



AROUND THE BLOCK

MASSACHUSETTS DEPARTMENT OF CORRECTION NEWSLETTER



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The DOC Field Training Officer

By Division of Staff Development- Field Training Unit

By now all or most of the employees within the Massachusetts Department of Correction (DOC) have heard about the Field Training Program. However, very few have knowledge of the size and scope of the program and the Field Training Officers (FTOs) who take on the task of delivering this much needed training. To date, the Division of Staff Development (DSD) has certified over 260 FTOs throughout the Department. Nearly every institution in the state has supervisors or senior officers who have become FTOs. Their job is to plan how training will take place within their worksites, provide high quality hands-on training opportunities and assess task performance and competency development of their trainees. In other words, they are the creator, instructor and evaluator of their own individual training programs. While the DSD provides the certification and the training reference materials, it is the responsibility of the FTO to analyze their workplace and determine where and how training will take place. Job titles which have been included in the certification process are Correction Officer, Correction Program Officer, Industrial Instructor, Recreation Officer and Manager. In the very near future you will likely see FTOs utilized in such areas as Inner Perimeter Security teams, case management and new supervisors. FTOs have changed the way we look at and deliver training and we have only begun to realize their effectiveness.

The Supervisor/FTO coach is an experienced and respected first line supervisor or senior officer, who participates in the development process by observing and mentoring, providing feedback and documentation of the new officer's progress. This program provides first line supervisors the ability to fulfill their supervisory role and, for senior staff FTOs, it provides an opportunity for professional development as they prepare to become first line supervisors. All FTO's are initially trained and supported by on-the-job training specialists from the Division of Staff Development who will ensure on-going institution support throughout the training period. FTOs usually make a personal connection with new officers before they even start their first day. These meetings with the new officers lay the groundwork for the trainee's plan and help with their confidence as they start their new career. The FTO is usually the first contact the new officer has had with their institution and one that the new officer will likely remember throughout their career.

To gain their certification, FTOs must complete a 40-hour certification course before assuming responsibility for coaching and mentoring new staff. Participants seldom come to the certification with the expectations that they will leave with anything different than they came with. After discussions of "how things used to be" and "how do we see the future" they quickly begin to see that they are going to make a difference. Everyone remembers that they did not have the opportunity to ask a question or have someone show them the right way to do things. The certification stresses that training does not occur by mistake and participants are given the opportunity to explore what training might look like at their institution, as well as strategies for capturing, creating and assessing learning. Establishing clear training opportunities within the institution is a critical first step to successful implementation. The trainee's status and progress will be continually reviewed through the use of bi-



weekly feedback reports. The FTO is taught that proper and timely feedback is critical for self-reflection and behavior modification. This bi-weekly feedback will prepare trainees and ensure they have the knowledge and skills necessary for the final assessments. By the end of the week participants understand how to maximize training based on individual needs combined with institution opportunities.

FTOs throughout the agency make a tremendous impact on those trainees to which they are assigned. As a coach and mentor, FTOs are tasked with modeling the way and ensuring that their assigned trainee has the necessary competencies to complete the job. The FTOs assist these new staff with the transition from the Academy to the Institution. The importance of the FTOs role cannot be understated. As many of us still remember our first little league coach or influential school teacher, FTOs will be recalled by these new staff throughout their entire career. It is clear that these FTOs are leaving a lasting imprint.

A recent trainee completing the Field Training Program was quoted as saying, "The fact that an FTO would take us under their wing showed us that they really cared about our success [on the job] and also as a person." One critical component of the FTP is the relationship that is built between the trainee and the FTO. The role of the FTO is so much more than just assisting a new trainee in finding their post on day one, or debriefing an emergency response situation. FTOs are a critical component of the institution support network that the new officer can rely on.

By developing more and more officers and supervisors as FTOs, training in the workplace becomes ingrained and accepted as an essential practice. The practice breaks through the barriers a new staff member may have regarding approaching an experienced officer or supervisor for help. The future of the FTO program is positive and wide open for opportunity, but it must be sustainable. FTOs must continue to have the support from all staff to include Shift Commanders and management staff. To ensure the future success of the FTOs and Field Training in general, engagement and input must be sought from staff at all levels. The success of training in the future does not rest on the ability of those at the Academy to develop outstanding programs, but rather with those in the workplace who positively engage in the training process.

Recruit Training Class 308: Preventing Victimization

By Jaime Andrade, Franco Delmonaco, Jessica Vieira

A commencement ceremony in honor of Recruit Training Class 308 was held on Friday, July 22, 2011 at Mechanics Hall in Worcester, Massachusetts. One hundred sixteen Correction Officers, 22 Correctional Program Officers, and 13 Industrial Instructors took the Oath of Office administered by Commissioner Luis S. Spencer.

Director William A. Dupre presided over the graduation ceremony. Guest speakers included Sandra M. McCroom, Undersecretary of Criminal Justice, EOPSS; Luis S. Spencer, Commissioner; Michael A. Thompson, Superintendent.

There was a consistent message and theme that ran through the ceremony reminding the recruits of the power of good communication, their role in reducing violence among those in custody, and in influencing the inmate so as to not further victimize people when they leave incarceration. Undersecretary Sandra McCroom emphasized this message by reminding the recruits that they are dealing with real human beings and never to forget their humanity. Commissioner Luis Spencer's message underscored the fact we, as correctional professionals, have an enormous responsibility to the



Continued on page 2

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RTC 308 continued from page 1

Commonwealth and its citizens to model behaviors that will positively impact all offenders under our care. "Remember this: choose your words carefully and be aware of the tone, audience, and situation, which you choose to say them. As future leaders in the Department of Correction, words and actions will be measured carefully by those who you have chosen to serve and protect."

Superintendent Michael Thompson delivered the keynote address, which was focused on preventing victimization. He said, "We, the staff, and not the offenders in our care, must determine the nature of the environment in which they live and we work. We can do so, in large measure, by the manner in which we interact with the inmates in our care. When our interactions are positive, when we are cognizant of our own behavior as a model for inmates, when we encourage pro-social behavior in inmates and re-direct negative behavior, we not only positively impact the culture of our correctional facilities, but in so doing, we prevent future victimization."

Class President Ali Rei delivered the President's Speech with an emphasis on the importance of team work not only while at the Academy but also for a successful career as a correctional professional.

The many challenges the recruits had to overcome throughout the 12 week Recruit Training Program included Team Building; Vision, Mission, and Core Values; Policies and Procedures; Restraints; Defensive Tactics; Firearms and Chemical Agents. These skills are necessary to develop the knowledge and competencies for a successful career as a correctional professional committed to public safety.

In a commitment to public service, 34 recruits and training staff participated in the Wounded Warrior Run sponsored by the Fitchburg Police Relief Association on Saturday, June 18, 2011. Participating in community events exemplifies our dedication to public safety for the greater good of our communities.

Boston Globe Goes to Prison

By Kim Lincoln, MCI Shirley

Contributors Abbe Nelligan, MCI Cedar Junction, and Christopher Shlimon, SBCC

It is not everyday that we get the opportunity to demonstrate to the news media our knowledge, dedication, commitment, compassion and strength as DOC professionals. On June 28, 2011, when Boston Globe Reporter David Abel walked into MCI Cedar Junction to begin documenting "a day in the life of a Massachusetts state prisoner," we were given that opportunity.

From June 28, 2011 through June 30, 2011, Mr. Abel was given unprecedented access to four institutions: MCI Cedar Junction, Souza Baranowski Correctional Center, MCI Shirley Medium and MCI Shirley Minimum. Although many staff were first taken aback by this media invasion, it became very clear, very quickly that this was our opportunity to show the media what staff and inmates actually do "behind the walls."

Mr. Abel started his "incarceration" at MCI Cedar Junction as a new commitment, number W100000. Like any other new commitment, he was processed, booked and put in scrubs. He was then given a state issued meal to eat in a holding cell. Mr. Abel then met with classification staff and was recommended for transfer to Souza Baranowski Correctional Center. In all, Mr. Abel only spent a few hours at MCI Cedar Junction, but during that time, staff were courteous, informative and professional, taking advantage of the opportunity to demonstrate the hard work and dedication needed at a committing institution.

The following day Mr. Abel was "transferred" to Souza Baranowski Correctional Center where he met with booking, mental health, security and classification staff. He also toured the facility and spoke to a few inmates. Mr. Abel spoke at length to staff in regards to the day-to-day operations of the only male maximum security facility in Massachusetts. Again, staff expounded on their training, experience, dedication and commitment. The overall message conveyed was- a volatile institution for both staff and inmates, but rewarding because of what they accomplish each and every day.

Once at MCI Shirley Medium, Mr. Abel's attention turned to learning more about the stories of the inmates incarcerated there. He learned their history, what their life was like before prison, what life choices they made that brought them to prison and how their life changed since being in prison.

Mr. Abel began his day interviewing inmates in the dining hall. It didn't take long for word to spread that Mr. Abel was interested in talking to inmates. Before long, there was a "wait list" of inmates eager to get in front of the camera. During the two full days at MCI Shirley Medium and Minimum, Mr. Abel was able to interview many inmates. From first time offenders, to lifers, to parole violators, each had a story to tell and he listened to each and every one with eagerness. He also spoke to visitors, listening to how their lives have been impacted due to their family member being incarcerated. All with a constant presence of staff doing their job and doing it with pride and professionalism.

Mr. Abel went from a housing unit, to the Special Management Unit, to the Health Services Unit, to the Assisted Daily Living Unit, to the Programs Building, then to the Recreation Yard. He watched, listened, took notes and asked questions of the staff and inmates. On more than one occasion, he commented on the professionalism of the staff and the respect they showed him, the inmates and each other.

Although you never really know what direction a news reporter will take with any story, each and every staff person that shared in this event represented the Department of Correction with pride and in an extremely positive manner. Even the inmates who were interviewed by Mr. Abel had no real complaints about their treatment since incarcerated. They were more interested in getting their story heard.

Mr. Abel saw what really goes on- professionals doing their job, working to fulfill the Vision and Mission Statement of the Department of Correction; inmates given the opportunity to work, enroll in education and programming activities; the extensive medical and mental health services available to inmates; the re-entry efforts afforded to each releasing inmate, and so much more. What a great opportunity we were given to have Mr. Abel experience what goes on "behind the walls." It's not often we get this chance and staff seized the moment.



Northeastern Correctional Center Autobody Program

By Lindsey Lawry, School Principal (NECC and MCI Concord)

The Northeastern Correctional Center Autobody Repair program is not your typical bodyshop. Ten minimum security inmates are currently enrolled in a vocational program to learn the fundamentals of autobody repair. These men are learning how to paint vehicles, pull dents, fabricate floorboards to replace ones that have rusted through, and to use recycled materials in their repairs in an effort to align our curriculum with Governor Deval Patrick's signing of the 2008 Green Jobs Act.

Autobody Instructor Jan Hanratty has over 35 years of experience in the autobody field, including 13 years working in education and 22 years working in the field as an entrepreneur. He enthusiastically conveys decades of knowledge and experience to his students with a focus on professionalism and developing a strong work ethic. "This is the most rewarding job I've ever had," he says, "and the program is saving the Commonwealth money." To date, students in the Autobody program have repaired approximately 20 vehicles for the state and local towns resulting in an estimated cost savings of \$30,000.

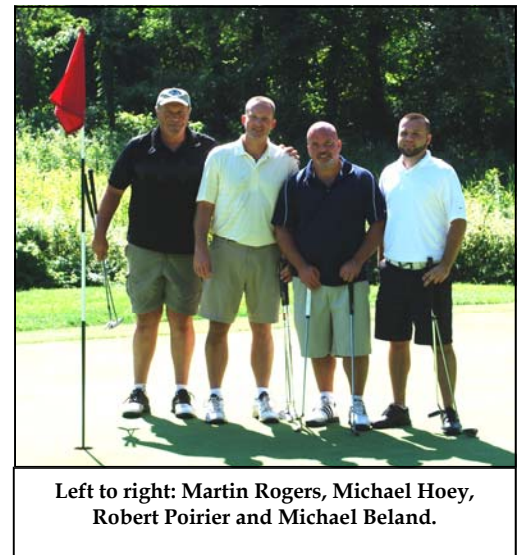
The first class of ten inmates completed the yearlong program in January 2011 with the skills to enter the autobody repair field. Lessons learned from the first group encouraged us to improve the program by offering the Automotive Service Excellence (ASE) exam to the second class in November 2011. Since the exam was not offered to the January 2011 graduates because the program was in its infancy, graduates have been invited back to take the 2011 exam. The successful completion of the ASE exam will reinforce the skills they learn in the Autobody Repair program, but more importantly will level the playing field as they compete for jobs in this economy upon release.

The pace of the repairs may not yield the quick turnover of an autobody repair shop on the street, but that is to ensure that the focus is on educating the students on how to repair the vehicles correctly and completely. If a vehicle comes through the Autobody Repair program at Northeastern Correctional Center, the bodywork was completed with close attention to detail.

3rd Annual 2011 Massachusetts Correctional Benevolent Association (MCBA) Charity Golf Tournament

By Michelle Farrell

On August 12, 2011, the MCBA Charity Golf Tournament was held at the New England Country Club in Bellingham, MA. With 28 teams competing and several volunteers, there were approximately 117 individuals who attended for a fun filled day of golf, drawings, an auction of sports memorabilia and a delicious dinner. The winning team was from MCI Framingham and included Mike Beland, Marty Rogers, Mike Hoey and Rob Poirier, from the Community Work Crew Central Division. This year we focused the event to be for a charitable cause and raised \$5,000 for Veteran's Inc. We hope to have an even greater participation next year. Thank you to all who made this event a great success.



Left to right: Martin Rogers, Michael Hoey, Robert Poirier and Michael Beland.

Family Reunification

By Sherry Elliot

Family Reunification is a vital part of re-entry planning. Men leaving prison look to their families as anchors on the outside.

The reunification process is underway at MCI Norfolk where Spectrum offers the Fatherhood Program. Men learn to interact with their children and address parenting skills that they will need when they return home or when their children visit the facility. The program is not just a classroom experience. The men utilize the skills they learn in organized visits which are part of the curriculum. The program instills a responsible approach which all fathers can benefit from.

MCI Norfolk introduced the Father and Child Homework Program in the fall of 2011. Children can bring in their homework to their visits with their fathers. Areas of the visiting room are set apart with tables and chairs and basics like pencils, crayons, rulers and erasers, so that fathers and kids can have positive time working together on the child's homework. It allows bonding and important time together.

The entire family needs to have positive social experiences as they grow together. In September 2010, a Family Reunification Workshop hosted by the Catholic Chaplaincy was held in the visiting room. Men and their families participated in a seminar atmosphere with lectures and interactive dialogue all focused on coming together as families.

Family and Friends Religious Services were hosted by the Catholic community in April 2011 and the Protestant community in May 2011, with plans for services in the fall of this year. Families have been able to come together to do something most people take for granted, worship together as a family.

MCI Norfolk Education hosted graduation ceremonies in the visiting room for men graduating from various educational programs and vocational programs. On June 15, 2011 families were able to see the achievements of their loved ones as 25 graduated from the GED program, 13 from Boston University, 18 from the Welding Program, 5 from Barber School, 4 from Culinary Arts and 12 received certificates upon completion of the Computer Program. Men could share their hope for a better life with their families and especially their children.

We recognize that different people have different talents and so to round out the family experience, the Music Program held a Family and Friends Concert on July 27, 2011. Bands from the MCI Norfolk Music Program played various selections to an audience of family and friends. The creative process was evident in the event. Children may be inspired to pick up an instrument after seeing dad on the keyboard or picking out a tune on an electric guitar. It also allows them to see their dads in a different way. The men in the program were eager to show their families what they have learned. Involving families is important for building strong ties and self-esteem. Going home isn't just about getting out, it's about rebuilding relationships that often times have been stressed or damaged and figuring out ways to be a family again.

Every opportunity that is provided to bring fathers, brothers, husbands and sons together with family is a chance for a man to succeed before, during and after his sentence.

We will continue to look for new ways to bring families together for a better future.

MCI Cedar Junction partners with MSPCA

By Jennifer Shumaker

On March 18, 2011, MCI Cedar Junction's recycling committee entered into a partnership with MSPCA - Angell Memorial Adoption Center in Boston MA.

On a monthly basis, members of MCI Cedar Junction's Recycling committee deliver unserviceable blankets, sheets, and towels to MSPCA-Angell. Donating these items helps this organization care for thousands of stray and unwanted homeless animals each year. The progress of this partnership has also assisted MCI Cedar Junction with their goal in striving to reduce the cost and weight of waste being disposed of at landfills and incinerators. During this fiscal year 2011, MCI Cedar Junction has donated approximately 1,675 pounds of material to this charitable organization.

The MSPCA is one of the nation's oldest voices for animals. Founded in 1868, shortly after the Civil War, the MSPCA-Angell is the second oldest humane society in the United States. Today, the MSPCA-Angell continues to rescue, shelter, protect, heal, and advocate for more animals than any other American humane organization, giving hands-on care to many thousands of animals each year. The MSPCA-Angell is a private, non profit organization that does not receive government funding. MSPCA-Angell relies solely on the support and contributions of individuals who care about animals.

mspca angell
Kindness and Care for Animals®

AN INDEPENDENT ORGANIZATION FOUNDED IN 1868



(L-R) Steve Toomey, Food Service Administrator; Amanda Kennedy, Director for MSPCA-Angell; Jennifer Shumaker, AAI; Tom Perkins, Industrial Instructor III (Laundry).

Meet to Resolve

By Monsi Quinones, Director, and Peter Bowne, Mediator

Meet to Resolve is the DOC's alternative dispute mediation program focusing on equal opportunity, discrimination, harassment and retaliation matters in the workplace. It is a voluntary program available to all employees, contractors, and vendors offered through the Office of Diversity and Equal Opportunity. Based on established, successful dispute resolution program methods, the program can provide a way to resolve workplace disputes more quickly than traditional workplace investigations and litigation. Participants find that a successful mediation addresses existing issues and builds a more productive workplace. It can be a vehicle used to create a healing environment.

Participant Benefits "Meet to Resolve" (METORS) Program

- Empowers you to make recommendations for solving your own issues
- Provides you more control of the dispute resolution process and shapes its outcomes
- Is voluntary and confidential
- Enables parties to focus on the future rather than the past
- Improves listening and communication skills
- Is an alternative to conducting a formal investigation or subjecting employees to a disciplinary process

What Mediation is NOT

- An excuse to settle a dispute that should be investigated or litigated
- Substitute for the administrative/adjudicative processes
- Substitute for disciplinary process
- Replacement for grievance procedures or arbitration process
- One size fits all approach to every issue

Feedback from Participants:

"The mediation program provided a unique opportunity to address staff conflict at the beginning where communication breaks down and before personal walls go up."

"Your presence gave me the support of fairness I was seeking to enable me to communicate my concerns regarding the two positions I've been holding for 10 + years...these two meetings enabled me to release my frustration on issues that were on-going and may never have been addressed."

"To me communication is the key to a supportive relationship between management and staff. My goal is to serve most effectively my skills as a supportive staff person working as a team member..."

In addition to mediation services the program will also be offering:

Conflict Coaching: One-on-one discussions of issues and circumstances creating conflict when mediation is not an option. Coaching can help parties examine conflicts, develop methods to diffuse conflict, and create a more productive workplace.

Training: Short sessions designed to teach techniques to address and deal with workplace conflicts before they escalate.

Consulting: Work with departments and managers to integrate DOC's alternative dispute resolution services into department and business practices.

For more information about the Meet to Resolve Mediation Program please call Peter Bowne, the Program's full time mediator. His direct line is (508) 850 - 7747. He can also be reached via email PUBowne@doc.state.ma.us. A referral form is available on the intranet on the Office of Diversity & Equal Opportunity's page.

Braveheart Awards Recipients

Canine Commander Mark J. O'Reilly and his canine Chalko were honored on September 17, 2011 in Wareham at the Second Annual Braveheart Awards. The awards recognize everyday heroes who have shown courage and compassion to make a difference. Sgt. O'Reilly and canine Chalko were instrumental in finding a missing woman in Easton on August 12, 2011. The two, assisted by Correction Officer Robert Jaillet, found her within 30 minutes in a wooded area in need of medical assistance. The DOC Canine Unit was part of a regional response.

Great Job

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The Pen and the Sword

By Robin Borgstedt

While Andy McAleer is a skilled litigator and a zealous advocate for the Department, all that pales in comparison to the way that he uses both his pen and his sword once he leaves DHR and loses the suit and tie that mark him as a lawyer for the DOC.

For many years, Andy has followed in the footsteps of his father, a scholar and an author. Andy has pursued his education and his career in the law, all the while engaging in an active writing career as well. In fact, Andy's most recent book, *Fatal Deeds*, has just been published by Cherokee McGhee, L.L.C Publishing. This book, a murder mystery set in Concord, Massachusetts, is an engaging and complex tale. His colorful characters and well developed storyline will keep you reading until you turn that last page. This enjoyable mystery will wrap you quickly in the interesting world of private investigator Gus Churchill while he takes you on a tour of small town politics and leaves you hoping for a sequel.

In addition to this interesting use of his mighty pen, Andy has found a third career, of sorts. While Andy has always felt a strong commitment to public service, he also felt a strong call to serve and so, just a few short years ago, at an age when most soldiers are looking forward to retiring from the military, Andy enlisted in the Army Reserves. Now, the lawyer and author adds Sergeant to his list of titles. The pen and the sword - united in service to the Commonwealth and the country - with some entertaining reading thrown in, just to round things out.

Erin Gaffney is the Best in the Business



Erin Gaffney, DOC Director of Victim Services, was named the Best in the Business in the June/July 2011 issue of Corrections Today. Congratulations to Erin on this honor. Excerpts from the article:

"Gaffney, who has been in corrections for 23 years and in victim services since 2000, coordinates the DOC's notification process and helps ensure that crime victims receive appropriate information and services. 'I like that most of my day is involved with helping people who in most cases are trying to deal with hardship. We all sympathize and empathize and do what we can to show people we care,' said Gaffney.

"Gaffney began her career with the Massachusetts DOC in 1987 as a student intern at MCI-Lancaster and was hired after the internship at MCI-Framingham. Throughout her career with the DOC, she has held positions as a caseworker, transfer coordinator and director of classification, programs and treatment.

"Providing post-conviction victim services is still a relatively recent endeavor under the traditional role of the DOC. Gaffney's unit is also responsible for explaining to victims how the justice system works and to prepare them for the time when the inmate's incarceration will end.

"For 23 years, Erin has dedicated herself to the Commonwealth of Massachusetts. She constantly strives to improve herself and goes above and beyond the call of duty. I cannot underscore the importance of Erin's role in the criminal justice system,' said Carol Mici, assistant deputy commissioner of classification. 'Often times, people forget about the victims; Erin ensures victims have a voice and their voice is heard. Working with Erin is a constant reminder of the good not only in this agency, but in the commonwealth.'

"Gaffney also services on the board of the Garden of Peace in Boston, which was established as a memorial for homicide victims. An annual memorial ceremony is held at the garden, and it is a place where people, especially family members of the deceased, can find some solace."

Garden of Peace

By Erin Gaffney



The Seventh Annual Garden of Peace Honor Program was held on Thursday, September 15, 2011. Families and friends, elected officials and the general public listened silently as another 52 names were read aloud and added to the Garden, bringing the number of homicide victims honored in the memorial to more than 700.

The Garden of Peace, Inc., is a non-profit, volunteer organization dedicated to building and maintaining a Massachusetts memorial to homicide victims. The Garden was built entirely with private funds and is staffed by volunteers. The Garden of Peace has become a highly visible symbol of the impact of homicide and the need to remain vigilant in working to end violence. A tranquil spot in the heart of Boston, the Garden brings together people from across Massachusetts who have lost a loved one to homicide.

Two family members of homicide victims shared their stories of loss and hope.

Speakers this year included Blake Allison, husband of Anna Allison, who was killed on September 11, 2001, and Carl Schiller, brother of Ed Schiller, who was killed in Newton in 2006. Keynote remarks were offered by Dr. Earl Grollman, a pioneer in the field of crisis intervention.

The ceremony also featured Commissioner Luis Spencer, who read the victim names. As the name of each victim was read, family and friends were invited to light a candle in memory of their loved one. "The Garden of Peace offers support and comfort to families and friends of homicide victims, and I am honored to be a part of this remarkable tribute. I am also reminded of the important work we must continue to do to make our communities safer."

Retirements: July- September

Anderson, Richard B 07/91	Cornell, Fred P 03/83	McPherson, Mark C 03/91	Sampson, Donald R 05/90
Andrade, Gary J 12/86	Farley, William 02/76	Murray, Christopher W 08/91	Santos, Kurt M 06/86
Arieta, Peter E 07/80	Flannery, Michael L 08/83	Nelson Sr, Thomas G 07/91	Scott, Maura A 08/91
Auger, Richard E 05/79	Gagne, Marlene L 06/98	Nelson, Kenneth W 07/76	Steffenberg, William F 07/91
Beard, Warren E 01/86	Germain, Gary P 08/80	Picard, Ronald P 03/07	Sturges Jr, Paul J 07/91
Berkowicz, Kathryn 10/89	Goodwin, Robert J 06/86	Pierce, Thomas G 09/91	Suplee, William F 09/80
Bertied, John C 07/89	Lebreton, Christopher W 07/91	Prado, Joseph P 02/88	Theroux, Gregory W 05/92
Brodmerkle, Robert A 04/98	Magrath, Patricia A 08/91	Prescott-Patino, Karen B 08/91	Verge, Stephen T 12/85
Carr, Gregory A 07/91	McCaffrey, James H 03/98	Rochette, Alan H 06/91	Walters, David W 01/93
Cook, Ann Marie 08/91	McCarthy, Virginia M 08/91	Ryan, John T 07/91	White, Joseph F 01/83

Promotions: July- September

Chionchio, Anthony M	Pereira, Jose N	Shanahan, Lawrence G
Cruise, Paul M	Roomes, Jason C	Stigas, Paul A
Gelb, Bruce	Gallagher, Kathleen M	Syring, Matthew J
Lamkin, David J	Madigan-LaQuire, Linda M	Travis, Roxanne
Longe, Norma J	Reid, Caren L	Washington, Lori H

Community Correspondents Network

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



Massachusetts Department of Correction
DOC Central Headquarters
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Commissioner Luis S. Spencer



Sweet Potato Casserole

By Jessica Dutra

- Ingredients:
- 3 Cups Cooked Mashed Sweet Potato
 - 1 Cup Sugar
 - 3 Eggs, Slightly Beaten
 - 1/2 Cup Milk
 - 1 TBSP. Vanilla
 - 1/2 Stick Margarine

Instructions:
Combine all ingredients. Pour into buttered baking dish

- Topping:
- 1 Cup Brown Sugar
 - 1/2 Stick Margarine
 - 1/2 Cup Flour
 - 1 Cup Chopped Pecans

Mix together and spread over casserole. Bake @ 350 for 15-20 Minutes until topping is lightly browned. (you can also bake at 425 for 10 minutes or 300 for 45 minutes)