



Anoka County
MINNESOTA

Respectful, Innovative, Fiscally Responsible

Anoka County
Community Corrections

2020 Interim Comprehensive Plan

Anoka County Community Corrections Mission:

Working to Build a Safer Community.

December 2019

Anoka County
Community Corrections
Interim Comprehensive Plan
2020

Anoka County Community Corrections

Anoka County Courthouse
2100 3rd Avenue, Suite C100
Anoka, MN 55303
763-324-4800

Anoka County Workhouse & Adult Field Services

Rum River Human Service Center
3300 4th Avenue N.
Anoka, MN 55303
763-324-4920

Anoka County Juvenile Center

Anoka County Secure, Non-Secure Program,
East Central Regional Juvenile Center
7555 4th Avenue
Lino Lakes, MN 55014
763-324-4980

www.anokacounty.us/568/Community-Corrections

Table of Contents

Organization

2020 Interim Comprehensive Plan Preface	1
Anoka County Corrections Organizational Charts	2-3

Budget

2020 Budget – Revenue	4
2020 Budget – Expenditures by Program	5
2020 Budget – Expenditures by Services	6
2020 Budgets	7-10
2020 Fee Schedule	11

Narrative

Narrative/Highlights	12-17
----------------------------	-------

Annual Progress Report on Strategic Planning

Strategic Plan	18-20
Outcome Measurements	21-25



The Corrections Department has been engaged in many projects over the past couple of years. 2020 will be the year of implementation. We have developed a partnership with Sherburne and Stearns counties to help fund a probation communication web portal built in CSTS. We believe that this portal, designed by Strategic Technologies (STI), will revolutionize communication between the probation officer and the client. The portal is currently in production and is hopefully available for testing in the first quarter of 2020. The design elements include a dashboard and log-in screen for clients to obtain information regarding supervision and to communicate directly with the agent. This is built on a business-type model similar to the portal page for a bank or a medical clinic.

In 2017 and 2018, the Corrections Department converted many temporary employees to regular employees. Converted employees at the Juvenile Center were converted in a grade level platform that enabled them to work anywhere within the three programs. Consequently, the Corrections Department had grade 8 level detention deputies, the newly converted grade 10 probation officer aides, and probation officers. It became problematic to schedule all shifts based on the job description limitations for each grade level. Starting in January of 2020, the grade 8 level employees will be fully restructured to Grade 10 Probation Officer Aides. This will greatly streamline the facility's capacity and enable all staff to do more functional shift work with the youth. It also establishes a staffing pattern that will assist with mandated PREA staffing ratios that go into effect the latter part of 2020.

In our last comprehensive plan update, it was noted that we were working towards the implementation of a new validated pretrial assessment product. As an opt out county, we partnered with Wright and Sherburne counties in consultation with Hennepin County to assist with completing a validation of the tool. The validation study has been completed and the outcome reflects that Anoka County is presently using a validated pretrial assessment that is sensitive towards race and gender. The remainder of the State is currently working through the early phases of validation for counties that did not opt out.

The Workhouse completed its second successful PREA audit in 2019. Leadership at the Workhouse and the staff did an outstanding job of demonstrating compliance. The audit process has helped us professionalize and maintain a standard of excellence within the facility. As previously indicated, the Juvenile Center pre-audit cycle will occur towards the end of 2020.

Anoka County Corrections is a major player regarding the redevelopment of the Juvenile Adult Inmate System (JAIMS) to the new Facility Admissions (FA) system, as it is now known. FA is a multi-county collaborative juvenile facility management system. Anoka County Department staff have participated in statewide collaborative meetings which will launch an integrated facility admissions system in concert with a future web-based CSTS. As of the publication of this comprehensive plan, the Department is piloting the new program.

The Department will be completing the new camera control initiative at the Regional Juvenile Center and at the Secure Program in early 2020. Vendors are currently in the selection process for the final installation phase of the project.

The Anoka County Corrections Advisory Board and the Anoka County Bench continue to be an active participant in the process of delivering effective, affordable Correctional services to the community. The consultation and feedback continue to be greatly appreciated and is critical for the success of the Department as we strive to meet our mission of "Working to Build a Safer Community."

A handwritten signature in black ink that reads "Cindy Cesare".

Cindy Cesare
Human Services Division Manager

A handwritten signature in black ink that reads "Dylan Warkentin".

Dylan Warkentin
Community Corrections Director

ORGANIZATION CHART

DYLAN WARKENTIN, Director
Anoka County Community Corrections

COREY KOHAN <i>Manager</i> <i>Rum River Human Services Center</i>	RICK SELLS <i>Manager</i> <i>Court Services</i>	TODD BENJAMIN <i>Superintendent</i> <i>Anoka County Juvenile Center</i>	KIM POWELL <i>Accounting Administrative Operations</i>	TRACY ROHLOFF <i>Administrative Assistant</i>
91 FTE staff	44.5 FTE staff	94 FTE staff	2 FTE staff	3 FTE staff
<ul style="list-style-type: none"> • Adult Supervision • Alternatives to Incarceration Grant • Change by Design Workhouse Treatment • Cognitive Programs • Domestic Abuse Unit • Drug Testing • DWI Program • DWI Supervision (Steering Clear) • DWI Pre-trial Program (ISAP) • Domestic Assault Pre-Trial Program (IDAPP) • Electronic Monitoring • Enhanced Treatment Program for Women (ETP) • Gender-specific Caseloads • Intensive Supervised Release (ISR) • Mental Health Caseload Pilot Project • Probation Service Center (PSC) • Sex Offender Supervision • Supervised Release • Training Programs • Workhouse/Work Release Facility 	<ul style="list-style-type: none"> • Adult Court • Community Service • Computer Network Data Entry • Family Court • General Security Services Corporation • Juvenile Court • Juvenile Diversion • Juvenile Field Probation • Mediation • Officer of the Day • Reception • Restitution • Rule 25 Evaluations • STOP Program • Truancy Services • Training Records 	<ul style="list-style-type: none"> • Anoka County Secure Program (ACS) <ul style="list-style-type: none"> – Detention – Short & Long Term Programs – Sex Specific Long Term Program • East Central Regional Juvenile Center (RJC) <ul style="list-style-type: none"> – Detention – Short Term Programs – 21-Day Secure Diagnostic Program – Chemical Dependency Treatment • Anoka County Non Secure Program (NSP) <ul style="list-style-type: none"> – Detention – 72-Hour & Voluntary Hold (Social Services) – Mental Health Assessment – Short Term Programs – 30-day Diagnostic Program – Girls Long Term Program – After-hours Emergency Social Services – Younger Non-Secure Sex Specific Program • Other <ul style="list-style-type: none"> – ACT/PART - Contracted community based COG intervention program – FIP - Fire Department's first time Fire Starters Intervention Program – Accounting 	<ul style="list-style-type: none"> • Accounting • Payroll • Personnel 	<ul style="list-style-type: none"> • Reception • Word Processing • Office Support Specialist

Community Corrections currently has 240.5 permanent positions.
Note: Staff figures include permanent positions at this point in time.

Anoka County Community Corrections Mission Statement

- Working to build a safer community.

COMMUNITY CORRECTIONS

Dylan Warkentin, Director

Kim Powell, Accounting Supervisor

ACCOUNTING STAFF

Cheryl Myrum
Gail Stoneburg

Tracy Rohloff, Principal Administrative Assistant

RECEPTION/OFFICE SUPPORT

Jessica Burrell
Marcia Krull (PT)
Lynn Smith
Danna Timm

Todd Benjamin, Juvenile Institutions Manager

Rick Sells, Court Services Manager

Corey Kohan, Rum River Campus Manager

AC SECURE

John Emmel (S)
Tracy Avery (C) (FCM)
Tom Peick (C)
Austin Albers
Dominique Bagley-Page
Sam Beckman
Breanna Bryant
Daniel Christenson
Jesse Clark
David Faber
Sue Gilman
Cynthia Harris
Andrew Hite
Kayla Howard
Matthew Hoyhtya
Jim Johannsen
Nicholas Jurgensen
Cody Lorenz
Paige Mallam
Kari Nivala
Gina Olson
Kathryn O'Neil
Steve Quinones-Narvaez
Joseph Sill
Tyler Thiede

EAST CENTRAL RJC

Mike Kouri (S)
Derrick Johnson (C)
Carler Ellena (FCM)
Emma Davis
Kaine Dummer
Blake Fischer
Kory Fredrickson
Shelly Hanson
Brian Hinderiks
Jim Jacobson
Darin McGowan
Michel Montalvo
Brian Moser
Debby Moss
Corey Nelson
Ashley Nyen
Preston Olson
Kevin Paul
Melissa Pekos
Josh Raymond
Taylor Reinert
Craig Ringness
Andrew Rohr
David Rystrom
Melanie Steensland
Mai Thor
Kelly Zilon

Scot Wilson (S)

INFORMATION TECH.

LuAnna Fogarty (S)
Lisa Hersch
Lexi Krummel
Christine O'Keefe
Karen Smith

COMMUNITY SERVICE

Diana Engelley-Sahlin
Sharon da Miner
Susan Moser

JUVENILE COURT/FIELD

Beth Bloomenrader (S)

JUVENILE COURT/DIVERSION

Mary Evers (C)
Sarah Hammes
Erin Karnowski (PT)
Abbie Oster (PT)
Kelly Sabo

JUVENILE FIELD

Laura Alberts (PT)
Doug Bosaaker
Carrie Hansen
Callie Jacobson
Cary McCollor
Lisa McHugo
Geeta Nanda
Vicky O'Sell
Joshua Schmitt
Cheryl Sprouessig
Lisa Thomas
Kelly Thorstenson
Brandie Wagaman (PT)

ADMINISTRATIVE STAFF

Meghan Gallagher

Carol Paulson (S)

PSIs / BAIL / COURT

Crystal Bakeberg
David Casale
Jeff Commaford
Rebecca Gelderman
Mike Jakubiec
Coralee Kaivo
Pam Marthaler
Nikita Mitchell
Brittani Rundell
Zachary Turner
Lindsey Wesp

RULE 25

Marty Roman
Ari Tresselt
Doreen Wolvin (PT)

FAMILY COURT

Linda Paul (S)

GSSC-RESTITUTION-
OFFICER-OF-THE-DAY

Joe Russell (S)
Kathreya Edens
Kimberli Rambo

WORKHOUSE

Gary White (FA) (PC)
Matt Hanson (FC)
Kurt Wosmek (S)
Howard Fredlund (SC)
Emma Kasper (SC)
Zachary Haugen (SC)
Mareesa Roo (SC)

Yusef Bradshaw
Karla DeJong
Paul Delange
Souleymane Diarra
Megan Dugan
Nuwoe Cooper
Reece Eckman
Diane Fischer
Jennifer Gomick
Ann Hansen
Quinn Hendel
Ellen Howard
Daniel Kissiah
Jared Koite

Alexis Lester
Dylan Martin
Kersten Middleton
Bengt Nergard
Ron Piecek
Bradley Pluff
Maria Prince
Karen Schmidt
Jamie Swenson
Haley Tushar
Larry Wagaman

ENHANCED SUPERVISION

John Schlichtmann (S)
Joanna Benaisle
Maxwell Bergersen
Jennifer Hexum
Steve Lerom
Shannon McDonald
Alexander Poisson
Vince Ricker
Barbara Schultz (PT)
Jeff Stoll
Bridget Usilton

ISR

Scott Mueller
Tom Sparrow
Erin Young

IDAPP GRANT

Tom Jensen

SEX OFFENDER/DOMESTIC ABUSE

Michael Sharon (S)
Chelsey Alarcon
Terry Eiynek
Jason Lehman
Kelley Marshall
Kelly Noring
Rochelle Odlegaard
Ann Peterson
Ginny Roehl
Susan Simi
Bob Withers

TRADITIONAL SUPERVISION

Scott Evenson (S)
Beth Bergstrom
Kristen Draeger
Lisa Dummer
Bianca Fasinro
Kari Gustafson
Steve Jacobson
Lisa Peterson
Angella Quaskort
Joel Ruolsalainen
Kaia Smith

VETERANS / DRUG COURT

Priscilla McDowell
Amy Lehtola

TRAINING PROGRAMS SPECIALIST/ETP

Andrew Timpe (C) (FCM)
Julie Allen
Laura Devriendt
Stacy Steel

PROBATION SERVICE CENTER (PSC)

Sue Weyer (S)
Michelle Banks
Jaclyn Begin
Abby Cleveland
Michael Dodge
Kari Edgar
Andrea Geehan
Eileen Johnston
Jeff Landgraf
Sheree Maricle
Kelly Nebel
Anthony Reineccius
John Strickland
Pam Thorp
Kao Yang
Cindy Zak

CHILDREN'S MENTAL HEALTH

Jennifer Holloway (C)

AC NON SECURE

Nate Parker (S) (PC)
John Gross (C) (FCM)

Alexus Brown
Thomas Cobb
Anna Hall
Timothy Hoefs
Jeremy Lindstrom
Maya Mason
Ashley Nyen
Bill Rohloff
Kim Sirek
Christina Solheid
Park Swenson
Mai Thor
Jennifer Waldner
Tanya Walboe
Dale Wilhelm

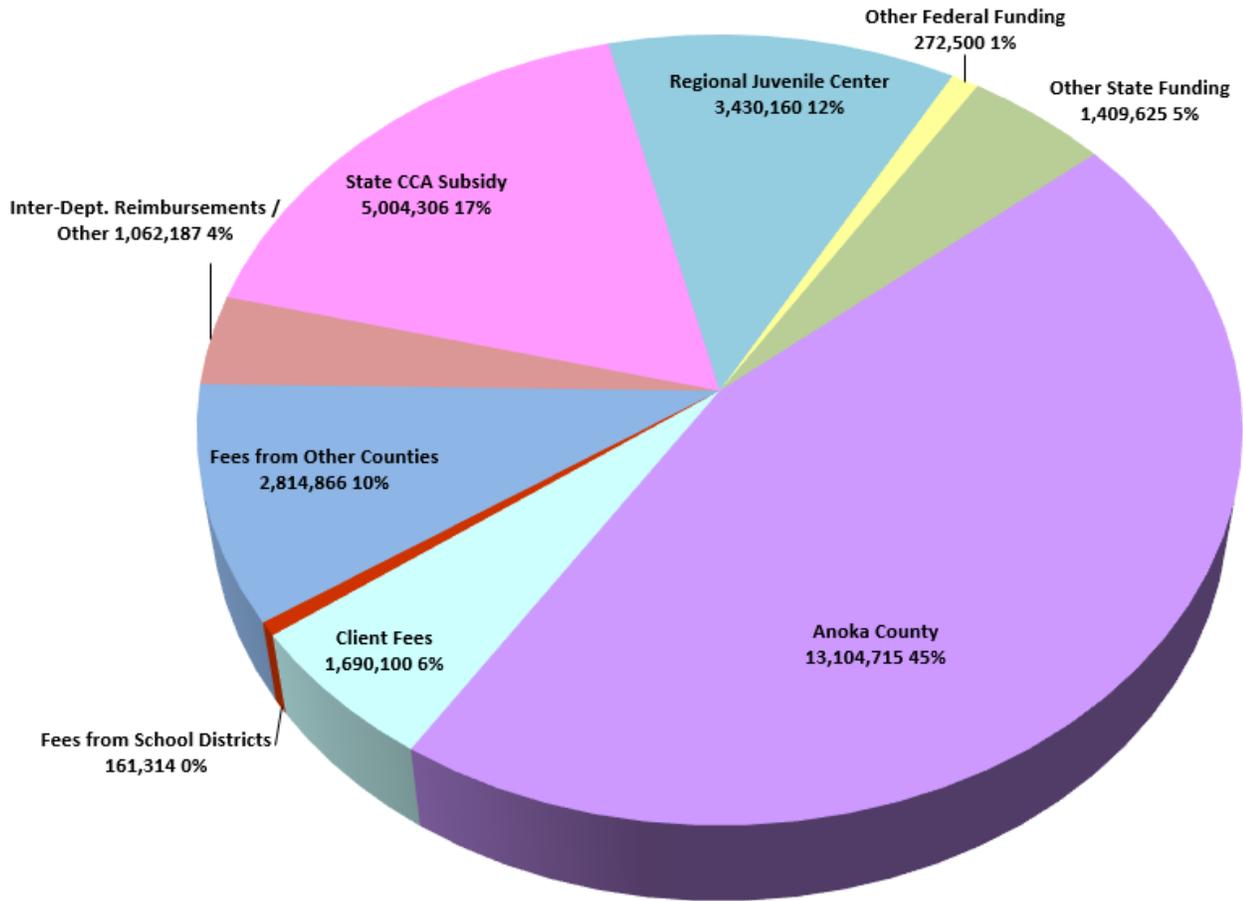
ADMINISTRATIVE STAFF

Gloria Engen
Leslie Moin

(FA) Facility Administrator (FC) Facility Coordinator (S) Supervisor (C) Coordinator (SC) Shift Coordinator (PT) Part-Time (PC) PREA Coordinator (FCM) Facility Compliance Managers

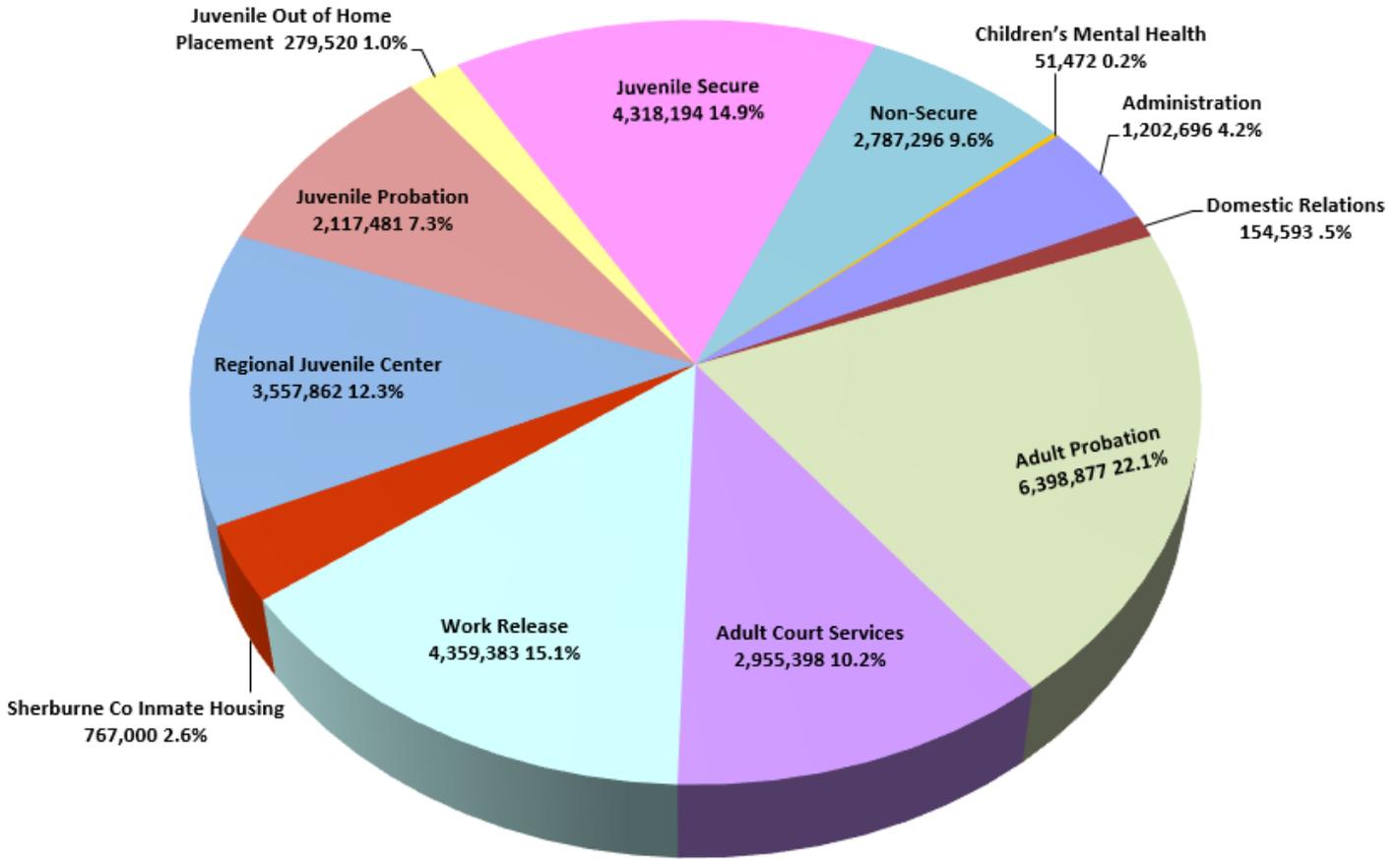
BUDGET

2020 Budget - Revenue



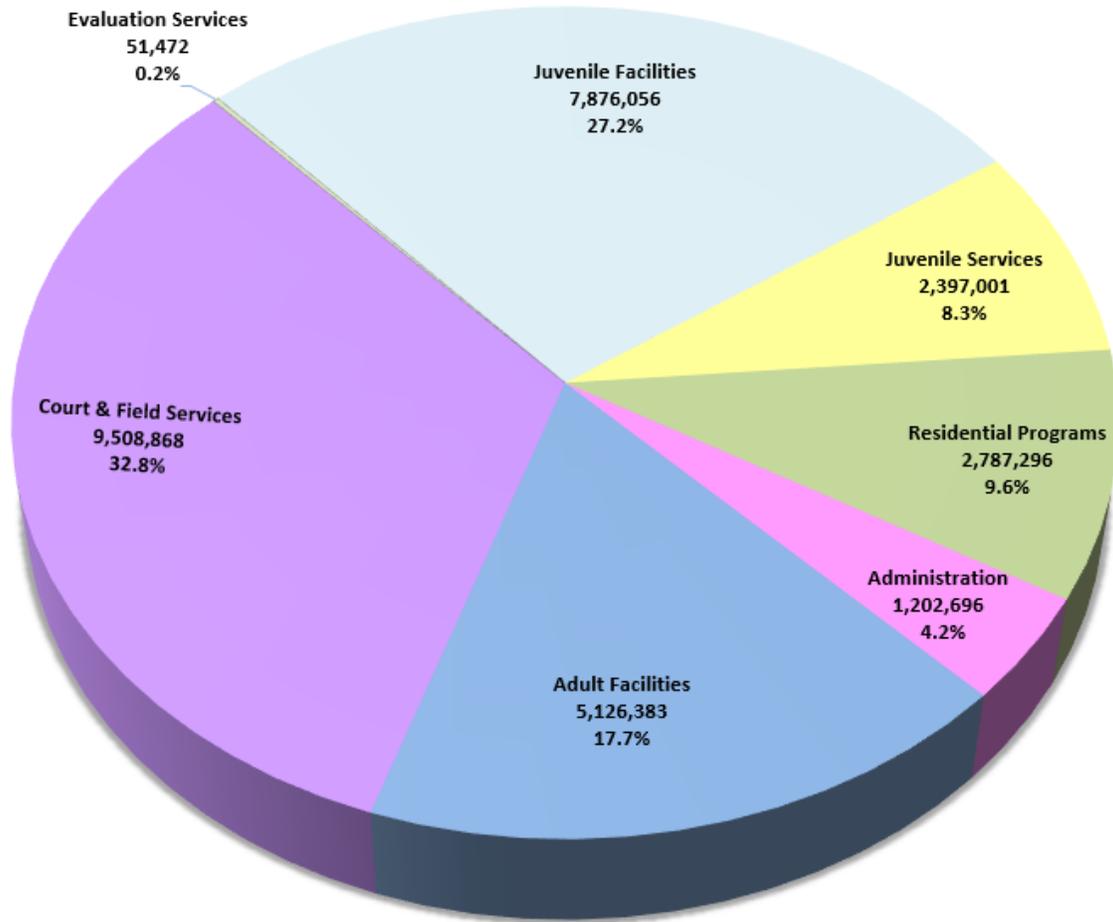
	Revenue	Percentage
Anoka County	\$13,104,715	45%
Client Fees	1,690,100	6%
Fees from School Districts	161,314	0%
Fees from Other Counties	2,814,866	10%
Inter-Department Reimbursements / Other	1,062,187	4%
State CCA Subsidy	5,004,306	17%
East Central Regional Juvenile Center	3,430,160	12%
Other Federal Funding	272,500	1%
Other State Funding	1,409,625	5%
Total	\$28,949,773	100%

2020 Budget – Expenditures by Program



	Expenditures	Percentage
Administration	\$1,202,696	4.2%
Domestic Relations	154,593	0.5%
Adult Probation	6,398,877	22.1%
Adult Court Services	2,955,398	10.2%
Work Release	4,359,383	15.1%
Sherburne County Inmate Housing	767,000	2.6%
East Central Regional Juvenile Center	3,557,862	12.3%
Juvenile Probation	2,117,481	7.3%
Juvenile Out-of-Home Placement	279,520	1.0%
Juvenile Secure	4,318,194	14.9%
Juvenile Non-Secure	2,787,296	9.6%
Children's Mental Health	51,472	0.2%
Total	\$28,949,773	100%

2020 Budget – Expenditures by Services



	Expenditures	Percentage
Administration	\$1,202,696	4.2%
Adult Facilities	5,126,383	17.7%
Court & Field Services	9,508,868	32.8%
Evaluation Services	51,472	0.2%
Juvenile Facilities	7,876,056	27.2%
Juvenile Services	2,397,001	8.3%
Residential Programs	2,787,296	9.6%
Total	\$28,949,773	100%

2020 Budget pages available in Corrections Administrative Office (pages 7-10)

2020 Fee Schedule

Adult Programming Fees

Workhouse:

Huber Fees	per day \$22
Reschedule Fee	\$30
Intake Surcharge	\$25
Out-of-County	per day \$60
State Work Release	per day \$55

Probation Supervision Fees – per file:

Felony	\$340
Gross Misdemeanor	\$235
Misdemeanor	\$145
Transfer Fee	\$160

Diversion Fees:

Felony	\$335
Gross Misdemeanor	\$235
Misdemeanor	\$145

Assessments/Testing/Evaluations:

Chemical Use Assessment	\$100
Domestic Abuse Assessment	\$130
Drug/Alcohol Testing:	
Pre-trial	\$20
Sentenced offenders	per file \$80
Family Court Custody Evaluations	Sliding Fee
Psychological Services:	
Regular Evaluations	\$840
Sex Offender Evaluations	\$1,420

Other Programming:

Cognitive Skills	\$100
Cognitive Skills Rescheduling Fee	\$30
DWI Education Program	\$130
DWI Education Program Rescheduling	\$30
Home Electronic Monitoring (per day):	
HEM only	Pending RFP
Breathalyzer only	
Both HEM and Breathalyzer	
ISAP:	per day \$17
Misd. and Gross Misd. Cap	\$1,200
Felony Cap	\$1,500
Project SAVE	Pending RFP

Juvenile Programming Fees

Anoka County Secure (ACS):

per day \$264	
Sex Specific Program	per day \$296

Non-Secure Program (NSP)

per day \$251

East Central Regional Juvenile Center (RJC):

Member Counties	per day \$264
Non-Member Counties	per day \$296

Transportation Fee per hour \$30

Psychological Services:

Regular Evaluations	\$840
Sex Offender Evaluations	\$1,240
Juvenile Certification	\$1,140

Other Programming:

Actions for Constructive Thinking (ACT)	\$45
ACT Rescheduling Fee	\$10
Positive Actions/Responsible Thinking (PART)	\$45
PART Rescheduling Fee	\$10
STOP	\$35
STOP Rescheduling Fee	\$10

Any offender who can demonstrate and provide sufficient documentation of an inability to pay program or other fees imposed by Corrections, may submit a request for community service in lieu of payment at a rate of \$10 per hour.* This option does not apply to work release, electronic monitoring, electronic breath testing and ISAP fees.

*Hourly rate applies to all cases sentenced after January 1, 2015.

NARRATIVE/HIGHLIGHTS

Alternatives to Incarceration Grant

In October 2017, the department was awarded a DOC Alternatives to Incarceration (ATI) grant. As the name implies, the grant seeks community-based treatment and supervision alternatives to prison. Anoka County's **Alternatives to Incarceration** enhanced supervision program targets non-violent, substance abusing offenders who historically received prison incarceration for technical violations. The grant, currently funded through June 2021, enabled the department to add a new specialized probation officer, utilize available Workhouse bed space for transitional offender housing, provide electronic monitoring and increased drug testing to program participants.

Agents refer appropriate supervised release or probation clients to ATI as an alternative to a prison recommendation at a revocation hearing. The grant probation agent works closely with the supervision agent providing case management, expedited chemical dependency evaluation and a referral to treatment. Offenders lacking supportive housing may be placed in the Workhouse for stabilization until treatment is completed. Cognitive-behavioral programming is provided and re-entry planning assists offenders transition into appropriate community housing. A 2018 outcomes report to the Legislature highlighted 62% of program participants ultimately avoided prison incarceration.

Specialized Mental Health Caseload Pilot Project

In an effort to improve services for justice-involved clients with mental illness, Anoka County pursued legislative funding to pilot a new specialized mental health caseload. We were grateful that the 2019 Legislature made this innovative project a reality. The two-year pilot establishes a multi-disciplinary caseload team of one probation officer and one social worker who share case management responsibilities of high risk/needs adult probation, supervised release, or pre-trial offenders struggling with serious mental illness. Project goals include:

- Improve mental health service delivery.
- Provide expedited mental health assessment and treatment.
- Enhance community supervision.
- Utilize community-based treatment and programming alternatives to incarceration.
- Reduce incarceration due to technical violations and unmanaged symptoms.
- Eliminate service duplication between Corrections and Social Services.

Crisis Intervention Training (CIT)

The department continues to focus on offender mental health in our facilities and under our supervision. Crisis Intervention Training (CIT) is currently provided annually to all adult and juvenile staff. CIT is a nationally recognized mental health crisis intervention utilized by corrections, law enforcement, social services and in hospital settings. Staff are taught to recognize and appropriately respond to symptoms of mental health crisis through realistic scenario-based training. Specially trained actors portray facility residents or clients in mental health distress while department CIT coaches assist staff with de-escalation techniques to manage the situation.

Change by Design Workhouse Treatment Program

The Anoka County Workhouse substance abuse treatment program, Change by Design, has operated since November 2015, serving 224 inmate clients to date. This program is an onsite intensive outpatient treatment program provided by Riverplace Counseling Centers, a DHS licensed agency. The program is designed for higher-risk, substance abusing male court-ordered offenders who present with multiple prior treatment attempts and/or an inability to abstain despite prior criminal justice sanctions. A 90-day in-custody treatment phase is followed by 90 days of continuing care in the

community. The program accepts both sentenced inmates and those who have entered a plea and are awaiting sentencing.

Specialty Courts

Anoka County continues to offer a Veterans Treatment and Drug Court. These programs are supported, in part, through grant dollars. A dedicated probation officer serves on each court's multi-disciplinary consult team and supervises a caseload of specialty court participants. Veterans Court accepts eligible pre-trial and sentenced felony and misdemeanor offenders. Drug Court focuses primarily on sentenced felons struggling on traditional supervision and facing probation revocation. Both programs provide intensive court and probation supervision with supportive case management including substance abuse treatment, frequent urinalysis testing and cognitive programming.

MACCAC Quality Assurance Plan and New Supervision Practices Model

Anoka County Community Corrections is committed to providing innovative and effective, research-based supervision interventions and programming. The department continues to follow the MACCAC quality assurance model for evidence-based practices and fidelity. This model includes four phases and encompasses five evidence-based practice disciplines including:

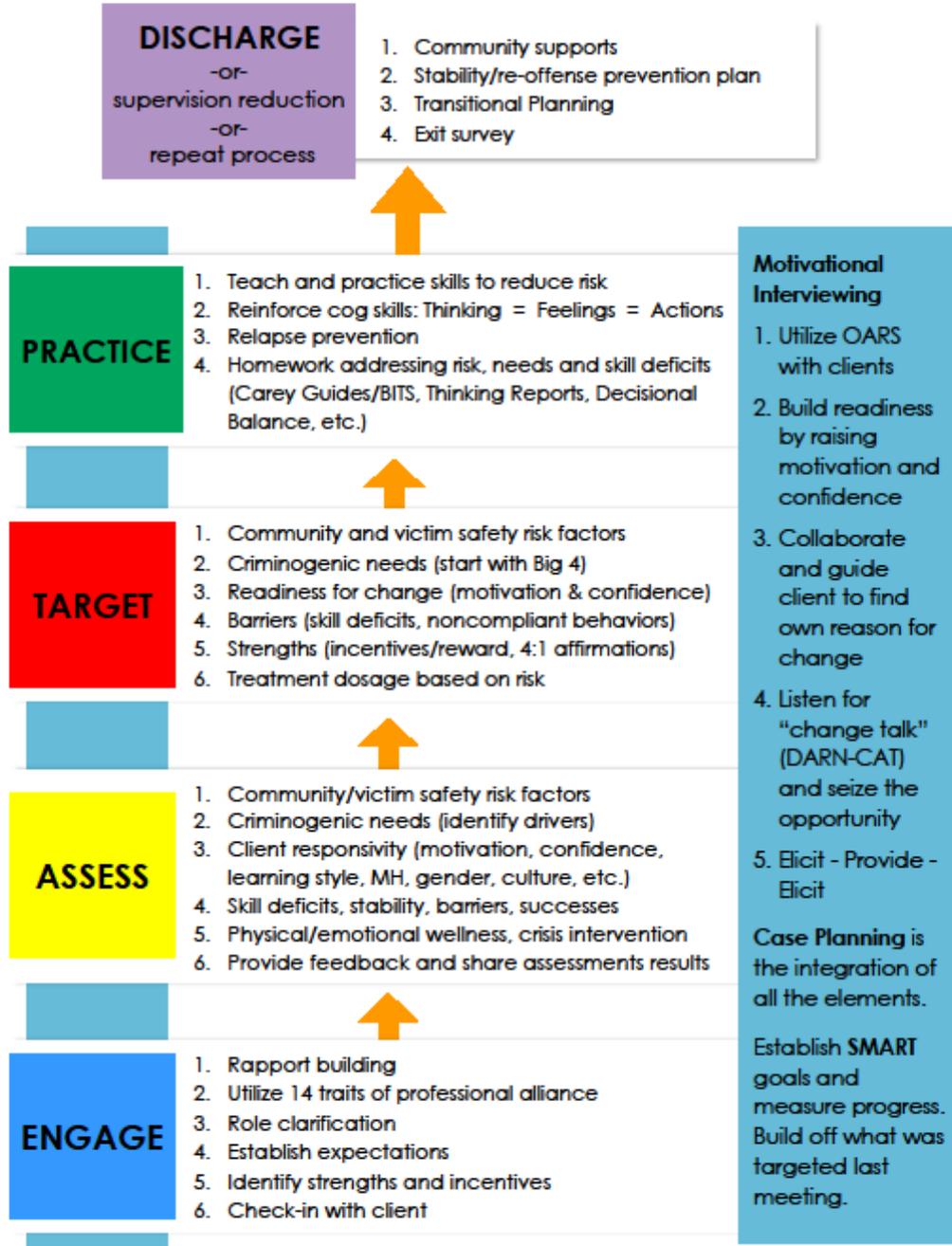
- Professional alliance
- Risk assessments
- Cognitive-behavioral interventions
- Case planning
- Motivational interviewing

In 2016, Anoka County Corrections was one of four agencies selected to participate in the DOC's MNSIRR Practice Model project. A "practice model" is an integrated set of evidence-based practices and principles that an agency believes will result in better public safety outcomes if delivered with fidelity. MNSIRR invited leadership teams from the four jurisdictions to a series of training and planning meetings facilitated by J-SAT consultants. Our field services management team spent significant time honing leadership and performance coaching skills, team building, and developed a new prototype supervision practices model for more effective case management.

Throughout 2017 and 2018, a supervision model pilot team of agents and supervisors received additional EBP training and tested new case management strategies with offenders. This included agent directed cognitive skill practice and facilitating risk reduction homework with offenders. In 2020, the department will launch our new "Success Ladder" case management model to all field services staff. Staff training is currently underway, policy and procedure changes are under consideration, and planning for quality assurance and staff coaching.

Success Ladder

Case Management Model for Risk Reduction and Behavior Change



PassPoint Ocular Substance Abuse Screening Technology

The department continues to experience high demand for chemical use testing with significant workload and budgetary impact. To more cost effectively meet demand and continue providing high level customer service to stakeholders, in 2019 we implemented new ocular substance abuse scanning technology to complement our drug testing program. The department has invested in two PassPoint ocular scanning kiosks, devices that measure eye responses to light compared to a baseline reading. If an offender has been using mood-altering chemicals, the scanner recognizes changes in the eye and directs the individual to submit to a urinalysis test. This technology is much less intrusive for clients and less labor-intensive for staff. PassPoint will reduce the overall number of urinalysis tests collected, screening out those who do not present with signs of recent use.

Sherburne County Jail Boarding Contract Update

The County Board engaged the services of Sherburne County to address jail overcrowding. Since November 1, 2013, sentenced inmates classified for secure custody at the Anoka County are boarded at Sherburne County. We currently average 31 boarded inmates in Sherburne County daily.

CSTS Client Supervision Web Portal

We are excited to partner with Sherburne and Stearns County Community Corrections and Strategic Technologies (STI) in the development and implementation of a new web-based client supervision portal. This technology will revolutionize supervision communications between offenders and agents. Operating much like on-line banking or health care portals, correctional clients can securely share and receive supervision information, important reminders, and check-in remotely with their agent from any internet capable Smart device. The portal is currently in development and will be piloted by the three partner agencies in 2020.

CareerForce/DEED Pathways to Prosperity Grant Project

Corrections is partnering with Anoka County CareerForce Job Training Center and Anoka Technical College on a two-year Pathways to Prosperity employment development grant through Minnesota DEED. The project targets unemployed or underemployed justice-involved clients with adult basic education and job training in manufacturing and welding. Up to 100 offenders under community supervision or incarcerated at the Workhouse may be eligible to receive these services. This grant project will begin in late 2019.

Home Visit Study

In 2018, Anoka County Corrections and several other Minnesota corrections agencies participated in a research study on the effectiveness of community contacts with offenders. Abt Associates, the research organization, gathered instructive information on agency practices that unfortunately yielded inconclusive results on the effectiveness of community visits. Abt has received a new federal grant and invited Anoka County to participate in a second study in 2020. The new study will involve a rigorous randomized controlled trial of rehabilitative approaches to field work that will more directly examine the impact of visits.

Anoka County Secure (ACS) and East Central Regional Juvenile Center (RJC) Camera Control Project

Quality services may be compromised or limited based on physical plant and equipment condition and operational functionality. Residential facilities continually monitor and make improvements to physical plant and building infrastructure. ACS was built in 1996 followed by RJC being built in 1997. These two secure juvenile center facilities have

their original obsolete analog control room operating systems – controls, cables, and cameras. Through the collaboration with I.T. and Facilities Management & Construction primary targeted upgrades include full conversion from analog to digital cable and equipment (cameras/intercoms,) replacement control room panels, fully integrated redundancy between the two programs, updated lock mechanisms and expanded camera coverage. The project is in the RFP stage and is anticipated to begin the first quarter of 2020.

Prison Rape Elimination Act (PREA)

PREA is a federally mandated regulation to eliminate, reduce and prevent sexual harassment and abuse within all correctional facilities. The four Anoka County Corrections facilities including the Workhouse, Anoka County Secure, Anoka County Non-Secure, and East Central Regional Juvenile Center have been audited per mandated standards. All four facilities completed their initial audit and were found to be in full compliance by their certified PREA Auditor in 2016 and 2017. The Workhouse successfully completed their second mandated audit 2019 and was found to be in full compliance with all standards. There are 42 PREA standards audited, each having multiple sub-standards that must be met. Standards audited include policies; documented training for staff, volunteers and contracted vendors; documented resident orientation and advanced education; reporting mechanisms; physical plant enhancements. The juvenile facilities are not due for 2020 for the three Anoka County Juvenile Center facilities.

Facility Compliance Managers and PREA coordinators are in place in all four facilities. Ongoing PREA working targets include JC PREA staffing ratio requirements (8:1) 2020 Juvenile Center facilities PREA audit; and Anoka County Secure and East Central Regional Juvenile Center upgraded and expanded CCTV camera control project.

Juvenile Center Staffing Plan

In 2017, the Juvenile Center (JC) successfully completed a mandated Prison Rape Elimination Act (PREA) audit. Later that year, PREA federal guidelines promulgated new mandated juvenile supervision ratios of 8 residents to 1 staff (8:1). PREA stipulates the staffing ratios must be in place prior to the following mandated 3-year PREA audit, 2020. The JC currently meets the Minnesota Department of Corrections Licensing rule 2960 staffing ratios which are not 8:1. The following JC staffing strategies have been approved and are in the process of implementation.

Strategy I: Reclassify six JC grade 12 Probation Officer (PO) positions that cover admission, rover, and mid-shift to grade 10 Probation Officer Aide (POA) positions through attrition. Maintain POs assigned to and working directly with residents in all nine JC residential living units for direct group supervision, program facilitation, and primary case management responsibilities.

Strategy II: Restructure current grade 8 Juvenile Detention Officer positions to grade 10 POA positions. This aligns staffing compliment in all three JC residential programs and synchronizes the bargaining unit. This staffing restructure provides universal shift coverage assignments across the entire JC campus.

Strategy III: In 2020 increase the JC staff compliment to meet the mandated PREA 8:1 ratio. To meet this mandate the JC will add the requisite number of grade 10 POA positions prior to the PREA audit. This strategy enhances the staffing coverage flexibility in all three residential program staffing mandates through a group of utility float staff. PREA staff will be phased in through the first half of 2020.

Decision Points (DP) Cognitive Curriculum – Juvenile

Anoka County juvenile services has committed to providing a research-based cognitive program that is conducive to the mobile and ever-changing population at the Juvenile Center. Many cognitive programs efficacy is diminished at the Juvenile Center due to the restrictive curriculum parameters. Decision Points (DP) is an open-ended group model program that combines cognitive skills training and cognitive restructuring by teaching new attitudes and beliefs as a set of thinking skills.

The curriculum consists of four main lessons with an additional base lesson that is open ended and allows for continuous enrollment of new participants. This cognitive-based program uses cognitive restructuring to bring and heighten awareness to the “traps” (anti-social behaviors) that can place participants into what is called the “trouble cycle.” DP is facilitated by two curriculum certified probation officers. Using role-play demonstrations and other interactive activities, participants learn how to stop and use critical thinking skills before their actions place them back in the “trouble cycle.” DP was launched in 2017 and currently is being facilitated in all nine JC residential groups and, one community-based group by the Juvenile Field. A strategic staff training plan was established to maintain this program component in all juvenile residential facilities.

JAIMS(FA)/CSTS Platform-Integration Project

Juvenile and Adult Information Management System (JAIMS), used by most juvenile centers in Minnesota, is an obsolete XP computer program no longer supported by Microsoft. All three corrections delivery systems (DOC, CCA, CPO) in all 87 Minnesota counties use CSTS information case management system for field and court services. CSTS case management system is built on .Net platform. There is a benefit to integrate the facility information management system (JAIMS) with the field and court services case management system (CSTS) as all three delivery systems have residents in one or more user group facilities.

For this to work, JAIMS/CSTS integration must occur in same or like platforms. A comprehensive platform/integration project was approved by the JAIMS user group facility members and the CSTS executive committee representing all three delivery systems.

- JAIMS and CSTS programs will move to a web-based platform.
- JAIMS/CSTS will be fully integrated in counties that provide court, field, and juvenile facility services.
- JAIMS will become Facility Admissions (FA) imbedded as a CSTS module.
- All facilities will have integrated messaging via CSTS message center (intakes/departs/critical incidents).
- Project timeline:
 - Phase 1 – 2019: JAIMS functionality, PSC, Work Service, and Administrative framework
 - Phase 2 – 2020: Hennepin County FA upgrades, Typical CSTS Agent and Supervisor functionality
 - Phase 3 – 2021: Typical CSTS Data Entry / Administrative staff functionality
 - Phase 4 – 2022: All other CSTS Administrative functions and reports

Peer Support Team

The Anoka County Juvenile Center programs are all licensed by the Minnesota Department of Corrections (DOC) under licensing rule 2960. As such, each critical incident is broken down, reviewed, and processed with staff. This is a specific academic debriefing process focusing on incident details and application of training, policy and licensing standards. Anoka County employees also have access to confidential Employee Assistance (EA) through the County sponsored health care provider for professional support services in response to a critical or traumatic incident. Juvenile Center line staff identified a need for support that falls between the formal DOC required debriefing and the professional EA counseling services. A group of Juvenile Center staff researched and formed the Peer Support Team.

The focus of the team is to provide support to each other after a critical or traumatic incident to staff who needs or wants it. Research indicates a variety of post critical or traumatic incident stressors for staff which can be unsettling for some and not others. Personal reactions to a stressful event are normal responses – good or bad. The goals of the Peer Support Team are to provide support to staff following a critical event, provide support to only staff that request support, improve access to support services and resources, and reduce cumulative stress and symptoms of professional burnout. Additional elements of the Peer Support Team include a monthly Peer Support Team newsletter; regular articles on resiliency, stress and fatigue; bottles of water for staff post critical incident; and various trainings to all juvenile center staff.

ANNUAL PROGRESS REPORT ON STRATEGIC PLANNING

STRATEGIC PLAN

The Anoka County Community Corrections Department is focused on several key components in 2020.

Vision:
Improve service delivery effectiveness through innovative, research-based practices and new technologies.

Objectives

Anoka County Community Corrections will more efficiently align and inform service delivery with outcome measures and cost-effective strategies. Goals to achieve these ends include:

1. Identify and promote **alternatives to incarceration** and reincarceration. The Department will identify new or modify existing supervision strategies to mitigate revocation responses to technical violations and create pathways to success for the individuals we serve. These strategies will include:
 - a) Continued participation in the state-funded DOC Alternatives to Incarceration (ATI) grant project to reduce the number of local probationers and supervised release violators sentenced to prison for technical violations. This program provides targeted intensive case management services to high risk/needs, non-compliant offenders facing revocation with small dosages of Workhouse interventions, expedited substance abuse treatment, transitional housing, and cognitive interventions.

Agency Benchmark/Baseline	Outcome Targets
21 total clients served in 2018	Increase the overall number of offenders receiving ATI case management by at least 50% in 2019 and an additional 15% in 2020.
62% ATI participants diverted from prison outcome in 2018	Increase the percentage of ATI participants diverted from prison by at least 5% in 2019 and 2020.
Establish treatment completion baseline from 2018 data	Increase percentage of ATI participants who successfully complete primary CD treatment.
Establish recidivism baseline from 2018 participant data	Measure 2018 ATI participant one and two – year recidivism rates in 2020.

- b) **Specialized mental health supervision pilot project.** This state-funded legislative pilot project is designed to improve collaboration between Corrections and Social Services and offer community-based interventions to reduce re-arrest rates for adult probationers struggling with significant mental health issues.

Outcome Targets
<ul style="list-style-type: none"> • Reduce incarceration due to technical violations and unmanaged mental health symptoms by 25%. • Improve mental health service delivery and community supervision (develop 2019 baseline). • Provide expedited assessment and community-based treatment for acute mental health symptoms. • Enhance community-based mental health treatment and programming alternatives to incarceration. • Eliminate service duplication between Corrections and Social Services. • Utilize more effective community-based options without disrupting supports currently in place. • Utilize alternatives to incarceration for non-compliance and technical violations.

- c) **Decrease overall number of probation revocation hearings for technical violations.** Anoka County justice partners including Courts, County Attorney’s Office, Public Defense, and Corrections are interested reducing court appearances and seeking alternative sanctioning and accountability options for technical probation violations.

<i>Agency Benchmark/Baseline</i>	<i>Outcome Targets</i>
373 probation revocations on Felony Revocation calendar in 2018	Decrease the total number of probation revocations by 15% in 2020.
141 Sanctions Conferences completed in 2018 (2019 data not yet available)	Increase total number of sanctions conferences by at least 25% in 2020.

- 2. **Improve offender case management practices with fidelity** by providing evidence-based practices training and implementing a new effective supervision practices model. The Department has committed to training EBP skills and core correctional practices to our staff. Our hiring practices seek candidates who demonstrate professional alliance personality characteristics that aid offender change. We continuously roleplay facilitation skills in efforts to improve outcomes.

- a) Complete full implementation of new “Success Ladder” supervision practices model approach with all field services staff (page 14).

<i>Agency Benchmark/Baseline</i>	<i>Objectives</i>
100% of field services staff trained	Complete CCP, 10 Steps to Recidivism Reduction, and Carey Guide training.
Establish baseline for completed risk assessments	All felony level cases receiving individual case management will have a completed LS/CMI.
Establish baseline for use of SMART case management chrono	75% of all office contacts for individual case management cases will utilize a SMART chrono to track adherence to practice model approach.
Establish baseline for use of agent-directed cognitive interventions in 2020	20% of all office contacts will involve agent directed cognitive interventions in 2021.
Establish baseline for supervision observation/feedback coaching	All field services case managers will receive 2 observation sessions with EBP coaching feedback by peers and/or supervisory staff.
Establish baseline data for client feedback surveys	Clients receiving individual case management will be offered feedback surveys at least once during 2020.
Monthly Communities of Practice	Department will ensure ongoing monthly CoP’s that support supervision practices fidelity and EBP training.

- b) Implement Crisis Intervention Training (CIT) in all areas of the Department. Staff will better recognize and respond to symptoms of mental health crisis through realistic scenario-based training. This strategy employs trained actors portraying facility residents or clients in the community who are in mental health distress. The CIT coaches assist staff with de-escalation techniques to manage the situation with goal of assisting clients manage behavior.

Agency Benchmark/Baseline	Outcome Targets
% of staff trained in CIT skills	100% of adult and juvenile facility staff and field services probation officers trained in 2020. Develop training for court services admin support and reception staff.
Eight staff trained as CIT coaches	Increase department training capacity by adding at least 2 new CIT coaches.
Track # of facility critical incidents related to mental health crisis	Establish baseline in 2020 and create targets in 2021 for reducing incidents.

3. **Improve offender communication through development of a web-based supervision portal.** Anoka, Sherburne, and Stearns Counties have engaged a collaborative process with Strategic Technologies, Inc., to create a supervision web portal integrated with CSTS. The portal will provide secure communications from any smart device between clients and officers; allowing for instant review of probation conditions, client check-ins, appointment reminders, and will be a vehicle for agents to send text prompt messages to clients. The portal will create auto-chronological recordings in CSTS for further workload efficiency, particularly with larger administrative caseloads. We expect the portal will significantly enhance client communication and impact our efforts to reduce probation revocations.

Outcome Targets
<ul style="list-style-type: none"> • Improve overall client communications and responsiveness. • Reduce non-compliance based on failure to respond to correspondence or maintain contact. • Increase overall attendance at scheduled appointments and group reporting sessions. • Increase court appearances with court reminders. • Agency becomes more responsive to technology and communication preferences of younger generation of clients. • Workload efficiencies gained by less paper mailings, automated communication and reminders, auto-chronological recordings and client check-ins.

4. **Use of PassPoint ocular substance abuse screening to reduce number of urinalysis collections.**

The Department has seen incredible growth in urinalysis testing over the last five years. The number of specimens collected has grown by nearly 200%. Ocular scanning technology is cost-effective, allowing a client to go to a self-service kiosk for testing in lieu of a more intrusive and labor-intensive process of urinalysis collection and sending bodily fluids to a laboratory for testing.

Agency Benchmark/Baseline	Outcome Targets
Establish number of clients enrolled in PassPoint in 2019	Increase by at least 25% in 2020 and 2021. Increase department training capacity by adding at least 2 new CIT coaches.
Establish number of ocular scans completed in 2019	Increase overall number of ocular scans by 25% in 2020.
# of urinalysis collected in 2019	Reduce overall number of urinalysis collected by 10% in 2020 and 25% by 2022.

OUTCOME MEASUREMENTS - 2018

Alternatives to Incarceration Grant

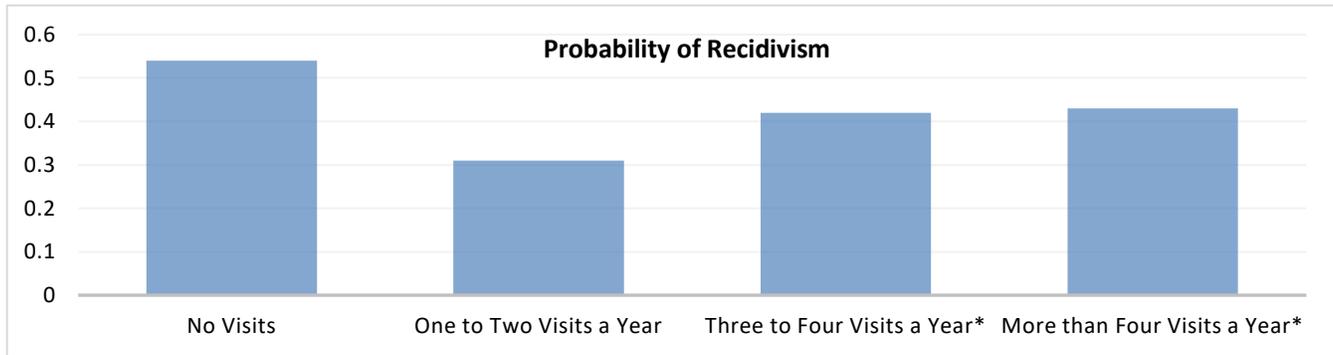
Anoka County was awarded the Alternatives to Incarceration grant in October 2017 and is funded through December 31, 2019. The funding provides a new probation officer position to case plan adult offenders who have been violated and would normally be considered for prison or for a return to prison.

Year One Statistics

21 Total Participants 13 supervised release; 8 probation
8 participants were returned/sentenced to prison for further violations (7 supervised release, 1 probation)
62% Success Rate

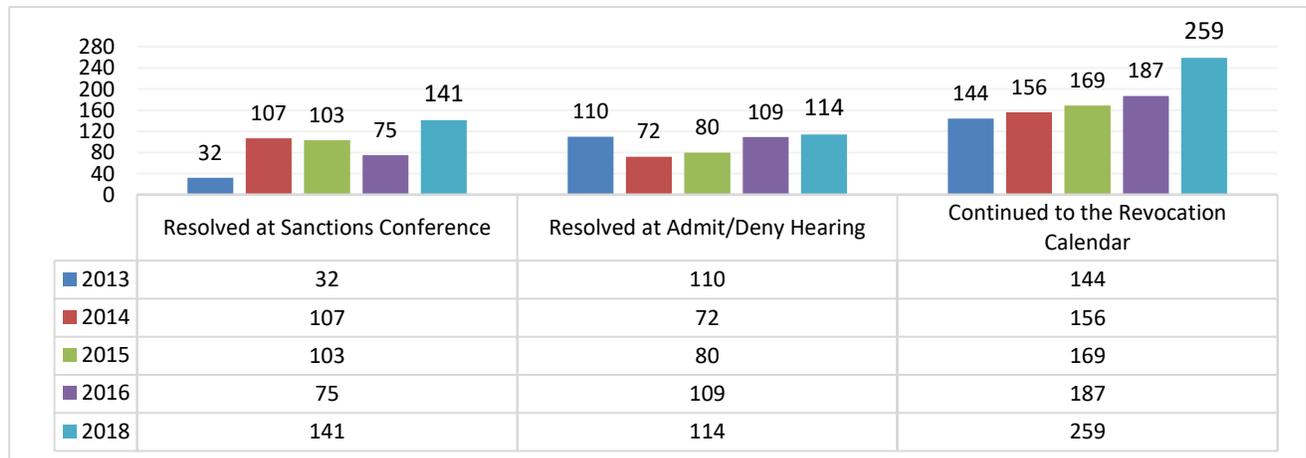
Field Contacts/Visits Study

Do field contacts reduce recidivism? The chart below shows preliminary findings. More study is needed.



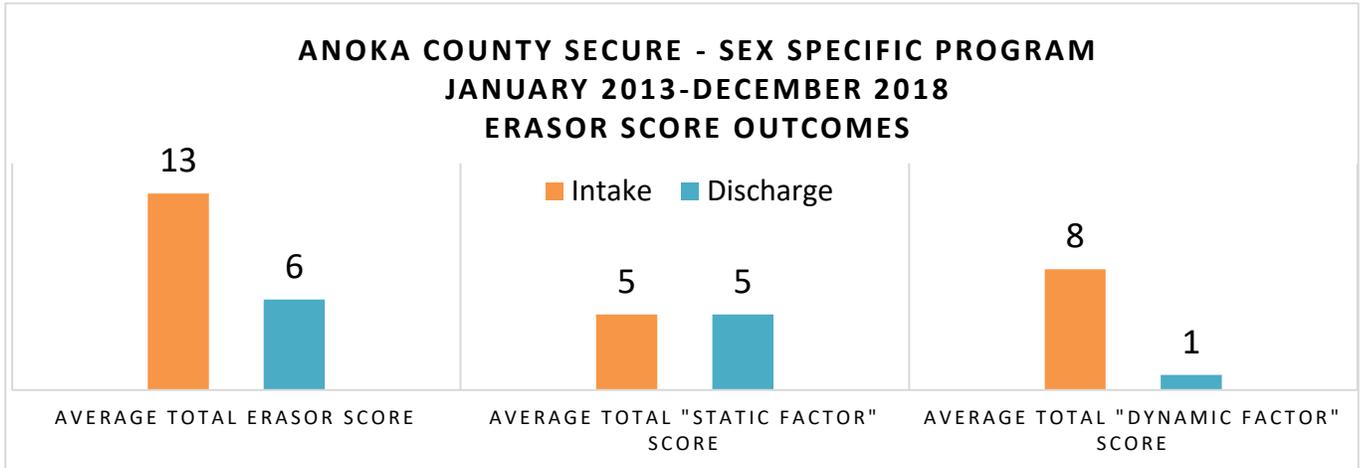
*Increased home visits for higher risk clients.

Felony Revocation Calendar



2017 data not available. 2018 changed method of data collection.

Anoka County Recidivism Rates



The Estimate of Risk of Adolescent Sexual Offense Recidivism (ERASOR) assessment is one of most widely-used risk assessment tools for adolescents ages 12 to 18 who have offended sexually. The ERASOR tool includes a comprehensive list of 25 risk factors that structures a professional predictable judgment of risk. The ERASOR can also be a valuable guide for intervention and supervision efforts. The ERASOR is designed to assist evaluators to estimate the risk of a sexual re-offense for individuals aged 12-18 who have previously committed a sexual assault. The ERASOR risk factors are not exhaustive as there are unique risk factors specific to an individual being assessed.

High Risk Juvenile Probation Recidivism Rates

Year	N=	Recidivism Term / Rate (misdemeanor, gross misdemeanor, or felony adjudications/convictions - MN only)	
2012	16	24 months / 50%	Baseline
2014	16	48-60 months / 56%	7 out of 16 No New Adjudications/Convictions
2015	61	36-48 months / 43%	35 out of 61 No New Adjudications/Convictions
2016	67	24-36 months / 31%	46 out of 67 No New Adjudications/Convictions
2017	81	12-24 months / 19%	66 out of 81 No New Adjudications/Convictions
2018	79	In Process	

- Each year reflects the year that the youth studied completed supervision. The youth were selected on a random basis.
- The study will end up being a rolling 5-year recidivism review.
- Most of the recidivism was minor in nature and not person offense types.
- Using 2012 as a baseline we see recidivism reducing correlating with strategic changes to case management.

2018 Outcomes

Anoka County Secure (ACS)

Sex Specific Program for Youth

1992 through 2018 Recidivism Rate

246 Youth Successfully Completed the Sex Specific Program



- No new felony offenses within one year of discharge
- No new felony sex offenses within one year of discharge
- No new felony offenses within five years of discharge
- No new felony sex offenses within five years of discharge

Recidivism for Sex Specific Program



- New Sex Convictions 2%
- No New Sex Convictions 98%



- New Sex Convictions 7%
- No New Sex Convictions 93%

Long-Term Program for Youth

2009 through 2018 Recidivism Rate

176 Youth Successfully Completed the Long-Term Program



- No new felony offenses within one year of discharge
- No new felony offenses within three years of discharge
- No new gross misdemeanor offenses within one year of discharge
- No new gross misdemeanor offenses within three years of discharge
- No new misdemeanor offenses within one year of discharge
- No new misdemeanor offenses within three years of discharge

2018 Outcomes

Anoka County Non-Secure Program (NSP)

Internal outcomes for 2018.					
<ul style="list-style-type: none"> • Disciplinary Room Time (DRT) <ul style="list-style-type: none"> ○ 38% reduction from previous year ○ Average length of time spent on DRT has decreased 					
<ul style="list-style-type: none"> • Anoka County after-hours Emergency Social Services (ESS) workload: 	2014	2015	2016	2017	2018
Calls taken	553	510	629	76	109
Children placed	72	85	65	19	0

East Central Regional Juvenile Center (RJC)

Referring Agent, Parent, and Youth Surveys completed in 2018.	
Surveys completed	Referring Agents Response
9	All agents surveyed strongly agree that their client’s basic needs were being met. 100% of the agents surveyed agree that their clients are in a safe environment where staff are both helpful and informative.
Surveys completed	Parents Response
90	90 parent surveys were completed with 43% of the results received from parents of 30/15 program youth. During their child’s stay, 74% of the parents surveyed believe their child’s educational needs were met. 72% of the parents felt their child’s behavior improved while in the program, and 90% of the parents felt their child was placed in a safe environment.
Surveys completed	Resident Response
120	87% of the youth surveyed were 15 years and older with 80% being male. 97% of the youth felt they received proper orientation into the program, along with 94% stating their basic needs of food, clothing, hygiene, and recreation were met. 97% of the youth felt their primary counselor met with them to address goals and 83% felt that living at RJC had a positive effect on their ability to succeed.

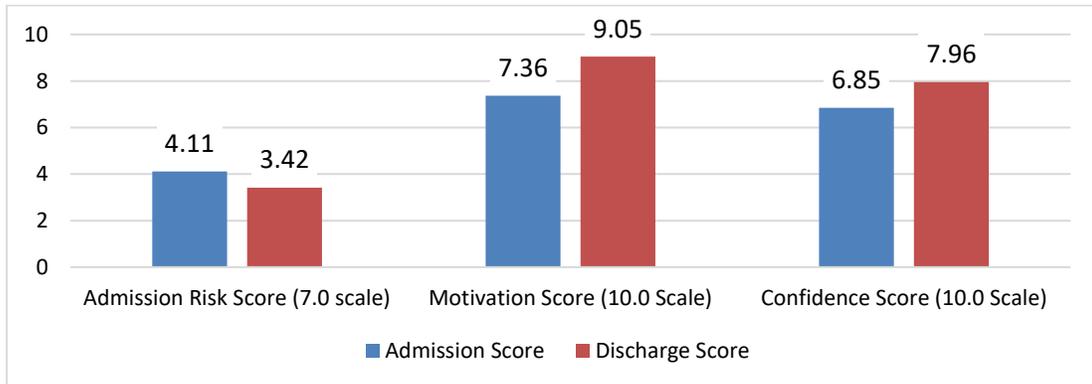
East Central Regional Juvenile Center(RJC) 2018 Short-Term Treatment Risk/Change Elements

Criminogenic Risk Scale:

- 7.0 Scale of Criminogenic Risks – 7.0 = HIGH
 - Resident admission average score = 4.11
 - Resident discharge average score = 3.42
- Residents’ criminogenic risks are reduced during RJC programming

Motivation to Change Scale:

- Motivation “to change” score is scaled at 10.0 = HIGH and 1.0 LOW
 - Average resident admission motivation to change score = 7.36
 - Average resident discharge motivation to change score = 9.05
- Confidence Score – 10.0 = high belief in making the change and 1 = low belief in making the change
 - Average resident admission confidence in change score = 6.85
 - Average resident discharge confidence in change score = 7.96



ECRJC court-ordered short-term group program residents complete a personal assessment inventory of the seven universally accepted criminogenic risk factors and rank their motivation and confidence to change based on the “cycle of behavior change” recognized in the motivational interviewing change wheel.

ECRJC developed the Pre-Program Assessment inventory (completed within the first week) and Post-Program Assessment inventory (completed the last week). Residents initially meet with their primary counselor to review criminogenic needs to develop a case plan. Then residents follow up with the Program Coordinator to ensure the accurate criminogenic needs are being targeted based on file review and collateral resources. All submitted criminogenic factors, motivation to change, and confidence to change data is recorded resulting in these outcomes.