



Message From The Director

I appreciate all of your work and professionalism over these past three months as we have dealt with the difficult decisions regarding layoffs and budget shortfalls. Your efforts have all been commendable. I want to talk a little bit in this newsletter about the current situation of the prisons and the

community corrections districts that we are coming to know as the Iowa Corrections System.

Iowa's prison design capacity is 6,900 and our budget supports keeping 8,100 inmates in that space. However, our current prison population is around 8,600 offenders, which is nearly 25% above capacity. Our institutional employees are doing an excellent job of maintaining the security of those facilities, and accomplishing our mission of protecting the public, the employees and the offenders. Inmate assaults on staff and other inmates dropped by over 50% between FY2003 and FY2004.

Over 77% of our offenders in the state are under the supervision of our community-based corrections system. Our budget supports supervising 23,000 offenders in the community. However, we actually have over 29,000 offenders being supervised on any given day. The average probation/parole officer supervises a caseload 66% above the national evidence-based practices standard. Community corrections staff are doing an excellent job of supervising offenders in the community and holding them accountable.

Given the condition of the state budget as a whole, we have not had a lot of money in our corrections budget to keep the employees we have. Our original budget plan required that we lay off 90 employees this year, but we have worked hard to reduce that number. Through all of our combined efforts, we had to reduce by 21 employees, preserving as much capability to provide security and treatment as we could.

Preserving treatment resources is a particular challenge.

For example, about 80% of offenders entering Iowa's prisons are identified as having alcohol and drug abuse problems. But the capacity of Iowa's prison system to deliver licensed substance abuse treatment programs has been reduced by 20% in the past two years due to budget cuts.

Budget cuts have also drastically reduced treatment resources in community-based corrections. We have lost approximately 70 CBC-funded staff to provide supervision and treatment interventions.

This year we almost eliminated sex offender treatment programming for the prison system. However, enough staff were scheduled for military duty at various facilities that we cancelled the layoffs that would have affected that program.

Preserving treatment resources is key to reducing the risk of offenders reentering Iowa's communities. Few prison inmates are serving life sentences or terms so lengthy they will amount to life in prison. The fact is that over 90% of our prison inmates will eventually return to the community. We understand that Iowans want to put an end to crime committed by repeat offenders, and through evidence-based practices that use "what works" methods to change those offenders, we can reduce recidivism by up to 30%.

As I mentioned at the beginning, I see the institutions and districts, not as separate elements we are trying to get to work together, but rather as a system already—the Iowa Corrections System. I strongly believe that we have one of the best Correctional Systems in the country, and that we owe that status to each of you that works daily to accomplish the mission of our agency.

I appreciate your hard work and dedication to this Iowa Corrections System. I will continue to focus our agency on our mission, and continue to do my best to take care of each of you.

Gary D. Maynard, Director
Iowa Department of Corrections



Inmate Labor For Iowa Communities

During FY2003, offenders from Iowa's prison system provided over half a million hours of community service work to state and local governments, school districts, non-profit organizations and others, saving taxpayers millions of dollars. Inmates have helped clean up communities hit by tornados, groomed pioneer cemeter-

ies, planted trees, and completed a host of other tasks. Offenders are carefully screened for work in the community, present minimal risk to the public, and are usually nearing their release dates. Because they see it as a privilege, the offenders take great pride in their work and give 100% every day.

Communities may utilize inmate

labor for as little as \$5 per day per inmate. If the DOC provides correctional supervision and transportation, additional charges may apply at the discretion of the institution. The warden also has discretion to waive fees for communities and organizations unable to pay. In fact, half of the \$5 per diem is

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Writing Workshops

Writing Workshops: A Restorative Justice-Based Initiative

by Betty Brown

Each week in a few prisons, victims, a victim advocate, and inmates gather with a writer/student/journalist to read and write together. Many stories are shared during the 90-minute period, from child abuse, to fishing, to cooking, to homicide. Laughter, tears, and an empathetic ear are as important as grammar and the flow of the story. We learn from offenders the histories of severe abuse and neglect, ‘thrown away’ kids – not in any way an excuse for criminal acts, but some part of the critical question, “Why?” that victims often ask. We learn what Mother’s Day is like without the love and care of a murdered son. We learn about the oppressive weight of shame, guilt, and sorrow from harm caused by criminal acts that some offenders wake up to every day. We learn the value of encouraging and

supporting some very broken souls. We learn what creativity harbors beneath that brokenness in victims’ and offenders’ minds and hearts. We learn the pain on both sides of crime.

The objectives of the workshop are to provide a forum for the words, ideas and life stories of the participants—both offenders and victims of crime—and to get their words out to the community. Writing workshops are on the healing edge, not the cutting edge, of changing how we respond to criminal behavior and interact with victims and offenders.

The coming together of lives from “both sides” presents gifts of kindness, encouragement, and support creating a bond restorative justice advocates easily recognize as victims, offenders, and community working together, repairing harm, producing some healing.

See two examples at right.

Oblivion

by Pearl Shanda

Snuffed out
like a candle in the wind.
Blown away
like a tree in a hurricane.
Rubbed out
like the words on a blackboard
Mowed down
like the weeds in a field.
MURDERED!!!!!!!

In Silence

by Anthony

A child reaches out for help,
Pleading with their eyes,
Gaze upon those eyes and see
The cruel and unjust treatment heaped
Upon their innocent souls.
In silence they scream.
In silence they cry.
In silence they wonder, “Why?”
In silence they pray for an end.
A child reaches out for help.
Can’t you see?
Or why can’t you hear
Their cries in the dark?



Anamosa State Penitentiary

Dog Days of Summer

Canine Handler Mark

Beauregard and his canine Bud placed second overall out of 54 dogs at the PD-1 Trials in Mt. Pleasant in September. Bud and three other canines also won first place in the four-man team for the DOC. Correctional Officer Al Dettbarn did an excellent job assisting the team as “bite dummy”.

A new canine named Ferro was



Mark Beauregard and canine Bud

purchased from Vohne Liche Kennels in Denver, Indiana. He will eventually replace Dante, who has been on duty for over eight years, but due to his failing health and

age must retire.

Lastly, the Employee Relations Committee sponsored a “Dog Days of Summer” luncheon in August for staff, featuring hot dogs and ending with ice cream sundaes. We had a great turnout and plenty to eat.

Employee Recognition

Correctional Officer Brett Taylor was named Employee of the Quarter for the second quarter of 2004 in July. Taylor works in Living Unit B and does an outstanding job of keeping the cellhouse in order. He is firm with inmates without being aggressive and can read their moods, which has helped avert problems. During this quarter, an inmate assaulted a supervisor with a dangerous weapon and Taylor stepped in and prevented the situation from becoming tragic. He later prevented another assault by intervening when an inmate raised his cane at a staff member. Officer Taylor was well deserving of this award.

Mystery Guest

It was a little frightening when CS1 Kevin Hagemann, while heading for the popcorn machine in the basement of the Administration Building, was greeted by a 4-foot bull snake at the bottom of the steps. CTL Kurt Gilmore bravely picked up the snake and escorted it back to its environment.

New Flag Poles

ASP is proudly displaying the new corrections flag in addition to the United States, Iowa and POW flags. Staff observed as the three new flagpoles, topped with gold ball ornaments, were erected along the flower garden on the south side of the institution. In full salute the flags are beautiful.





Clarinda Correctional Facility

CF To Expand

Staff members have been busy preparing for our new addition. The former Employee Lodge Building is being remodeled and will become a minimum-security unit. The target opening date is now set for the end of January through March 2005. Clarinda maintenance staff members are doing most of the work with assistance from offenders in the minimum outs program.

A new addition will be a visiting/reception center. Approximately 40 staff will be hired. Plans are to have them hired and begin training in January 2005. The addition will house minimum-security offenders who are eligible to work in minimum outs programs. CCF already has approximately 80 offenders involved in the minimum outs work program. Areas worked are campus dietary, maintenance, house-keeping, laundry, and storeroom.

Private-Sector Employment to Expand

Our prison industry operation, H&H Trailers, a privately owned industry that makes trailers is looking to expand to another shift. They currently employ 50 offenders and are looking at hiring an additional 20 for a second shift.



CCF Lodge Building, September 2004

Employee Promoted

Steve Jenkins was named Deputy Superintendent this past July. Steve has worked at CCF for 24 years, most recently as Treatment Director. His knowledge and leadership will make him an asset to CCF.

Employees Recognized

CCF celebrated employee recognition

in July. Loren Foster, Senior Correctional Officer and Laurie Wilmes, Dental Assistant were named Employees of the Quarter. Congratulations to both of them for this honor. We also had three staff return from military duty: Ed Espinosa and Mel Shelnutt, both Correctional Officers, and Dave Bredensteiner, IWCC instructor. We held welcome back coffees for each of them. We're happy they are safe and sound.



Fort Dodge Correctional Facility

New Frontiers Substance Abuse Program

The New Frontiers Substance Abuse Program has literally embarked on new frontiers this past year, implementing components of a therapeutic community to improve the atmosphere on Dolliver Unit. Dolliver is a 200-bed living unit, 100 beds for the Residential Program and Relapse Prevention and 100 beds for those who have completed programming or are awaiting assignment.

- Peer Mentors – Inmates are interviewed and hired by counseling staff to instruct the *Reach One/Teach One* peer health program, assist Activities Specialists, co-facilitate a cultural awareness class entitled *Flash Judgments*, and assist counselors in treatment groups. The *Reach One/Teach One* and *Flash Judgments* mentors teach classes during pre-treatment and the first few weeks of programming. Mentors assigned to a treatment group reside in the Unit along with the fourteen inmates in

their group. Mentors attend all therapy groups, assist with homework assignments, and participate in pre-treatment by reviewing rules and expectations with new program participants. All mentors attend monthly leadership skills classes facilitated by treatment staff.

- Therapeutic Community Meeting – Mentors and representatives for each treatment group meet weekly to discuss Unit matters, and offer feedback on “thinking reports” and essay assignments that are often used in lieu of minor disciplinary reports. During this meeting, staff and inmates may express appreciation for an inmate’s display of positive behavior.
- At the end of each month, inmates who have no disciplinary correction and display positive behavior may select a coupon of their choice. Coupons may be redeemed for privileges such as a week’s use of TV, the opportunity to be first in line for

meals or commissary, approval to wear personal clothing to class, etc. The treatment group with the best monthly record has their names displayed on a plaque and may watch a non-treatment movie.

Staff notes significant improvement in inmate behavior and a pro-social atmosphere since implementation of these components. Because of these successes, the Unit wing that houses general population inmates waiting for programming has begun to implement similar components.

Recently, New Frontiers was recommended for a three-year license by the licensure review team, which gave the program an “excellent review.” In response to our question, “Are there programs in the State that you would recommend we visit so that we can improve our program?” the review team replied, “We’d like to send other programs to Fort Dodge.” Kudos to the staff of New Frontiers.



Iowa Correctional Institution for Women

Garden Harvest

The garden crew, under the supervision of Todd Lust, has had a tremendous year. As of the end of August they have harvested 29,000 pounds of produce grown at ICIW. All of



3rd Place Ribbon for Butternut Squash



5th Place Ribbon for Most Unusual Vegetable with a Kennebec Potato



First Place Ribbon and Trophy for the Community Garden Entry, This was an Amish-made basket filled with nine types of vegetables, no more than five of each variety.

this produce is being used in the kitchen at ICIW.

ICIW entered nine categories in this year's Iowa State Fair. See photos for winning vegetables and prizes.

ICIW on TV

Actor and comedian Tom Arnold visited the Iowa Correctional Institution for Women in August as part of a series for his television show "The Best Damn Sports Show Period." We were one stop among many for his show. Other segments included a stroll through Ottumwa, meeting the Governor, and a day at the Iowa State Fair.



Mr. Arnold spent a total of three hours at ICIW. He began his tour visiting his sister, who is incarcerated

here. He then toured Iowa Prison Industries where his sister is employed.



At lunch in the ICIW dietary department, he said the food was better than in the FOX cafeteria. He also said having to put his tray away was the first time since he became famous that he had to pick up after himself.

Mr. Arnold gave a brief speech to some of the inmates in the Substance Abuse Treatment programs. He talked about recovery and what he has done to remain sober. His talk included a question and answer segment. Inmates were able to ask him about his own recovery and relapse issues.

The show aired on FOX network on September 16, 2004.



Iowa Medical & Classification Center

Several IMCC supervisory staff organized a steak barbecue for general population offenders on Labor Day. This was the first outdoor barbecue event at Oakdale in many years. Offenders were given an opportunity to purchase a steak, which was then cooked to their specifications by Deputy Warden Greg Ort and Assistant Food Services Director Jeff Beasley. Many other staff pitched in including Activities Specialist Supervisor Ann Sullivan and Food Services Director Janet Lowenberg. The Education department created special tickets for the event, and Correctional Officer Eldon Hotz donated the use of a cooker. The offenders were very appreciative of this special event.

The IMCC Unity Fund donated \$250

to victims of Hurricane Charlie who were corrections employees in Florida.

IMCC had four Correctional Officers complete Field Training Officer instruction. They have been writing training curriculum and have performed fire extinguisher training as their first project.

At the end of July we promoted three staff to Correctional Supervisor II. Mike Strabala, Ron Hills, and Brian Chapman have immediately established themselves as competent, thoughtful leaders in our organization.

There has been lots of activity centered on building expansion and upgrades. Construction on our new Powerhouse will proceed in earnest this fall. A tunnel has been completed from our existing building to the location of



Retiring Supervisor Don Joslin pins captain's bars on new Supervisor Ron Hills with new Supervisor Brian Chapman at his side at IMCC's "Early Out" retirement gathering.

the new Powerhouse. The design work for the new Special Needs Unit building is nearly complete and we anticipate construction bids to go out yet this fall. We are completing work on a new Master Control Center, which should be operational within a few months.

To all DOC employees:

We would like to express our gratitude for the many cards and memorials we received in memory of our daughter, Kathryn. We heard from corrections offices across the state and the outpouring of thoughts and prayers from all of you is deeply appreciated. Thank you for your continued support during this difficult time.

With gratitude, Robyn and Bret Mills



Iowa State Penitentiary

Early Out Program Retirees

On July 29, 2004, two long-time employees of ISP, Judy Burton and Ray Moeller, took advantage of the



Above: Judy Burton & Security Director John Emmett

Below: Deputy Warden Bill Sperflage & Ray Moeller



Trades Leader since March 1985.

Early Out Program and retired. Judy Burton began work at ISP in October 1984 as a Receptionist and worked her way up to Lieutenant in November 1992. Ray Moeller started at ISP in September 1984 as a Maintenance Repair Leader, and has been a Correctional

Excellent Year for the Gardens

Over the past few weeks 98,180 pounds of produce were harvested. In addition to serving the produce at the



other institutions.

Some of the harvested items included:

- Sweet corn: 19,796 pounds. Shipped 1,200 pounds to Veteran's Home. Freezing some.
- Sweet Bell Peppers: 3,724 pounds. Frozen.
- Potatoes: 13,500 pounds.
- Tomatoes: 10,675 pounds.
- Watermelon: 41,950 pounds. Provided 120 melons each to Mt. Pleasant and Anamosa.

K-9 Certification

ISP K-9 Teams participated in the Annual PD-1 Trials in Mount Pleasant in September. Attending were Lt. Dave Rhodes and K-9 Drago, Sgt. Jim Shoup and K-9 Ari, Sgt. Mike Barnes and K-9 Marko, and Sgt. Sean Harris and K-9

Farms, JBC, and ISP, a number of items were frozen and others shared with

Rocky. All four K-9's were awarded certification. ISP brought home nine trophies in the areas of obedience to commands both verbal and hand, ability to work through obstacles, search and retrieval, search and find, and search and apprehension with and without gunfire. ISP placed second in overall team scoring.



Employee Of The Quarter

Mike Nye, Iowa State Industries Supervisor, was named Employee of the Quarter in September. Mike began working for the State of Iowa in May 1979. He was cited by his supervisor as going well above the call of duty the past four months to help ensure that IPI production orders were met.



Mt. Pleasant Correctional Facility

PCF Hosts Leadership Development Meeting

On September 9th, Mt. Pleasant was host to a Leadership Development Training and Workshop for the Wardens/Superintendents and District Directors of Correctional Services. The workshop was well received by all in attendance. This workshop was an outgrowth from a NIC request to work with Deputy Wardens in Iowa. A variety of topics were discussed and plans were started, so that DOC has leaders to replace current leaders as they promote or retire.

K-9's Retire

On August 12th Sgt. Fleig's dog Zeus, who worked for the Department 1996-2004, and Sgt. Banks'



dog Ty, who worked 1995-2004, retired. A farewell celebration was held. At the end of August, Sgt. Fleig introduced Apollo as a new member to the team.

Lay-Offs Rescinded

On September 13th, after reviewing the financial outlook and the impact on salaries, due to five persons being activated to military service, it was announced that our lay off notices were rescinded. This was a very happy day for all staff involved.

K-9 Certification

September 12-14, 2004, Mt. Pleasant Correctional Facility, in conjunction with the Mt. Pleasant Police Department, hosted the United States Police Canine Association Police Dog One Certifications. There were a total of 54 dogs from Iowa, Minnesota, South

Dakota, and Illinois. The certification is an annual event in which the K-9's and their handlers must carry a 70 percent to certify.

During the certification Mark Beaugard from ASP, Rusty Ringler from Newton, Gene Dietzenbach from the Mt. Pleasant Police Department and Butch Wellington from MPCF where grouped together as a four-man team,



which took first place as a team. MPCF's Sgt. Butch Wellington placed first overall, fourth in Agility, first in Suspect Search, fourth in Article Search, third in Obedience, and third in Apprehension.



Newton Correctional Facility

Leadership With Class

The weekly management team meetings at the Newton Correctional Facility include all supervisors the third week of each month. This meeting historically included training on the agenda as a matter of routine. In late FY2003, Deputy Warden Kris Weitzell assigned all supervisors a portion of the monthly training, with two requirements: the supervisor could have someone else give the training, such as an outside person, *and* the training had to last from one to four hours. Any topic was allowed.

Since the inception of this challenge to supervisors, they have had many great refresher sessions including Pat Searches, Investigations, and Criminality, as well as some fun and interactive Team Building exercises. In September 2003, Nurse Supervisor Donna Cook invited Susan B. Wilson, *Executive Strategies, Inc.*, to present Leadership With Class, with the objectives of

strengthening leadership, addressing issues as a group of leaders and learning to be fun and interactive.

What we found during this training was that we weren't quite the team of leaders that we thought we were. Since then, the monthly supervisor training topics have focused on team building and leadership training.

In the beginning, it was somewhat of a struggle to acknowledge our differences and weaknesses. We had to start from scratch, introducing ourselves and getting to know each other, in order to evolve into a closer, stronger and more productive team. As a group, we have identified our weaknesses and strengths, challenged our weaknesses, developed strategies and a plan of action, and continue to use these in our daily supervisory roles.

Today, supervisors approach negativity head-on, seeking a win/win result. We've minimized the amount of "junk talk". We've learned new ways of

communicating, and supervisors are positive role models. Together we build a strong foundation for tomorrow's leaders.

Golf: Fall Scramble

The Third Annual DOC Newton Correctional Facility Fall Scramble was held on August 27, 2004 at the Bos Landen Golf Resort in Pella. This premier public course provided an extreme challenge for the 116 DOC golfers from across the state. The IMCC team of Mike Bogs, John Reynolds, and Leon and Larry Noska came out on top.



North Central Correctional Facility

In late July, the North Central Correctional Facility decided to do "spring cleaning" in the dietary department. Both staff and offenders arrived with sleeves rolled up and ready to work. However, after removing equipment in preparation for cleaning, it became apparent that there were many additional needs to be addressed. Ceilings required attention, there were cracks in the walls, and tiled flooring was either cracked, missing or beyond its useful life. The question became how to upgrade this area and address all these needs on a limited budget, and without disrupting the preparation and serving of 1,500 meals a day.

Plant Operations Manager, Ray Halterman and Correctional Trades Leaders Tim Lange, Bill Hungate and Steve Holder used their ingenuity to outline a plan that required minimal materials. By removing some of the non-

support walls, the preparation area of the kitchen would be opened up, allowing for easier access and better visibility. White glass board would be added to the remaining walls, primed and receive an acrylic finish. White vinyl soffits would be applied to the ceiling. The tile floor would be removed and replaced with acrylic flooring. Overall, the changes would add to the brightness of the kitchen and would be easy to clean.

As the plans were finalized, Food Services Director, Tim Pogeler had to figure out a place to temporarily house food services. Fortunately, Roger

Baysden, Deputy Director of Iowa Prison Industries came to our rescue, allowing the use of the IPI industry building located on grounds at NCCF as a temporary kitchen. With the assistance of Food Service Coordinators Mary Butrick, Tim Motl and Donna Hammen, plans for a temporary kitchen in the industry building were drafted and the kitchen was moved.

The "spring cleaning" project turned into a two-month renovation effort, which is now in the final stages. All of this has been accomplished through the efforts of staff working together and without one major issue.



Before



During



Near Completion

Articles were not received from the following Departments of Correctional Services: 3rd & 7th Judicial Districts.



1st Judicial District

New District Director

A change in leadership tops the news in the 1st District. Dan Craig accepted a position as Deputy Director of Western Operations for the Iowa Department of Corrections effective September 24, 2004. At a Board of Directors meeting held September 17 at the Luster Heights Camp, Harpers Ferry, a unanimous vote of confidence



Board Member Arnie Boge congratulates Karen.

was given to Karen Herkelman as she was appointed Director of the District. A Change of Leadership Ceremony was

held at the Waterloo Residential Correctional Facility on October 22, 2004.

On the Program at APPA

In July, the Waterloo Residential Correctional Facility Women's Co-Occurring Disorder Program was presented at the American Probation

and Parole Association Conference in Orlando, Florida by Lisa Dolan, PPO, and Ken Kolthoff, PPO Supervisor.



Dan Craig, Lisa Dolan & Ken Kolthoff at APPA.

Annual Picnic

Eagle Point Park, Dubuque, was the spectacular setting for the Annual Department/AFSCME Picnic on August 13, 2004. Beautiful weather, good food and good company highlighted the event. Years of service awards were presented, with a special 30-year award



Tom Bonefas (30-year employee) and Kyle Stewart (20-year employee).



Kid Activities at the Picnic

going to Tom Bonefas, Division Manager of Facilities. Our Dubuque employees were exemplary hosts for this event. With all the improvements, festivals and sights to see on the riverfront, it's easy to see why they have Dubuque pride!

Ongoing

First District ongoing projects include Strategic Planning, Evidence-Based Practices, restructuring the Department Policies and Procedures Manual and representation on the Statewide Leadership Training Task Force. Committees that meet regularly include Diversity, Staff Training & Development, Safety, and a Wellness Committee that recently

held a BBQ fundraiser for the National Bone Marrow Registry. The school year kicked off with Waterloo employees continuing a Partners In Education program, including pairing employees with student pen pals at Edison Elementary.



2nd Judicial District

District's Employee Recognition Day is "Second to None!"

By Leah Noel, Residential Manager, Beje Clark Residential Center

September 23, 2004, was set aside to celebrate the talents and work of the employees of the 2nd District Department of Correctional Services. The many stars of the district were out and shining brightly during the day of acknowledgement, laughter, training and lunch. The event was held among the autumn leaves and trees in Fort Dodge's Kennedy Park.

Linda Murken, District Director, started the celebration by sharing some remarks from Director Maynard, recognizing employees for "their outstanding work". Cindy Voorde, Calhoun County Attorney and the District's vice-chairman to the Board of Directors, expressed gratitude and understanding of the tough, sometimes thankless work people do in the District.

After lunch and a game of Jeopardy, training was provided by the District's

Evidence-Based Practices (EBP) Committee. Earlier this summer the District sent 14 staff to the July CBC Retreat on Implementing Evidence-Based Practices. The team consisted of a diagonal slice of the District workforce, representing Field/Residential Services Probation and Parole Officers, Residential Officers, Treatment Staff, Probation and Parole Supervisors, Residential Managers and administrative staff. They left the retreat with the primary goal of developing a campaign to inform staff of the value and advantages of basing their work on Evidence-Based Practices. The information they shared at this event had also been presented to the Department's Management Team, Labor-Management Committee and Board of Directors. The District's EBP Team is currently soliciting staff input on improvements that can be made to

support Evidence-Based Practices.

A refresher session on Personal Safety included review of defensive techniques, to ensure that employees continue to stay abreast of safety precautions as they interact with offenders.

A silent auction, some thought-provoking games and a lengthy list of award winners filled out the afternoon of recognition and relaxation. The 39 employees receiving service awards this year included four 30-year recipients. Mary Newland from the Marshalltown Area Office, was recognized as this year's "Outstanding Employee."



Mary Newland



5th Judicial District

The Women's Residential Correctional Facility in Des Moines has been in operation at its current location since June 1993. It is a forty-eight bed facility housing adult female offenders with varied legal statuses. A wing of the facility houses women with their children. This innovative program allows eight women to have children under the age of five with them while they do their residential correctional facility time.

The Fifth Judicial District originally contracted operation of the facility out to a private agency. On July 1, 2004, the Fifth District assumed supervision. Since then the facility has been reviewing and revising current programming to determine how best to treat this population based on current research and best practices.

The offenders are required to obtain employment, address their financial obligations and participate in treatment.

Each offender is assigned a Probation/Parole Officer upon entering the facility who acts as her counselor/case manager throughout her stay. The program requires offenders address their criminal thinking and criminal behavior which led to them entering this facility. Our objective is to give offenders the skills needed to avoid future criminal problems. In keeping with the mission of corrections in Iowa, we strive to protect the public, the employees and the offenders.

The facility has a structured schedule which teaches the women to develop a pro-social lifestyle. Each offender is required to attend in-house facility groups weekly where she presents treatment assignments, role plays situations, and learns to give and receive feedback. The program includes a series of lectures on such topics as job seeking, stress management, AIDS education, parenting and domestic

violence. A chaplain assists the women by offering bible study, assisting with church attendance, providing reading materials and meeting other needs. The facility also makes referrals to outside agencies for any treatment needs not addressed here and as a means of aftercare for offenders who successfully complete the program.

Early on, the facility adopted Thomas Mitchell Park as a way for the women to give back to the community. Several offenders volunteer once a month for several hours and clean the park, repair picnic tables and complete other needed work.

The length of stay for offenders varies depending on legal status and court ordered obligations, but averages about three to four months.

If anyone would like more information or a tour, please contact Peggy Urtz at 515-242-6764 or Lyn Hawthorne at 515-242-6320.



6th Judicial District

The Sixth Judicial District Department of Correctional Services hosted the annual All Department meeting for staff on June 29th in Cedar Rapids. As part of this event, annual **seniority awards** were presented to 41 staff to recognize their years of service, including 30-year awards that were presented to:

- Mick Micks, Residential Manager, Coralville
- Mush Zapf, Secretary, Coralville
- Dan Schaapveld, Probation/Parole Officer (residential), Coralville
- Jack Falat, Probation/Parole Officer, Cedar Rapids

The annual **Richard Kueny Award** was also presented (Richard Kueny was employed by the District from 1975 until his death in 1987 from Hodgkins Disease; he was Assistant Director at the time). The Board of Directors established this special award to recognize employees who show the same dedication, positive attitude and outstanding

service displayed by Richard Kueny. This year's recipient was **Randy Cole**. Randy joined the District as a Residential Advisor on April 2, 1984. He has held a number of positions since then and is currently Polygrapher. Randy's polygraphy services are in demand by other corrections agencies as well as within the district. Karl Hansen, understood by many to be the world's leading authority in Sex Offender Risk Assessment, has recently recommended Randy to be an instructor in the STATIC 99 and SONAR risk assessments to train staff in another state. Randy is also President-Elect of IBTSA, and facilitates CALM and BEP groups. Above all, Randy is a positive role model to his clients, and they have described him as genuine, calm and credible. He is a dedicated staff member and most deserving of this award.

Other notable awards for the Sixth Judicial District:

- **Jean Kuehl** was recently honored as

a Friend of Education for her work with the Invest in Children Initiative by the Grant Wood Area Education Association during their annual Partnerships Banquet on May 4, 2004.

- **Gary Hinzman** has been selected to receive the Sam Houston State University Executive of the Year Award for 2004, which was presented at the National Association of Probation Executives (NAPE) Conference in Orlando, Florida in July.
- **Pat Cobb** was also selected by NAPE at the Orlando Conference to receive the Award for Exceptional Community Service for 2004. Pat helped create the Community Corrections Improvement Association (CCIA), the non-profit foundation of the Sixth Judicial District, and served as President of the CCIA Board of Directors for many years. Pat is the President of World Class Industries, Inc., in Cedar Rapids.



4th Judicial District

Women's Residential Correctional Facility Celebrates 1-Year Anniversary

The Fourth District's Women's Residential Correctional Facility in Council Bluffs celebrated its one-year anniversary on August 18, 2003. The capacity of the facility is 26 residents and we initially brought over ten residents from the then coed facility for a 2-week break-in period. Over the next two months we accepted new arrivals on a weekly basis until we reached our maximum and then around Christmas time, the count decreased to around 18. The number of residents remained stable between 18 to 20 until early in September of 2004. The facility is now at capacity and there is a minimal waiting list. The staff at the facility includes seven Residential Officers, a Secretary, a Probation Parole Officer

and a Residential Manager. With this minimal and very competent staff, we have been able to provide a variety of services with the help of outside agencies such as Planned Parenthood, Lutheran Services in Iowa, the Extension Office, Department of Public Health, and Heartland Family Service. In addition, we provide Moving-On groups with in-house facilitators. Most of the residents have a history of substance abuse, history of abuse and many have dual diagnosis.

It has truly been a year of learning and growing for all involved in the development of the culture and operation of the facility. Some of what we have learned in the past year is teamwork, communication, and consistency.



In addition, we all have kept our sense of humor. We have discovered that it requires as much effort to manage ten residents as it does to manage 26 residents, they will differ with you at the oddest moments, they will thank you at the oddest moments and you must have excellent staff to have a positive impact on the mission. Thank you to the excellent staff for a great first year of operating the Women's Residential Correctional Facility.



8th Judicial District

Eighth District Adds Third Community Accountability Board

The Eighth Judicial District Department of Correctional Services recently established its third volunteer board to provide support to adult probationers while holding them accountable for crimes against their victims and communities. Based in Burlington, the new community accountability board is part of a recent strategic planning strategy to implement more restorative justice services and programming in the district.

Founding board members represent a number of communities in the district including Burlington, Mt. Pleasant, Salem and Birmingham. Prior to the

establishment of the accountability board, many of the 14 members participated in a three-day restorative justice training and a subsequent strategic planning process. Plans include creating another accountability board to serve victims, offenders and communities in the Ottumwa area.

"We are totally committed to implementing restorative justice practices because they make sense for all members of our communities," Director Curt Campbell said. "We have taken steps in this process over the past few years by implementing services with restorative justice impact such as batterers' educa-

tion and specialized batterers' supervision, sex offender treatment, and youthful offender programming. Our most recent and perhaps most significant step was the hiring of Chris Baker as our full-time victim-offender services coordinator. We will continue to expand as we are able."

The Eighth Judicial District's two existing accountability boards serve the Youthful Offender Programs in Ottumwa and Burlington, respectively. The Ottumwa board, established in 1996, is recognized as a prototype for community accountability boards throughout the state.



Inmate Labor For Iowa Communities

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placed in a fund to support expansion of offender work for organizations unable to pay.

Another option is for the work to be done inside the institutions. Inmates at the ISP build cabinets for Habitat for Humanity homes, and FDCF is starting a

project to build small items such as birdhouses to support Habitat for Humanity's fundraising efforts.

For more information, please contact the Department of Corrections Director Gary D. Maynard's office. Inquiries should be directed to Lettie Prell, Assistant to the Director, by phone at

515-242-5718 or at 420 Watson Powell Jr. Way, Des Moines, Iowa 50309.

