

**AGENCY PERFORMANCE PLAN  
FY 2014**

<b>AGENCY PERFORMANCE PLAN FY2014</b>			
<b>Name of Agency: Iowa Department of Corrections</b>			
<b>Agency Mission: Advance successful offender reentry to protect the public, employees, and offenders from victimization.</b>			
<b>Core Function</b>	<b>Performance Measure(s) (Outcome)</b>	<b>Performance Target(s)</b>	<b>Link to Strategic Plan Goal(s)</b>
<b>CF: Offender supervision, custody, and treatment</b>			
<b>Desired Outcome(s):</b>			
Management and intervention programming of offenders to control and reduce the risk of harm to the public. Holding offenders accountable for past and current behaviors. Facilitate offenders' meeting their obligation to repair harm to victims and society. Developing offender attitudes and behaviors necessary for long term change	<ol style="list-style-type: none"> <li>1. % Of prison offenders who were medium/high risk at time of admission who are convicted for a new aggravated misdemeanor/felony within 3 years after discharge from system</li> <li>2. % Of medium to high risk offenders that are receiving evidence based interventions for one, two, three, or four of top three criminogenic needs</li> <li>3. Number of escapes (prison only)</li> <li>4. Number of disturbances/hostage/uprising</li> <li>5. % DNA collected on eligible offenders</li> </ol>	<p>17.7%</p> <p>17.8%</p> <p>2 (minimum)</p> <p>2</p> <p>92.81%</p>	<p>Enhance public safety...crime reduction... Impact recidivism via evidence based practices Offender re entry ...</p> <p>Evidence based practice implementation. Treatment capacities. Core assessments. Case plan implementation...</p> <p>Public safety...risk management Constitutional system. Population management</p> <p>Risk management...risk reduction Invest in workforce. Risk management Population management</p>

Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
<b>1. Risk Identification</b> <b>SPA # 49100</b> <b>Org# 221-228:</b> 1121, 1122, 1123, 1131, 1132; <b>242-252: 1389</b>			
<b>A. Consistent use of validated instruments for assessment of offender risk and criminogenic need.</b>	1. % Required validated risk assessment/ LSI-R  2. % Required custody classifications completed	Prisons = 97.0% Residential = 68% Field Services = 66.8%  99.1%	
<b>B. Offender Classification:</b> Assignment of offenders for management and supervision at the lowest possible level consistent with their risk.	1. Number of offenders assigned/supervised in accordance with risk assessment/classification instrument <b>Max/Med/Min</b>	Max – 92% Med – 84% Min – 68%	
<b>2. Risk Management</b> <b>SPA # 49200</b> <b>Org#221-228:</b> 1141, 1142, 1151, 1152, 1171, 1172, 1181, 1182, 1183, 1184, 1301, 1302, 1307, 1308, 1309, 1311, 1312; <b>242-252: 1207, 1310, 1338, 1474, 1475</b>			
<b>A. Managing offenders in a manner consistent with assessed risk, utilizing best practices, and within code requirements and constitutional guidelines</b>	1. Rate of inmate suicide  2. Number of offender deaths from natural causes and other than suicide  3. Prison population as % of capacity  4. % of required/needed FTEs per workload formula funded	3 4  13  112%  76/124	

<p><b>3. Risk Reduction</b>  <b>SPA # 49300</b>  <b>Org# 221-228:</b>          1141, 1142, 1152, 1181, 1182, 1183,          1184, 1201, 1202, 1211, 1212, 1221,          1222, 1231, 1232, 1241, 1242, 1251,          1252, 1261, 1262, 1271, 1272, 1273,          1274, 1281, 1282, 1291, 1292, 1321,          1322, 1331, 1332, 1341, 1342; <b>242-</b>  <b>252:</b> 1314, 1368, 1371, 1372, 1389,          9997, 9999, 2222, 1475</p>			
<p><b>A. Correctional best practices, programs, and interventions that have been shown to develop pro social attitudes and behaviors to reduce offender recidivism and future harm to the public, and o develop skills necessary for the offenders' long term success</b></p>	<p><b>1. % Of medium/high risk offenders who successfully complete case plan programming for each of their top four criminogenic needs before final release from corrections system.</b></p> <p><b>2. % Of offenders who were medium/high risk at time of admission whose LSI-R gain score shows significant reduction at final discharge from corrections system.</b></p> <p><b>3. % Of interventions designated by Offender Services as evidence based</b></p>	<p><b>86.3%</b></p> <p><b>22.4%</b></p> <p><b>43.79%</b></p>	

<p><b>4. Basic Life Care</b>  <b>SPA # 49400</b>  <b>ORG# 221-228:</b> 1111, 1112, 1161, 1162, 1191, 1192, A12A, A13A, A14A, A15A;  <b>242-252:</b> 1101, 1220, 1226, 1231, 1341, 1345, 1346, 1348, 1349, 1353, 1355, 1356, 1357, RM05, 9997, 999, 2222, 1475</p>			
<p><b>A. Provision of facilities, services, and programs necessary to meet mandates, ensure health, safe environment.</b></p>			
<p><b>B. Ensure healthy, safe and constitutional correctional environment of offenders and staff.</b></p>	<ol style="list-style-type: none"> <li>1. <b>Number of offender deaths and/or serious injuries</b></li> <li>2. <b>Number of staff serious injuries</b></li> <li>3. <b>Staff sexual misconduct: investigations/substantiated</b></li> <li>4. <b>Offender on offender abusive contact: investigations/substantiated</b></li> <li>5. <b>Offender on Offender non-consensual acts: investigations/substantiated</b></li> <li>6. <b>Staff sexual harassment: investigations/substantiated</b></li> </ol>	<p><b>11</b></p> <p><b>6</b></p> <p><b>32/9</b></p> <p><b>34/10</b></p> <p><b>26/7</b></p> <p><b>10/2</b></p>	

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<b>CF: Resources Management</b>			
<b>Desired Outcome(s):</b>			
Leadership, oversight, infrastructure, support that manages adequate human resources in an efficient, conscientious, and fiscally responsible manner.			Fiscal responsibility ...effective resource management ...agency redesign
<b>Services, Products, Activities</b>	<b>Performance Measures</b>	<b>Performance Target(s)</b>	<b>'Strategies/Recommended Actions'</b>
1. Leadership & Oversight SPA 67100 Org# 221-228: 1111, 1112; 238: 4001, 4002, 4003, 4044, 4005, 4006, 4007, 4008, 4012, 6401, 6402; 242-252: 1101			
2. Financial Management SPA # 67200 Org#221-228: 1111, 1112, 1191, 1192; 238: 4003, 4004, 4005: 242-252: 1101,1109	1. Correctional Officer Overtime as a percent of payroll	1.84%	
3. Information systems/Records, Communication 4. SPA # 67300 5. Org# 238: 4003, 4006, 155A, 242-252: 1183			