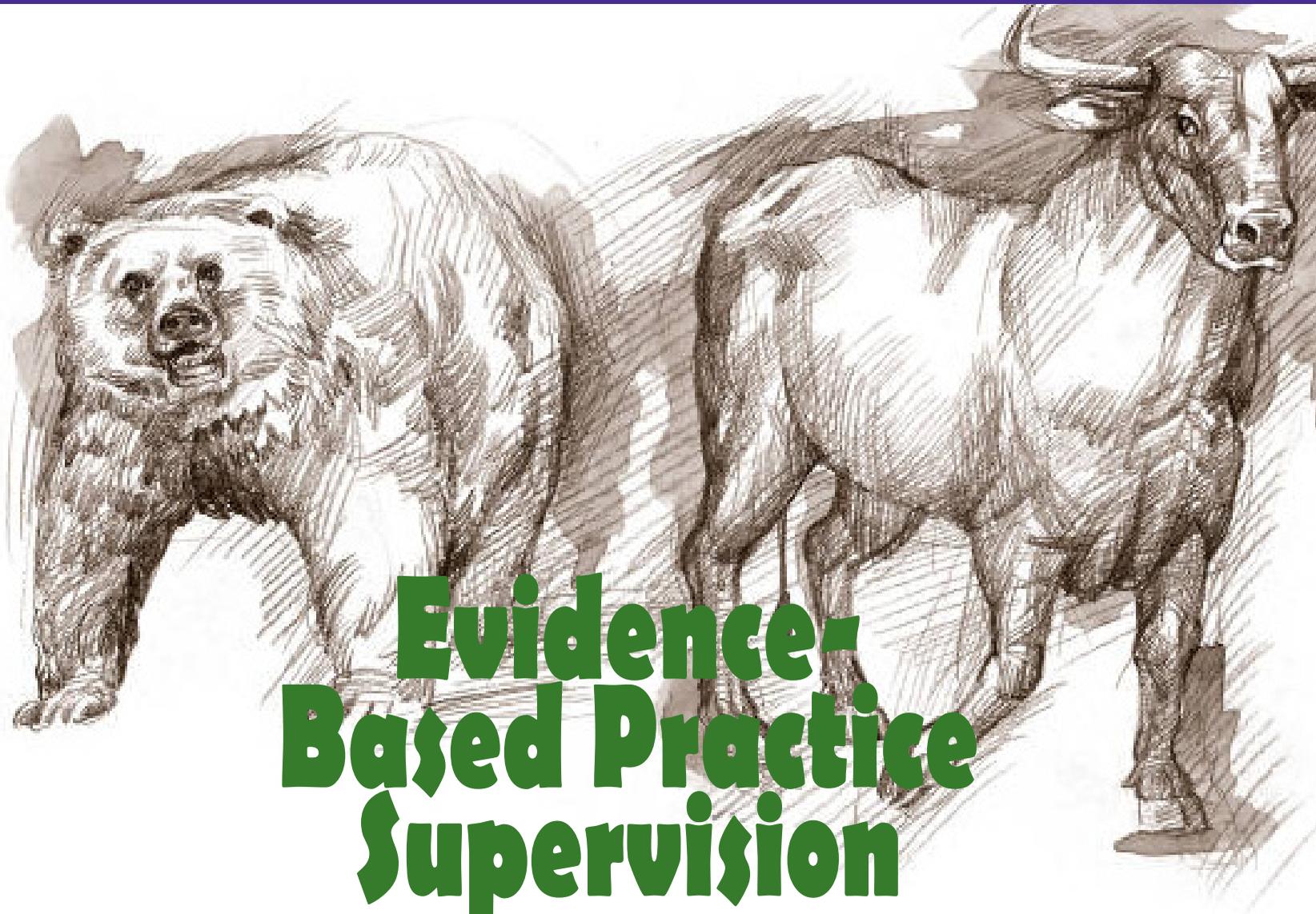


MAY/JUNE 2011

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INSIDE

CORRECTIONS



Evidence-Based Practice Supervision

During Hard Economic Times

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On the Cover

Illustration of the economic hard times depicted by the Bear and the Bull.

INSIDE CORRECTIONS

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OKLAHOMA DEPARTMENT OF CORRECTIONS

MISSION:

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AND THE OFFENDERS

All readers are encouraged to submit articles, letters, comments and ideas for future issues. Copy should be submitted by e-mail to marcella.reed@doc.state.ok.us or CD. All articles are subject to editing, with every effort made to preserve the integrity of the submission.

This publication is issued by the Oklahoma Department of Corrections as authorized by the Executive Communications Administrator. Starting with the July 2010 issue, this document will no longer be printed, but will be posted to the Oklahoma Department of Corrections website. Due to the cost of printing, this publication will be issued in an electronic format only. Access to copies can be made from the Oklahoma Department of Corrections website (www.doc.state.ok.us).

Welcome to Inside Corrections



As the state and nation appears to be coming out of one of the worst recessionary periods in history, it gives us pause to reflect on how far we have come as an agency. This edition of Inside Corrections focuses on probation and parole and evidence-based practices. As with a lot of what we do in Oklahoma Corrections, national accolades and attention are given to us while local and state recognition is always delayed. A good example of this is our evidence based supervision (EBS) in probation and parole. We were the first state to be nationally recognized for truly doing comprehensive EBS. Of course there are many reasons for this; one being that when enacting change, those stakeholders closest to it resist the change while those at a distance see it as an application of best practices and/or innovation.

Many times we do not grasp just how much change has occurred, especially in probation and parole. Thirty-five years ago we used carbon paper and manual type writers. We did not have state vehicles, a classification system, needs assessment, copiers, etc. It is a given that there were no cell phones, computers or other electronic communication devices. How did anyone get any work done in those olden days?

The only thing certain in our business is that change will be a constant. District Attorney's supervision, private supervision, specialty courts, GPS and many other changes in community supervision has certainly changed the landscape and impacted our business practices as will the recession and the past two years of budget reductions. Benjamin Franklin is quoted as saying, "Drive thy business before thy business drives thee." Nothing could be more applicable in our business as we must be proactive and stay on the critical cutting edge of best practices and innovation. As always, probation and parole in Oklahoma will be there.

Justin Jones

Justin Jones
Director
Oklahoma Department of Corrections

Debbie Dorris,

Thank you for your hospitality on our recent visit to Joseph Harp. I am so thankful for your dedication and all that you do to serve the people of Oklahoma and the men who are incarcerated there. Specifically, I want to thank you for putting together the panel and allowing them to share their stories. Please tell Mr. Harrison, Mr. Elliott, Mr. Dillard, Mr. Morris, and Mr. Wilson how truly inspired I was by their willingness to be open and honest about their past while also sharing the incredible story of the changes they have made. I want them to know how much it impacted me and that I am cheering them on to continue their journey. If you think it appropriate, I would love to hear from them again by letter. I have been sharing their stories with the young people I teach, and I would like to stay in touch and hear more about them. I believe this would be a great way for their impact to reach outside the walls of your facility. I would be pleased to coordinate that communication through you, and I have enclosed my card for you. If you don't mind, I would like to have them write their stories and give them to you to send to me. I would also like to send them a note of encouragement (to you) from time to time and hear updates from them. I don't want to make extra work for you, but I thought you might feel better if the communication came through you. Please let me know what you think, but most of all please let those men know how much I appreciate their willingness to work toward change.

Sincerely,
Brian Bush,
 OKLAHOMA CHRISTIAN
 UNIVERSITY

Dr. Meeks,

What an incredible morning we had on March 24! I had forgotten just what an impact your team has on visitors.

It was very special to our Francis Tuttle Leadership group that you took the time from your busy schedule to travel to Lexington while at the same time, your staff diverted from their busy schedules to be such gracious hosts. Our Career Tech system has the finest and you and your staff are proof!

As apparent by their questions, very few of the group was familiar with the Skills Center and I think that is due to most of them being fairly new to the system. Their trip through the prison made them much more inquisitive about our own Melrose Campus, to which many of them plan to attend the graduation ceremony on May 17.

The information you, Joe, Warden Franklin and all the rest of the group provided was so valuable and each member of our group came away with a greater knowledge and pride in the career tech system. Believe me, they had a lot to talk about on the trip back to the city.

We like to have input on the program days this group goes through so we survey them and I have attached a sheet with some of the comments they had. I thought you and your staff would be very interested in reading them. This trip will definitely be placed back on our list of "need to do" for future classes. This visit made me realize how important the Skills Center are to our employee's continued learning process. Hopefully, the more employees we make aware of the critical need of the Skills Center the more voices we will have for its continued funding. Following are Leadership participant comments:

"Learning about the Career Tech system in the prison was very enlightening. I feel I came away with more knowledge of the entire system as well as taking a look from the prisoners point of view."

"Once we entered the skills center my whole perspective changed. That was a place of hope in the middle of the saddest place I have ever been. It was so heartwarming to see the passion the electrical teacher had for helping those men in that program. The work the men did in the woodworking shop was amazing! It was nice to see the opportunities that are available to help these men obtain a skill that will really help them succeed."

"The trip was very interesting and the statistics concerning \$ and success rate for inmates who receive ODCTE training were impressive."

"I am still talking about this trip!!! I get so very angry to know that there have been such budget cuts that Lexington inmates have to suffer the consequences by not receiving adequate Career Tech training before reentering society even when there are documented statistics to prove lack of recidivism after training! This trip is so VALUABLE to help us all understand the impact Career Tech 'could' and has made to Lexington."

"It was all very interesting—I know a family going thru prison possibilities, so that really resonated with me—but I don't feel that I've been able to process it all yet...so many things we take for granted every day—even such a simple thing as the freedom of going to Sonic for a coke or watching the sun set—I'll bet those are the things you miss the most." (continued on page 6)

In Other Words

(In Other Words, cont. from page 5)

"It was a very long day, though would have hated to leave either part out! I learned at both places and was really impressed with the people in both prison and mid-America. In the media, prison personnel are often portrayed as cruel, and everyone at Lexington impressed me with how articulate and intelligent they were—very watchful, and with a dark humor that helps them get through, but very impressive..."

"I felt this was a very eye opening experience."

"At the prison, I did not realize the capacity of those programs and how few prisoners can get involved. This experience really made me think about what our state is doing to prepare offenders for success once they are released. It truly makes me want to investigate why the funding is so low and what communities can do to make these programs successful. It's so hard to know where to even begin. But, at the VERY least, it was an eye opener."

"I did appreciate the visit to Lexington. It made me sad to see that so few were able to participate in the career programs because of budget restrictions. It definitely gave me a reason to take a more critical look at candidates in future elections."

"Please thank the instructors at the skill center in Lexington for me. They are doing an amazing job with the rehabilitation of prisoners. I was deeply moved by the passion of the director and the care that is given to assist them in returning to be productive citizens."

"Please thank the instructors at the skill center in Lexington for me. They are doing an amazing job with the rehabilitation of prisoners. I was deeply moved by the passion of the director and the care that is given to assist them in returning to be productive citizens."

"Thanks to the Lexington and Skill Center staff for their willingness to spend time raising our awareness level. It was a pleasure to know the staff, and getting to see the skills center and the dog trainers."

Sincerely,

Judie Harris,

EXECUTIVE ASSISTANT/
ASSISTANT TREASURER
FRANCIS TUTTLE
TECHNOLOGY CENTER

Director Jones,

I would like to express my appreciation of an employee at the Oklahoma State Penitentiary at McAlester. Her name is Debbie Aldridge, and she is a unit manager there.

My son, Bobby Petkoff, Jr., has been incarcerated in McAlester since 1997. He has been in several units there, but most recently in Ms. Aldridge's unit. I've not personally met Ms. Aldridge, but I've made numerous calls to McAlester in the past 13 years, checking on my son's health and well-being. Ms. Aldridge has shown more care and concern than any past unit manager or case manager. She takes the time to listen to my concerns about my son's health, and tells me as much as she is able about him. In this day and age, you just don't find many employees with high standards like that. Ms. Aldridge is truly an asset to the

Department of Corrections and the Oklahoma State Penitentiary.

Sincerely,
Bob Petkoff

Ann Tandy,

I am certain that you are aware that Brent has now served his time and has been released (last Friday). I just wanted to say THANK YOU! You gave him a chance and he took it. He has finished college (Business Management), is a manager at All American fitness, and is purchasing a home. I just want to thank you for believing in him and in turn allowing him to believe in himself. I truly wish there were more wonderful people like you in DOC. I think there would be more people to make a change in their lives if given the opportunity. I can't thank you enough nor say enough wonderful things about you and I have never even had the opportunity to meet you face to face. I hope someday we will. My whole family all the way to South Carolina has heard about you and thinks you are wonderful. If ever I can help you in any way please let me know. He is proof that people can change when someone believes in them.

Sincerely,
Brenda Woodward

Inside Corrections welcomes your comments. Letters must include name and contact information. We reserve the right to edit all submissions. Send letters to Inside Corrections, Attn: Editor, 3400 Martin Luther King Avenue, Oklahoma City, OK 73111, or fax to (405) 425-2578. Address electronic mail to marcella.reed@doc.state.ok.us.

Mr. Reed began his career with the Oklahoma Department of Corrections on November 3, 1998 as a correctional officer cadet at the Lexington Assessment & Reception Center. In August 2000 he was promoted to the position of probation and parole officer with District VI in Oklahoma City. Mr. Reed served as senior probation and parole officer until being promoted to team supervisor in August 2004.

Mr. Reed received his bachelor degree in Criminology from the University of Oklahoma in 2000.



**James Reed, Deputy Warden
Dick Conner Correctional Center**

REACCREDITATIONS

Jim E. Hamilton Correctional Center

received 100% on mandatory standards and
99.5% on non-mandatory standards.

Joseph Harp Correctional Center

received 100% on mandatory standards and
100% on non-mandatory standards.

Lexington Assessment and Reception Center

received 100% on mandatory standards and
99.75% on non-mandatory standards.

Northeast Oklahoma Correctional Center

received 100% on mandatory standards and
100% on non-mandatory standards.



Evidence- Based Practice Supervision

During Hard Economic Times

The terms bull and bear are used to describe markets and are based on the way animals attack their opponents. A bull thrusts its horns up into the air while a bear swipes its paws down. These actions are metaphors for the movement of a market. If the trend is up, it's a bull market. If the trend is down, it's a bear market. Following are two perspectives on the use of Evidence-Based Practices in Probation and Parole despite difficult circumstances; perhaps a little bull (looking up) during bear (or hard) times.

the perspective of a
Probation and Parole Officer

by Ricci Cross, Probation and Parole Officer III
 Northeast District Community Corrections, Bartlesville

A few years ago, I attended an engagement party for a friend. Her father approached me and asked if I was still working with the “scum of the earth.” I stumbled through my words at first, unsure how to respond. Thoughts raced through my mind and images emerged of what the public perception of the title “Scum of the Earth” looked like. Was it junkies, prostitutes, drug dealers, child molesters, tweakers, moochers, scammers, liars, cheaters, child abusers, bottom feeders, alcoholics, wife beaters, losers, dead beats, and all around lazy, needy, unaccountable, entitled low lives? As I collected my thoughts, I brushed aside those images and responded, “Yes, I am still a Probation/Parole Officer and I love my job.” I told him I love what

...approached me and asked if I was still working with the “scum of the earth.” I stumbled through my words at first, unsure how to respond.

I do and (generally) look forward to going to work every day. (However, I do think we all secretly wish we could win the lottery and run away from the life of having to work; but in general, we

I honestly do love being a part of the process it takes to help people make better decisions and to change their lives for the better. I believe I am making a difference in the world and particularly in my community.

work here because we like what we do.) I also told him I do work with people who have made a lot of bad choices and a lot of them are resistant to giving up their criminal lifestyle. I honestly do love being a part of the process it takes to help people make better decisions and to change their lives for the better. I believe I am making a difference in the world and particularly in my community.

Fast-forward a few years to the current economy and DOC’s response of furloughing staff, instituting a hiring

freeze, and multiple retirement buy-outs. You have to ask yourself, “Why would anyone in their right mind continue to work for an employer who has asked them to do the same job with less time, more work, and don’t forget, less pay?” Do I love my job enough to keep at it with a pay cut? The answer: “Yes”. Why? You may ask. Most of us, I can assume, need the pay and there are perks such as a good insurance package, paid time off (leave accrual), flexibility in work schedules, a good retirement package,

and the opportunity to work with like-minded individuals (coworkers), to name a few. It is reasonable for us to hold some resentment toward being asked to make personal financial sacrifices for the greater good of the agency and in the end, for the offender’s sake. Despite this, we still come to work and diligently plug away each day doing the same job with less pay than we were earning a year ago; with no hope of a raise in sight anytime soon. Again, the question comes to mind, “Why AM I still here?”

(continued on page 10)

Probation and Parole - Northeast District

(Evidence Based Practice, cont. from page 9)

My answer remains the same, I love what I do and I believe that I am making a difference.

We have all heard a version of “The Starfish” story. The young boy walking along the beach throwing stranded starfish back into the ocean after high tide and the old man inquiring why he continues such a futile task, when not all can be saved. The boy’s simple response, “because it matters to this one.” This resonates with us all. We can easily feel overwhelmed by our responsibilities given the current state of affairs. On the outside it appears insurmountable: bigger caseloads, fewer

staff, smaller budgets; the list goes on. Even the 2007 MGT of America audit said that DOC was operating efficiently on an incredibly tight budget, but that was before the nation’s economy truly tanked and the bear began swiping its paws.

How is the DOC and more specifically, Probation and Parole, managing to stay afloat? I believe it is in the implementation of Evidenced-Based Practices (EBP). A favorite Motivational Interviewing strategy of mine is to ask offenders to describe what their life would be like if they had not been caught and are now

compelled to make changes. Generally, the question elicits tremendous insight into worst-case scenario outcomes such as loss of job, loss of family, loss of home and belongings, and even loss of life. So, I ask you, what would Probation and Parole supervision be like now, under our current crisis circumstances had the Evidence Based Offender Management Guidelines (OP-160103 Attachment A) not been implemented?

Nothing is more fun than reminiscing with “old-timer” DOC employees who love to tell fish stories about how much worse they had it “way-back-when”.

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Stories of bloated caseloads combined with inefficient assessment tools, never-ending home visits, and paperwork backlogs that make our current problems seem small in comparison. Without a doubt, technological advancement has made our jobs easier, but it is the changes in the supervision policy that streamlined our approach and provided us the ability to handle the overwhelming task at hand with quality and efficiency. DOC had the foresight to give Probation and Parole the tools necessary to be able to

handle this very situation by putting into motion training for evidenced based practices such as Motivational Interviewing and using the Stages of Change model to advance the behavioral change process and to assist offenders toward the goal of successful supervision termination. The ability to triage offender supervision through assessment, module placement and transition planning has led to greater effectiveness through the use of incentives, sanctions, and caseload management under such heavy burdens.

Times are tough, and the workload remains overwhelming; but overall, I am proud of my job and of my fellow officers for stepping up to the challenges at hand. There is great satisfaction in knowing our communities are reaping the benefits because diligent, hard working individuals are using evidence based practices to assist offenders in successfully completing their probation sentences and ultimately becoming better citizens.

the perspective of a **Team Supervisor**

by Kenny Erfurdt, Probation and Parole Officer IV
Northeast District Community Corrections, Bartlesville

I believe the implementation of Evidence Based Practices (EBP) has provided the foundation necessary for supervisors to make decisions relating to the officers' actions, the offenders' progress (or lack of) and the ability to better identify the offender risk level throughout the supervision period. When I am reviewing an officers' work and can identify the use of EBP, my decisions are made easier in regards to continued supervision, early termination or general feedback and direction. I believe for EBP to flourish, a team supervisor must

develop a team culture of understanding, acceptance and use of all the EBP principles in the supervision of offenders by his/her officers until the principles become second nature and are a part of their belief system regarding what works in corrections. The team supervisor is the critical player in reinforcing these principles with line officers in meeting the mission of the Department.

EBP is not just a case note stating the stage of change an offender is in or identifying who the capable guardian is. It is not simply requiring an offender

The team supervisor is the critical player in reinforcing these principles with line officers in meeting the mission of the Department.

to report every thirty days to meet a policy driven timeline or simply having the offender provide verification of treatment or employment each month. It is not the requirement to complete a

(continued on page 33)

...the implementation of Evidence Based Practice (EBP) has provided the foundation necessary for supervisors to make decisions relating to the officers' actions, the offenders' progress and the ability to better identify the offender risk level throughout the supervision period.

Sex Offender Supervision

by Chris Hudson, Robert Shershon, and Carrie Croy
Central District Community Corrections

Successful reintegration and the elimination of recidivism are key challenges probation and parole officers work tirelessly to achieve. Accomplishing these goals can prove difficult, even when an offender is fully committed to lasting change, so utilizing supervision strategies validated by research is critical. Not surprisingly, some offender groups face more barriers than others, but sex offenders in particular must overcome an ever-increasing number of roadblocks to their success with little to no public support or assistance. This is often of little concern to the general public, who has minimal sympathy to their plight, but does create serious challenges for agency staff tasked with their containment and public safety. Management of this growing population requires specialized knowledge of evidence based sex offender supervision, unwavering dedication and a genuine interest and willingness to educate the public. The legal restrictions placed on sex

Not surprisingly, some offender groups face more barriers than others, but sex offenders in particular must overcome an ever-increasing number of roadblocks to their success with little to no public support or assistance.

offenders, including those involving registration requirements, are constantly evolving and increasing in number, so remaining in compliance is a constant challenge on which the agency must remain focused. Anyone sentenced for certain sex offenses after November 1, 1989, or who entered the State after this date, having been previously sentenced for a crime which, if committed in this state, is required to register as a sex offender and is categorized accordingly by their crime of conviction. Initially, sex offenders were required to register



for a period of ten years from the date of initial registration.

Subsequent legislation was passed in Oklahoma that created two categories of sex offenders who were required to register for their lifetime; Habitual and Aggravated. Anyone receiving a conviction or probationary term for a second sex offense after November 1, 1997, was designated a Habitual Sex Offender (Oklahoma Statute 57 O.S. § 584). Aggravated Sex Offenders are individuals who, on or after November 1, 1999, were convicted or sentenced to a suspended sentence or probationary term for any of the following crimes: Abuse or Neglect of Child/Child Beating (with sexual exploitation or sexual abuse), Incest, Forcible Sodomy, Rape-First Degree and Second Degree, Rape by Instrumentation, Lewd/Indecent Proposals/Acts to a Child under 16, or Sexual Battery (Oklahoma Statute 57 O.S. § 584). Both Habitual and Aggravated sex offenders are required to register for life.

In November 2007, registration laws changed again requiring the Oklahoma Department of Corrections to establish a committee tasked with the development of a level system for registration requirements. The passage of the federal Adam Walsh Child Protection and Safety Act of 2006 mandated that states come into compliance with federal sex offender registration requirements. There are,

however, currently only four states in compliance. The state of Oklahoma has received an extension, but would have to eliminate the 1989 registration requirement date and start placing juvenile sex offenders on the registry in order to come into full compliance.

Nonetheless, a new level system for registration was implemented, resulting in the three tiered system currently in use; offenders assigned to level one are required to register for 15 years from the date of their sentence completion, if sentenced in Oklahoma, or for 15 years from the date of entering the state. Offenders assigned to level two are required to register for 25 years from the date of their sentence completion, if sentenced in Oklahoma, or for 25 years from the date of entering the state. Offenders designated as habitual, aggravated, or assigned to level three, are required to register for life.

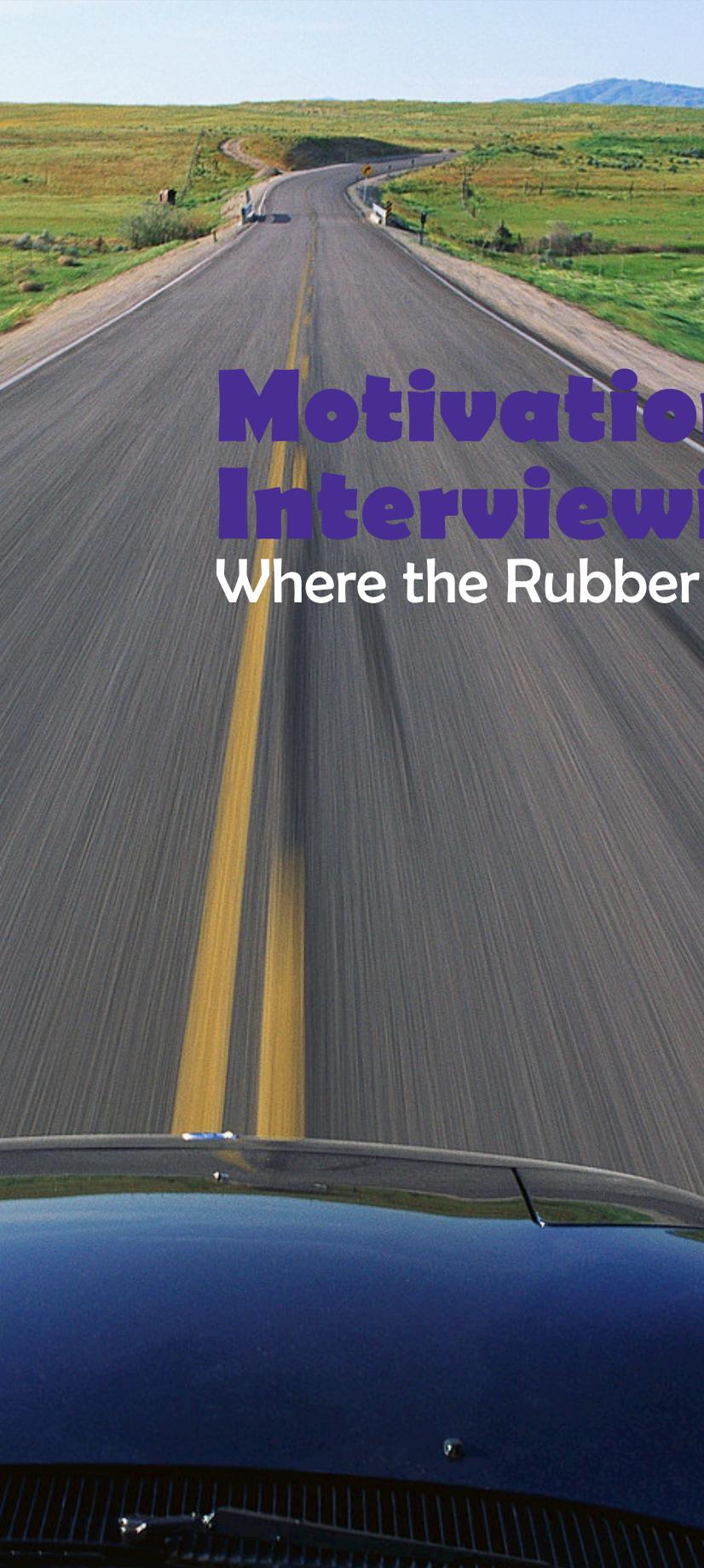
According to the agency's Sexual and Violent Offender Registration Unit, there are 6,881 active registered sex offenders in the state of Oklahoma. Unfortunately, only 1,006 (Division of Community Corrections End of Month Data, January 2011) are under community supervision, which allows for behavior monitoring and the timely addressing of violations through collaboration and interventions/sanctions. Some judges have historically been reluctant to sentence sex offenders to anything other than straight prison

time, which research indicates actually has a negative impact on public safety; sex offenders re-entering society typically have a significant number of needs and risk factors that must be addressed, but often lack the resources or support available to other returning offenders. Without the assistance of a probation and parole officer, the risk of re-offending and returning to prison increases.

Data provided by the Oklahoma Department of Corrections Evaluation and Analysis Unit indicates incarcerated sex offenders experience a greater success rate when they have a period of community supervision following their release; the latest estimate (CY 2007) places their recidivism to prison for committing a new sex offense at 9%, while those with no post prison supervision are estimated to recidivate (new sex offense) at a rate of 12%.

As noted above, Community Corrections professionals are responsible for the containment and supervision of over 1,000 registered sex offenders and are, without a doubt, positively impacting their recidivism rate, in spite of ongoing and numerous obstacles. The Oklahoma Department of Corrections' commitment to employing evidence based practices is evident in everything we do, and sex offender management is no different; in 2001, the agency began the process of implementing the Sex Offender Containment Model of

(continued on page 32)



Motivational Interviewing: Where the Rubber Meets the Road

by Brad Brogdan and Nicole Cable
Southeast District Community Corrections

When asked about the most difficult problem probation and parole officials are faced with, a common response is “lack of offender motivation.” All offenders have behaviors that need to be changed in order for them to be successful in the community and to avoid further involvement in the criminal justice system. According to psychologists Carlo DiClemente and James Prochaska, an individual’s resistance to change is very normal. Therefore, it is the professional’s (probation & parole officers) responsibility to develop techniques and interventions that are effective for enhancing offender motivation. Motivational Interviewing (MI) has been adopted by the Oklahoma Department of Corrections and other agencies in the U.S., U.K. and Canada to meet this area of responsibility.

MI is an important intervention that aims to encourage people to commit to goals for change. MI is defined as a

client-centered, semi-directive method for enhancing intrinsic motivation to change behavior by exploring and resolving ambivalence (uncertainty). In other words, MI is a way of talking with offenders to build internal motivation for change. MI communication skills use questions and statements strategically to make it more likely offenders will talk in a positive direction. Rather than using external pressure to motivate a person to move forward in the change process as we did in years past, MI looks for ways to access the offenders' internal motivation for change. MI works to help offenders talk and think in a more positive direction. The principles of MI are derived from Client-Centered Counseling with its emphasis on empathy, optimism and respect for offender choice. It also draws from the Self-Perception Theory which says that a person becomes more or less committed to an action based on the verbal stance he or she takes. Therefore, an offender who talks about the benefits of change is more likely to make that change, whereas an offender who argues and defends the status quo is more likely to continue in the present behavior. Often offenders are told they must do certain things that the court ordered. Despite this fact, they most often have mixed feelings about quitting drugs, finding a job, or participating in a treatment group. MI works throughout the change process; however, it is particularly suited to individuals in this situation who are resistant, reluctant, or otherwise early in their thinking about change.

MI began during the 1980's from research conducted on the topic of alcohol addiction counseling. It was discovered that certain types of brief interactions could be as effective as more lengthy interactions and that a particular type of provider style was better at eliciting change. In published research studies, MI was found to be significantly better than other approaches in three out of four studies, and outperformed traditional advice-giving 80% of the time. Even in situations of brief encounters of 15 minutes, 64% of studies showed a lasting effect using this method.

MI is more like a communication style governed by a set of solid principles. These include, expressing empathy, rolling with resistance, developing discrepancy and supporting

self-efficacy. Due to the fact that MI emphasizes respect, optimism and choice, it is clearly different than the traditional approaches of a confrontational manner. MI is also different than the helper approaches which are seen to be prevalent in social work and counseling settings. It emphasizes listening while looking for ways to direct the interaction toward positive thinking and talking. Initially some officers have viewed MI as a slow and somewhat passive process and have felt uneasy about not confronting negative behavior while worrying that a more quiet approach can send a signal that the behavior is okay. The outcomes, however, of more than 70 studies indicate

...people are more likely to make changes in their life when they believe the changes are personally important and when they have verbalized them.

...officers use questions and reflections in a strategic manner to pull positive "change talk" out of offenders.

that this is not the case. These research studies which have been conducted over the past decade suggest that the authoritarian approach to prompting behavior change is less effective than those approaches that target internal motivation. It has been found that aggressively confronting an offender pushes them backwards in the change process and tends to make their situation worse.

MI facilitates change in an individual. This is because it reduces resistance, raises discrepancy, and elicits change talk or self-motivational statements. It is said that the best interaction between an officer and offender is one in which the offender voices the arguments for change. By identifying and calling attention to an offender's ambivalence, we can help him or her to determine whether their current behavior is in conflict with other values. This can result in the offender talking about their desire, ability, reasons, and need to make a change in their life.

(continued on page 31)

Generic Supervision

by Kathy King-Tulsa County District Community Corrections

When the word “generic” is used to describe a case in probation and parole, it refers to offenders that do not require their own set of special rules or a separate policy to guide their supervision. A “generic” case is typically an offender that has been ordered to probation supervision by a district court. Those are generally limited to suspended, deferred and split sentences. Offenders transferred from other states to Oklahoma to be supervised on probation are also considered to be on “generic” supervision.

Although supervising a specialized caseload sounds impressive and infers that a generic case is less important that could not be farther from the truth. Generic officers also have to be highly skilled and flexible enough to change tracks at a moment’s notice. These officers also tend to have higher caseload sizes due to restrictions that specialized caseloads require. Approximately 88% of the total population of probation offenders

are classified as “generic.” That means a generic officer has to be an accomplished organizer to make contacts with the large number of offenders they supervise and keep up on assessments, reports and law enforcement duties.

Generic cases run the gamut in the types of crimes for which offenders are sentenced. Officers supervise offenders who are considered violent (manslaughter, robbery) and non-violent (burglary, vehicle theft, larceny), those with drug/alcohol offenses (possession of drugs, DUI) or financial crimes (forgery, embezzlement, failure to pay child support). Needless to say the officer has to be very diverse in their supervision style. And as said before, be able to change direction with each offender that they supervise.

A generic caseload begins with the arrival of the offender from court, jail, prison, another state or upon the receipt of sentencing documents or discharge

certificates. Officer assignment is made using different factors. In a rural district the assignment is made based on where the offender resides. In a metropolitan area the decision may be made on caseload size or just “who’s up next.”

Once supervision begins, the officers conduct an orientation to ensure that the offender understands the rules of supervision and any special conditions ordered by the court. Assessment is also started to determine what needs the offender has. In order to determine those need areas to be focused on,

Does the offender
need **drug
treatment**
before they can
successfully enter
the **employment
market**

officers use motivational interviewing skills to find out from the offender what drives them and what the underlying problems/concerns are that resulted in their criminal behavior. A critical part of the assessment is verification of the information obtained from the offender. In order to ensure accuracy, officers must review criminal records, complete a home visit and obtain collateral verification from capable guardians, treatment providers and the like. The information is then used to score the LSI-R and identify need areas and to assess where the offender is in relation to their readiness to change and risk to re-offend. It is critical to identify which stage (pre-contemplation, contemplation, preparation, action, maintenance or relapse) of the behavioral change process the offender is in as each stage requires a different approach to move successfully on to the next.

Along with the offender, the officer develops a supervision plan to address critical areas that will most likely result in the offender's successful completion of supervision. Is it more important to address educational needs or employment needs? Does the offender need drug treatment before they can successfully enter the employment market? Overwhelming an offender with too many tasks can often times be a detriment and "set them up" for failure. So, the "transition plan" developed with the offender lays out a guide and timeline to address the various need areas based on what is most critical and what will

make them more successful in addressing other areas.

During the course of supervision, officers are continually assessing offenders. Officers continue to use their interviewing skills to determine if the offender is progressing through the change readiness model or if they are regressing. The officers do this by different means. It can be with regular visits to see the officer, visits to the home or job site, contact with treatment



Is it more important to address **educational needs** or **employment needs**?

providers and contact with persons that have been identified as pro-social support systems. With each contact, officers use positive reinforcement to encourage pro-social change and make referrals that best fit the offender and their particular needs. If obstacles are detected, the officer will discuss with the offender what changes in the original plan need to be made.

Officers are also tasked with holding offenders accountable to the conditions set by the court. When an offender fails to comply with the conditions of supervision it may result in formal action by the officer. Technical violations can cause as much concern as an offender that commits a new law violation while on supervision. By themselves, technical violations may not appear serious but they can be a precursor to much more serious violations and if addressed early

by requested court action, an officer may avoid further criminal activity by a non-compliant offender. Of course, often times, despite their best efforts officers cannot stop or hinder continued criminal behavior. In both cases, officers are responsible for notifying the court of the violations and making a recommendation that is best for the protection of both the community and the offender. But before any formal request for revocation or acceleration, officers use sanctions to motivate offenders. Those sanctions can

be anything from a verbal reprimand, curfew, a treatment referral, community service hours, increased reporting, to jail time. Using sanctions will hopefully gain a return to compliance before it is necessary to request a warrant.

A generic officer is someone that has to wear many hats when dealing with offenders. They are an assessor, a director, a planner, a persuader, an enforcer, an advocate, a motivator, a disciplinarian, a team member, data collector, report writer, peace officer, counselor, and organizer just to name a few. It is a job that is often overlooked since it does not have the distinction of being "specialized" but the officers who do it enjoy the many challenges and would not trade the label of "Generic" for anything in the world! ■

**2010
AGENCY
& Community
Corrections Division
Correctional Officer
of the Year**



Larry C. Barker
Correctional Security Officer III
Sayre Community Work Center
Northwest District Community Corrections

Corporal Barker began his career with the Oklahoma Department of Corrections in 2006. He is a graduate of Snyder High School. He has since attended Applied Leadership and CLD classes. Once he has taken the Basic Instructor Development, he would like to help teach classes for co-workers. Corporal Barker has served as Caustic/Flammable Control Officer since 2007 and during this time he set up an efficient system for tracking/controlling supplies and organized the vehicle maintenance files to improve routine and preventive maintenance on facility vehicles. Both contributions have resulted in increased efficiency and decreased costs.

Corporal Barker communicates well with offenders, job supervisors and co-workers. He represents the agency well as he serves in the community as past president of the Chamber of Commerce, Rodeo Association, Lion's Club and the American Legion.

*In recognition of their outstanding service
and significant accomplishments.*

2010 Correctional Officers Recognition



**2010 Field Operations Division
Correctional Officer of the Year**
Adina Elisabeth Waldrop
Corr. Security Officer IV
Mabel Bassett CC



Tashia R. Kuper
Corr. Security Officer III
Bill Johnson CC



Steve E. Breckenridge
Corr. Security Officer IV
Dick Conner CC



George Michael Yandell
Corr. Security Officer IV
Eddie Warrior CC



Jeffrey L. Waller
Corr. Security Officer IV
Howard McLeod CC



Tomas Munoz
Corr. Security Officer IV
Jackie Brannon CC



Timothy A. Jackson
Corr. Security Officer IV
James Crabtree CC



Brandon L. Wyatt
Corr. Security Officer IV
Jess Dunn CC



Cathy L. Putman
Corr. Security Officer III
Jim E. Hamilton CC

2010 Correctional Officers Recognition



Justin T. Owens
Corr. Security Officer IV
John Lilley CC



Clayton Bagley
Corr. Security Officer IV
Joseph Harp CC



Mikolyn J. Franks
Corr. Security Officer IV
Lexington A&R Center



Tracie R. Briels
Corr. Security Officer IV
Mack Alford CC



Dominic N. Lomsbek
Corr. Security Officer III
Northeast Oklahoma CC



Christie J. Dedmon
Corr. Security Officer IV
Oklahoma State Penitentiary



Angelica Padilla
Corr. Security Officer III
Oklahoma State Reformatory



Jeff A. Soliday
Corr. Security Officer III
William S. Key CC



Tonijia D. Singleton
Corr. Security Officer III
Southwest District CC



Justin D. Harmon
Corr. Security Officer III
Kate Barnard CCC
Female Offender CC/RS

2010
AGENCY &
Field Operations
Division Correctional
Officer Supervisor of
the Year



Cory E. Ketch
Correctional Security Manager II
Mabel Bassett Correctional Center

Captain Ketch began his career with the Oklahoma Department of Corrections in 1998. He is a graduate of Checotah High School. His knowledge, experience and skills in responding to critical incidents serve as an excellent example of the role of a correctional officer supervisor. He has received facility meritorious service awards for his heroic efforts and life-saving measures involving suicide attempts by mental health offenders. During his 10 years at Mabel Bassett Correctional Center, Captain Ketch's ability to bring order and direction to chaotic situations, professionalism, integrity and effective communication skills have proven to be an asset as he works with co-workers and offenders. Captain Ketch also serves as a member of the Booster Club of Bethel High School where he assists in raising funds to provide equipment and resources for the youth in the community.

*In recognition of their outstanding service
and significant accomplishments.*

2010 Correctional Officers Recognition



**2010 Community Corrections
Division Correctional Officer
Supervisor of the Year
Tyrus David Corbin
Correctional Security Mgr I
Southeast District CC**



***David A. Louthan*
Correctional Security Mgr I
Bill Johnson CC**



***Joseph A. Graham*
Correctional Security Mgr I
Dick Conner CC**



***Vanessa A. Witherspoon*
Correctional Security Off IV
Eddie Warrior CC**



***Kevin D. Angel*
Correctional Security Mgr I
Howard McLeod CC**



***Orville J. Osborne*
Correctional Security Mgr I
Jackie Brannon CC**



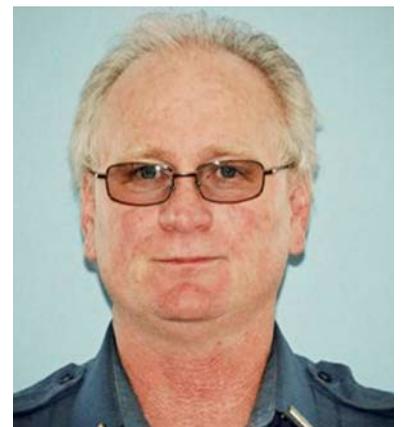
***Chris K. Payne*
Correctional Security Mgr II
James Crabtree CC**



***David S. McGuire*
Correctional Security Mgr I
Jess Dunn CC**



***Paul D. Pickle*
Correctional Security Mgr I
Jim E. Hamilton CC**



***Leon B. Neal*
Correctional Security Mgr I
John Lilley CC**

2010 Correctional Officers Recognition



Michael W. McMillen
Correctional Security Mgr II
Joseph Harp CC



Josh M. Lee
Correctional Security Mgr I
Lexington A&R Center



John D. Hampton
Correctional Security Mgr II
Mack Alford CC



Eddie D. Webb
Correctional Security Mgr I
Northeast Oklahoma CC



Chad W. Gilley
Correctional Security Mgr II
Oklahoma State Penitentiary



Ronald G. Duty
Correctional Security Mgr II
Oklahoma State Reformatory



Ken D. Lively
Correctional Security Mgr I
William S. Key CC



Valerie A. Meniffee
Correctional Security Mgr I
Kate Barnard CCC
Female Offender CC/RS



Kenneth W. Morgan
Correctional Chief of Security I
Northwest District CC



Paul G. Lawrence
Correctional Chief of Security I
Southwest District CC

CORRECTIONAL MEMORIAL SERVICE



On May 5, 2011 the Oklahoma Correctional Employees Memorial Foundation presented a Memorial Service dedicated to the 19 employees who lost their lives in the line of duty while employed with the Oklahoma Department of Corrections. In honor of those employees family, friends and employees from across the state attended the service to show their respect.

OKLAHOMA DEPARTMENT OF CORRECTIONS FALLEN HEROES

D.C. "Pat" Oates January 19, 1914	William R. Benningfield August 11, 1941
Fred C. Godfrey January 19, 1914	W.H. "Pat" Riley December 13, 1943
Herman H. Drover January 19, 1914	W.H. Aston August 4, 1948
William R. Mayfield January 20, 1926	Albert J. Cox March 5, 1977
Frank Christian February 16, 1935	Raymond L. Chandler December 18, 1980
James Payton "Pate" Jones February 17, 1935	Rex J. Thompson September 1, 1981
William C. Turner July 18, 1935	Eugene L. Young July 28, 1989
Charles D. Powell May 11, 1936	Kenneth Denton August 3, 1989
Jess Fulton Dunn August 10, 1941	Gay Carter November 13, 1998
"Joe" Allen Gamble, Jr. June 6, 2000	



TIM STAFFORD “UNsung HERO” AWARD

By Milt Gilliam

Debbie Dorris, Warden’s Assistant at Joseph Harp Correctional Center (JHCC) was honored with the Tim Stafford “Unsung Hero” award at the Law Enforcement Torch Run (LETR) for Special Olympics, Kickoff Luncheon on January 27, 2011. The award is named after Oklahoma State Trooper, Tim Stafford, Badge #534. Tim was actively involved in Oklahoma Special Olympics for several years through fund raising, running the torch, and volunteering at State Games in Stillwater. He was a friend to the Special Olympics athletes and was often the top fundraiser for the state. After being diagnosed with a brain tumor he continued to stay active with LETR and was chosen by his peers to be the torch bearer for Oklahoma at the Special Olympic World Games in North Carolina in 1999. He had just completed his chemotherapy treatment before leaving for the World Games. Tim lost his battle with cancer in 2002.

The Tim Stafford “Unsung Hero” award was created to recognize an individual who has contributed to the success of LETR on a State, Local, or Community level. The award winner should be someone who contributes to LETR in spirit, dedica-

(continued on page 29)



Pictured from L-R: Debbie Dorris, Misti Stafford-Lipps, and Oklahoma Highway Patrol Chief-Kerry Pettingill at the Law Enforcement Torch Run for Special Olympics, luncheon.

Tim Stafford “Unsung Heroes”	
2011 Debbie Dorris Joseph Harp Correctional Center	2006 Mark Wollmershauser Tulsa Police Department
2010 Steve Burrows Oklahoma Highway Patrol	2005 Milt Gilliam Oklahoma Department of Corrections
2009 Brett House Oklahoma City Police Department	2004 Capt. Phil Carr Oklahoma City Police Department (Ret.)
2008 Don Hull, Inspector Oklahoma City Police Department	2003 Capt. Stewart Meyer Oklahoma Highway Patrol (Ret.)
2007 Jill McPherson Civilian	

**John Easley, Founder
Genesis One**



CELEBRATION TIME!

GENESIS ONE IS 10 YEARS OLD

GENESIS ONE, an Oklahoma faith-based prison reentry program opened its first chapters in 2001 at Jess Dunn Correctional Center, Eddie Warrior Correctional Center, Davis Correctional Facility, and Mack Alford Correctional Center with a then revolutionary concept that paved the way for the many of the successful prison reentry programs now in place within the Oklahoma Department of Corrections. John Easley, founder of GENESIS ONE and a businessman involved in several prison ministries for over 25 years, recognized that the outcome of most prison evangelism programs was somewhat troubling. He calls

it the ‘Blow in, Blow up, and Blow out!’ syndrome. “Many of the prison ministries do a great job of evangelizing and getting inmates to make a decision for God but when we come back a few months later, we would see many of the same people coming forward. What was missing was discipleship. Discipleship means becoming more and more like the one we follow. For Christians, it means becoming more and more like Christ. After making a decision for God, inmates need to grow in character, acquire good living skills, marriage and family skills, in addition to dealing with addictions and short-comings”.

GENESIS ONE is designed to do that.

The program offers reentry assistance to offenders who become G-1 graduates. To be a part of G-1, an offender must be willing to accept God into their life, and then be willing to address the needs in their life and take advantage of the programs offered at the DOC facility. They must also be willing to be part of a G-1 accountability group and participate in regular G-1 meetings that address important areas of their lives: Accountability, Character, Integrity, Forgiveness, Trusting God, and various living skills programs.

DOC Agency Chaplain & Volunteer Coordinator Leo Brown has been involved with G-1 since its inception
(continued on page 28)

PICTURED AT LEFT:

John Easley, founder of Genesis One.

PICTURED AT RIGHT:

TOP ROW

Left: G-1 volunteers Margaret Dorsey and Ruth Richers prepare to set the monthly Tulsa Fellowship dinner.

Right: G-1 graduate and volunteer chapter sponsor Gary James helps put up tables after a G-1 Fellowship dinner.

SECOND ROW

Left: Eddie Warrior Correctional Center Chaplain Kathryn McCollum visits with G-1 Volunteer Janet Edge.

Right: G-1 Operations Director Oscar Rivera.

THIRD ROW

Left: G-1 Volunteer Allan Landry consults with Northeast Oklahoma Correctional Center Chaplain Varnell Bell.

Right: G-1 OKC Manager John Lineberger entering Hillside Community Corrections Center for the monthly G-1 Chapter meeting.

BOTTOM ROW

G-1 graduate and volunteer Marviena Gibbs (in camo) visits with current G-1 members.



(Genesis One, cont. from page 26)

and states, "GENESIS ONE has brought an innovative approach to faith-based programs and reentry. Their approach connects an offender's willingness and commitment to change and to take advantage of available programs that address their needs while incarcerated to a support system that will assist them with reentry needs; housing, employment, and other critical resource requirements. We are extremely blessed to have GENESIS ONE participating in so many DOC facilities. They are a vital partner in our efforts to fulfill our mission through offender rehabilitation

and successful reentry."

Today, Tulsa-based GENESIS ONE maintains chapters statewide in 27 Oklahoma DOC facilities with approximately 1,200 active offender members participating in the program. GENESIS ONE has over 40 dedicated volunteers and works with more than a hundred churches and mentor support groups. There are over 1,600 G-1 graduates who have completed the program and have been released from prison and after 10 years over 83% are still out. G-1 Director states, "This is the God factor!"

As for the founder, DOC Director Justin Jones states, "John was one of the first external correctional stakeholders who scheduled an appointment with me after I became Director in 2005. And if you know John, he came with a mission and you have to adapt to become a patient listener very quickly. He explained the origins of GENESIS ONE and how it operates. Since that time he has ensured that I stay current on GENESIS ONE activities, success rates, and expansions. What John has created has certainly filled a vital need within our correctional system." ■

Upon arriving at the WSKCC facility in July of 2001 from being the Chaplain at the Oklahoma State Reformatory for 14 years I had a working knowledge of what offenders need in being successful in reentering society and family life. My concern was; what will help them not only fit back into society and the family but what will keep them from reoffending and coming back to prison, plus, I wanted to develop men into leaders for their families and the community in which they live. I sought for programs in the chapel that would help me accomplish this and my number one choice that came to mind was the Genesis One Program. WSKCC had been without a chaplain for four years. Therefore, there wasn't much on the schedule for any programs, just Bible Studies and Worship Service, which are great tools to help offenders come to know God and his commands for living a good clean life but they did not address realistic reentry needs, how to overcome the problem that got them in prison in the first place, or who will help them stay accountable in their daily lives to stay straight. The Genesis One program has answered all of my concerns. It has brought success to the chapel program and to the lives of the offenders. We have developed leaders, accountability groups, increased our chapel worship attendance, and have seen fewer returns to prison as a result of all that Genesis One does. It's worthy of any award that we could give to it.

Ron Roskam

Ron Roskam, Chaplain
William S. Key Corr. Center

(Unsung Hero, cont. from page 25)

tion, and enthusiasm in an effective and unheralded fashion.

Debbie has been involved with LETR and Oklahoma Special Olympics for the past 16 years. As the LETR representative for JHCC she has been involved in planning and managing a golf tournament and a poker run for several years. She has also participated in various fundraising events such as the Polar Plunge, Krispy Kreme Cops on Doughnut Shops, and Tip a Cop at local restaurants. She has been a member of the state LETR Executive Committee as the South Area Representative for more than 10 years. Debbie has been to several LETR International Conferences since 2003 and she was on the Planning Committee for the Oklahoma City LETR Conference in 2007. She was chosen to be torch bearer for Oklahoma at the 2007 World Games in Shanghai, China. Debbie has volunteered and participated in LETR activities for many years and has never once wanted to be recognized. She does everything from the heart and is a great example of an unsung hero.

At the Special Olympics State Games Opening Ceremony on May 11, 2011, in Stillwater, Debbie will carry the “Flame of Hope” into the stadium and light the cauldron to open the games.

Congratulations to Debbie for this award and thanks for her continued contributions to the Law Enforcement Torch Run and to the Oklahoma Special Olympics. ■

RED ROBIN TIP A COP



Joseph Harp Correctional Center (JHCC) staff with Ashley Kohlun (middle), Special Olympic athlete, at Red Robin in Norman, Oklahoma. JHCC helped raise \$3,500 for Special Olympics!

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ROSE STATE COLLEGE

Collaborates with the Oklahoma Department of Corrections

by Arnold Waggoner, Professor
Criminal Justice Department, Rose State College

Professors Jack O'Donnell and Arnold Waggoner are collaborating with the Oklahoma Department of Corrections by facilitating a cognitive behavioral treatment modality known as Moral Reconciliation Therapy (MRT) to a group of male offenders housed at the Clara Waters Community Correctional Center in Oklahoma City, OK.

The treatment group began

on November 3, 2011, after Dr. Jack O'Donnell completed the volunteer's training course with the Oklahoma Department of Corrections. Professor Waggoner is retired from the Oklahoma Department of Corrections and assisted Dr. O'Donnell in establishing the treatment group.

Each Wednesday evening, Professors O'Donnell and Waggoner meet with nine to eleven offenders from 6:30 pm to 8:30pm in a

structured group setting that utilizes the principles of Moral Reconciliation Therapy, a cognitive-behavioral restructuring treatment program that was developed by Correctional Psychologists in Memphis, TN.

The Oklahoma Department of Corrections has utilized Moral Reconciliation Therapy in the past. Due to budget constraints, the Department of Corrections suspended the use of the materials for the program, leaving a void for

offenders who wish to change their criminal thinking into responsible approaches to living in society. Through the generosity of Dr. O'Donnell, the Moral Reconciliation Therapy workbooks were purchased for use by the group members.

The first group of offenders completed their work on January 19, 2011. A new group began February 16, 2011. ■

As a result, they begin making statements that are indicative of their commitment to change followed by actual behavior change.

According to the MI model, probation and parole officers are active rather than passive agents in the behavior change process. The new model for the officer is different from the older compliance model, which viewed an officer as an enforcer of a legal contract. In the new model, the offender is ultimately responsible for his or her own choices, but the officer uses interactions to facilitate positive changes. It is commonly known that people are more likely to make changes in their life when they believe the changes are personally important and when they have verbalized them. Therefore, officers use questions and reflections in a strategic manner to pull positive “change talk” out of the offenders.

In the present day field of adult corrections, officers are being held more accountable, not only for the content of what they say, but also for the way they communicate with offenders. Therefore, MI has been adopted because it is considered to be an evidence-based practice due to its success in other areas. MI is basically where the “rubber meets the road” because it implores a style of communication to make it more likely that offenders will listen, be engaged in the process, and be motivated to make changes. The National Institute on Corrections (NIC) and other federal and state criminal justice agencies recommend probation and parole offices utilize MI to encourage positive, long lasting behavior change in offenders. This is largely due to the fact that MI offers an empirically supported approach for communicating with offenders around compliance and behavior change. By using a collaborative semi-directive style, MI helps to guide the speech of the offender and ultimately makes compliance and other positive behavior changes more likely.

As probation and parole officers, we have the authority by law to have an offender do what they are told. However, consider two offenders who agree to complete an anger management class. One agrees to avoid going to jail while the other agrees because he sees a personal benefit such as having a better marriage or relationship with his children. Both offenders are compliant, but the second is more likely to make changes that are real and long lasting which will reduce the probability

that he will engage in criminal behavior in the future. Too often we as probation and parole professionals focus only on short-term compliance which is a crucial part of probation. The drawback though is that external sanctions rarely result in long-term changes. Most often, punishment teaches the offender how to avoid being punished in the future. When the external force is withdrawn, the same old behaviors return, often in greater consistency. Influencing an offender to change for external reasons does occur but the change is often short-lived. Our goal should be to encourage long-term behavior change; in order to accomplish such a goal, we must be able to utilize techniques that increase internal motivation for change, rather than relying solely on external pressure.

So how does the Oklahoma Department of Corrections meet the challenge? Across the state, our agency has invested in master trainers for each district. Most of the team members are field officers, however, there are a few from correctional facilities as to be readily accessible. The “Master Trainer Consortium” is used to teach and support motivational interviewing skills so that our abilities as change officers are constantly improving. Master trainers are held to a high level of accountability and required to complete specialized quarterly training in order to maintain their certification. These individuals use each other to hone MI skills and be better prepared to provide knowledge and skills to the field and facilities. The benefits of motivational interviewing have been found valuable in low level security facilities, as well, where offenders are beginning the transition back into the community. Training on the district level, through the master trainers, is available to new officers, case managers and correctional officers on an as-needed basis.

In the Southeast District, we are actively using MI in the daily process of interacting with offenders. Annual refresher training has been provided by master trainers in this district to probation and parole staff, as well as staff members assigned to the work centers since 2008. Master trainers in this district are also responsible for mentoring and training staff members that are in need of new or remedial training. The master trainers in the Southeast District include Team Supervisor Brad Brogdon and Senior PPO III Nikki Cable of the Ada Sub-office, and Team Supervisor Al Smith of the District Office in McAlester. A list of all agency master trainers in the State of Oklahoma can be found on the DOC website. ■

Supervision, which research indicated was one of the most effective methods for producing successful outcomes with this group. Collaborating partners included members of the judicial system, prosecution, defense, victim advocacy, treatment providers, law enforcement and polygraph examiners. Also involved were the state agencies for Human Services, Mental Health and Substance Abuse Services, Health, the Criminal Justice Resource Center and the Child Abuse Response and Evaluation (CARE) Center.

The Containment Model involves a collective effort between the probation officer, victim advocate, treatment provider and polygraph examiner; the team members work together as partners to keep one another informed about the sex offender's progress and compliance with supervision conditions. The best interest of the victim is at the core of the sex offender's supervision and, therefore, receives priority when decisions are made regarding what the offender can and cannot do.

The primary goals of sex offender supervision are to protect victims, prevent future victimization, reduce continued criminal behavior and increase offender accountability. Since the ultimate purpose is to prevent future victimization; a victim-centered approach is accomplished by focusing on protection of the victim, as well as the community. The Oklahoma Department of Corrections utilizes the containment model for managing sex

offenders, which rests on the premise that they alone are responsible for the damage they have inflicted on others and must be constantly and consistently held accountable for their inappropriate thoughts and feelings, as well as for their illegal actions.

The containment approach consists of three elements: internal control, external control and polygraph examinations, and each play a critical role in the supervision of sex offenders. Internal control is the offender himself and how he utilizes skills developed in sex offender specific treatment to control inappropriate impulses, feelings or deviant behaviors. External control is crucial and takes place during the course of specialized supervision; special conditions from the court, therapist involvement and intervention and community influence from family, employers, religious leaders and law enforcement are all important examples of external control. The final element is the understanding of past offending behavior and monitoring of current actions through the use of polygraph examinations, which can focus on the crime of conviction, probation compliance or high-risk behaviors (maintenance/monitoring polygraph) or a sexual history disclosure polygraph, which can often show a pattern of deviant behaviors. When all of the elements are effectively in place, the containment approach is arguably the most effective means of controlling this particular group of offenders.

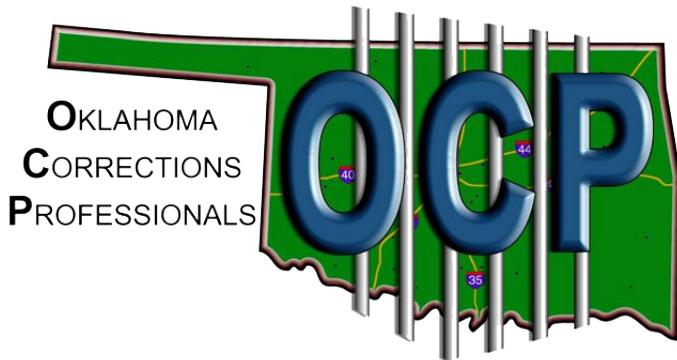
Sex offender management, without a

doubt, takes a collaborative approach in order to be successful and reduce recidivism. The Central District Community Corrections Sex Offender Management Team currently consists of nine specialized probation officers who collectively supervise 530 sex offenders, representing an average caseload of 59. All sex offenders are required to participate in sex offender specific treatment and polygraphs to ensure their ongoing compliance. This team, along with specialized sex offender officers from Norman (SWDCC) and Union City (NWDCC), participate in monthly Containment Team meetings, where they collaborate with six different treatment providers, two polygraph examiners, a victim advocate from the YWCA and the Statewide SANE Coordinator (Southern region).

The Oklahoma Department of Corrections has a long history of doing more with less and overcoming seemingly impossible obstacles to achieve positive offender outcomes. Our ongoing ability to achieve success in so many areas, like sex offender management, is no doubt the result of our dedicated and professional staff and the research and implementation of evidence based supervision strategies. The agency will certainly continue to face new challenges in the area of sex offender management, but through collaboration with our containment team partners, will overcome each obstacle to ensure our ongoing success and commitment to public safety. ■

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no one can stand against us!"*

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(Evidence Based Practice, cont. from page 11)

violation report in a specific time frame. EBP is not a task and is not independent of anything we do in the process of supervision. I view EBP as the proven method in working with offenders in order to enhance behavioral changes. EBP is a good thing. It is a necessary approach to what we do and what we need and hope to accomplish.

Regardless of the number of offenders on a caseload or the type of caseload (specialized or generic), these principles

can be applied. I understand that management has a responsibility in evaluating and distributing workloads and resources for maximum benefits (or the biggest bang for the buck) but EBP isn't something to be set aside or disregarded even in these financially strapped times.

PPO Cross presented her view of the impact the budget crisis has had where the rubber meets the road. She sees the impact we have on our offenders on the

front lines and understands the impact; with and without EBP. There is no doubt we all must manage our resources carefully until the economy is once again thriving. But despite today's economic trend we cannot compromise the basic principles that have proven effective. In the supervision of offenders, EBP may just be the bull in these bear times, in helping to accomplish the agency's mission at all staffing levels. ■

Memorial Day May 30

Health & Wellness

Lupus is an autoimmune disease; it can affect virtually any system of the body. It is a self-allergy where the body attacks its own cells and tissues. It causes inflammation, pain and possible organ damage.

TYPES OF LUPUS

There are three major types of lupus; systemic lupus, erythematosus (SLE), discoid lupus erythematosus and drug-induced lupus. From the three, the most frequently encountered and the most severe is SLE. This problem generally gives way to skin rash, pain and inflammation of the articulations, severe tiredness and damage of the kidneys. There are also rare cases of another form of the disease, neonatal lupus erythematosus, in which the apparently healthy mother passes antibodies to her newly born baby, in the birth process.

SYMPTOMS OF LUPUS

Symptoms include extreme fatigue, joint pain, muscle aches, anemia, general malaise, and can result in the destruction of vital organs. It is a disease with many manifestations, and each person's profile or list of symptoms is different. Lupus can mimic other diseases, such as multiple sclerosis and rheumatoid arthritis, making it difficult to diagnose.

CAUSES OF LUPUS

Generally, lupus can be treated. Most people who have lupus can minimize symptoms with treatment. Treatment can reduce inflammation and helps maintain normal bodily functions. Lupus treatment is based on the specific needs and symptoms of each person and may vary between individuals. Treatment includes: Non-steroidal

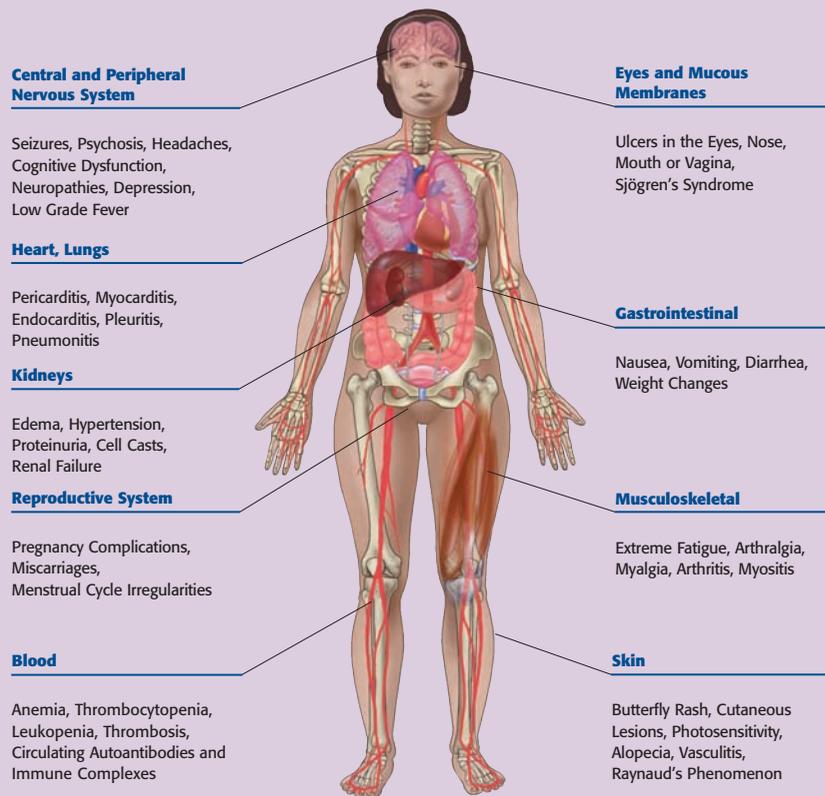
anti-inflammatory drugs (aspirin and ibuprofen).

FACTS ABOUT LUPUS

More than 16,000 people are infected with the problem of lupus every year.

African Americans are more likely to be affected and the death ratio between white Americans and African Americans is 1:3. Women are five times more likely than men to die from lupus.

The Impact of Lupus on the Body



Lupus can affect any part of the body; however, most people experience symptoms in only a few organs.

- Lupus is an incurable chronic autoimmune disease that causes inflammation in various parts of the body. The disease can range from mild to life-threatening.
- 90% of people with lupus are women, 80% of them developed lupus between ages 15 and 45.
- The cause of lupus is unknown. Scientists believe that individuals are genetically predisposed to lupus, and that environmental factors "trigger" the symptoms.
- With proper treatment, most people with lupus can live a normal life span.



Lupus Foundation of America, Inc.
www.lupus.org

CALENDAR

MAY

- 8 Mother's Day
- 21 Armed Forces Day
- 23-26 Pardon and Parole Board Meeting
Hillside CCC
- 30 Memorial Day

JUNE

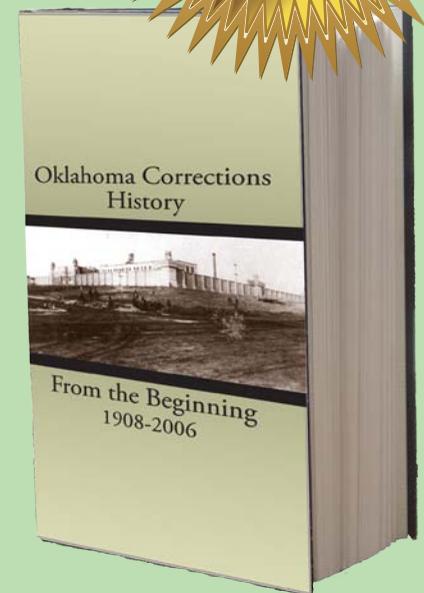
- 14 Flag Day
- 16 Board of Corrections Meeting
Dick Conners CC
- 19 Father's Day
- 21 Summer Begins
- 21-24 Pardon and Parole Board Meeting
Hillside CCC

JULY

- 4 Independence Day
- 15 Board of Corrections Meeting
Howard McLeod CC
- 19-22 Pardon and Parole Board Meeting
Hillside CCC

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Retirements

MAY

Donald Ammann, Lexington A&R Center
 Peggy Blanke, Northeast Oklahoma CC
 Sandra May, Medical/Joseph Harp CC
 Randy Nagel, Oklahoma State Reformatory
 Charles Shedd, Dick Conner CC

JAMES CRABTREE CORRECTIONAL CENTER



by Becky Guffy, Warden's Assistant

More than 6,400 tomato seedlings were the result of a joint project between Oklahoma Agri-Services and the Timberlake FFA. Seeds were provided to the students who took great care in starting the plants in their greenhouse located at the high school. The seedlings were then transferred to Agri-Services where they were mechanically planted using a transplanting machine. The anticipated harvest will be processed and frozen at the processing plant located at James Crabtree Correctional Center where they will then be distributed throughout the state to correctional facilities. Last year 11,100 pounds of tomatoes were distributed.

NEXT ISSUE

Programs: Mental, Medical
& Education

HOT SUMMER DEALS

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