate Management Screens (IMS) Case Plan tabs, a portion of the cohort could be identified as having been enrolled or having completed substance abuse programming with the cooperation of Spectrum Health Systems, Inc. The referral to substance abuse programming for the remaining inmates had been identified through a subjective review of the incarceration summary found in the Classification Report screens. With the marriage of the COMPAS assessment process to the implementation of the IMS Case Plan screens, the ability to retrieve objective data regarding the recommendation to, enrollment status and completion rate of releasing offenders, greatly increases the accuracy of the reporting methods and the department's ability to assess, identify and recommend appropriate programming to the diverse and dynamic incarcerated population.

Through the retrieval of IMS data and the facilitation of the reporting process, this division will sustain our responsibility to the Association of State Correctional Administrators through partnership with the Office of Strategic Planning and Research, solidifying the founding belief of ASCA that the whole is made up of many parts.



Federal Grant Awarded for Alternative Dispute Resolution (ADR) Capacity Building Become a Program “Champion”

By Peter Bowne

The Office of Diversity and Equal Opportunity is pleased to announce that the Federal Mediation & Conciliation Service (FMCS) has awarded a grant to build capacity for the Department’s Alternative Dispute Resolution *Meet To Resolve* Program.

Over the next year the Office of Diversity and Equal Opportunity will be working with the Massachusetts Office of Public Collaboration to launch a training and capacity building initiative to continue implementation of Alternative Dispute Resolution within the Department of Correction. In addition, a Labor-Management Committee that includes representatives from Massachusetts Correction Officers Federated Union, National Association of Government Employees, Service Employees International Union, New England Police Benevolent Association and the Commissioner’s Diversity Advisory Council has convened to assist in the development for best approaches to accomplish the deliverables of sustainable program services. The goals of the initiative are to strengthen communication, build capacity for constructive conflict resolution, and provide an early intervention alternative to resolve workplace disputes.

To accomplish this, we will assemble an internal team of Champions who will be trained and become both ambassadors to the program and resources for the Department. Champions will receive extensive mediation and presentation training. Once trained, the Champions will be ambassadors for the ADR efforts – providing information about resources through individual contacts, new employee orientations, and in-service trainings.

If you are interested in becoming an ADR Champion, please contact the Office of Diversity and Equal Opportunity for more information or look for the application on the DOC intranet.



Beyond Excellence Awards 2011

By Christine Masse

Did you make it to the Academy, I mean DOC, Awards this year? The “Rat Pack” theme took this year’s 24th Annual DOC Awards Banquet by storm November 4, 2011 at Lake Pearl Luciano’s in Wrentham, MA. Acting Assistant Deputy Commissioner Michael Grant and PDCU Director Jennifer Gaffney hosted the event and certainly kept the crowd entertained and in suspense of what would ensue, living up to the banquet slogan, “The best is yet to come.” Dinner was a time to enjoy food and converse with co-workers, friends and loved ones as “Simply Sinatra,” aka Michael Dutra, flooded our ears with soothing Sinatra melodies. Various DOC employees displayed their own singing talent by singing “My Way,” a collaborative karaoke style video clip presented during the awards. After a warm welcome and motivational speech by our newly appointed Commissioner, Luis Spencer, award winners were presented with their plaques. Undersecretary Sandra McCroom and award recipient Sheriff Michael J. Ashe of Hampden County were also in attendance. Other entertainment provided throughout the night included a piece showcasing past DOC events, a clip for our Veterans and some comical extra photos of award winners. CO Jeffrey Johnson took home the DOC overall Employee of the Year Award. The awards banquet serves as an important reminder that hard work and dedication is appreciated in the DOC and does not go unrecognized.

Green Technology Training Program

By Diane Wiffin

The Massachusetts Department of Correction was awarded \$679,729.70 under the Second Chance Act, a federal grant that promotes public safety by supporting programs geared toward the successful transition of offenders to the community, to train inmates in a DOC Green Technology Training Program. DOC created this program in partnership with Massachusetts community colleges to provide technology-based vocational education to 160-200 inmates at five facilities. The grant, which targets high risk offenders, started in October 2010 and goes through May 2012. There are two cycles comprised of two 10-week phases. The first cycle began at the end of January 2011 and was conducted in spring 2011, and the DOC began its second cycle this fall.

Inmates must meet certain eligibility criteria: have a high school diploma or GED; be within 26 weeks and 24 months of earliest release date; have a general recidivism risk score of medium or high from COMPAS (a statistically based risk assessment); and be housed in minimum security at one of the five participating facilities.

Participating facilities and their community college partners are:

Pondville Correctional Center – Roxbury Community College
MCI Shirley Minimum – Mt. Wachusett Community College
OCCC Minimum – Massasoit Community College
MCI Plymouth – Cape Cod Community College
Northeastern Correctional Center – Mass. Bay Community College

Vocational training is provided by these five community colleges, and upon completion, inmates receive a Residential Weatherization Certificate and an Energy Efficiency Certificate. The DOC Division of Inmate Training and Education awards an accompanying Employment Readiness Certificate and a Life Skills Certificate. The Employment Readiness course covers topics such as life skills, resumes, cover letters, job search methods and interviewing techniques.

At the completion of the first cycle in July 2011, 75 inmates in the Green Technology program were presented with the four certificates. A second group of 80-100 of inmates began this program this fall.

The DOC Division of Inmate Training and Education contacted over 50 employers, Career Centers, community service organizations and training facilities for information on employment opportunities in the Green Technology field. The DOC Research Division worked with DOC Legal to obtain inmate consent to being contacted to gather post-release employment information to measure the effectiveness of the DOC Green Technology Training Program.

Preliminary measures following completion of the first ten-week phase of Cycle 1, indicate strong inmate participation, a passing rate exceeded the grant’s goal of 85%, positive feedback from those involved in the program, and a desire to continue with the second phase of the training.

MOVA Assisted by MassCor

In 2010, legislation mandated that a summary of the Massachusetts Victim Bill of Rights (MGL Ch. 258B) be posted in each police station and courthouse conducting criminal business in Massachusetts. The goal was to increase public awareness and access to victims’ statutory rights. The posters are now up, thanks to the efforts of several agencies.

Janet E. Fine, Executive Director of the Massachusetts Office for Victim Assistance and the Victim & Witness Assistance Board, writes in a letter to Commissioner Luis S. Spencer,

“After convening a working group of relevant professionals to develop the posting’s content and to determine translation needs across the state, MOVA contacted MassCor to do the printing of these postings as it seemed eminently meaningful to have inmates participate in ensuring that victims receive access to their rights in the system (which includes rights to notification post-conviction as well). Given the timing and size of our order, our work order presented some challenges. Nonetheless, Erin’s (Gaffney) and John’s (Barrett) efforts helped ensure completion of the printing of over 3000 postings in more than twenty different languages on time and within our limited budget. We could not be more pleased with the end product...This was truly an excellent example of cross agency collaboration...”



Veterans Day

Veterans Day is the day set aside to thank all those who served in the military, in wartime or peacetime, to acknowledge that their contributions to our national security are appreciated, and to underscore the fact that all those who served have sacrificed and done their duty. To honor the DOC’s veterans and active duty personnel, the DOC placed a wreath in all facilities and posted a letter from the Commissioner on the intranet along with a poster listing all active duty DOC personnel as well as DOC veterans.

DOC COMMUNITY CORNER

If you or someone you know in the Department is doing something good for the community, we'd love to hear about it. Please e-mail any pictures or articles to Cara Savelli via Groupwise.

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Pints for Half-Pints

The staff at MCI Framingham were more than happy to donate their blood to support the half-pints at Boston's Children's Hospital. This successful blood drive was held on September 21, 2011 and had a great turnout of 54 donors. A total of 39 usable pints were drawn to save and support the lives of many children.



Mass. National Guard and Mass. Department of Correction make Thanksgiving Donation

Massachusetts National Guard Adjutant General Joseph C. Carter (right) joined Commissioner of the Massachusetts Department of Correction Luis S. Spencer (left) and Salvation Army Envoy in Charge David Irwin in the annual donation of 50 turkeys to the Milford Corps of the Salvation Army. The Salvation Army distributes the turkeys to the Milford community. The turkey donation has become an annual effort by the National Guard and the DOC as a means of giving something back to the Milford community, which serves as headquarters for both the National Guard and the Department of Correction.



Donation to Veterans Inc.

By John O'Malley

The Massachusetts Correctional Benevolent Association (MCBA) was established in 2008 by a group of DOC employees to transform our annual Commissioner's Cup Golf Tournament into a charitable event. It is our intent to choose a different charity each year to help out organizations such as Veterans Inc. in these tough economic times and for those most in need.

Veterans Inc. was selected for a number of reasons. DOC Commissioner Spencer is a member of the Governor's Interagency Council on Housing and Homelessness. Our department has many Veterans, National Guard and Military Reserves currently serving on active duty. And, of course, this year being the 10th anniversary of September 11th.

As part of Commissioner Spencer's community outreach initiatives, on November 8th, he and members of the MCBA made a formal donation from this year's golf tournament to the Veterans Inc. It is our great pleasure and an honor to present Veterans Inc. with a check for \$5000.

Correction Officers Deliver Halloween Pumpkins

By Sergeant Daniel Sullivan

Correction Officers from MCI Cedar Junction at Walpole once again succeeded in scaring up enough donations and support to be able to deliver Halloween pumpkins to a specially selected, ghoulishly good group of kids this year. The event marks the staff's 2nd Annual Pumpkin Drive. This year, MCI Cedar Junction Correction Officers Tim O'Neil, Tom Ballantyne and Jaime Cronin delivered pumpkins to the special education students at North Attleboro Middle School.

Last year, Cedar Junction harvested their own pumpkins for delivery to special education schools throughout the prison's surrounding communities. This year, several factors adversely affected the ability of staff to grow their own pumpkins, yet the CJ Correction Officers never gave up hope. Wards Berry Farm in Sharon graciously donated enough pumpkins to make the event a success.

Before the pumpkins were presented, the children asked the officers questions about their jobs, the pumpkins and were even talking about the pets that they have at home.

As for Correction Officers Ballantyne and Cronin, this is the second year that they've been involved with the effort and stated that they love doing this with the kids and hope to be able to continue for years to come. It was the first time for Correction Officer Tim O'Neil who said, "I agree with those guys, this is a great thing going on here. I can really feel the happiness from these kids."



Boston Rescue Mission

On Sunday, November 20th, staff members from the DOC volunteered to hand out turkeys and serve turkey dinners to the needy at the Boston Rescue Mission. It was a very rewarding experience and nearly 300 people were served turkey dinners with all of the trimmings.

Pictured above left to right: Kyra Silva, Director of Administrative Services; Michael Grant, Acting Assistant Deputy Commissioner- Southern sector; Governor Deval Patrick; Karen Hetherson, Assistant Deputy Commissioner- Human Resources; Commissioner Luis Spencer and Christopher Fallon, Director of Outreach and Engagement.

Community Correspondents Network

Nelson Alves
Patricia Capozzoli
John Cunningham
Mike Devine
Ryan Donlon
Steve Duxbury
Sherry Elliot
Christopher Fallon
Sharon Ficco
Bet Gentz
Paul Henderson
Jaileen Hopkins
Kimberley Lincoln
Mary Lynch
James Morrone
Debra Moschos
Anne Manning
Brenda Melanson
John O'Malley
Chris Pearson
Cara Savelli
Christopher Shlimon
Kyra Silva
Gary Temple
Roxanne Travis
Diane Wiffin
Shawn Zoldak



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Commissioner Luis S. Spencer



Photo left to right: John O'Malley, Michelle Farrell, Vincent Perrone, President and CEO of Veterans Inc., and Commissioner Luis S. Spencer. Other MCBA members not present are Paul Henderson, Pam Gerrior and Susan Lemay.



Healthy Black Bean Spread/Dip

By Cara Savelli

Prep Time 5 mins
Ready in 5 mins

An easy and healthy way to snack. Dip chips or veggies, or use as a spread on sandwiches and wraps.

Ingredients

- 1 1/2 cups cooked black beans
- 3 tablespoons hot salsa
- 2 green onions, chopped
- 2 cloves garlic, minced
- 1/2 cup low-fat cottage cheese
- 1 teaspoon hot pepper sauce
- 2 teaspoons ground cumin
- salt and pepper to taste

Combine black beans, salsa, green onions, garlic, cottage cheese, hot pepper sauce, cumin, salt and pepper in an electric blender and blend until smooth. Add a little water, if necessary, to blend mixture thoroughly.

Makes 12 servings
Calories: 96 Total Fat: 0.7g
Cholesterol: < 1mg

If you'd like to submit a recipe please Groupwise Cara Savelli

Retirements: September-November

Bardier, Linda T	04/88	Greene, Richard	03/86	Marchetti, Michelle A	10/91	Perez, Tamrae E	06/87
Bardier, Robert M	04/91	Hardy, Stephen M	03/91	McArthur, Richard S	10/83	Pinto, Arnold M	03/81
Brouillette Jr, Robert W	07/91	Harris, Douglas W	07/89	Mello, Jenny A	06/98	Rezendes, Jeffrey	11/78
Campobasso, Thomas P	07/91	Hart, John J	11/79	Meza Jr, Juan M	09/81	Siciliano, Brian A	01/91
Casavant, Kelly A	04/81	Hawkins, Frederick H	09/91	Moreira, Kevin	06/00	Silva, Richard J	03/79
Costa, Thomas	01/90	Hutt, Douglas W	02/83	Morgan, Mari-Jane	03/91	Stott, Andrew E	06/86
Dagostino, Robert A	06/92	Jardim, Orlando C	08/90	Morrissey, Dorothy M	09/91	Thomas, Michael A	07/76
Dyke, Sondra D	08/91	Krupa, Robert W	12/82	Mushnick, Rebecca L	08/91	Thomo, Nicholas M	07/78
Gauthier, Sandra J	11/76	Leblanc, Yvin D	09/91	Oliveira, Heather L	07/07	Tubman, Bruce L	01/98
Giacomozzi, Daniel A	05/83	Lorenzo, Ralph	02/88	Parenteau, William J	07/91	Zachery, Aaron	07/91

Promotions: September-November

Baker, Barbara J	Collura, Donna G	Haven, Lyndsy J	Munger, Lisa A
Barber, Richard A	Duksta, Maryann L	Horgan, Matthew J	Okyere, Prince
Bogan, Edward H	Edgerton, Jennifer L	Le, Do	Pasquale, Jacqueline M
Butland, Kimberly H	English, Kristen	Lopez, Michael E	Patterson, W Jason J
Cabral, Douglas P	Fedele, Kristen A	McDonald, John J	Paul, Donna M
Campbell, Justin A	Gigliotti, Thomas C	Mitchell, Bethany M	Santo, Armando G
Ciccarelli, Keri A	Gilbode, Lynn M	Mulvey, Brian M	Terraio, Joseph F