

*Fiscal Year*

**2010**

*7/1/09 -  
6/30/10*

**ANNUAL  
REPORT**

DEPARTMENT OF  
CORRECTIONS

DIVISION OF  
ADULT INSTITUTIONS



*Racine*

*Correctional*

*Institution*

**- JOHN D. PAQUIN -  
WARDEN**

**RACINE CORRECTIONAL INSTITUTION**  
**STURTEVANT TRANSITIONAL FACILITY**  
 ANNUAL REPORT FOR FISCAL YEAR 2010

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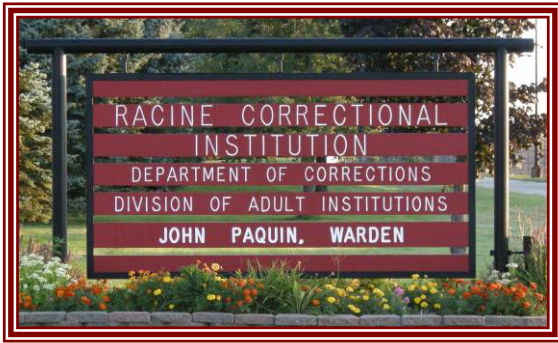
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## ***A Message from Warden John D. Paquin***

***It is apparent that Racine Correctional Institution and Sturtevant Transitional Facility take pride in following DOC's motto in "Keeping Wisconsin Safe" by protecting its citizens, the staff and the inmates housed within its confines. Another highly visible aspect of RCI and STF culture is providing an avenue of success and positive change to the inmates through programming and inmate activities. None of these DOC and RCI/STF missions could have been accomplished without the hard work and dedication of our staff.***

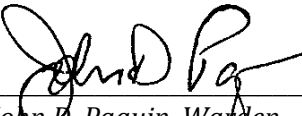
***A significant change at RCI/STF during this past year has been from the offices of the Warden and Deputy Warden. Warden Robert Humphreys became the warden at KMCI and Deputy Warden Paul Kemper became the warden at RYOFC. It is very evident that their leadership at RCI established a strong foundation which will allow all staff to better carry out present and future department missions and initiatives. I look forward to many safe and successful years at RCI following in their footsteps.***

***Accomplishments and challenges were plentiful this past year at RCI – especially with new initiatives involving Reentry and Act 28. In addition, RCI:***

- began construction of its new Food Service Building in July of 2009;***
- implemented the Wisconsin State Furlough initiative and DOC/RCI furlough plan in August of 2009;***
- fully implemented a new consolidated food menu in January of 2010;***
- began an AODA Residential Treatment group on its Dane Unit;***
- continue to repair and repaint all of its housing units utilizing staff and inmates;***
- established the DOC initiative Windows to Work program;***

***and many more.***

***I am confident that we at RCI and STF will continue to meet additional challenges, changes and budgetary restraints in this upcoming year. RCI has faced furloughs, Act 28 initiatives and many other budgetary measures this past year. We know there are more coming, some perhaps drastic, as we face significant changes to our state and department leadership. Through it all, RCI has and will continue carrying out its mission of protecting the public, staff and inmates and providing an avenue of positive success and change.***

  
John D. Paquin, Warden

# About RCI . . . Fast Facts



**RACINE CORRECTIONAL INSTITUTION**  
**JOHN PAQUIN, WARDEN**

**Racine Correctional Institution, which includes the Sturtevant Transitional Facility, is located in Racine County, within the Village of Sturtevant.**

**2019 Wisconsin Street  
Sturtevant, WI 53177-1829  
Phone: (262) 886-3214  
Fax: (262) 886-3514**

- **Date Opened:** 1991
- **Security Level:** Medium
- **Operating Capacity:** RCI-1,021 Males, STF-300 Males
- **Current Population:** RCI-1,573, STF-264
- **Security Staff:** 343 FTE
- **All Other Staff:** 174 FTE
- **Inmate to Staff Ratio:** 3.6 inmates for every staff member
- **Number of Acres:** 145
- **Operating Budget FY10:** \$40,028,314.00

## **RCI/STF collected the following obligations for FY09**

- Institution Restitution: \$1,207.92
- Child Support: \$14,031.21
- Victim witness Surcharge / DNA: \$3,932.98
- Medical Co-Pay: \$20,415.00
- Court Ordered Costs and Fines: \$7,591.75

## **STF Work Release collections for FY09:**

- Room: \$72,593.71
- Board: \$13,827.30
- Transportation: \$42,777.00

## **HISTORIC NOTES . . .**

Although the Racine Correctional Institution (RCI) officially opened its doors on May 6, 1991, part of the facility was the former St. Bonaventure Prep School. St. Bonaventure was founded in 1901 in Pulaski, Wisconsin. Originally, the school's goal was to prepare Polish youth for priesthood. The Franciscans who ran the school wanted a location to draw students from the largest Polish populations of Milwaukee and Chicago. In 1921, they moved to Sturtevant. As the years passed and interest in the priesthood decreased, the school's focus changed to preparing young men for college. In 1983, financial difficulties forced the school to close, and it was later converted into the Racine Correctional Institution.

# Mission Statement

The Racine Correctional Institution shall endeavor to protect society from harmful acts, both now, and into the future, which may be committed by offenders placed in custody for the purposes of confinement and positive

change. A desirable way to pursue this mission is through an array of services aimed at the positive development of human learning, growth and meaningful behavior control.

## ACRONYMS USED IN THIS REPORT

ABE	Adult Basic Education
ABLES	Adults Building Literacy and Everyday Skills
ACA	American Correctional Association
ACM	Active Counter Measures
ADA	Americans with Disabilities Act
AED	Automated External Defibrillator
AIDS	Acquired Immune Deficiency Syndrome
AODA	Alcohol and Other Drug Abuse
AS	Administrative Support (Union)
ATR	Alternative to Revocation
BC	Blue Collar (Union)
BSI	Badger State Industries
CGIP	Cognitive Group Interventions Program
CISD	Critical Incident Stress Debriefing
CNT	Crisis Negotiation Team
CPR	Cardio-Pulmonary Resuscitation
CRB	Community Relations Board
D.A.	District Attorney
DAI	Division of Adult Institutions
DCC	Division of Community Corrections
DJC	Division of Juvenile Corrections
DNA	Nucleic acid that contains genetic instructions
DOC	Department of Corrections
DVD	Digital Versatile Disc
EEOC	Equal Employment Opportunity Commission
EKG	Electrocardiogram
ELL	English Language Learners
ERC	Employment Resource Center
ERP	Earned Release Program
ERRC	Earned Release Review Commission
ERU	Emergency Response Unit
ESP	Employee Services Program
ETS	Enhanced Thinking Skills
FTE	Full Time Employee
FTO	Field Training Officer
FY10	Fiscal Year 2010 (7/1/09 thru 6/30/10)
GED	General Educational Development
HIPAA	Health Insurance Portability & Accountability Act
HIV	Human Immunodeficiency Virus
HSED	High School Equivalency Diploma
HSU	Health Services Unit
ICE	Immigration and Customs Enforcement
ICS	Incident Command System
IT	Information Technology

LCD	Refers to type of computer monitor
LSU	Louisiana State University
MATC	Milwaukee Area Technical College
MRSA	Methicillin-Resistant Staphylococcus Aureus (Skin Infection)
MSDF	Milwaukee Security Detention Facility
NBC	National Broadcasting Company
ORP	Offender Reception Process (WICS)
ORT	Offender Tracking and Release (WICS)
OTC	Offender Time Computations (WICS)
P&O	Planning & Operations Unit
P&P	Policies & Procedures
P&P	Probation & Parole
POSC	Principles of Subject Control
PRC	Program Review Committee
PREA	Prison Rape Elimination Act
PRI	Prisoner Reentry Initiative (Grant)
PSS	Professional Social Services (Union)
PSU	Psychological Services Unit
PTSO	Pharmacological Treatment of Sex Offenders
RCI	Racine Correctional Institution
RYOCF	Racine Youthful Offender Correctional Facility
SEIU	Service Employees International Union
SO	Sex Offender
SOT	Sex Offender Treatment
SOTP	Sex Offender Treatment Program
SPS	Security and Public Safety Union
STD	Sexually Transmitted Disease
STF	Sturtevant Transitional Facility
STG	Security Threat Group
T	Technical (Union)
TABE	Test of Adult Basic Education
TLU	Temporary Lock-Up
TRO	Temporary Release Order
UPS	United Parcel Service
UW-Hospital	University of Wisconsin Hospital
UW-Parkside	University of Wisconsin-Parkside
WEAC	Wisconsin Education Association Council
WI	Wisconsin
WICS	Wisconsin Integrated Corrections System
WITS	Wisconsin Inmate Tracking System
WSEU	Wisconsin State Employees Union
WSS	Wisconsin State Statutes
YMCA	Young Men's Christian Association

## Through the Year . . .



- ★ RCI's Inmate Veteran's Group held a Charity Ice Cream Fundraiser, providing inmates the opportunity to purchase ice cream. Proceeds were donated to the Burlington Transitional Living Center.
- ★ In September RCI hosted its 10<sup>th</sup> Annual Community Connections Fair. More than twenty community businesses and education agencies provided inmates with information on employment and resources available to them and their families while incarcerated, as well as upon their release. Over 500 inmates attended.
- ★ A Charity Haircuts event was sponsored by the Recreation Department Barbershop with proceeds being donated to the Haiti Earthquake Relief Fund. Inmates were given the opportunity to receive an additional haircut in exchange for a donation to this cause. Approximately \$160 was raised.
- ★ Joint ERU training was held in September for most of the institutions in the state, with each sending 10 ERU & 3 CNT staff to participate. This week-long training was held at Volk Field.
- ★ A representative from United Way joined RCI staff in hosting a bake sale and pledge drive. Staff provided home-made goodies, which were offered to staff for a donation, and the representative was available to answer staff questions and provide the means to make a pledge. Approximately \$1,900 was raised for United Way, through pledges, payroll deduction and donations.
- ★ Inmates participated in the 4th Annual RCI AIDS Walk. A total of 62 volunteer inmate walkers signed up to participate in the 10 mile walk/run on the track. Walkers were encouraged to seek sponsors (donations) from fellow inmates. An RCI record was broken by an inmate who ran 32 laps (14 miles) in less than 3 hours. Certificates were given to the top five donation recipients. Proceeds from this event, as well as from an All-Star Basketball Game, totaled over \$1,000 which was donated to the AIDS Resource Center of Wisconsin.



- ★ The Health and Safety Committee sponsored a Health and Financial Fair. Numerous community agencies participated, setting up booths to provide information and have discussions with staff. Staff was able to talk to bankers and brokers, have blood pressure checked, discuss body building, comfortable chairs, food, fitness, health and heart care, vacation get-aways and have a massage, among other things. The Employee Services Committee also sponsored a bake sale during the fair.
- ★ Belle Venture School held two graduations. Guest speaker Larry Hisle (former Milwaukee Brewer) spoke to the group at the Fall graduation. At the Spring ceremony, Wayne Larrivee (voice of the Green Bay Packers) gave an inspirational talk to the graduates.
- ★ An Education Symposium was sponsored by the Education Department during Black History Month. A panel of eight speakers participated in this program, which was well attended by both inmates and staff.

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## \*\*\* COMMUNITY RELATIONS BOARD \*\*\*

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In support of the mission of the Department of Corrections, the Division of Adult Institutions and individual institutions/centers, Community Relations Boards are intended to function as a mechanism for the enhancement of public education and advocacy for issues that are relevant to the operation of adult correctional institutions/centers in Wisconsin.

It is the policy of the Department of Corrections that Community Relations Boards function as a vehicle for establishing local community support for institution/center operations and to promote positive communications between the facility and local communities. Two-way communication assures the opportunity for institutions/centers to convey the mission of the Department of Corrections and to enhance community understanding of correctional programs.

### **CURRENT MEMBERS OF THE RCI COMMUNITY RELATIONS BOARD AND THEIR AFFILIATIONS**



- ➔ **HUBERT BRAUN**  
CHAIRPERSON, COMMUNITY REPRESENTATIVE
  
- ➔ **LISA AVILA**  
SUPERINTENDENT, STURTEVANT TRANSITIONAL FACILITY
  
- ➔ **GARY BUBLITZ**  
COMMUNITY REPRESENTATIVE
  
- ➔ **MARILYNN DITTLOF**  
BOARD SECRETARY, COMMUNITY REPRESENTATIVE
  
- ➔ **STEVE JANSEN**  
PRESIDENT, STURTEVANT VILLAGE BOARD
  
- ➔ **JERROLD KLINKOSH**  
COMMUNITY REPRESENTATIVE
  
- ➔ **SEAN M. MARSCHKE**  
CHIEF OF POLICE, VILLAGE OF STURTEVANT
  
- ➔ **JOHN D. PAQUIN**  
WARDEN, RACINE CORRECTIONAL INSTITUTION



## \*\*\* EDUCATION \*\*\*

### BELLE VENTURE SCHOOL

There is a positive correlation between the educational gains of offenders while incarcerated and their success upon returning to the community. The dedicated staff of Belle Venture School contributes to public safety by providing educational programs designed to reduce recidivism by providing inmates the opportunity to become life long learners. The core programming - Adult Basic Education and Vocational Programs - anchors several more initiatives designed to meet the diverse needs of the prison population. The MATC College of the Air program (funded through the Incarcerated Individual Program) offered post-secondary opportunities to those students who qualified. These courses are equivalent to the general education/liberal arts and sciences requirements for freshmen and sophomores enrolled in many bachelor degree programs at four-year colleges and universities. College Algebra is a class offered for credit through Gateway Technical College.



In our adult prisons, 47 percent of inmates lack either a high school diploma or its equivalent. Forty-nine percent read below the ninth grade level and 74 percent perform math below a ninth grade level. DOC educators are working hard to address these needs and increase the chances of productivity and employment following release. At Belle Venture School, we offer two shifts of classes, which offer enrollment opportunities to inmates who may also work part-time or attend programming. Enrollment averages 400 students. Most inmates are enrolled part-time and vocational students are enrolled full-time.

**Adult Basic Education (ABE)** concentrates on improving math and reading skills. This curriculum is designed to assist inmates in reaching the math and reading levels needed for enrollment into primary programs. At Belle Venture School, the ABLES class (Adults Building Literacy and Everyday Skills) is offered to meet the needs of low functioning students. This curriculum promotes community living literacy by teaching low functioning inmates the basics of Financial Literacy, Wellness, and Study Skills.

**English Language Learners (ELL)** demands remain high at RCI. Belle Venture School has three bilingual teachers, two for ABE and one for Math. Six class periods per day are assigned to ELL instruction. RCI uses Spanish GED instructional materials and provides GED testing in Spanish. The bilingual Math instructor also provides valuable instruction in two languages.

**High School Equivalency Diploma (HSED)** classes continue to address the needs of those students whose goal is to complete their High School Equivalency. Students who are enrolled to earn their HSED participate in study for the five GED classes and enroll in Health, Civics, and Employability Skills.

**5.09** is an alternative, competency-based curriculum that enables a student with learning difficulties to earn a High School Equivalency Diploma.

**Literacy Lab** is designed to help approximately eighty inmates learn how to read, write, and do multi-step math word problems, which are important skills needed for obtaining a high school equivalency diploma and competing for existing jobs. Illiterate students learn how to read and develop sentence awareness while using Rosetta Stone and Reading Horizons programs. The Plato system is a comprehensive learning program that teaches basic skills and higher order thinking skills to students who are ready to go for their high school equivalency diploma and read above a third grade reading level. Access 21st Century and GED 21st Century programs are loaded with skills that help more advanced students fine tune their knowledge before taking a GED test in reading, writing, math, science, and social

studies. Most of these programs use diagnostic tools to set up and manage individualized learning tasks. They also provide immediate feedback, performance reviews, and performance summaries.

**Sturtevant Transitional Facility Services:** The staff of Belle Venture School at RCI continues to provide education opportunities for inmates at STF. Inmates have the opportunity to continue work on their GED classes and take the practice test as well as the official GED test.

**Vocational Program and Apprenticeship:** Culinary Arts and Custodial Services are the vocational programs offered at Belle Venture School. Twelve students graduated this fiscal year from the Culinary Arts program and up to four students have been enrolled in apprenticeship contracts. The Culinary Arts program continues a partnership with the Bureau of Apprenticeship Standards. Students that graduate from the Culinary Arts program have an opportunity to enter the Restaurant Cook Apprenticeship. Custodial Services is a new vocational program that started this fiscal year. The first class has eleven students enrolled.

**Interns** continue to complement the services offered, particularly working in the Employment Resource Center with inmates preparing for release. Interns come from Gateway Technical College, UW-Parkside, Carroll University, and Carthage College.



**Graduation ceremonies** are held twice per year to honor the HSED/GED and Vocational graduates. The ceremony includes Pomp and Circumstance, student speakers, guest speakers, music and a reception prepared by the Culinary Arts program. Graduates may invite family members to attend and have their photos taken with their loved ones. In FY10, seventy-four inmates earned their GED/HSED, and twelve inmates completed vocational programs.

**Guidance and Counseling** is available to all inmates. In addition to educational guidance and counseling, the Guidance Counselor's office provides a variety of services to include administering GED tests; overseeing the administering of TABE tests to all inmates entering academic programs; reviewing education files; creating appropriate school schedules for all students; responding to school related interview requests; and coordinating correspondence and IIP classes.

**The Community Connections Fair was held in September, 2009.** Agencies were on hand to provide inmates with information on employment and resources available to them and their families, both while incarcerated and upon their release. Over 500 inmates attended the event. A box lunch was provided by our Culinary Arts vocational program, and Elizabeth Falk, Labor Market Analyst for the Department of Workforce Development was our featured speaker.

**Correspondence Courses** are available to inmates who wish to gain further education. Working with the Guidance Counselor and Education Director, inmates can enroll in approved courses through UW-Platteville, Ohio State, LSU, Penn Foster and other accredited programs. These courses give inmates the opportunity to receive college credits towards certificate programs, diplomas, or degree programs.

**Parenting** classes are ongoing and focus on specific age groups of children. There are three sections: Birth through Preschool, 5-12 Year Olds, and Teens. While each section discusses communication, discipline, and development appropriate for that age group, special topics are discussed as well, including health issues, nutrition, child support, reunification with the family, and issues regarding sexuality, drug use, and violence in the family.

**Wisconsin Institutions Literacy Council:** The DOC tutor training program remains very active at RCI. The training is offered twice per year to prepare inmates to support the curricula in most classes, including ABE, HSED, and ELL. On average, Belle Venture School employed twenty-four tutors per month, averaging 1,936 hours of tutoring per month. In addition to the forty-hour training offered, each tutor participates in Diversity Circles to learn about the value of Cultural Diversity.

## FOCUS ON REENTRY



To support the Reentry initiative, the **Employment Resource Center (ERC)**, located in the Education Department, developed additional programming and enhanced the services it provides to assist individuals with their pre-release preparation. Competencies in pre-release curriculum modules one through nine can be completed in the ERC via either independent study or by attending workshops and classes. Module ten is transitional preparation that inmates address with their social worker and agent of record four to six months prior to release.

Among the workshops facilitated in the ERC are: Career Exploration, Get that Job, Interviews 101, Financial Aid for College, Licensed to Drive, Housing, Character Counts, and Goal Setting. An interactive computer DVD workshop is also available to allow individuals to learn about the construction trades as well. Over 45 competencies can be completed on an individual basis during ERC Self Study hours. The ERC took on additional reentry tasks such as coordinating with outside speakers and guests to address other competencies. The ERC also started facilitating the EEOC teleconference presentation held at another institution or location in order to facilitate additional programming options.

Other collaborations were established with the Earned Release Program and the Dodge Unit Social Worker. Staff provides the training and education for the Earned Release Program Phase Three, Lesson 16 which focuses on employment-based training from applications to interviews, and parenting through the "Inside Out Dads" program. The Dodge Unit Social Worker offers reentry modules to vulnerable and lower functioning inmates with accommodations as needed.

Each month attendance numbers are counted in each Reentry class, workshop, or self study. Many inmates are scheduled for more than one class or workshop in a month. One month's attendance is moderately projected to be about 500. We currently offer thirty workshops that are facilitated by staff or volunteers. Some of these workshops include:

- **CPR/AED/First Aid** is provided to inmates to help them complete Module One, Competency Five for Reentry. Inmates pay \$7.50, which provides the books and the cards for certification. An education department staff member was trained and certified to provide this training locally and the staff member also assists with training RCI staff on training days. This class is very popular and has an extensive waiting list.
- **Victim Impact** is a powerful presentation by a community volunteer whose daughter remains missing. The workshop discusses the impact of crime on victims and their families. This two hour workshop has been showcased by local NBC affiliate Channel 4 in a news story about the crime and the volunteer's non-profit organization, the Broken Wings Network.
- **Health Care** is offered through a community partnership with the Aids Resource Center, where a volunteer addresses AIDS, STD's and personal self-care. Additionally, we have partnered with the Sixteenth Street Health Community Center of Milwaukee who provides the same services to Hispanic speaking inmates.
- **Inside Out Dads** is a program that provides an exploration of quality children's literature along with methods of expanding the experience of reading with a child. In this class, which runs approximately six weeks per session, inmates read books, and then create related writings and activities to correlate with the readings. As a final activity, the inmate can be videotaped reading a book to his child, and the book and DVD are then sent to the child.
- **Nurturing Fathers** is a class offered by a volunteer one time a week for eight weeks and teaches simple basics of child support and how to become a more nurturing father.

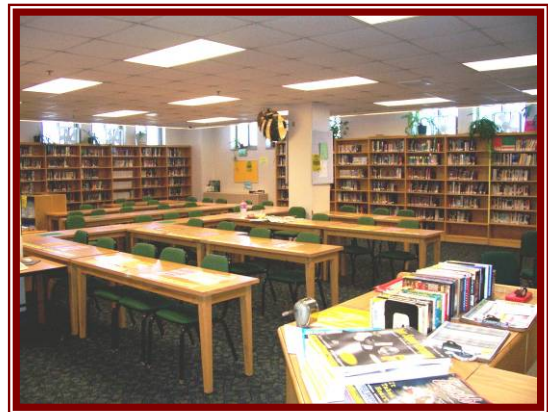
- **Conflict Resolution** is a program that addresses how to resolve conflict, assertiveness and stress. A community volunteer meets with the inmates selected for this group during four two-hour sessions. This workshop partners with Restorative Justice, which is provided by the same volunteer.
- **Within My Reach** involves eight two-hour sessions addressing relationships and the conflict within relationships. This program is offered through a community partnership with the Center for Self-Sufficiency.
- **Money Management** is a key component of reintegration. Topics studied include banking terminology, budgeting, federal consumer protection laws, savings & checking accounts, loans & credit cards, protection from shady business practices & identity theft, investing and general consumer information. This class continues to be very popular.
- **Resources for Release** is a presentation given by Community Advocates of Milwaukee. It is a two-hour class filled with information about housing rentals. It addresses leases, rental agreements and financial obligations as well as budgeting, written and verbal landlord tenant interactions, and some legal aspects of renting. The class gives valuable tips about what to look for before you rent, what to look for when looking at an apartment or house, and what to do when leaving a lease or rental property.

## LIBRARY SERVICES



The RCI library is an extremely busy library with many valuable services offered daily. Library visits this year averaged 3,300 per month. Services include photocopies, inter-library loan service, typewriters and a large collection consisting of fiction, nonfiction, reference materials and specialized collections such as large print and Spanish language books. Our monthly circulation averaged 3,700. Mind challenges are offered weekly and standard tax forms, booklets and instructions are available for staff and inmates.

Our law library has ten computer stations with closed network access of the law database LexisNexis. This provides inmates with a user-friendly database of law materials which eliminated the need for many print subscriptions. The few materials not available through the law resources are made available via inter-library loan. Monthly attendance in our law library averaged 160 inmates per month.



The segregation library and Sturtevant Transitional Facility libraries are updated regularly with both donated and purchased paperback books. In addition, computerized access of the closed network LexisNexis system is available at both libraries.

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## \*\*\* HEALTH SERVICES UNIT \*\*\*

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The Health Services Unit (HSU) provides first and second shift nursing coverage, with nursing staff available on-call during third shift. This includes sick call, urgent, emergency, and chronic care. The physician schedules on-site medical appointments with inmates as needed.

Lab testing, EKG, X-Ray, optical, physical therapy, and prescription medication refills are taken care of in the HSU. Additionally, psychiatric appointments are scheduled by HSU staff.



## STATISTICS FOR HEALTH CARE SERVICES PROVIDED

Provider	RCI No. of Contacts	STF No. of Contacts
Physician	3,368	732
Nurse Practitioner	1,507	n/a
X-Rays	359	95
Dental	2,652	455
Psychiatrist	2,225	539
Optometrist	369	21
Off-Site Visits (Not UW-Hosp)	296	36
Off-Site Visits – UW-Hosp	638	42
RN Sick Call/Appointments	88,987	19,353
<b>Total</b>	<b>100,401</b>	<b>21,273</b>

Referrals for specialty care and treatment are done through the HSU and the RCI physician. The RCI physician reviews recommendations from outside providers, such as UW-Madison Hospital and Clinics.

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## \*\*\* HUMAN RESOURCES \*\*\*

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Racine Correctional Institution is committed to providing training and development to all employees. All new hires receive in-service training during their initial six months of employment.

Monthly training sessions are held at the institution to enhance knowledge and skills necessary to promote personal and professional growth of employees. The first Monday of every month is “Training Day,” and employees are encouraged to participate in a variety of classes.

Employees also take advantage of programs outside of the institution. These include conferences, meetings, workshops, seminars and classes. Some of the programs attended in FY10 included Crisis Negotiations, Domestic Violence, Security Threat Groups Training, Emergency Response Unit and Identifying Deceptive Behavior.

### EMPLOYEE SERVICES PROGRAM



The Employee Services Program (ESP) serves as an information and referral service for RCI employees and their families who may be experiencing financial, marital, alcohol and/or other drug abuse or other personal crisis. Ten staff members, representing almost all departments within the institution (working all three shifts), are available to function as peer supporters. Peer Supporters are trained to link employees in need with appropriate resources.

The Department has contracted with “Deer Oaks” professional services as a valuable resource, offering a 24-hour helpline, professional assessment and goal-oriented problem-solving for challenging situations.

The ESP oversees Critical Incident Stress Debriefing (CISD). The purpose and goal of this program is to provide prompt and affirmative intervention to employees who experience job-related incidents with the potential of producing sudden psychological trauma. The trauma could be sufficient enough to jeopardize an employee’s performance on the job and/or well being in other areas of life.

Critical Incident Stress results from “exposure to or involvement in an event that is outside the range of usual human experience that would be markedly distressing to almost anyone,” such as:

- Being taken hostage
- Actual or attempted physical/sexual assault
- Being involved in or witnessing the death of a co-worker or inmate

Critical Incident Stress Debriefing aims to defuse potential post-traumatic stress and other stress symptoms. It enables emotional ventilation and stress education. Debriefings are conducted to help people become aware of their reactions, normalize feelings, increase coping skills and to give and receive support. Preventing normal short-term reactions from turning into more serious, costly, long-term consequences is also a goal.

## HEALTH AND SAFETY

Per a Department of Corrections Directive, each institution must establish a Health and Safety Committee. Its responsibilities include: safety inspections, accident reviews, safety-related incident reviews, promotion of health and safety awareness, and attendance at health and safety meetings. In FY09 the Health and Safety Committee hosted three blood drives and provided a variety of training to institution staff on health and safety topics.

## LABOR RELATIONS

Wisconsin State Employees Union (WSEU) Council 24 represents 430 staff members. The bargaining units and number of positions in each are listed below.

Administrative Support (AS) Local 3777	27 positions
Blue Collar (BC) Local 3777	27 positions
Professional Social Services (PSS) Local 2748	46 positions
Security and Public Safety (SPS) Local 3777	325 positions
Technical (T) Local 3777	5 positions

Other union affiliations and number of positions are:

Electrician (430)	1 position
Service Employees International Union (SEIU)	12 positions
Wisconsin Education Association Council (WEAC)	16 positions

*RCI has a total of 519 positions (including vacancies).*

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## \*\*\* INMATE COMPLAINT REVIEW SYSTEM \*\*\*

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The Wisconsin Department of Corrections affords inmates a process to have grievances expeditiously addressed in the correctional setting. RCI/STF staff work proactively with inmates to utilize informal, effective methods of resolution, for an amenable outcome and overall positive institution climate.

Directing inmates to follow chain-of-command in large part fosters this process. As a result, the numbers below reflect a continued, significant decline in complaints.

## Inmate Complaint Tracking System

Subject	RCI		STF	
	Number of Complaints	Percentage	Number of Complaints	Percentage
Bureau of Correctional Enterprises	0	0%	0	0%
Classification	2	0.6%	0	0%
Correspondence & Publications	17	5.4%	0	0%
Dental	3	1%	0	0%
Discipline	37	11.9%	0	0%
Discrimination	0	0%	0	0%
Food	4	1.3%	3	20%
HIPAA	0	0%	0	0%
Inmate Accounts	7	2.2%	1	6.7%
Inmate Complaint Review System	0	0%	0	0%
Inmate Sexual Misconduct	1	0.3%	0	0%
Medical	41	13%	1	6.7%
Mental Health	0	0%	0	0%
Other	28	9%	2	13.3%
Parole	0	0%	0	0%
Personal Physical Conditions	6	1.9%	1	6.7%
Personal Property	119	38.1%	4	26.7%
Religion	1	0%	0	0%
Rules	0	0.3%	0	0%
Staff	20	6.4%	0	0%
Staff Misconduct	0	0%	0	0%
Staff Sexual Misconduct	2	1%	0	0%
Visiting	5	1.6%	0	0%
Work and School Programs	15	4.8%	3	20%

Complaint Dispositions	RCI		STF	
	Number of Complaints	Percentage	Number of Complaints	Percentage
Affirmed	22	7.7%	1	6.7%
Dismissed	177	61.7%	9	60%
Informally Resolved	0	0%	0	0%
Rejected	88	30.6%	5	33.3%
Withdrawn	0	0%	0	0%

### \*\*\* MANAGEMENT SERVICES \*\*\*

Management Services provides major supportive services to the entire institution, RCI/STF. Management Services includes Business Administration (including management of the operating budget), Business Office operations (including Inmate Accounts, Accounts Payable, Purchasing, Stores, Clothing, Canteen operations and IT services), the Food Service Department and the Buildings and Grounds Department.

#### ➤ Buildings and Grounds (Maintenance) Department

The Maintenance Department experienced a couple long term fiscal year, yet was still able to complete an impressive amount of comparison to previous years.



staff vacancies this past work orders in

#### Completed Work Orders:

- 3,400 preventive maintenance work orders.
- 6,200 recorded work orders.

#### Accomplishments:

- Completed Dodge Unit water retro-fit.
- Completed lighting and retro-fit in Bakery and Training Kitchen.
- Repaired roof by MCS.
- Repaired Jefferson Unit asphalt.
- Replaced carpet in Dodge Unit.
- Installed air blade hand dryers on Dane, Dodge, Rock, Washington, Walworth, Ozaukee and Jefferson Units.
- Amended the Gatehouse flower bed and replanted.
- Repainted Washington and Ozaukee Units.
- Improved the lighting retro-fit, light level on Rock Unit.
- Replaced concrete in front of: C-Link, MCS, Recreation and Gatehouse.
- Landscaped and grass seeded the track and field.
- Completed additional drainage work.
- Repaved County Road.
- Constructed sand & salt storage shed.
- Converted inmate bathroom in gym to an equipment issue room.
- Completed emergency roof repairs on the Power Plant, Rock Unit and Recreation buildings.
- Replaced Jefferson Unit duct detectors.
- Completed air compressor replacement project on Jefferson Unit.
- Completed parking lot temporary repairs.
- Repaired emergency underground water valve on Rock Unit.
- Revamped Recreation storage room for new Green Vocational Program.
- Constructed new Food Production Facility.

#### ➤ **Business Office**

The Business Office provides all of the accounting and procurement functions for the entire institution. These functions include: inmate trust account activity; accounts payable and receivable; inmate payroll; the maintenance of the major asset inventory; all purchasing; and the provision of support to the Canteen and Stores (Warehouse) operations.

The Business Office staff, under the direction of the Financial Program Supervisor, is comprised of a Financial Specialist 4, a Financial Specialist 3, 4 Financial Specialist 2's, an Inventory Control Coordinator Advanced, 2 Inventory Control Coordinators, and numerous Correctional Officer staff providing support and security.

The Business Office processed over 4,929 checks requested by inmates, 834 purchase requests for institutional purchases and paid 1,631 invoice, journal, deposit and travel vouchers during the fiscal year. The increased use of purchasing cards resulted in a reduction of direct billing. Purchasing card totals equaled \$333,719.51.

#### ➤ **Food Service Department**

The STF kitchen operates semi-independently with supplies and support from RCI to feed their population of 300 inmates. Menus and special diets are the same as RCI, which saves money in purchasing. Many of the Food Service Leaders have been cross-trained to work at both facilities.

RCI's Food Service production area continues to feel the effects of producing almost double of its intended capacity. Mechanical problems and breakdowns are frequent, but our cooperative and skilled maintenance staff keeps us up and running. Lack of cold storage space is always a problem both inside

and outside the Warehouse. Planning for the new Food Service Building went well and construction has begun with a September 2010 completion date.



Accomplishments:

- Food service continues to run 24-hour operations, five days a week and 16 hours on Friday and Saturday.
- Food Service produced, delivered and served 1,821,758 meals at RCI and 304,213 at STF for a total of 2,125,971 meals.

➔ **Operating Budget**

The Operating Budget for FY10 was \$40,028,314.00. The purpose of the Operating Budget is to provide for the staffing, equipment, supplies and services and other necessary activities needed to

effectively operate and maintain the facility in accordance with its Mission Statement. We must, through our efforts, help ensure that we adhere to the statutory provisions, administrative code requirements and relevant DOC/DAI policies, procedures and directives at all times.

Sturtevant Transitional Facility's (STF) sixth year of operation helped refine an operational cost strategy. STF's minimum population and mission presented new scenarios with regard to supply & service needs. As a major urban correctional facility, RCI/STF is one of the largest institutions in the Wisconsin Department of Corrections. Our population is comprised of approximately 1,850 male felons. We experience thousands of inmate transfers a year. This level of change exacerbates service delivery and increases costs. Nonetheless, RCI/STF continues to live within its means. We were able to manage our resources in both the salary and non-salary budget areas with no adverse impact on operations. In fact, our cost per capita continues to remain among the lowest in the Department. This is attributable to our management philosophy, the quality of our staff, budget oversight and basic staffing levels.

RCI/STF Informational Technology (IT) was improved as follows:

- Replaced many network and local printers.
- Refined the use of multi-functional devices.
- Added 20 new workstations.
- Upgraded many monitors to 19" LCD's.
- Upgraded PC's to 3 GB of memory.
- Upgraded 53 PC's to new model 7360-A35.

Detail on actual expenditures and revenues for the institution can be found in the Annual Fiscal Report, prepared by the Wisconsin DOC, year ending June 30, 2010.

The Correctional Management Services Director, with the support of the Secretary Confidential and Office Operations Associate, has the primary responsibility for these activities and the general oversight of Management Services.



➔ **Warehouse (Stores), Canteen and Clothing/Laundry**

The Warehouse (Stores) operation receives all incoming deliveries, ships out all outgoing items by UPS and distributes merchandise to the appropriate areas of the institution. Warehouse staff manages all stock items and fills supply orders for all departments.

Shipping packages out of the institution is accomplished by utilizing an upgraded UPS Worldship software program. The process gives us current shipping costs immediately, which has decreased our need to correct shipping costs charged to inmates and has decreased the number of incorrect address corrections.



In spite of the economic crisis over the last year, many of our volunteers increased their service to the institution. This in turn resulted in more volunteer hours offered for the inmates, allowing us to provide more quality programming to meet their religious needs.

### Religious Programming Offered

After Prison Fellowship	Hispanic Choir Practice	Native American Drum Practice
Apostolic Faith Bible Study	In Prison Community Bible Study	Native American Pipe & Drum
Biblical Foundations Study	Jehovah Witness	Native American Sweat Lodge
Buddhist Service	Jewish Service	Prison Fellowship
Catholic Bible Study	Keys to the Kingdom Study	Prison Fellowship Apologetics
Catholic Mass	Lion of Judah	Protestant Sunday School
Chapel Religious Media	Marriage Seminar	Protestant Worship
Choir Rehearsal	Morning Prayer/Study	Spiritual Foundations (AODA)
Christian Bible Study	Musicians Rehearsal	Talem
Heritage Family Study	Muslim Jumuah Service	Wiccan / Pagan Service
Hispanic Bible Study	Muslim Religious Study	

### RECREATION

Activities continue to grow within the Recreation Department. Always on the lookout for additional new, different and competitive recreational opportunities, Recreation staff introduced a few events to keep inmate interest and participation as high as possible.

### Charity Events . . .

Periodically, throughout the year, the Recreation Department holds events for the purpose of charitable donations. This year, \$1,996.91 was raised for local charities. These events may vary from year to year, but the good that the donations do for the beneficiaries is immeasurable. Some of the charitable events the Recreation Department held this year were:

- \* RCI Idol Singing Competition
- \* Inmate Groups Performing in Musical Concerts
- \* 2 separate Charity Haircut Events
- \* 3 separate Inmate All-Star Basketball Games
- \* Aids Walk

Beneficiaries of the charity events included:



- \* Toys for Tots
- \* Aids Research
- \* Susan B. Komen Foundation for Breast Cancer Research
- \* Haiti Relief Fund
- \* Racine Women's Resource Center

Recreation Staff has been given the responsibility of overseeing the Teddy Bear Program, which is implemented by Charity Craft personnel. A Recreation Leader is assigned to oversee the needs of the program and secure fabric, fur, bear stuffing, yarn and miscellaneous odds and ends that is provided by donations, as well as handling the occasional purchases necessary to make the program a success.

### Fitness Programs . . .

#### Cardio-Fitness Exercise Program . . .

The Cardio-Fitness Exercise Program was introduced in 2003 and has been revamped and reconfigured several times over the years. None-the-less, it continues to have massive appeal among the inmate

population. Its popularity is not limited to inmates at RCI, as other institutions have inquired about how they can get a similar program started at their institution. The basis of our program is relatively simple; in a closely monitored class-like setting, led by an inmate working for the Recreation Department, inmates participate in organized cardio exercises that provide them the opportunity to gain better overall health through vigorous physical exercise. Each man's progress is recorded and tracked so he can monitor his own progress during the course of his individual program.

### Fleet Feet for Fitness . . .

The 75 member Fleet Feet for Fitness Run/Walk Club gives inmates an opportunity to walk or run their way to better health during a normal six-month membership period. During this time, provided the rules of membership are not violated, members may use the running track at any time during the day or evening as long as the track is open. Of course, rule violations are quickly dealt with. Sanctions are imposed for rule violations as well as DOC 303 Code violations. Members, operating on an "honor" system, are required to record a minimum amount of mileage each week, which gets turned into the Recreation Office. Membership also requires members to participate in activities deemed necessary by Recreation Staff, such as the Aids Walk benefit.



### Holiday Events . . .

- In addition to intramural competitions, the Recreation Department staff provides special sporting competitions in celebration of various holidays. This year, the Recreation staff has provided the following events billed as "Special" or "Holiday Events":

- **RCI Idol Singing Competition**
- **Multiple Track & Field Events**
- **Bingo**
- **Musical Concerts**
- **Soccer Tournament**
- **Cribbage Tournaments**

Special  
Events &  
Activities

- **Softball Tournament**
- **Scrabble Tournaments**
- **Horseshoe Tournaments**
- **Ping Pong Tournaments**
- **Renegade Handball**
- **Renegade Volleyball**

### Sports . . .

The regularly scheduled intramural sports presented new challenges for spirited competition among inmate teams that registered to compete. Recreation staff proudly provides the following activities as intramural competitions:

- ▶ Soccer
- ▶ Handball (singles)
- ▶ Handball (doubles)
- ▶ Basketball  
(no age restriction)
- ▶ 35+ Basketball  
(for men 35 years & older)



- ▶ Softball - 12"
- ▶ Softball - 16"  
(when demand exists)
- ▶ Outdoor Volleyball  
(6 man teams)
- ▶ Indoor Volleyball  
(6-man teams)

In 2009 outdoor volleyball become a memory when the outdoor courts were closed off due to the construction of the new kitchen facility. 2010 may see outdoor volleyball return. In addition, Recreation staff plans to introduce horseshoes as an intramural sport available to all inmates.

### Other . . .

The Recreation Department operates a fully equipped, three-chair barbershop where inmate barbers cut inmates' hair seven days each week. Done by appointment only, inmates must schedule their cut at least 24 hours in advance and must be properly attired when they arrive or risk losing their privilege for a thirty-day period.

The RCI Recreation staff also provides recreation opportunities, equipment and programming for the Sturtevant Transitional Facility. STF is a 300-bed facility housing minimum and medium security inmates.

## STUDENT INTERNSHIP PROGRAM

RCI is committed to collaborating with colleges and universities to provide meaningful learning opportunities for student interns. The intern will experience the vast complexities of the Department of Corrections as it relates to policies and procedures, security, treatment, and classification of offenders. Internships are available at RCI in the areas of Social Work, Education and Psychological Services.

The student that participates in the intern program may benefit by:

- developing individualized and specific areas to experience;
- obtaining mentorship from an experienced Corrections professional;
- working with a multi-discipline professional staff.

## VOLUNTEERS

Racine Correctional Institution is advantaged, as we currently have a roster of approximately 140 volunteers, with more than eighty of them being long-term volunteers. These dedicated community members provide services to:

- Alcoholics Anonymous
- Charity Crafts
- Education
- Narcotics Anonymous
- Recreation



- Religious Services
- St. Rose Family Re-Unification Project
- Reentry

All new volunteers are given an orientation to the institution and DOC policies and procedures. All new and ongoing volunteers received training in PREA (Prison Rape Elimination Act) this year.

Volunteers provide religious, social service, and education services for RCI. While some may only be able to provide a few hours of service each year, many provide services several hours each week. No matter what the amount, their services are extremely valuable.

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## \*\*\* PROGRAMS \*\*\*

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### ANGER MANAGEMENT GROUP INTERVENTION PROGRAM

The Anger Management Group Intervention Program provides participants with tools to effectively manage anger.

**The Goals of the Anger Management Program are:**

- To provide group intervention to assist inmates in increasing their ability to deal with anger appropriately.
- To provide group counseling for inmates that focuses on inmate responsibility for violent behavior, and development of skills and techniques for the prevention of violence.
- Provide inmates with educational information regarding Anger Management and Impulse Control.
- The ultimate goal of Anger Management groups is to protect the community from criminal behavior by reducing the inmate's risk of re-offense.

**The Core elements of the Anger Management program include:**

- Personal responsibility
- Recognizing the bodily signals and behaviors of anger
- Identifying levels of anger
- Learning to use an anger journal to identify signals and behaviors
- Communication Skills (Convincing, Negotiating, Asking for help, Making a complaint, Giving and receiving positive/negative feedback, Handling criticism and provocation)
- Using time out as a tool for controlling inappropriate anger responses
- Alternatives to violence
- Conflict resolution skills
- Dealing with the effects of alcohol and other drugs upon anger
- Identifying feelings and learning to communicate about them
- Becoming assertive instead of being non-assertive or aggressive
- Identifying and reducing the stress in your life

The Anger Management Group Intervention program is facilitated by institution Social Workers during twelve two-hour group sessions.

Enrolled: 41

Completed: 31

**CAGE YOUR RAGE**

**WAUKESHA UNIT**

**An Inmate's Guide to Anger Control**

*Cage Your Rage* is based on an anger management program used successfully at several Canadian institutions, offered by the ACA throughout the U.S., and introduced to the Segregation population at RCI in June of 1994.

This four-week program helps inmates recognize their angry feelings, learn their causes, and deal with them in a new way - a responsible way - probably not the way they learned to deal with them in the past.

- The program utilizes a workbook in conjunction with audio/visual materials, class discussion, and additional resources for in-cell study. Participants learn to identify emotional, physical, and cognitive triggers of anger and aggression. Active practical alternatives to aggressive behavior - conflict resolution, relaxation techniques, positive expression of aggression, and self de-escalation - are explored. Communication skills are stressed.
- Cage Your Rage is facilitated by Psychological Services and is specifically designed to provide programming for those housed in Segregation. Four inmates participate in each cycle.
- The program was resumed on 2/4/09 following a six-month hiatus due to staff shortage.

Enrolled: 20

Completed: 16

## COGNITIVE GROUP INTERVENTIONS PROGRAM (CGIP)

### WASHINGTON UNIT

#### Phase 1 & 2

Phase 1 & 2 is a sixteen-week skills-based program aimed at achieving long-term change rather than short-term compliance on the part of the inmate's behavior. Inmates learn to identify habits of thinking that directly connect with their criminal behavior, and to see and appreciate the scope of the consequences of their present ways of thinking. Also, they learn to utilize techniques of controlling and changing these habits of thinking.

Enrolled: 60

Completed: 54

## COPING SKILLS GROUP

### WAUKESHA UNIT

- The Coping Skills Group was introduced to the unit 9/30/2009. This eight-week program focuses on helping the inmate develop healthier, more effective coping strategies to calm his internal emotional state.
- The inmate is expected to benefit in one or more of the following ways: lowering subjective stress level (e.g., decreased anxiety/depressive symptoms); improving quality of sleep; increasing frustration tolerance; and improving overall physical and emotional well-being.
- The areas covered include: awareness of behavior (thinking cycle); anxiety; frustration; coping with loss (stages of grief); goal-setting; anger; identifying and correcting thought distortions; assertiveness and communication styles.
- Relaxation and coping skills are introduced in a group environment; however goal is for the inmate to be able to utilize these techniques on his own (e.g., mindfulness and deep breathing exercises; positive self-talk; progressive and passive muscle relaxation; imagery and relaxation techniques).
- Four inmates participate in each cycle.

Enrolled: 6

Completed: 4

## DEPRESSION AND ANXIETY GROUP

Depression and Anxiety Group is for inmates with identified mental health concerns in the General Population at RCI. It is a three-to-four month program facilitated by Psychological Services. The group focuses on helping the participant identify and heal psychological symptoms of depression, anxiety, and other psychological maladies.

12 Participants per Group – Offered Continuously

## DOMESTIC VIOLENCE

### OZAUKEE UNIT

Inmates examine their pattern of problematic behavior in domestic relationships and develop strategies to deal with them more effectively. Domestic Violence is a six-month program facilitated by unit Social Workers. Inmates participate in a clinical evaluation to determine their level of readiness and appropriateness for treatment. Only appropriate inmates are accepted into the program. The program meets once a week for a minimum of 26 weeks. There are approximately fifteen inmates in a group.

The program has psycho-educational and process components. Each inmate will be presented information on topics including: impact of violence on women and children; cycle of violence; power and control; rational and irrational thoughts; core beliefs that lead to violence; methods to challenge and change the core beliefs; relapse prevention; and components of a healthy relationship. Written and reading homework is given on a weekly basis. The program requires maintaining a journal and writing an autobiography. Each inmate will have the opportunity to process this material in group and apply it to his life. During the process of the group at least two evaluations are performed, one at about the seventh session and one upon completion.

Session One: 15 Enrolled    15 Completed  
Session Two: 15 Enrolled    13 Remain (currently in session)

## EARNED RELEASE PROGRAM (ERP) DANE UNIT

### **Program Enrollment:**

The Earned Release program (ERP) began in December 2007 at RCI. Our current staffing pattern is eight Social Workers and six Treatment Specialists providing substance abuse treatment. All Social Workers and Treatment Specialists have Substance Abuse Counselor certifications. Each group has 10 participants in a close-ended group, thus having the availability to serve 130 participants in the program at one time. Our goal is to have 15 Social Workers/Treatment Specialists providing substance abuse treatment with the ability to serve 150 participants at one time.

The Earned Release Program is open to non-violent offenders who have an identified substance abuse treatment need. The sentencing court determines at sentencing whether an inmate will be eligible for the ERP. Those who complete the program may be released to extended supervision. ERP is open only to volunteers and the participants must sign an agreement to fully take part in all aspects of the program. Participants who do not meet treatment program standards are returned to the prison population to serve the remainder of their sentence.

**Duration:** Close-ended 26 week program

### **Purpose/Goals:**

1. To eliminate criminal and other undesirable/injurious behavior committed by inmates.
2. To eliminate illicit substance use, activities, and patterns displayed by inmates.
3. To prepare inmates for a positive reintegration into society by managing responsible law-abiding lifestyles upon release.

**Description:** The following areas are addressed in the Earned Release Program:

- |   |                                    |
|---|------------------------------------|
| ▪ Academics: ABE / GED / HSED             | ▪ Relationships                    |
| ▪ AODA Education                          | ▪ Relaxation / Recreation / Stress |
| ▪ Criminal Personality Cognitive Material | ▪ Sexuality Issues                 |
| ▪ Cultural Diversity                      | ▪ Social Skills and Communication  |
| ▪ HIV / AIDS                              | ▪ Victim Impact                    |
| ▪ Recidivism / Relapse Prevention         | ▪ Violence / Anger Management      |

The Earned Release Program will use a multi-disciplined approach to address criminal behavior, alcohol/drug involvement and academic deficiencies of the inmate. Upon entering the program, the inmate will be expected to begin to establish a foundation to enable him to advance socially, emotionally, and academically without involvement of alcohol and/or drugs.

The Earned Release Program utilizes various curriculum and materials including Houses of Healing, Criminal Conduct and Substance Abuse Treatment and the Change Companies Journals. We continue to provide a program that centers on literacy and comprehension, in addition to the other components of

the program. Those participants are encouraged to attend educational classes if they have already obtained a high school diploma. If they have not obtained their diploma or HSED/GED, they must participate in educational classes in addition to the other components of the AODA program to work towards obtaining their HSED.

To date there have been 23 graduating classes. During the period of 7/1/09 through 6/30/10:

Participants Enrolled:	229
Participants Completed:	193 (completion rate of 84.3%)
Saved Bed Days:	86,253
Total Savings:	\$6,924,250.93

### NEW FREEDOM IN-CELL AND BEHAVIORAL HEALTH PROGRAMS WAUKESHA UNIT

- The New Freedom In-Cell programming was launched March 2, 2009 as a pilot program. This program is primarily an inmate resource for self-guided program needs such as self-management and goal-setting. As such, this program is not intended to be a substitute for inmates requiring a higher level of psychiatric care; although it may be an appropriate adjunct to other programming or psychological care.
- Participants must be self-directed and motivated to complete the program and must have a minimum of a 5<sup>th</sup> grade reading level.
- Behavioral identifiers have been established which correlate with a number of psychological problems. Twenty programs are available falling under the broad categories of: self-discovery; understanding feelings; changing cognitive distortions; coping skills; goal setting; anger, aggression, and violence; understanding self; and living a non-violent life.
- The number of inmates served by this program will vary based on established criteria as well as the number of inmates housed on the unit. The unit psychologist and social worker are responsible for assessing the inmate's clinical needs, reviewing completed assignments and providing written feedback.

Participants: 61      Programs Completed: 165

### SEX OFFENDER TREATMENT

#### ➤ **ALTERNATIVE TO REVOCATION OF SEX OFFENDER TREATMENT (ATR/SOT)**

##### WALWORTH UNIT

This is open-ended and allows for intake at any time. This is a 75-day SOT/ATR program. The inmates are involved in treatment during the day, which consists of sex education, relapse prevention, denial and minimization, and cognitive disorders.

The program is designed to meet the needs of all types of sex offenders. The inmates have shown deviance, and include rapists, exhibitionists, voyeurs, pedophiles and a wide variety of criminal sexual behaviors. When referring an inmate to the program, the violations prompting revocation will be serious enough to initiate revocation. If the inmate fails the ATR program, revocation will be pursued.

#### ➤ **BEACON**

This is a front-end Sex Offender Treatment Program, which has been proven to lower risk of

re-offending. Front-end means an inmate can lower risks while incarcerated and avoid civil commitment under WSS 980.

This unique program is located on the Jefferson Unit. The unit has beds to accommodate forty-eight inmates. There are additional beds for sex offenders waiting for the programs, involved in pre- or post-testing, as well as waiting for transition to the community. Group size is limited to twelve to fourteen inmates. Participants are provided exercises to complete between sessions.

Four Program Specialists are assigned a total of two intensive groups to co-facilitate. A Psychologist provides consultation for the four groups and facilitates the Phase 3 program. Each two-person team conducts a group and all providers meet weekly for case consultation and clinical supervision.

The Beacon Program is limited to a maximum of 52 weeks in duration (one year). Three treatment phases are planned over the one year period. Total length of program and total number of sessions is individualized for each inmate based on his risk level. Assessments include tests, interviews, and biofeedback tools such as the polygraph and plethysmograph.

**Target Population:**

The Beacon Sex Offender Treatment Program is designed for convicted male sex offenders who meet the following criteria:

- Inmates have an SOTP (SO4) program assignment (SO2 is not sufficient).
- The offense is not statutory, meaning if the victim is between the ages of 13-17, the inmate must be more than five years older than the victim at the time of the offense UNLESS the offense contains physical force, abduction, threat of force, or use of a weapon.
- Offense is NOT a hand-off offense.
- Inmate is psychologically stable.

**Descriptions of Program Components, Activities, Modules**

**Phase One: The Enhanced Thinking Skills (E.T.S.) Program**

Phase One seeks to produce change in the following areas: Impulse Control, Rigid Thinking, Poor Problem-Solving, Inadequate Perspective-Taking, Difficulties in Moral Reasoning, and Deficient Interpersonal Skills. These changes make it easier for the inmate to participate effectively in the later programs. Also, there is evidence that cognitive skills programming by itself produces sexual re-offense risk reduction.

The program style is one of active, participatory skill development. It is not a lecture-oriented or didactic program. It is not primarily confrontational, although staff is expected to address in-session delinquent behavior or attitudes. Staff functions as a coach, encouraging and stimulating effective thinking and problem-solving, versus a therapist focusing on helping someone with personal problems, or a professor giving a lecture.

This phase precedes all the rest; it is designed to build group cohesion, which has been found to result in positive outcomes and allows greater acceptance of confrontation. All inmates are expected to complete this phase to graduate to Phase Two. High priority is given to those inmates whose cognitive deficits are functionally related to their sex offending. There is a particular advantage at the onset in that deniers are able to participate. Discussion of sexual offenses is not required.

**Phase Two: The Core Program**

Phase Two is designed to obtain a full disclosure of past sexual offending, to develop a sense of victim impact and empathy, to address cognitive distortions, to develop a positive as well as avoidance Relapse Prevention Plan, and to enable the inmate to fully engage in a therapeutic process that may lead to a measured reduction of risk. Intensive monitoring and recording of dynamic risk factors is an ongoing feature.

The Core Program is intended for sex offenders at medium-to-high risk levels. Core requires admission of sexual offense behaviors in the group setting. It follows the Enhanced Thinking Skills (E.T.S.) and precedes the Extended Program. Post completion assessment will determine whether an inmate exits the Beacon Program successfully at this point or remains for the Extended Program. Two facilitators are used per group, which consists of twelve to fourteen inmates per session. Homework is given for completion between sessions.

The style is active and participatory with a series of group-work and structured activities. Role-playing is carefully prepared and used extensively. The facilitators function as therapists, relying heavily on motivational interviewing, open-ended questioning, and the challenging of discrepancies and blind spots. Patterns of offending are exposed and addressed.

### **Phase Three: The Extended Program**

This program seeks to produce change in the inmate's previously accessed dynamic risk areas. These areas of risk include: deviant sexual interests, distorted sexual attitudes, problems in social or affective functioning, and inappropriate self-management. Relapse prevention plans are developed further with these areas in mind.

The program consists of a series of structured and unstructured group/individual exercises. The group exercises and individual sessions are primarily constructed to enable the inmate to explore and modify his deeper and more pervasive deficits. The facilitators function as therapists who rely on motivational interviewing, Socratic questioning, and the challenging of discrepancies and blind spots. This phase is highly individualized to work on the dynamic patterns in the inmate's life history, which manifest in their offending. The Beacon Program enrolled 30 people during the reporting period and groups are now in progress.

Enrolled: 30                      Completed: 12

### **➤ LIGHTHOUSE**

The Lighthouse Sex Offender Treatment Program has been designed to address the unique needs of sex offenders who are unable to engage in traditional sex offender treatment. Inmates with significant mental impairments and/or significant mental health concerns or developmental disabilities would qualify for the Lighthouse program provided they are willing to engage in treatment and prepared to openly admit to and discuss their offending behaviors. The Lighthouse group is held two days a week for approximately one year. The Lighthouse program meets the treatment needs of SO-2 inmates. During this reporting period ten people graduated from the program. Currently, there are eight participants enrolled.

Enrolled: 20                      Completed: 10 (8 still underway)

### **➤ SPANISH SOT**

Spanish SOT is a nine-month program for Spanish speaking sex offenders. The program meets the needs of SO-2 inmates and utilizes multilingual providers.

Enrolled: 12                      Completed: 12

### **➤ STANDARD SOT**

Standard SOT is a nine to twelve month program designed to treat sexual offending behavior using cognitive behavioral methods. The group meets two days a week and addresses etiology of sex offending behaviors, thinking errors, relapse prevention, and victim impact/awareness. During this reporting period, 24 people were enrolled in the program. Eleven people graduated and there are currently 10 participants in the program.

Enrolled: 24                      Completed: 11 (10 still underway)

## \*\*\* PSYCHOLOGICAL SERVICES UNIT (PSU) \*\*\*

The mission of Psychological Services within the Department of Corrections, Division of Adult Institutions (DAI) coincides with the overall Departmental mission. The first objective for DAI Psychological Services Units is crisis prevention and management. Successful crisis management requires both proactive and reactive intervention strategies to ensure that housed inmates maintain psychological health and wellness. Proactive strategies require Psychological Services Units to identify, assess, and treat inmates with serious mental illnesses and/or those with serious behavioral disorders in ways that are consistent with the professional and community standards.

In addition, a second objective is to promote pro-social, personally successful behavior by providing effective treatment of cognitive, emotional, and behavioral problems. It is through this necessary treatment that Psychological Services Units can assist in the departmental mission of providing rehabilitation to inmates such that they can return to the community with skills necessary to change old thought patterns and maladaptive behavior. A commitment to public safety and security is maintained through efforts at targeting maladaptive behaviors which have widespread and long lasting effects on a community.

A third objective consists of sharing psychological expertise with institution staff by:

Teaching  
Training

Supervision  
Consultation

Research  
Program Evaluation

Finally, the Psychological Services Units continue in service to the Department of Corrections at the institutional and Departmental levels by providing presence, support, and input in multi-disciplinary meetings for the purpose of providing better care and custody.



**\*\*\* RECORDS OFFICE \*\*\***

RCI/STF totals include 2009 Wisconsin ACT 28 releases, as well as all other releases. Of the 1,064 inmates that were released, 14 of those were released under ACT 28. Also included in the 1,064 total are the 193 inmates that were released after successfully completing the Earned Release Program (ERP). The RCI release totals do not include the 90 inmates that were transferred to RCI for release to US Immigration and Customs Enforcement (ICE). Of those 90, 7 were released under ACT 28.

The RCI Records Office contacts the DOC Monitoring Center to complete a warrant check on all inmates prior to release to ensure that no inmate is released with outstanding warrants or commitments. This procedure started in February 2010. Also, DNA is confirmed for all inmates that are released from RCI/STF to ensure an inmate is not released without having DNA in the databank.

<b>RELEASES</b>		<b>RCI</b>	<b>STF</b>	<b>TOTAL</b>
	July 2009	70	8	78
	August 2009	79	13	92
	September 2009	69	19	88
	October 2009	55	14	69
	November 2009	77	15	92
	December 2009	83	12	95
	January 2010	69	11	80
	February 2010	79	6	85
	March 2010	82	21	103
	April 2010	87	14	101
	May 2010	59	9	68
	June 2010	103	10	113
<b>GRAND TOTAL</b>	<b>912</b>	<b>152</b>	<b>1064</b>	

Our average ERRC/Parole numbers for July 2009-March 2010 were 25 per month. In April 2010, we held our first ERRC hearings for 2009 Wisconsin ACT 28, under which qualified inmates are eligible for possible early release. April, May and June 2010 interviews soared to an average of 82 per month.

Although our ERRC/Parole interviews have continued to increase, along with various other responsibilities, the Records Office staff continues to provide a high standard of quality of work to successfully facilitate the ever changing needs of the DOC.

<b>ERRC / PAROLE INTERVIEWS</b>				
	July 2009	26	2	28
	August 2009	22	2	24
	September 2009	18	4	22
	October 2009	17	2	19
	November 2009	25	2	27
	December 2009	34	0	34
	January 2010	22	6	28
	February 2010	17	0	17
	March 2010	22	4	26
	April 2010	64	9	73
	May 2010	66	10	76
	June 2010	81	16	97
<b>GRAND TOTAL</b>	<b>414</b>	<b>57</b>	<b>471</b>	

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## \*\*\* RESTORATIVE JUSTICE \*\*\*

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### *Charity Crafts*

Through the Charity Crafts program, inmates have made and donated 1,571 hand-sewn teddy bears to professional organizations such as local Police and Fire Departments, hospitals, nursing homes, shelters and charitable organizations, to be used for children in crisis and trauma situations. A box of 25 bears was also donated to a Charitable Auction which helped raise money for a boy with leukemia. In addition, 25 bears were donated to a fundraiser for an individual who had passed away from Juvenile Diabetes. Those proceeds went to the Children's Hospital for Juvenile Diabetes of Milwaukee County.

Inmates receiving visitors have been given the opportunity to purchase teddy bears for \$5.00 each for the large bears or two small bears for the same \$5.00 donation.



Inmate Charity Crafts workers crocheted 496 hat/mitten/scarf sets, 8 blankets, and a variety of vests, hoodies, and stuffed toys, which were donated to the local Racine area Toys for Tots program. RCI is in partnership with Toys for Tots, who donated 888 oz. of yarn valued at \$444. In addition, local churches have donated over 1,367 oz. of yarn worth a total of \$680. Their generous donations have enabled this program to employ a maximum of 15 teddy bear makers and 8 crocheters\knitters to provide these services.

We currently have one volunteer, Ms. Joann Amberson, who donates her time and efforts to this wonderful program. She has utilized her talents to teach the inmates how to sew, knit and crochet many items to be donated to the local community. She is a positive role model for the inmates, teaching them the importance of honesty, respect and hard work.

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## \*\*\* SECURITY \*\*\*

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Completion of mandatory training was once again a main goal for uniformed staff this year. Suicide Prevention, Basic Emergency Preparedness and CPR were offered on Training Day on a regular basis. Blood Borne Pathogens, Basic First Aid and Barrel Light training were also mandatory and offered on "DOCNet," the Department of Corrections computer network. A majority of the training conducted was done on-shift, alleviating the need for overtime as much as possible.



### **WICS Rollout**

Uniformed staff members were trained in the latest WICS upgrade. A majority of visiting functionality was computerized during this upgrade.



### **Food Service Building Construction**

The construction of our new Food Service Building took place over the last year. An officer was present during the ten-to-twelve hour work day, processing the construction workers as they entered and exited the site.



### **Community Donations**

We continued to donate functional contraband items at various times to Safe Haven of Racine, a community-based shelter in Racine County, as well as to the Racine Women's Resource Center.

## CONDUCT REPORT STATISTICS

	MAJORS	MINORS	SUMMARIES	TOTAL
<b>MONTHLY AVERAGE</b>	145	113	178	436
<b>FISCAL YEAR TOTAL</b>	1,739	1,361	2,133	5,233
<b>APPEALS</b>	191	53		244

## MOVEMENT STATISTICS

<b>TLU/ATR IN</b>	103	<b>OWO</b>	1,004
<b>TLU/ATR OUT</b>	104	<b>OCO</b>	406
<b>GENERAL POPULATION-IN</b>	1378	<b>RACINE COUNTY JAIL/DCI HOLDS-IN</b>	447
<b>GENERAL POPULATION-OUT</b>	1537	<b>RACINE COUNTY JAIL/DCI HOLDS-OUT</b>	443

## SEGREGATION STATISTICS

SEGREGATION POPULATION	DAILY AVERAGE
Waukesha/West	35
Waukesha/East	64
Total Segregation	99

## TRANSPORTATION STATISTICS

TRIPS	WEEKLY AVERAGE	YEARLY TOTAL
Medical	14	737
Other	2	112
Total	16	849
<b>MILES DRIVEN</b>		
Medical	2062	107,200
Other	176	9,150
Total	2238	116,350
<b>INMATES TRANSPORTED</b>		
Medical	18	934
Other	4	186
Total	22	1120
<b>REGULAR &amp; OVERTIME HOURS</b>		
Medical	171	8,895
Other	12	610
Total	183	9,505

## AVERAGE DAILY POPULATION (RCI/STF)

**1,819 INMATES**

## TRAINING PROVIDED TO RCI/STF STAFF

### NUMBER OF STAFF TRAINED

#### EMERGENCY PREPAREDNESS TRAINING

Air Taser M26 & X26 Advanced	42
Air Taser Training-Bulletin Update	12
Armed Escort – 2 day/16 hours	3
Basic Disturbance Preparedness	509
CPR for Healthcare Providers	12
CPR/AED – American Red Cross (1 yr cert)	171
Crisis Negotiation Training (monthly & joint w/ERU/RYOCHF/MSDF)	25
E-Sponder – Alert	22
E-Sponder – Basic	23
E-Sponder – Intermediate	25
Electronic Control – Stun Tech (bandit, shield, ultron)	13
ERU – Containment Principals/Procedures, Use of Force	22
ERU – Call Up (members called for mock emergency)	15
ERU – POSC Room/Area Clearing	22
ERU – Team Movement/Clearing (joint training w/MSDF/RYOCHF)	18
ERU Update – Tactical Weapons (shotgun/handgun)	18
Field Training Officer Program (FTO)	41
POSC – Active Counter Measures Non-Uniform Staff	13
POSC – Active Counter Measures Uniform Staff	9
POSC – Professionalism & Ethics, Executive Directive 16A	9
PREA (staff & volunteers)	22
Respirator Fit Test	14
Scott Air Pak	299
STG – Gang Gangster Disciple	13
STG – Gang Satanic/Ritualistic Groups	13
STG - Gang Task Group	4
STG – Gang White Supremacist	26
Suicide Prevention	523
Weapons – Distraction Device & Less Lethal Munitions – Combined Tactical Systems User	7
Weapons – Dry Fire	6
Weapons – Incapacitating Agent Overview (Sabre Stream Delivery)	13
Weapons – Incapacitating Agents Instructor Update	2
Weapons – Incapacitating Agent Re-qualification	304
Weapons – Initial Handgun	6
Weapons – Initial Rifle	13
Weapons – Initial Shotgun	13
Weapons – Instructor CBS Distraction Device & Less Lethal	2
Weapons – Instructor Update	1
Weapons – Introduction to Firearms	6
Weapons – Pepper Ball End User	26
Weapons – Re-Qualification Handgun (includes ERU members)	88
Weapons – Re-Qualification Rifle (includes ERU members)	467
Weapons – Re-Qualification Shotgun (includes ERU members)	453
Weapons – Use of Force	6

#### ON-SHIFT TRAINING

Advocate Training	3
“Burnout” Are You at Risk?	17
Containment Drill (Emergency/Cell Entry)	10
Emergency Count Drill	**

Fire Drills Conducted	**
Fire Evacuation Drills – Housing Units	**
First Responder Philosophy – Escape/Medical	28
Emergency/Suicide	
ICS-Tabletop Command Post Familiarization	30
ICS-Tabletop – Tornado Quiz Policy #1007	5
ICS-Tabletop – Natural Disaster Response	291
ICS-Tabletop – Train Derailment with Chlorine Gas	43
Nursing Protocol – telephone/health assessment/triage	29
P&P #1007 Fire Evacuation (STF)	51
P&P #1008 Telephone Calls for Staff, Incoming & Emergency	23
P&P #1266 Chain of Evidence	19
P&P #2010 Log Book	23
P&P #2021 Evidence Protection, Gathering, Preservation	39
P&P #2219 Count & Movement/Emergency Count	34
P&P #2405 Property & Mail	56
P&P #2504 Security Transportation – Inmate/Hospital	33
P&P #2510 Transportation/Vehicle	57
Proper Use of Forms-Medication/Treatment Record	5
Restraints (chair/escort, 5-point/strap down)	3
Schedule Soft (staff scheduling software)	19
Searches	10
Severe Weather/Natural Disaster Emergency Tabletop	**
Exercise RCI/STF	
TEST – State Activated Tornado Watch/SE WI Warning-RCI/STF all staff	**
Van Driver	6
Verifying Count	186

#### OTHER TRAINING

Blood Drive	**
Compas Webex	16
Drug Identification-2 days	3
Identifying Deceptive Behavior-3 days	1
Infection Control & You (on line)	453
PREA Investigators Adv Sexual Assault Interviewing-2 days	1
Radio/Control Program – 4 days/32 hours	1
Safe Streets Facilitator	4
WI Deferred Comp Program – Info & Presentation	**
WICS – Parole & Detainers, IMP/Movement Program	4
Components - ERP	
WITS (STF Control)	4
XP & Outlook (initial on-site computer access)	30
X-Ray Scanning Radiation Safety	11

STG = SECURITY THREAT GROUP  
P&P = POLICES & PROCEDURES  
\*\*NUMBERS NOT AVAILABLE

## VISITING

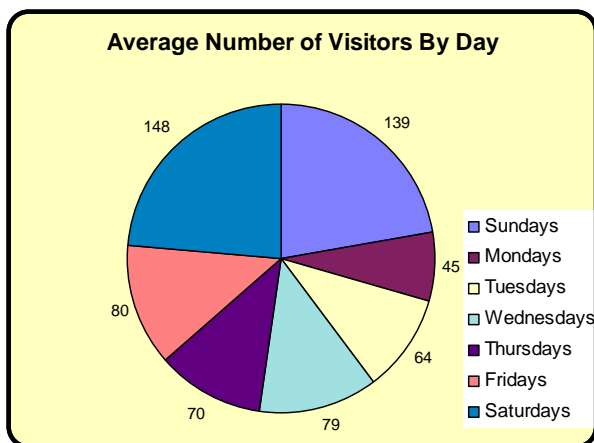
The Visiting Room is committed to providing a family atmosphere in which inmates may visit with family and friends.

Racine Correctional Institution continued to utilize an Even/Odd Visiting System to accommodate the number of visits that are processed each year to ensure that inmates are given adequate time to visit with family and friends. The system is based on the inmate's DOC number.

- Inmates having DOC numbers ending in even numbers are allowed visits on even numbered days.
- Inmates having DOC numbers ending in odd numbers are allowed visits on odd numbered days.

Due to the continuation of this system, no inmate visits have been cut short or denied due to space limitations.

During the fiscal year (July 2009 through June 2010), RCI processed:



An Average of 107 Visitors per day

An Average of 60 Visits per day

Total Number of Visitors: 37,238

Total Number of Visits: 21,401

## \*\*\* STURTEVANT TRANSITIONAL FACILITY (STF) \*\*\*

The 300-bed Sturtevant Transitional Facility (STF) is located in a residential area on Rayne Road, east of the DCC Region 2 Offices. The facility operates under the supervision of the Racine Correctional Institution and is directly overseen by a Correctional Center Superintendent. The Warden of the Racine Correctional Institution has overall responsibility for oversight of the facility.

STF is designed to provide for better inmate transition to the community by returning them as productive members of society. The facility provides Alternative to Revocation (ATR), Work Release, Community Service, and acts as a hold facility similar to a county jail.

There are two security levels. One side is 152-bed minimum custody and the other side is 152-bed medium custody.



STF-Minimum opened in December of 2003 and STF-Medium opened in May 2004.



**Minimum Security:** The minimum security portion of STF houses one hundred and two (102) minimum security Division of Adult Institution (DAI) inmates and fifty (50) Alternative to Revocation (ATR) inmates. Inmates placed at STF as an Alternative to Revocation are those who have been placed on probation or who have served their required time in prison and have been released to supervision in the community and subsequently violated rules of parole or probation.

**Medium Security:** The 152-bed medium security portion houses Probation and Parole Hold Division of Community Corrections (DCC) offenders. Probation and Parole offenders placed at STF-Medium are those who had been placed on probation or parole in the community and subsequently violated rules of supervision and are awaiting a revocation hearing to determine if their probation or parole status will be revoked.



- STF-Medium has a revocation suite that is capable of conducting two hearings simultaneously. There are several interview rooms located in the suite as well. Currently, there is an officer and two liaison agents responsible for scheduling hearings and attorney/agent visits within the suite.
- STF partners with the following counties: Dane, Kenosha, Racine, and Waukesha County Jails, as well as Region 3 of Milwaukee County, providing space for the DCC Hold Offenders from those counties awaiting revocation.
- STF provides opportunities for on-site visiting for all inmates/offenders housed there. On the minimum side of the facility, inmates are allowed contact visiting several times per week in the dining room. On the medium side of the facility, the offenders have no-contact visiting. Visits are conducted by the use of pre-programmed tele-visiting machines. The machines automatically shut down after thirty minutes.
- Current treatment staff is provided by Genesis Behavioral Services of Racine for:
  - AODA (Alcohol and Other Drug Abuse)
  - Cognitive Intervention
- STF AODA-ATR New Freedom Program enrolled 186 DCC Offenders. Program results were as follows:
  - 140 DCC Offenders successfully completed the ATR program;
  - 38 were behaviorally terminated;
  - 1 withdrew;
  - 1 was given a medical release;
  - 6 did not have any significant change after finishing the program.
- Work Release is only available to DAI inmates on the minimum-security side of the facility. Inmates must be physically fit and stable on medications before being placed on work release. STF staff approves all job sites. The Work Release program began in January of 2004 and to date has averaged fifty-six inmate workers per week. There were 121 Work Release placements this fiscal year.
- **On Grounds Opportunities:**
  - Basketball
  - Board Games
  - Law Library
  - Universal Gym Equipment
  - Volleyball
  - Weekend Movies

- All inmates assigned to STF are required to perform jobs such as shoveling snow, washing dishes, washing windows, etc.
- STF provides a twelve-inmate crew for RCI each day to work outside of the institution.
- Approximately fifteen inmates work in the kitchen at STF under the supervision of Food Service Leaders. All food is prepared and cooked on-site. The STF Food Service area is operational sixteen hours per day. ServSafe Certification is now available, which allows inmates to be certified Restaurant Managers.
- STF provides educational opportunities in cooperation with Belle Venture School.
- All minimum STF inmates are required to participate on community service work crews as needed. We currently have inmates working with the Village of Sturtevant in the Department of Public Works repairing roadways, and doing snow removal and yard waste management within the village.

➤ **Community Service:**

Winter of 2009-2010: STF inmate crews assisted the City of Racine Urban Belle Bus Company with snow removal from 500 bus stops throughout the city.

Spring of 2010: STF Inmate Work Crews assisted with trash pick-up at the Village of Sturtevant Park and Recreational areas.

July of 2010: STF Inmate Work Crews assisted with trash pick-up and preparation for the Sturtevant July 4<sup>th</sup> Fireworks in the Village of Sturtevant.

➤ **Major Events/Communication:**

July	2009	WI DOC Inmate Driver Approval Process Changes STF ATR Program begins closed ended – New Freedom Program
August	2009	Furloughs begin – First one on August 28
September	2009	Furlough Day WI DOC improves DNA processing
October	2009	Furlough Day ACT 28 passed
November	2009	Furlough Day
December	2009	ServSafe Testing at STF
January	2010	Furlough Day
February	2010	Furlough Day E-Sponder Training ServSafe Testing at STF
April	2010	National Crime Victims’ Rights Week
May	2010	National Correctional Employee Week

➤ **Stake Holder Interaction:**

July	2009	Waukesha County Technical College Tour
August	2009	ITT Technical College Tour for Correctional Administration Class Community Relations Board Meeting TeleNav Representative provided training on GPS devices
September	2009	St. Rose Family Services – Parenting/Nurturing Class Graduation Mission Possible – Zimmerman Consultants provided Reach-In Services
October	2009	Community Relations Board Meeting
November	2009	Union Grove Law Enforcement and Justice Day Tour

December	2009	Marquette University – Restorative Justice Program – Circles presentation United States Census Bureau – STF
January	2010	Veterans Affairs Benefits Representative – Reach-In Services Social Security Administration - Racine County Reviewed MOU DOC Disturbance and Work Stoppage – Racine County
February	2010	Marquette University - Restorative Justice Program – Circles Presentation
March	2010	Attic Correctional Reach-In Services for PRI – Racine Grant
April	2010	Racine County Combined Community Corrections Relations Board meeting Marquette University – Restorative Justice Program – Circles Presentation Judicial Visitation Day Community Relations Board Meeting