

# INSIDE

CORRECTIONS



## VOLUNTEER SERVICES

*The Oklahoma Department of Corrections is committed to a partnership between agency employees, citizen volunteers, and student interns in achieving its mission. It is essential that citizen volunteers and student interns be actively involved in corrections to provide additional resources, learn about the challenges of corrections, and enhance program and reentry efforts of offenders.*

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Inside Corrections is an Oklahoma Department of Corrections publication distributed to employees, retirees and friends of criminal justice, to enhance communications and provide information on the development and achievements of this agency.

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**On the Cover**

Volunteers  
in Oklahoma Corrections

# INSIDE CORRECTIONS

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### OKLAHOMA DEPARTMENT OF CORRECTIONS

#### MISSION:

TO PROTECT THE PUBLIC, THE EMPLOYEES,  
AND THE OFFENDERS

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

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# Welcome to *Inside Corrections*



It is often said that donating money is easy but donating time is difficult and more valuable.

I guess it depends on what perspective you view time and money from. Our country is noted for volunteerism. Whether that be the original volunteer colonial army, international relief efforts, or something as simple as volunteering to help a friend or family in need, volunteerism is one of the strengths of our society.

Most think of volunteerism as officially being an approved badge carrying volunteer for whatever organization you are donating your time with. However, we are so used to giving of our time, it is sometimes difficult to distinguish volunteer work from just lending a helping hand. The dictionary defines volunteer as one who helps or volunteers without expectation of pay or rewards. Therefore, we are probably volunteering to do something without reward or pay on a daily basis. Department of Corrections' employees are renowned for providing such free assistance. Our work with youth camps, Special Olympics, and a host of other projects is engrained in our culture.

In corrections we normally think of volunteers from faith based groups since a majority of our volunteers are in that arena. Components of reentry are now becoming the focus of many groups who volunteer with us as the country struggles with over 800,000 offender releases each year from state and federal facilities. This does not take into account county and local jails. I realize that sometimes networking with so many volunteer groups requires additional work efforts to allow them access to facilities and offenders, provide space and to monitor activities. Everyone is working for the common good of each other and the dividends in improved offender behavior, families reunited, and the positive effects on many other areas of a person's life, justifies the investment.

I recently interviewed the finalists for probation and parole officer of the year, correctional officer supervisor and correctional officer of the year. It never ceases to amaze me that every year these finalists always have many causes they volunteer for. This year was no exception. Volunteerism is a way to serve that is more self satisfying and also rewarding to those receiving your time, than anything else you can do. I applaud everyone who gives of their time in volunteer efforts and it is a pleasure to recognize a few of those efforts in this edition.

*Justin Jones*

Justin Jones  
Director  
Oklahoma Department of Corrections

# In Other Words

Director Jones,  
I want to thank you very much for the diligent efforts and work of your staff member, Danna Traylor. Ms. Traylor is often called upon by me and my coworkers in an attempt to get information on past and present inmates via "pen packets." Ms. Traylor is quite helpful to me in this pursuit. I call on Ms. Traylor when I need to know "the full story" and also when I have waited until the last minute for her help. Let me tell you about my most recent request of Ms. Traylor. December 30, 2008, I prepared for a trial set Monday, January 12, 2009. At that late hour, I realized I needed a pen packet for my upcoming trial. After preparing, faxing, and mailing my request to Ms. Traylor, I called her office. They gave me the news I dreaded: Ms. Traylor would not be back until the New Year. I worried that my procrastination would cost me a trial opportunity. I left a voicemail for Ms. Traylor asking that I be able to physically pick up the packet upon completion. I felt for certain that Ms. Traylor would not have adequate time to fulfill my request with such limited time. Monday, January 12, 2009 I received my requested pen packet in the mail. Ms. Traylor must receive my thanks. It is her work that allows me to protect children in Oklahoma County. I greatly appreciate your office helping me so quickly and thoroughly. I look forward to working with your staff in the future if ever there is anything I can do for you.

*Lory Dewey*  
ASSISTANT DISTRICT ATTORNEY  
OKLAHOMA COUNTY

J.D. Colbert,  
I wanted to take this opportunity to share with you the exceptional efforts of Mr. Ron Jackson and Mr. Kip Collins to handle a custom order for our agency. We recently placed an order for mattresses for the police academy in Ada. Mr. Collins worked with our staff to send sample mattresses, and finally made modifications to meet our needs. The mattresses were delivered this week, and the recruits were very complimentary of the workmanship and comfort. Thank you, Mr. Colbert, for your assistance during the past year and the true cooperative spirit between agencies to achieve common goals. I would like to thank all of the OCI staff and workers for the diligence, hard work, and care with which they perform their jobs. The efforts of you and your staff are greatly appreciated.

*Larry Birney*  
EXECUTIVE DIRECTOR  
COUNCIL ON LAW ENFORCEMENT  
EDUCATION AND TRAINING

Chief Wilson,  
My name is LaDena and my husband is Edmond Jones. He was in your facility for 24 months until last Tuesday. I'm writing this letter to you and your staff to say thanks. It may seem strange for that to happen but I feel I need to let you know how I feel. The staff at Fredrick were always so professional when I was there to visit, which was at least 4 out of 5 weekends and holidays. I know that when an inmate is incarcerated it is not supposed to be a pleasant time and they are not supposed to enjoy it, but Ed's time there was good. He had great respect for

you and most of the staff. There were a few moments that were not so good, but that will happen even in every day life. He, and I, realize you are not put there to be friends with the inmates you are in charge, but everyone there has the ability to treat them like they are human beings that have made a few mistakes in their lives, and that is the way it felt. Ed enjoyed his job at the electric/water company and that also helped a great deal. It was a hardship to have him so far from home for so long, but if he had to be somewhere I was very glad he was there. He has moved to a facility that will hopefully be as good for him as yours was. I pray that your facility continues to run as good as it has in the last 14 months and you are able to continue to keep the caliber of professionals that you have at this time. I would like to also thank Ms. Nolan and Mr. Atkinson by name. They are very good people and deserve to be given all they can in recognition. Hopefully Ed will never have to see you or your facility from the inside again, but please know that if there is anything either of us can do for you in any way, let us know.

*LaDena Dunning*

**Inside Corrections** welcomes your comments. Letters must include name and contact information. We reserve the right to edit all submissions. Send letters to Inside Corrections, Attn: Editor, 3400 Martin Luther King Avenue, Oklahoma City, OK 73111, or fax to (405) 425-2502. Address electronic mail to marcella.reed@doc.state.ok.us.



Bob Rubin

Uniquely successful in the Southern California film, TV and advertising communities for 25 years, Bob Rubin was recruited to come to Oklahoma in 2002 by a major Indian nation for a year as a media consultant.

At the end of the year, Bob and his wife Paula, an educator, decided to make Oklahoma their home. They photograph, write and publish the very popular Fun Country: OKLAHOMA! Travel Guide, promoting tourism in Southeast Oklahoma, distributed extensively by the state Travel & Tourism Department.

They are both badged DOC religious volunteers, with Bob serving as the statewide liaison for the Oklahoma Jewish offender community.

# Volunteers in Oklahoma Corrections

by Bob Rubin  
DOC Religious Liaison  
OK Statewide Jewish Offender Community

*"If I am only for myself, then what am I? And if not now, when?"*

Those two questions posed by the renowned rabbinical scholar Hillel, 2000 years ago, comprise the rationale for why I am invested in helping create a better tomorrow for Oklahoma offenders.

Working closely with wardens and chaplains, I oversee and monitor religious rights, practices and observances for Jewish offenders at each prison facility, statewide.

I work in collaboration with two major Jewish prisoner-service organizations: the Aleph Institute's enormous prison outreach, headed by Rabbi Menachem Katz, in Surfside, Florida; and Seattle-based JPSI, Jewish Prisoner Services International, the highly respected advocacy group, led by 2005 Corrections Industry Chaplain of the Year, Gary Friedman.

I perceive the responsibility I have accepted as being that of the liaison between Jewish offenders and the

often threatening, disorienting and overwhelming experience of being separated from the only world they have ever known. Incorporating positive reinforcement, I work to help connect or reconnect those willing to grow and open to change, with the tradition, richness and values of Judaism.

I represent our state's Jewish community on the Oklahoma Corrections Advisory Council on Inmate Religious Rights and Practices, serving as its vice chair. This is where many of us, representing both the major and minority faiths are able to share and work through our mutual challenges. It is indeed important for those of us of faith to support each other. A valuable seat on this council of mostly ordained clergy members, utilizing the top-notch seasoning and vital perspective of DOC Chaplain Leo Brown, enables us to do so, while providing much-needed input, ideas and advice directly to the DOC.

Along with the loyal dedication and hard work of prison chaplains, the many committed prison staff members and

other DOC employees, there are 4,500 religious volunteers in Oklahoma's prisons, each doing his or her part to help get and keep offenders on an ethical road to a better future, filled with values, standards and positive behavior. There is, however, great room for growth and improvement, which accompanies the crucial need for moral and character development.

Technological effectiveness is the empowerment parolees must have. Eighty percent of those incarcerated today will, at some point, become our neighbors — mine and yours. Would it not be wise to see that ex-offenders have truly learned right from wrong, and are values-driven, strongly committed to practicing their faith, drug-free, degreed, skilled, prepared, capable, self-confident and employable the very day they are released?

We need to regard — not foolishly lock up and ignore — these men and women. Indeed, they are there to be punished, but why does that mean warehoused, dumbed-down and distanced from education?

There are certainly key religious concerns, as well. As Jews, we know that Judaism does not offer the only way to the "world to come," nor offer the only path to salvation, nor do we make any attempt to convert others to Judaism. Uniquely, there

are many offenders who claim to be, want to be or seem to wish they were Jewish. Practicing Judaism does not make one Jewish, nor does attending Jewish prayer services or learning sessions, or eating kosher food. Jews retain the right to determine who is a Jew. Simply speaking, being born of Jewish parentage or converting via the challenging, lengthy conversion process are the only two ways that one becomes a Jew.

We find it most beneficial if Jewish offenders learn about Judaism from a Jew. This is not always easy. With relatively so few Jews in Oklahoma, unfortunately, even most of its 3.5 million residents only learn about Judaism from a Christian perspective. It is no wonder there is so much misunderstanding of Judaism. Though there are relatively few Jewish offenders at any one prison, perhaps only a couple dozen total, statewide, it seems there are constantly well-intentioned folks from other faith groups who find it necessary for Jews to convert to THEIR faith, instead of encouraging Jewish offenders to excel as observant members of their Jewish faith.

Discrimination toward offenders of various minority faiths and denominations is prevalent in our prisons, and it remains one of our biggest challenges. Whether those be of Native American religions, Muslims,

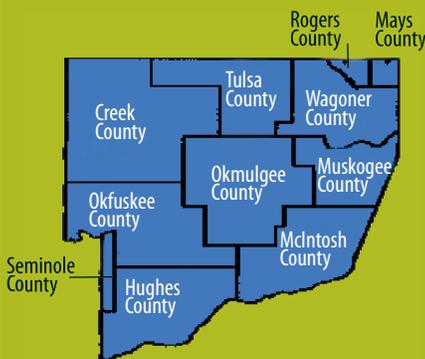
Buddhists, Jews or those of so many other belief systems — as Jews, we respect all other recognized religious faiths, particularly, their right to practice those faiths.

Oklahoma's bright, capable prison chaplains — who do their best to be fair to offenders of all faiths — are usually well-trained in the Protestant denominations. Thus, they are not always as knowledgeable as we, or they themselves, wish they were about the minority religions or denominations. That is certainly an area where we, as volunteers, can make a valuable contribution. All of us, who are part of these smaller groups, want to be regarded in even-handed fashion, whether inside or outside of the institution walls and electronic fencing. To me, my commitment in the Oklahoma corrections system is all about four words: No Jew Left Behind.

Religious faith is not just about belief; no one is exempt from focusing on doing the right thing, even doing it with the folks who have done some terribly wrong things. I believe putting back — volunteerism — is a key ingredient for a better tomorrow, in every Oklahoma city and town. Every American can find a couple hours a week, take the spotlight off ourselves and help elevate someone else, if they really want to. It feels good to do the right thing, reaching out with a hand up.

*Volunteers do not necessarily have the time; they just have the heart.  
- Elizabeth Andrew*

*“We are dedicated to enriching the lives of our citizens in the hopes that one day they can fulfill their dreams and put their past behind them by creating a brighter tomorrow through a positive today.”*



## Muscogee (Creek) Nation Reintegration Program (RiP)

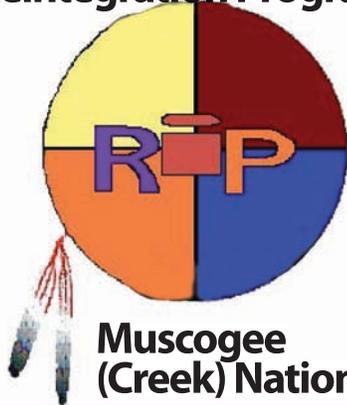
The Muscogee (Creek) Nation Reintegration Program is under the Division of Human Development designed to assist Creek Citizens who have been incarcerated make the transition back into society. The program's objective is to make our neighborhoods and communities safer by providing alternative opportunities for ex-offenders to become a productive citizen and to decrease offender recidivism. Services offered through the RiP include setting up housing, job advocacy, food assistance, clothing assistance, referrals to behavioral

health, substance abuse and medical agencies as the need requires. Pre-release applicants may be advocated for at their parole or court hearing. Each client is assessed and an individual "Reintegration Aftercare Plan" (RAP) is established to meet the client's personal needs. Seminars are presented at correctional facilities geared toward getting the client ready for life upon their release from prison. Seminars cover topics concerning character building, stress solutions, identity resolutions, job skills, reintegration techniques and educational options. Speak-out tours are designed for juveniles as a preventive measure to deter bad behaviors and law violations. Speak-out tours will be conducted at area schools, detention centers and shelters. Eligibility requirements consist of the applicant being a Creek Citizen, currently or previously incarcerated in an in-state penal institution under the Department of Corrections custody and willing to or residing within the Creek Nation boundaries. Applicants must be two (2) years post release or eighteen (18) months pre-release. The program is open to male and female, adult and juvenile applicants.



Pictured above are staff members of the Muscogee (Creek) Nation Reintegration Program: (back row L-R) Tony Fish, Reintegration Manager; and Richard Hicks Jr., Juvenile Specialist (front row L-R) Andrea Alexander, Case Manager; Fredo S. (Chubby) Anderson, Case Manager; and Billy Sterner, Case Manager.

### Reintegration Program



*If you want to lift  
yourself up, lift up  
someone else.*

*-Booker T. Washington*

### R I P GOALS

**TO PROVIDE** a seamless transition for ex-offenders: adult and juvenile from an in-state penal system to the community.

**TO ENCOURAGE** confidence, responsibility and independence through RiP initiatives.

**TO PROVIDE** each client individualized attention and customized aftercare in providing services that will address their immediate needs and future success.

**TO PROVIDE** skills, information, instruction, and individualized tutoring through RiP interventions which are utilized in efforts of becoming productive self-sufficient members of society.

**TO PROVIDE** each client a Reintegration Aftercare Plan specifically designed to meet their needs.

### CONTACT INFORMATION

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TOLL FREE 1-800-259-1059  
LOCAL (918) 652-2676  
(918) 652-2677  
FAX (918) 652-2678

### My Experience as a Volunteer

by Tony Fish, Reintegration Manager  
Muscogee (Creek) Nation

I have enjoyed my work as a volunteer immensely. I never would have guessed my life path would have taken the route it has, straight through the Oklahoma Department of Corrections. Early on, my thoughts of helping prisoners was somewhat obscured to say the least. My position was that they did it to themselves, I had no empathy for them and no regard for their future. As a paid employee in the private prison sector, I began to have a paradigm shift. I began to realize that these prisoners were actually people with real feelings and a desire to change and for the most part succeed. This evolution made me realize that my calling was on the other side of the fence. Doors began to open for me and I was placed in an administrative role to help the people I used to shun. Though I have faced many challenges, the reward of seeing someone get out, become the father, brother, husband, wife or sister they are capable of is immeasurable. I look forward to the opportunities that await me, and embrace the challenges to come as a D.O.C. Volunteer.

### RiP PROGRAM

The RiP program is vital in the efforts of successful reintegration and transition assistance. We are a tribally funded program geared towards providing Creek citizens who have been incarcerated or soon to be released the opportunity to benefit from our services. To be eligible for services, certain criteria must be met.

Those elements are:

- Must be a Creek Citizen who was released from an in-state correctional facility;
- Have the willingness to work;
- Be honest about your convictions, record and weaknesses (Strike Out Rule applies in termination of services);
- Willing to adapt to a post-release “RAP” plan;
- Have no outstanding criminal charges; and
- Desire to reside in Muscogee (Creek) Nation Jurisdiction. Those counties are: Tulsa, Okmulgee, Creek, Okfuskee, Hughes, McIntosh, Muskogee, Wagoner and a portion of Rogers, Mays and Seminole.

In Partnership with Community resources and other Tribal service programs such as Social Services, Food Distribution, Vocational Rehabilitation and Behavioral Health, we strive to come together as one to reduce recidivism, rebuild hope, strengthen individual skills and rekindle the spirit of those that deserve second chances.

### My Experience as a Volunteer

by Andrea Alexander, Case Manager

Muscogee (Creek) Nation

Initially, when I accepted the job offer of case manager I truly believed I was only going to conduct groups, do some individual counseling, that it would be in the “free world,” and the clients would all be Muscogee (Creek). Well, you can imagine after three years, how this has not been the case; what an eye opener this job has been and continues to be. I would say the biggest challenge has been the concept of Reentry. For instance, when we are conducting an informational seminar, you can see on the faces of the offender, even the Department of Corrections (DOC) staff, the hesitation and the disbelief. That a tribe would even come to the prison; offer some information, offer resources for when they hit the “free world.” Classically, this is a population that has been forgotten, that whole “lock them up and throw the key away” is just not working. Reentry is all new for the offender, it is inconceivable to think, much less believe that outside that fence, that gate, that, yes, there are options other than coming back to prison.

Although it has been challenging and it is also very rewarding, I would say I love my job, and the work I do, the Muscogee (Creek) Nation for their support in letting their Citizens know, they matter. Native Americans as a whole, are a giving, kind people, so Reentry, wraparound modeling, peace circles are not a new concept for us. This program has afforded me opportunities to speak with these men and ladies, to actually hear their stories and to allow them the opportunity for both growth and hope. Do you remember that feeling at Christmas time, that whole anticipation of not knowing what you were going to get, how many presents you were going to receive or even if you were the recipient of the “Dirty Santa” gift? All that, can for me be equated to the “joys” I receive in the work we do with DOC. As stated earlier, when we conduct our information seminars, or even the recovery group, I do not know what is going to happen, I don’t know who will attend, and, of course, if they will be receptive to the information.

That anticipation is there, that relief when it is done, but not a relief it is over, the relief that we were able, for a moment, allowing these people an opportunity for a venue, a forum for them to get their questions answered, also an opportunity for self reflection. Now, I look at it in the way of “service payback,” by spreading the recovery and reentry message, it is safe to say or write that all in all, the greatest joy is to be allowed the opportunities to do what I do. People change, business is not 100% guaranteed, but I know I have given 100% in my effort to do my job well.

## Why I Became A Volunteer

by Fredo S. Anderson,  
Case Manager  
Muscogee (Creek) Nation

Being a volunteer helps the inmate have some hope that there are people who care about their future, even the ones who are serving long sentences. This also helps the ones who never have anyone who come to visit them. They need someone to visit with and give them hope. I have volunteered for many years and have enjoyed every year that I have volunteered. This gives the long-term inmates whether they are males or females someone to talk to and give them hope.

The time I spend with inmates is rewarding for me. Out of the Eddie Warrior Correctional Center at Taft, OK, I was voted Volunteer of the Year in 1999. The warden at the time was Ms. Debbie Mahaffey. I am still volunteering and will continue to volunteer as long as I can.



## TEN EASY TIPS FOR GOING GREEN

**Food:** Eating less meat and dairy is good for your health, your budget and the planet (raising livestock is responsible for 18% of global greenhouse gases). Cutting back even a little bit helps. Some ideas to get you started: Limit the amount of meat on your plate and fill up with grains and veggies, avoid meat for one meal each day, or make one day a week meatless.

**Food prep and storage:** Don't microwave food in plastic containers because chemicals are more likely to leach out when they are heated.

**Personal care:** Say no to antibacterial soaps. Not only are they completely unnecessary, but they may also do more harm than good by contributing to the rise of antibiotic-resistant bacterial.

**Children:** Use glass baby bottles or choose safer plastics without estrogen-mimicking bisphenol A (BPA). For older children, choose stainless-steel sippy cups. They are more expensive, but will last a lot longer than their plastic counterparts so you'll have to buy fewer.

**Cleaning:** Using old towels and t-shirts instead of disposable wipes and paper towels will cut down on waste and save you money. Plus, cloth is softer, so it's better for cleaning delicate items.

**Save energy:** Turn out the lights when you leave a room, activate the power-down setting on your computer, and reduce standby power consumption by unplugging electronics you aren't using. Or try plugging electronics into a power strip and turning it off when you go to sleep or leave for long periods of time.

**Save water:** Turn off the tap while you're brushing your teeth. You'll save up to 8 gallons of water a day or 2, 0880 gallons a year. If everyone in the U.S. did this, we'd save 875 billion gallons of water a year.

**Home improvement:** Use caulk, spray foam and weather-stripping to stop heated or cooled air from leaking out of your home. Installing door sweeps is another easy and inexpensive way to keep your house from leaking cash.

**Garden:** Water grass in the cool of the morning to avoid evaporation, make sure sprinklers are watering your plants and not the pavement, and check hoses for leaks.

**Transportation:** Stop idling. Maximize fuel efficiency in your car by driving the speed limit, rolling up windows when you're on the highway, and taking good care of your car.

## Volunteer Services

### STEPS of RiP

The Muscogee (Creek) Nation Reintegration Program Case Determination & Eligibility

**HVMKEN:** The applicant or family must contact RiP for services.

**HOKKOLEN:** The applicant must complete an intake assessment packet.

**TUCCENEN:** Based on information from the intake assessment, RiP will determine eligibility for reintegration services.

**OSTEN:** RiP staff will evaluate and prioritize your needs for your release.

**CAHKEPEN:** We will develop a "RAP" plan (Reintegration Aftercare Plan) customizing it to your specific needs and interests.

**EPAKEN:** RiP will assist you in implementing your RAP with our resources, referrals, and services.

**KOLVPAKEN:** RiP will provide continued support on the condition that client responsibilities and RiP guidelines are met.

### SERVICES PROVIDED

- Mentoring/Faith-Based Support
- Personal Counseling & Guidance
- Identification Retrieval Application Assistance
- Job Preparation & Referral
- Educational Advise
- Assistance in meeting immediate needs:
- Food, Clothing, Housing
- Information to families of incarcerated members: Procedures of facilities and visitations
- Native American Cultural Resources

## SEMINARS

The "Count Down To Re-Entry" Seminar series include sessions titled: Reintegration Techniques, Character Building, Stress Solutions, Job Skills, Identity Resolutions, and Educational Options. Institutions, Facilities and Centers are encouraged to request booking.

## SPEAK OUT TOURS

The "Speak Out" Tours are focused on Mentorship, Educational Counseling, Faith-Based Initiatives, Out-Reach and Preventative Measures. These tours are committed to social, political, and cultural diversity issues among juveniles and their peers. "Speak Out" encourages critical and problem solving solutions to prevent crime and gang participation. These tours are conducted at public schools, juvenile service units, training schools, shelters, and detention centers. These facilities are encouraged to request booking. For a detailed outline of each series and scheduling, please contact the RiP Program Coordinator.

## SELF-ENHANCEMENT TUTORIALS

These tutorials are designed primarily to fit the individual with total focus on the client's weaknesses. Tutorials increase awareness and knowledge which improve self-enhancement skills. Tutorials cover subjects like: Anger Management, Parenting, Substance Abuse, Domestic Violence, Teenage Violence, Employment and Educational Options.

## MOTHER'S DAY MAY 10TH

Feasts celebrating mothers have existed throughout the world since the beginning of time. The modern version of Mother's Day in the United States, was first observed in 1907.

Anna Jarvis of Philadelphia decided that it would be a wonderful way to honor her deceased mother. Two years later, Jarvis and friends began a letter-writing campaign to create a Mother's Day observance.

Soon after, in 1914, the US Congress passed legislation designating the second Sunday in May as Mother's Day.



# WHY I BECAME A VOLUNTEER

by David Collins, ex-offender



Stacy Lott-Collins and David Collins

Ever since I was thirteen years old I have been in trouble, I went to a juvenile institution a few times. Then when I was seventeen years old I went to prison; got out, went back at age nineteen; got out, went back at twenty-four; got out, when I was twenty-eight. Then I went back to prison when I was forty-three. All my life I never had God in my life, and was strung out on drugs and was an alcoholic.

When I went to jail in 2004, I talked to someone in jail about God, and we started going to Bible studies.

When I went to prison on January 8, 2005, I went forward and got Baptized. After that I have hungered and thirsted for the Lord. I came to Oklahoma City to OKCCC in March of 2006, and started going to Redemption Church. At this church I grew in faith and really learned a lot about Jesus. I have been coming to Wednesday night Bible study for over two and a half years, and services twice a week for three years now. I got out of prison on February 4, 2009. I met a good woman about a year ago at this church, and we started seeing each other

regularly. She has been out of prison for about ten months, and we both keep coming to church here to grow in faith with God and we pray together, go to Bible study and services together.

We both are growing Christians and we decided to get married on March 15. God has really blessed our marriage and our lives. We both have good jobs and I have been clean and sober for over four and a half years.

God has brought peace into my life and within me, and we both love Jesus with all of our hearts. God showed

me what real love is, and has changed my life completely. So even though I am out of prison I still come to church. The people at Redemption Church didn't care what I did in the past. They accepted me and they have shown me God's love. It feels good to have real family in my life and that is what this church is to me. It is my family. I thank God for this church and I hope others come and learn that God is real and that there are people who really care about them. Redemption Church helped bring me to the light of who Jesus Christ is.  
(continued on page 22)

**"The best way to find yourself, is to lose yourself in the service of others."**

**--Ghandi**



*Beginning in December of 2004, Oklahoma Corrections became the first correctional system in the nation to use Wraparound with high-risk adult offenders in order to reduce recidivism; wraparound was originated as a process for working with children.*

# Wraparound

## in Oklahoma Corrections

Dr. John VanDenBerg, a pioneer in the development of the wraparound process, conducted the training for wraparound facilitators called transition coordinators. Transition coordinators are trained in the wraparound process, a highly individualized,

strength-focused and family centered philosophy of care, and utilize the model in accordance with national standards. Transition coordinators work with the offender to identify the strengths, needs and culture of the offender and to develop

a wraparound team using natural supports, community volunteers and professional service providers. Transition coordinators guide the wraparound team to develop a transition “wraparound” plan based on the identified individual

strengths, needs, goals and limitations of the offender. This innovative process organizes resources to improve the lives of discharging offenders and their families by enlisting the collaboration and support of the community.

Offenders typically have no support systems or unhealthy ones which are detrimental to living a crime free life. Their supports generally helped them get to prison in the first place. Because discharging offenders have many complex needs which they are often ill equipped to deal with on their own, those who have used traditional services may find wraparound a helpful process in meeting their individual and specific needs so they can achieve successful reentry into the community. The wraparound process is voluntary for offenders; no one is mandated to participate.

The wraparound process begins with engagement when the transition coordinator first makes contact with the offender. Engagement continues throughout the process and will include the offender's family and additional team members. It is a vital step and sets the tone for the entire process; developing an ongoing rapport with the offender and his family based on trust and support. Engagement is accomplished through conversational style meetings during which the transition coordinator solicits enough trust from the offender and family to engage them in the

process. The conversations may result in the early identification of primary needs and goals for both the family and the offender. Active listening skills are a critical tool for transition coordinators to possess.

These conversations will also result in producing a multi-page document containing key information about the offender and family's strengths, needs, culture and vision for the future; this document is called a Strengths, Needs, Culture and Vision Discovery (SNCVD). The purpose of the SNCVD is to support a highly individualized wraparound plan ensuring that it fits the unique needs of the offender and family and permits the plan to include strength based options that reflect the culture of the family.

The SNCVD helps ensure the wraparound plan is strength based as opposed to deficit based; it ensures that what goes into the plan is designed to address the offender's specific needs rather than readymade services that look good in a plan but leave the real needs unaddressed and the offender at-risk. Transition coordinators identify characteristics and resources the offender has that have

been successful in the past and that can be used in the plan to accomplish a successful transition into the community. The offender identifies his needs and what he thinks he needs in order to have a better life, however the transition coordinator, through review of all assessment information, will determine what areas of need must be addressed. The offender's choice of needs maintains the wraparound principle of "Voice and Choice" except when the offender has mental health, medical or substance abuse issues.

The SNCVD also contains information indicating the offender's family culture; the informal rules and structures of how his family operates. This will ensure the wraparound plan looks and feels like his family, increasing the probability that he will use the plan. A culturally competent wraparound plan is more likely to gain ownership and participation from the offender and his family.

One of the unique and key characteristics of the wraparound process is that the Wraparound Plan is developed by the offender and a family centered team. The team is selected by the offender and the transition coordinator and

*(continued on page 17)*

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## **FIND**

### **FEMALE OFFENDER OPERATIONS**

(under Quick Links select Organization, then select Field Operations)

### **RELIGIOUS & VOLUNTEER SERVICES**

(under Quick Links select Organization, then select Treatment & Rehabilitative Services)

## **PHOTOS**

(select Photo Gallery)

The State Department works with Tulsa Global Alliance to provide a world of services that involve international visitors. Through the Sister Cities exchanges, Dr. Melanie Spector provided education and training to five professionals from Benin, Burkino Faso, Cameroon, Togo, and Zambia in the area of "HIV/AIDS and other Infectious Diseases." Tulsa Global Alliance (TGA) is a non-profit organization that bridges cultures through awareness, education and opportunities.



1. Top row (L-R): Dr. Kpemahouton KEKE, from Benin, Dr. Ntetema PHIRI-CHIBAWE, from Zambia, Dr. Melanie Spector, and Dr. Narcisse NARE, from Burkina Faso. Bottom row (L-R): Mrs. Esther NJOMO, from Cameroon, and Mr. Kegnide AMOUSSOU, from Togo

2. (L-R) Mrs. Esther NJOMO, from Cameroon, and Mr. Kegnide AMOUSSOU, from Togo

3. Carol Burnett, Tulsa Global Alliance Volunteer

4. (L-R) Dr. Ntetema PHIRI-CHIBAWE, from Zambia, and Dr. Kpemahouton KEKE, from Benin



*(Wraparound, cont. from page 15)*

consists of four to six people who care for and know the offender and family best. The SNCVD helps surrogate family members, volunteers who act as family members when traditional family are unavailable, community supports and professionals to know and understand the offender in such a way that they are able to effectively offer genuine care and support.

Friends, family, neighbors, faith-based community members, and professional service providers can all be included on the team.

Once the team is established, team members meet with the offender on a regular basis and assist the offender in developing the wraparound plan. They aid the offender in crisis planning, help coordinate the offender's access to resources, support the offender as he implements the plan, and provide unconditional care. Wraparound teams become committed to the offender, as a family member, continuing long term support after formal services are complete.

Wraparound team meetings foster trust and mutual respect while the team works with the offender on developing his wraparound plan. Transition coordinators initially act as the meeting facilitator and the guardian of the offender's plan. Eventually a family member or the offender himself will become the team facilitator. Because wraparound is based on offender "Voice and Choice," the offender always has the final decision when it comes to the specifics of his plan. It is also critical to team cohesiveness and trust that each member and the offender work

to ensure that everyone feels heard and that the options chosen have a reasonable chance of being met.

Team meetings are held both pre-release and post-release. Pre-release team meetings are held at least two months before release and often earlier. The earlier team meetings begin, the more team meetings can be held, which ensures a more detailed and useful wraparound plan. Post release team meetings are held as quickly after release as can be arranged and take place several times during the first year following release; it is at this time that a team member will take over as facilitator, pledging to maintain the fidelity of the team and the plan.

Team meetings are often videotaped for supervisory benefits of transition coordinators and to help them to hone their wraparound and team leading skills. Strong leadership skills are needed to help quality teams develop and flourish even when conditions are not optimal. For example, when team members are unable to physically attend a team meeting, technology is used to help them attend. A member can attend by use of a speakerphone, conference call or interactive television.

Possible problems that the offender could face in the implementation of the wraparound plan are discussed with the offender and his team. A functional assessment is completed; a document that assists the offender and team in discovering the offender's probable behaviors that could threaten his potential for success. The functional assessment answers the questions: what

behaviors have gotten the offender into trouble in the past; what happens before, during and after the behavior; when does the behavior not occur; what need or needs does the behavior address; and what are some alternative behaviors that the offender can use to effectively deal with those same needs.

The wraparound team also helps the offender develop a crisis/safety plan. The safety plan addresses the behaviors that could cause the offender to get into trouble after release. Strengths that the offender has and that he can use to deal with his potential trouble causing behaviors are discussed. A plan for which one of the team members will take what specific action and when that action will be taken are detailed for three different occasions; before the behavior (prevention), once the behavior starts and finally intervention during the behavior. Fundamental to the wraparound process is the foundation principle that the wraparound team has persistent commitment to seeing the process through to the end; they never give up.

Wraparound assists the offender in building meaningful and healthy support systems in the community so they will be less likely to gravitate back to the unhealthy systems that would, more than likely land them back in prison with new crimes and new victims. Transition coordinators assist the offender in joining with their team and community members in order to agree upon a vision and strategic plan for supporting the offender as he reenters the community.

*(continued on page 28)*



Leslie Fitzhugh  
Children's Programs Coordinator

*"My job is almost a perfect fit for me. I believe we are God's hands on earth and this is an excellent opportunity to serve people. To be able to work with and for children and be a part of a positive change in their outlooks, activities, and outcomes is enjoyable as well as rewarding."*



Patty Davis  
Administrator  
Classification and Population

*"I enjoy many things about my job. I like solving complex system problems on a daily basis, but the thing I enjoy the most is working with the dedicated, professional staff in my unit. They are the best."*



Lynn Martinez  
Chief

*"I enjoy my job because it provides me the opportunity to work with two distinct groups of people, the staff and the offenders. In working with the staff, it is very rewarding to see employees develop their skills and confidence in their abilities. Also, I find it very rewarding managing the offender population in terms of security, quality of life and safety and ultimately affecting the re-entry process."*



Sandra Rodriguez  
Trust Fund Officer

*"I enjoy being the Trust Fund Officer at Northeast Oklahoma Correctional Center because every day is a challenge and I enjoy that challenge. Every day is a different experience."*



Paula B. Gettys, M.D.  
Regional Lead Physician

*"I enjoy my job the most when I have the opportunity to help one of our offenders discover how she can make responsible choices and changes that will improve her health and hopefully life."*



Becky Lawmaster  
Administrator  
Community Sentencing

*"I can honestly say that after 27 years with the Oklahoma Department of Corrections there has not been a day that I would have wanted to work somewhere else. I enjoy working with offenders, their families, the district attorneys, judges, defense attorneys and others to make the communities in which we live a better place. No day is ever the same therefore the job never becomes boring."*



*"I enjoy my job because it is not routine and I'm faced with new and different challenges daily. Also, I very much enjoy the staff that I work with."*

Dottie Street  
Correctional Industrial Manager IV



*"I am a people person and enjoy working with and helping people. My job with the Oklahoma Department of Corrections has given me the opportunity to meet many people from all around the world. No day is ever the same in corrections."*

Cecilia Grant  
Administrative Technician IV



*"I chose to practice optometry at Mabel Bassett Correctional Center because I saw a great need for full-scope eye care. Many of the offenders have systemic diseases that require yearly dilated eye exams. I enjoy prescribing eyeglasses to those who need them, as I know it helps these women excel at their jobs and succeed in the classroom."*

Dr. Deborah Murnan  
Optometrist



*"What I enjoy most about my job is the diversity. No two days are the same. There are always new challenges and new problems to solve."*

Pat Montgomery  
Correctional Training Officer IV



*"I enjoy my job because I have the opportunity to really make a difference in the lives of women and thus a difference in our society as a whole."*

Kathryn McCollum  
Chaplain II/Volunteer Coordinator



*I've worked in several divisions over the years and can honestly say that no two days are ever the same. There is no way you can get bored working in corrections. I've made some great friends here, too. It seems like people with similar goals, values and purpose are drawn to corrections as a profession.*

Lisa Burlingame  
COMIT Project Coordinator



During Fiscal Year 2008, 1,272 female offenders were released. Of these offenders, 60 percent (N=768) were released to probation and parole, and 40 percent (N=504) were released without a requirement for continued supervision.

Female offenders have significant needs upon reentry to society. These needs include:

- Safe and affordable housing
- Transitional income
- Employment (living expenses, court costs, fines, restitution, child support, etc.)
- Transportation
- Child care
- Medical care
- Mental health care
- Substance abuse treatment
- Community support (family, friends, spiritual)
- Positive relationships and role models

The Family Justice Initiative will provide significant and welcome support to the agency's efforts toward improved reentry outcomes.

# Oklahoma Department of Corrections

## *Selected to Participate in Family Justice Initiative*

by Debbie Boyer, SPHR  
Administrator of Quality and Operational Services  
Division of Female Offender Operations

Oklahoma joins the state of New Mexico as the two states selected to participate in the Family Justice initiative entitled, “Reentry is Relational: Sustaining Tools that Engage Family/Social Networks for Improved Reentry Outcomes.”

Family Justice develops creative initiatives with a wide range of strategic partners, including government agencies and community- and faith-based organizations with a strength-based, family-focused approach that results in better outcomes for people who are involved in the criminal justice system

and their families.

This is not the first time the Oklahoma Department of Corrections has had the opportunity to partner with Family Justice.

With support of the National Institute of Corrections, the Relational Inquiry Tool was developed in partnership with state departments of corrections in Massachusetts, Michigan, Ohio, Oklahoma, as well as the Safer Foundation in Chicago.

Staff from the Hillside Community Corrections Center, Mabel Bassett

Correctional Center, and several other areas of the agency assisted in the development and piloting of the Relational Inquiry Tool in 2007.

Additionally, with support of the Bureau of Justice Assistance, Family Justice developed a 10-minute video that highlights how correctional facilities, probation and parole departments and social service agencies at the state and local levels are adapting and integrating their strength-based, family focused tools and methods. The Oklahoma Department of Corrections was recognized for outstanding adaptation of  
(continued on page 31)

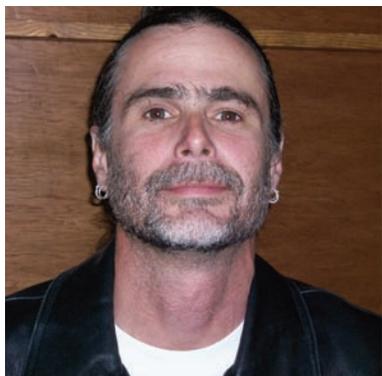
Family Justices utilizes the Bodega Model of family case management which is characterized by:

- Respect for all individuals and families;
- A broader, more inclusive definition of family (Family includes traditional and nontraditional members, which may mean friends, significant others, clergy, co-workers, or other important people in one’s social network);
- Recognition of the family as the expert with its members setting goals;
- The promotion of families’ and communities’ strengths;
- Considering people in a broad context; and
- Building on what exists and avoiding duplication of services.

## Volunteer Services

# WHY I BECAME A VOLUNTEER

by Brian Johnson, ex-offender



Brian Johnson

Self centered, egotistical, envious....just a few of the adjectives that can describe the way I lived my life before I came to know Christ.

The times I spent in prison, twice in Oklahoma and the last time on a parole violation, is what it took for me to get it through my head that there had to be a better way to live life to the fullest without doing it on society's dime, in a jail cell.

I made my mind up at James Crabtree that I was not going back to prison when I got out this time, but I needed a plan. I was willing to do whatever I needed to do, but what?

I found my way to the chapel. It didn't take long for me to get the right idea when I started seeing all these free world people giving up their time to come to prison. I had no idea that there were people that thought we, the drudges of society, were worth their time. That I was worth something was the first thing that they were telling me. It was an alien concept to me, because for so long I lived with the idea that I was destined to be

what I was. The adjectives at the beginning are not me anymore.

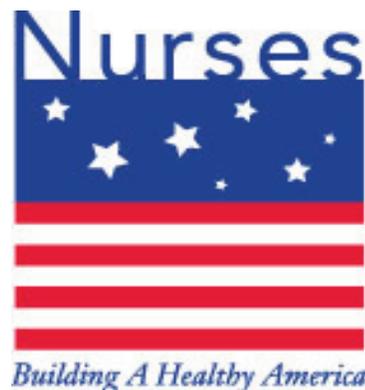
I was lucky to have found two loving people that took me, and a whole lot of others into their arms. Mentored me, showing me that there was and is another way.

The giving of one's self is love. I came to Redemption Church about four and a half years ago. I saw the importance of giving back freely what had been given to me; love. I feel that it is important for me, an ex-convict, to show those that are still incarcerated that there is a new and better way. I know what it is like to be in both places, and where I am now is so much better.

I want the inmates that come to Redemption Church to see me and to know that it is possible to live a normal productive life. I lead by example.

I am not the same person that I was described as at the start of this. I am honest, loving, giving, and caring. This is my life now. If I am not at home or work I'm giving myself freely doing volunteer work here at Redemption Church, because I know in my heart that this place of love and understanding helps people make over their lives, to become productive members of society and not a burden.

Redemption Church has made a difference in my way of life and the lives of countless others. I am now a badged volunteer for the Department of Corrections, I have been for several years, and it is a privilege and honor for me to serve in this capacity. People trust me, that is something that I cannot remember having, it's a wonderful feeling. ■



## NATIONAL NURSES WEEK 2009 NURSES: BUILDING A HEALTHY AMERICA

Often described as an art and a science, nursing is a profession that embraces dedicated people with varied interests, strengths and passions because of the many opportunities the profession offers. As nurses, we work in emergency rooms, school based clinics, and homeless shelters, to name a few. We have many roles – from staff nurse to educator to nurse practitioner and nurse researcher – and serve all of them with passion for the profession and with a strong commitment to patient safety.



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Agency \_\_\_\_\_ Work Location \_\_\_\_\_ Position \_\_\_\_\_

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# EBP

## EVIDENCE BASED PRACTICE

### Officer's Work Yields Significant Results in Oklahoma



Senior Probation and Parole Officer Laura Monkres (right) working with an un-identified offender in the development of a transition plan.

*Evidence Based Practice (EBP), Evidence Based Supervision (EBS), Research Based Supervision (RBS); all of these terms refer to a body of knowledge resulting from an analysis of criminal justice research that has been conducted over the past thirty plus years. This body of knowledge has produced validated "principles" that have demonstrated remarkable outcomes with our correctional population. Documented reduction in recidivism in some populations has exceeded thirty percent. The long-term goal of evidence based supervision is sustained behavioral change that results in reduced recidivism.*

Oklahoma began implementing these practices in supervision during 2006. Probation and Parole officers have worked diligently to use tools available to effect and support behavioral change in the offenders they supervise. Our preliminary outcome data demonstrates the dedication and tenacity of our officers in the application of these new skills for successful intervention with offenders. Since these practices have been implemented, Oklahoma's revocation rate for offenders supervised by probation and parole officers has been reduced by thirty-two percent in the initial year and is trending thirteen percent for the current fiscal year.

With the application of EBS, Oklahoma established the desired goal of supervision as increasing successful offender outcomes, thereby reducing recidivism. Success is measured by decreasing the number of offenders accelerated or revoked to prison while under supervision.

#### INTERMEDIATE MEASURES OF PROGRESS INCLUDE PERCENTAGE OF:

Employed offenders
Offenders participating in substance abuse treatment
Offenders participating in educational programs
Offenders participating in cognitive programs

While many of the principles of EBS have previously been identified as components of “what works,” research has elevated them to a new level due to determining a “statistical significance” between the use of the practice and lowered recidivism. All the components of EBS have been demonstrated as valid practices for the reduction of recidivism in the management of community based corrections populations.

<b>THE PRINCIPLES OF EVIDENCE BASED PRACTICES ARE:</b>
Assess actuarial risk and need
Enhance intrinsic motivation
Target interventions
Skill training with directed practice
Increase positive reinforcement
Engage ongoing support in natural communities
Measure relevant processes/practices
Provide measurable feedback

The components of evidence based practice are directed toward identifying criminogenic risk factors of moderate and high risk offenders and applying scarce correctional resources to this population. Research documents that the best results are realized with moderate risk offenders. High risk offenders, or at least those on the far end of the risk spectrum, are least likely to benefit from therapeutic interventions. These are the offenders, who, regardless of supervision techniques and interventions, will eventually re-offend and return to the criminal justice system. Supervision interventions with this population, termed life course persistent, are directed toward control and containment in order to best protect the public. Intervention with low risk offenders has been shown to be a poor use of correctional resources, and in many instances, has been documented to increase risk factors of this population.

Through the use of various tools, probation and parole officers work with targeted offenders in an effort to develop, or enhance, an offender’s internal motivation to make behavioral changes. To support these major life changes, officers apply

assessment and evaluation results and work with offenders to identify interventions available in support of changes to move an offender away from a criminal lifestyle toward desistance.

Oklahoma began using the LSI-R (Level of Services Inventory-Revised) as the agency’s primary risk assessment tool in early 2000. This is a third generation risk assessment tool that is administered by officers trained to incorporate motivational interviewing (MI) techniques in the semi-structured interview. These techniques enable the officer to better elicit responses from an offender. MI has also been demonstrated to be an effective tool for use in brief behavioral interventions with offenders. More specifically, MI techniques are well suited to help the officer challenge an offender’s sometimes distorted thinking patterns and engage the offender in examining behaviors and their impact on not only the offender, but also on those around him. While the goal of supervision targets changing an offender’s behavior, the responsibility for that change rests solely with the offender. An officer can challenge and question, and provide advice and support, but only the offender can elect to make changes.

Interventions include drug and alcohol treatment, mental health treatment, cognitive restructuring programs, anger management programs, and educational and employment programs. All treatment programs are based on a cognitive model and target specific risk factors. Risk and need factors of each offender are different and require varying levels of intervention. Officers must take this into consideration and work with treatment providers to match each offender to appropriate programs.

As offenders learn new ways to deal with old behaviors, it is critical that the opportunity to practice new behaviors is provided; and the new behaviors are acknowledged and rewarded as appropriate. An offender’s learning and recognizing triggers, or antecedents, to unhealthy or unlawful behaviors, allows the offender to implement and practice newly acquired skills that serve to redirect their actions. Through gaining skills in problem solving, offenders are provided with tools for better decision making.

Engagement in pro-social activities serves to increase protective factors and support an offender’s long term behavioral change. Protective factors are those skills,

associates, and learned behaviors that support individual risk reduction. As with all skills, repeated practice in everyday situations is critical for supported acquisition and retention.

Since incorporating the principles of evidence based practice, Oklahoma has seen outcome results not unlike those promised by the research. As noted, the long term outcome is reduction of risk and an increase in protective factors. Since this type of evaluation and measurement takes several years of outcome data, short term and intermediate measures were identified that would provide an indicator of supervision success. Components for measure were identified as case status at discharge; employment status, program participation; and the rate of offenders who abscond supervision.

In order to evaluate ongoing outcomes, a base rate was established by identifying each of the outcome components for FY'07. Revocations were identified by the total number of probation and parole offenders who were accelerated or revoked to prison at the time their supervision was terminated. **Table 1** reflects that 3,015 offenders were revoked from community supervision to a period of incarceration during FY'07.

**TABLE 1**

Baseline Data Revocations for FY '07	
Technical/Absconders	801
Law Violations	1,824
Specialty Courts	390
<b>Total</b>	<b>3,015</b>

Revocations were divided into three distinct areas, technical violations and absconders, new law violations, and revocations by specialty courts. Revocations are the most critical area for evaluation. Offenders who are revoked to prison take the most critical correctional resources that should be reserved for those who pose the greatest risk to the public. Technical violators are best suited for revocation reduction activities due to sanctioning alternatives available in managing these

offenders. Reduction in the number of offenders who commit law violations is the most difficult population to impact. Law violations are committed by all offenders, not just those identified as high risk. Consistently identifying these offenders prior to the commission of a new crime is not always possible. Many times, the best result occurs when officers move quickly to intervene with an offender who has become noncompliant and with whom intermediate sanctions have not been successful. Probation and parole officers provide courtesy supervision for many drug courts, DUI courts, and mental health courts and for some community sentencing councils. In these specialty courts, failure to comply with strict guidelines often leads to revocation with few additional options for the participating offenders.

Although lack of employment is not a criminogenic risk factor for all offenders, stable and satisfying employment provides an offender the opportunity for developing pro-social relationships that are supportive of a crime-free lifestyle.

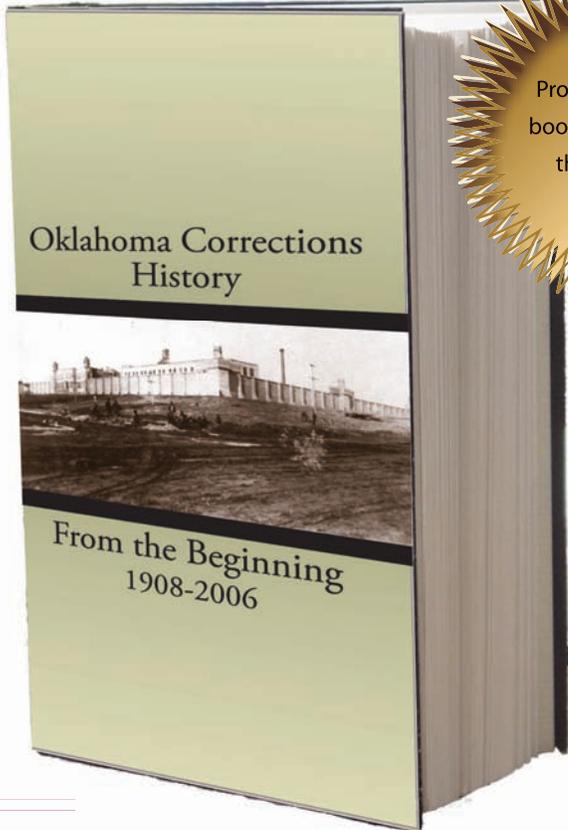
Employment serves to provide structure to an offender and can serve as a basis around which to schedule an offender's time. Lack of consistent employment can be correlated to a higher risk for criminal behavior. Due to this, employment serves as a protective factor for an offender. For the use of outcome measures, the average employment rate is considered for each time period, calculated on the monthly average over the year. An offender for whom employment is not required, such as an individual who is permanently disabled, is, for the purpose of this measure, considered employed.

Offenders who fail to submit to supervision are classified as absconders. This classification of offender can be the offender who poses the most risk to the public (due to

*(continued on page 32)*

**In FY '07  
77.83% of  
Offenders  
were  
Employed**

**15.38% of  
Offenders were  
Classified as  
Absconders in  
FY'07**



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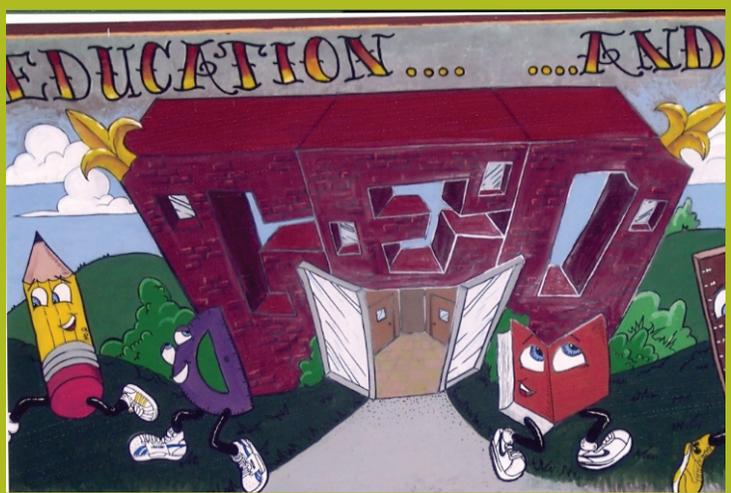
## JOHN LILLEY CORRECTIONAL CENTER

by Nancy Harrison

The talents of our incarcerated offenders in Oklahoma Department of Corrections are sometimes surprising and amazing. As a correctional teacher, I have often utilized their gifts in decorating and planning for our GED graduations at John Lilley Correctional Center, in Boley. Recently, I decided to designate a little used chalkboard as a permanent display in my classroom.

Offenders Albert Barth and Hank Morris designed and painted the board for my classroom. As you can see, it is a creative, artistic, and comical expression about education and its importance. When you walk into my classroom it is the first thing you see; it certainly aids in giving a positive message to those students entering my class for the first time.

My thanks go to offenders Barth and Morris for using their talents to leave a lasting legacy in my classroom. Hopefully, this will encourage them to continue using their gifts for the good of their communities even when they leave the custody of the Oklahoma Department of Corrections.



A typical scenario that will dramatize the process is as follows. An offender discharges from prison and will be on probation. Being on probation means he will have scheduled meetings with a probation officer and certain obligations and expectations to meet due to his probation. This same offender might have a chemical abuse issue and is need of, at the very least, a support group to stay clean and sober. He might also have small children who are involved with Department of Human Services (DHS) and will have to meet with their caseworkers on a regular basis to keep

his children at home and doing well. He must also maintain a residence, something that is not easy for a discharging offender, he needs a job and will have to keep his new boss satisfied. He might also have a wife or girlfriend and possibly other people who are or will be an integral part of his life.

What often happens, not intentionally, but it happens, is that the probation officer's requirements might conflict with the new employer's needs. The DHS worker's conditions and actions to help the family might conflict with the chemical abuse counselor's efforts

to support the ex-offender and they all tend to make the wife feel second-class.

The wraparound process gets all of these people, who are important to the offender, together to develop one plan to meet all the needs. One plan that meets the needs of the offender; needs such as housing, employment, counseling, getting a driver's license and paying fines, and also helps the probation officer, the DHS worker, the new employer, the apartment manager, the chemical abuse counselor and the wife and his children to work together helping the offender and themselves.

## VALUES

The success of wraparound is founded upon several values and principles which must be an integral part of the process for each individual offender and his family. Adherence to these values is essential to the effective and successful execution of the process.

### VALUE ONE – PERSISTENT COMMITMENT

Involvement in the wraparound process represents a dedication and pledge to seeing the process through to the end. Transition Coordinators, family, team and community members demonstrate a loyalty and devotion to the offender and vow to assist the offender in establishing a stable and permanent reentry into the community. Likewise, the offender demonstrates his/her determination, faithfulness and commitment to the process and those who are working with him/her. Each will work together to create a plan for services and supports with a commitment to never give up. Never giving up could require amending the plan to address new circumstances and needs rather than rejecting the offender, family, team, community or the wraparound process.

### VALUE TWO – OFFENDER AND FAMILY CENTERED (VOICE AND CHOICE)

The wraparound plan is developed with the offender's participation and endorsement. Services and supports are provided in the best interest of the offender, his family, team and the community. Every effort is made by all involved, including the offender, to ensure that his needs are being met while keeping the community safe. Additionally, permanent, stable and positive relationships are critical to successful reentry; therefore attention to this component will be given for each offender and his family. Services and supports are based on the strengths and needs of the entire family. Offenders and their families participate in discussions and development of their wraparound plans. They have the opportunity to voice their preferences and to take ownership of the plan. Offenders and families have a legitimate say in all aspects of their services and supports.

### **VALUE THREE – TEAM BASED**

The wraparound team consists of individuals agreed upon by the offender and is composed of people who have a strong commitment to the offender's well being. Choices about who is invited to join the team is driven by the offender's point of view and by his specific needs. Family, friends, surrogates (volunteer team members when natural family members may not be available) service providers and community members may all be potential team members. The offender and team members attend team meetings before and after the offender's release from incarceration. Team meetings are planning sessions that help the offender reach his goals. Team members brainstorm ideas on how to reach goals and volunteer their help when needed. All wraparound plans are developed through team meetings.

### **VALUE FOUR – SAFETY (OFFENDER, FAMILY AND COMMUNITY)**

Services and supports are developed to best ensure the safety of the offender, family and community. Discussions and plans are based on an assessment of risk to the offender, family and the community. Plans are developed by the offender and team to reduce these risks. For offenders who pose a potential threat to themselves, community or family, plans help reduce at-risk behaviors and protect the offender, community and family. Safety always comes first.

### **VALUE FIVE – INDIVIDUALIZED**

Wraparound teams develop plans and choose supports that best fit the offenders and their families and that are supported through flexible services. These services and supports are tailored to the unique culture, strengths, and needs of each offender and family and may involve existing services, modifying those services or creating new ones.

### **VALUE SIX – STRENGTH BASED**

Services and supports are based on identified strengths of the offender, family, team and community. This means that strengths of the offender, family, team and community are assessed, and embraced in the development of a wraparound plan that includes interventions and supports for offender needs. The focus of the wraparound team is the strengths of the offender and not the offender's deficits. Offender strengths will be paired with needs to best address them.

### **VALUE SEVEN – COLLABORATION AND COMMUNITY SUPPORT**

Partnership between community resources (service, faith based and business organizations) and offenders and their families is the best way to build effective services and supports for individuals with complex needs. When the needs of offenders and their families go beyond what any one entity can provide, community resources and wraparound teams will work together to meet those needs. All involved, transition coordinators, offenders, family, team and community services and supports will engage in ongoing strategic planning to ensure the successful and permanent reentry of the offender.

### **VALUE EIGHT – SOCIAL NETWORKS AND INFORMAL SUPPORTS**

Most people get their support naturally through informal community and family social networks and informal community resources. In order to avoid making offenders dependent on formal systems of support, wraparound services and supports focus on building and strengthening social networks and natural supports of offender families, friends, and community

resources.  
(continued on page 30)

*(Wraparound, cont. from page 29)*

## VALUE NINE – OUTCOME BASED AND COST RESPONSIBLE

Services and supports are outcome based with clear accountability and obvious effects that guide those services and supports. Quantitative and qualitative data on the performance of those responsible for wraparound are the basis for a strength-based performance evaluation. Integrated outcome information is used as a tool by offenders, families, staff and policy makers to plan and develop more effective services and supports. “Cost-effective” services and supports blend formal and informal resources that are consistently reviewed to ensure responsible financial utilization. “Cost-responsible” means that local communities control the expenditure of funds to best meet the needs of all offenders and families in their geographic area.

## VALUE TEN – CULTURAL COMPETENCY

Services and supports reflect the unique cultural values and practices of the offender and family. Cultural competency includes recognition of the influence of offender and family ethnicity as well as attention to the unique things in the offender’s life that could be different had he grown up in another family; including class, religion, family structures, communication patterns, gender roles, traditions, values, beliefs, customs and so on. This means services and supports are crafted so they match with offender and family rules, language, preferences, values and beliefs.

**IN CONCLUSION,** the wraparound process is implemented with the involvement of those people who are important to the offender. It improves the lives of offenders by building on their strengths. It encourages and gives them an individualized and specific plan for them to make helpful, caring connections in the community. The process ensures that services are focused on the needs of the individual and his family.

Offenders identified as high risk are eligible for participation in the process if they score a Moderate-High LSI-R score of 25-35 or have been incarcerated for more than ten years. The offender must be ineligible for community security and must have been incarcerated for more than one year including jail time.

Unit and facility staff at assigned facilities may refer offenders who meet the criteria for wraparound to a transition coordinator. A transition coordinator will review the offender’s eligibility and reply in writing with an approval or reason for denial. Normally, transition coordinators will request a list of possible eligible offenders from the facilities to which they are assigned and review files and interview offenders to determine if the offender is a good candidate for the wraparound process. Transition coordinators are located in the communities where their caseloads are returning; Tulsa, Oklahoma City, and Southeast Oklahoma. One transition coordinator works specifically with female offenders who might be returning to communities around the state. (It is important to note that throughout this article the “he” and “him” have been used for simplicity. Female offenders like their male counterparts can volunteer and participate in the wraparound process.)

It takes dedicated volunteers in the community to help the wraparound process be successful. You could become a wraparound support volunteer today and help make the difference of a lifetime for someone in need of support. Interested? Contact the Programs Unit Reentry Manager at (405) 962-6165.

Adult Offender Wraparound is making a difference in recidivism in Oklahoma. Both quantitative and qualitative data are being collected that will demonstrate the cost effectiveness of this innovative process.

Margaret diZerega,  
Director of Training and  
Technical Assistance, Family  
Justice, will be working with  
the following members of the  
Diagonal Work Group:

Andrea Alexander, Fredo  
Anderson, Tony Fish, and  
Billy Sterner, Muscogee Creek  
Nation Reintegration Program

The Reverend Norman Barber  
St. John Missionary  
Baptist Church

Pat Boatwright  
Volunteer

Debbie Boyer, Dr. Mike  
Connelly, Lowell Doss, Terri  
Goodall, Heather Hicks,  
Angela Johnson, Ruby Jones-  
Cooper, Carla King, John  
Larsen, Bob Mann, Millicent  
Newton-Embry, Dr. Laura  
Pitman, Susan Quigley, Shola  
Shopeyin, Ann Toyer, Karen  
White, and Courtney Woodard  
Oklahoma Department of  
Corrections

Kenny Fikes  
Ubuntu

Georganne Mackey  
Reentry Specialist  
Workforce Oklahoma

*(continued from page 21)*  
The Bodega Model.

For this current initiative, staff from the  
Division of Female Offender Operations  
administrative office, Mabel Bassett  
Correctional Center, and Central District  
Community Corrections will join valued  
community stakeholders as members of  
a Diagonal Work Group responsible for  
working with Family Justice to achieve the  
following outcomes:

- Integration of relational input into case plans at the institutional level
- Enhanced release planning by engaging family and community networks and supporting individuals under supervision in maintaining positive connections through phone calls, letter writing, and visitation
- A systemized process to incorporate family and neighborhood factors into supervision plans
- Integration of complicated issues—such as housing, child aid, elder support, family violence, and victimization—as release plans are considered at the institution and followed through at the community level

- Examination of job assignments and staff development that takes into account release and family participation

Staff from the Hillside Community  
Corrections Center will be participating  
in this endeavor as well in order to  
continue integration of the Relational  
Inquiry Tool into their reentry efforts.

Funding for this initiative is provided by  
the Bureau of Justice Assistance.

Family Justice will provide technical  
assistance and training for agency staff  
on the use of the evidence-based Bodega  
Model, the Relational Inquiry Tool, and  
cross-agency collaboration; evaluate the  
integration of Family Justice's methods  
and tools into staff practices; and provide  
ongoing technical assistance to ensure  
sustainability.

The Oklahoma Department of  
Corrections is pleased to partner  
with Family Justice on this important  
endeavor. Additional updates will  
be provided as information becomes  
available. ■

The Relational Inquiry Tool is designed to:

- Provide the criminal justice field with a user-friendly method of engaging families in the reentry and community supervision processes
- Bridge the gap between assessment and case management
- Add family, gender, and cultural dimensions to information gathered and considered in corrections, parole, and community corrections contexts

*The most difficult thing in the world is to know how to do a  
thing and to watch somebody else doing it wrong,  
without comment. ~ T. H. White*

(continued from page 26)

failure to comply with supervision directives) or the offender who simply fades away never to be seen again by the criminal justice system. Until their status is resolved, their eventual risk cannot be adequately assessed.

Participation in treatment programs has the greatest potential for risk reduction. It is in these programs that offenders are exposed to behavioral alternatives that lead to desistance. Consideration must be given to ensure only offenders with identified criminogenic risk factors are placed into targeted programs. Program participation is monitored through rigorous communication between the offender, the treatment provider, and the supervising officer. Probation and parole officers have become experts in assessing change readiness which is the foundation for behavioral change. Baseline treatment participation is shown in **Table 2**.

**TABLE 2**

Treatment Program Participation FY '07 By Program Type and Number of Offenders Participating	
Substance Abuse –Out-patient	5,417
Substance Abuse – In-patient	407
Cognitive Behavioral	2,075
Cognitive – Mental Health	974
Cognitive – Anger Management	524
Employment	1,786
Education	461

Another critical factor contributing to successful offender outcomes is the supervision relationship. When an offender perceives the officer to be supportive in the offender’s change process, outcomes improve. Officers who are “firm and fair” establish expectations and behavioral parameters that serve to guide the supervision process by providing the offender a roadmap to success. Inclusion of the offender in all planning processes is central to improving desired outcomes.

The base measures for FY’07 are consistent with previous year’s results before the implementation of evidence based supervision. As officers began to focus their supervision strategies toward activities that supported offender behavior change, there has been a continued trend toward meeting

expected and desired goals of supervision.

During the initial year of implementation, officers were able to focus their supervision activities on moderate and high risk offenders while realigning low risk offenders to administrative levels of supervision, or by terminating supervision altogether. Low risk offenders, identified by the LSI-R, were subject to closure upon completion of the assessment process. For continued supervision, an officer was required to develop a case plan that would target offender needs and develop a time line with the offender in which to meet expectations for completion of supervision. Once those expectations were met, supervision would be terminated, or if justified, continued for an additional six months.

By realigning supervision resources to moderate and high-risk offenders, caseload sizes statewide were reduced. This provides officers more time to direct their efforts to those offenders most in need of supervision. At the close of FY’08, the average statewide officer caseload was 76. This was calculated based on the total number of offenders subject to active supervision, divided by the total number of officers state-wide. **Table 3** compares year end active offender count for each year.

**TABLE 3**

Year End Active Count By Supervision Type			
Type Case	EOY Count June 2007	EOY Count June 2008	Current Count
Probation	22,009	20,982	21,182
Parole	2,107	1,812	1,949
GPS/EMP	396	414	418
<b>Total</b>	<b>24,512</b>	<b>23,208</b>	<b>23,541</b>

This process does not take into consideration the actual caseload sizes in metro areas where specialization continues to consume a district’s primary resource – the probation and parole officer. Commitment to specialty courts and designation of specialty caseloads (parole, GPS, Sex Offender) also impacts the district’s allocated officer positions.

With the close of fiscal year 2008, initial outcome data was available for comparison to established baseline measurements, as outlined by **Table 4**.

**TABLE 4**

Revocations FY'07 vs. FY'08				
by Type	FY'07		FY'08	
Technical/Absconder	801	(27%)	546	(27%)
Law Violations	1,824	(60%)	1,248	(61%)
Specialty Courts	390	(13%)	246	(12%)
<b>Total</b>	<b>3,015</b>	<b>(100%)</b>	<b>2,040</b>	<b>(100%)</b>

The intermediate measures indicate a significant reduction in the number of offenders who were revoked to a prison term from a period of community supervision. The overall number of revocations was reduced by 975 from the base measure established from FY'07. This 32% reduction is phenomenal. Interestingly, it holds steady across the range for technical/absconders and for new law violations. Specialty courts experienced a 37% reduction in revocations. Each year, the total percentage of each type of revocation class remained fairly constant. The data outlined in **Table 5** shows a comparison of revocation rates each year, as a component of overall case closures.

**TABLE 5**

Revocation Rate as Percentage of Closures			
	FY'07	FY'08	FY'09*
Revocations	3,015	2,040	1,765
Closures	12,662	12,373	13,109
<b>Revocation Rate</b>	<b>23.81%</b>	<b>16.48%</b>	<b>13.94%</b>

\*based on trending July, 2008 through January, 2009

Current trending for the fiscal year (through January 2009) indicates the reduction is continuing with the exception of the specialty courts where the number of revocations appears to be on the rise (**Table 6**). Based on the data available, overall reduction in revocations reached 32% for FY'08 and is currently trending a 13% reduction for the current fiscal year.

**TABLE 6**

Revocation Reductions FY'07 - FY'09					
Type of Revocation	FY'08		FY'09*		
Technical/Absconder	801	546	(32%)	426	(22%)
Law Violations	1,824	1,248	(32%)	1,056	(15%)
Specialty Courts	390	246	(37%)	283	(+15%)
<b>Total</b>	<b>3,015</b>	<b>2,040</b>	<b>(32%)</b>	<b>1,765</b>	<b>(13%)</b>

\*based on trending July, 2008 through January, 2009

While a reduction in the number of offenders revoked to prison is even more significant in light of the current economic crisis faced by the agency, it is not necessarily a reflection of long term behavioral change. This measure is only reflective of the offender's status at the time of termination of supervision. Until there is at least three years of data available, the reduction of individual offender risk cannot be determined. Indicators that demonstrate movement toward this risk reduction include the other intermediate measures that have been previously identified: employment and program participation.

As reflected by **Table 7**, employment rates of offenders increased by 2.95% from FY'07 to FY'08. For the current year, unfortunately, those rates are trending a drop of over three quarters of one percent. When considering the economy and our population, this small drop does not seem too significant at this point.

**TABLE 7**

Employment Rates		
FY'07	FY'08	FY'09*
77.83%	80.78%	80.00%

\*based on trending July, 2008 through January, 2009

Program participation is an indicator as an offender's active involvement in the change process. All program areas reflect continuous improvement (**Table 8**), with the exception of assignment to educational programs. While this is a concern, education is not a criminogenic factor for all offenders and may not be considered a priority for an offender who is attempting to address substance abuse or other critical risk factors.

**TABLE 8**

Program Participation			
Program Type	FY'07	FY'08	FY'09
SA Out	5417	5713	5936
SA In	407	442	413
Cog	2075	2166	2250
Cog MH	974	1126	1214
Cog AM	524	608	682
Emp	1786	1514	1616
Edu	461	411	367

(continued on page 34)

# CELEBRATE PUBLIC SERVICE

## PUBLIC SERVICE RECOGNITION WEEK MAY 4 - 10, 2009

Public Service Recognition Week (celebrated since 1985, the first Monday through Sunday in May) is a time set aside to better inform Americans about the broad variety of services provided by government. The week is also an opportunity to show appreciation to public employees, who ensure that our government—at the federal, state, county, and local levels—is the best in the world. Public employees in the United States and around the world take part in the annual celebration. Festivals, open houses, parades, community clean-up days, and charitable fundraising are only some of the ways that we as public employees reach out to communities.

# CELEBRATE PUBLIC SERVICE

(continued from page 33)

The rate of active absconders from supervision has declined steadily over the time under review. Before any offender is classified as an absconder, officers make diligent efforts to locate the offender and return them to supervision. Absconders from supervision are typically held active by a felony warrant issued by the agency of jurisdiction. If an offender has remained an absconder for a lengthy period of time with no new arrests, many jurisdictions allow the agency to be discharged from the obligation to continue supervision.

Although preliminary, these results are extremely promising in relation to our long term outcomes. Officers have demonstrated a dedication to working with offenders to shape behaviors into more pro-social avenues that are proven to result in lower rates of recidivism.

Oklahoma is extremely fortunate to have officers and supervisors who exemplify excellence in all they do. Our officers are committed to engaging offenders as partners in their supervision in order to provide an opportunity for life changes that will help lead them to not only lower recidivism rates, but also to desistance from a criminal lifestyle.

When their efforts are converted to dollars and cents, probation and parole has diverted \$19.6 million of incarceration costs since implementing evidence based supervision. This is based on a reduction of 1250 offenders revoked since FY'07 at a daily cost of \$43 per day and assuming a term of one year for each revocation.

The cost savings realized by the state is significant, but are immeasurable to those citizens who could have been potential victims. ■

### Offenders Classified as Absconders

FY'07	15.38%
FY'08	12.44%
FY'09	10.80%

## ALLERGY OVERVIEW

Allergies are diseases of the immune system that cause an overreaction to substances called "allergens." Allergies are grouped by the kind of trigger, time of year or where symptoms appear on the body: indoor and outdoor allergies (also called "hay fever," "seasonal," "perennial" or "nasal" allergies), food and drug allergies, latex allergies, insect allergies, skin allergies and eye allergies. People who have allergies can live healthy and active lives.

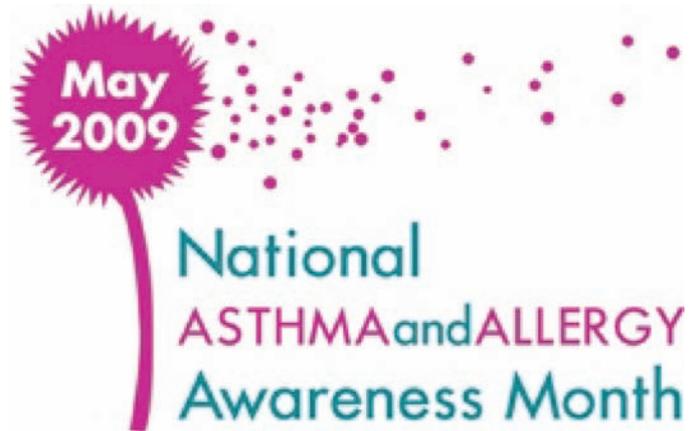
## PREVENTION

There are certain times during the year when plants and trees release pollen into the air. The timing of these pollen seasons depends on your geographic location. Different regions have different types of plants that pollinate at different times.

Depending on where you live, allergy seasons may be mild or severe. Experts estimate that 35 million Americans suffer from allergies because of airborne pollen!

Tiny particles that are released from trees, weeds and grasses are known as pollen. These particles are carried by the wind from tall treetops all the way to your nose. But before you shrug off fancy flowers in fear of sniffles, remember that the types of pollen that most commonly cause your allergies are from plain-looking plants, such as trees, grasses and weeds. These plants produce small and light pollen, perfect for catching a ride on a gentle breeze.

Similar to pollen, mold spores are a seasonal pest. If you are sensitive to mold spores, you may have symptoms from spring to late fall. Yet, even after the first frost of winter, some mold spores can continue to grow in freezing temperatures. The severity of your mold spore allergies can depend on the climate that you live in. In the warmest areas of the United States, mold spores grow all year! But before you move to Antarctica, remember that mold spores also grow indoors, making it a year-round problem.



## ASTHMA OVERVIEW

Asthma is a disease of the lungs in which the airways become blocked or narrowed causing breathing difficulty. This chronic disease affects 20 million Americans. Asthma is commonly divided into two types: allergic (extrinsic) asthma and non-allergic (intrinsic) asthma. There is still much research that needs to be done to fully understand how to prevent, treat and cure asthma. But, with proper management, people can live healthy and active lives.

## PREVENTION

For people with asthma, having an "asthma management plan" is the best strategy to prevent symptoms. An asthma management plan is something developed by you and your doctor to help you control your asthma, instead of your asthma controlling you. An effective plan should allow you to:

- Be active without having asthma symptoms.
- Participate fully in exercise and sports.
- Sleep all night, without asthma symptoms.
- Attend school or work regularly.
- Have the clearest lungs possible.
- Have few or no side-effects from asthma medications.
- Have no emergency visits or stays in the hospital.



# Anniversaries

## May

<b>36 Years</b>	Patricia A. Bracken	Info Tech	Sidney K. Purcell	BJCC	David H. Ramsey	JHCC	Jeanna Howell	Comm Sent/Off Info Svcs	
			Anita L. Fry	DCCC	David L. Kincaid	JEHCC	Dennis L. Hendrix	OSR	
<b>34 Years</b>	Verna M. Alberty	Medical/NOCC	Stephen P. Copeland	DCCC	Bradley K. Horn	SEDCC	Joseph L. Hendrex	EWCC	
			Larry D. Cave	DCCC	Edward A. Bell	MCCC	Shetina S. Bunn	CDCC	
<b>31 Years</b>	James R. Arnett	Institutions	Malaya L. Brooks	Education/MACC	Debra A. Aldridge	OSP	Sherrie L. Buckler	UCCCC	
			Esther L. Bates	NOCC			Curtis Brown Jr.	JHCC	
<b>30 Years</b>	Jim N. White Jr.	Agri-Services/JBCC	Steven S. Babek	Agri-Services/OSR	<b>15 Years</b>	Kevin B. Stanley	Operational Services	Leonard B. Brojakowski	JBCC
	Glen K. Wallace	Mental Health/OSR	Ronald D. Allen	HMCC		William F. Robb III	LARC	Shane R. Batey	Trans Unit/JLCC
	Eugenia I. Mitchell	Finance and Acctg	<b>21 Years</b>	Lydia M. McBride	HCCC	Jack B. Orr	Operational Services	Phyllis A. Baker	EWCC
				Patricia J. England	OCCCC	Betsy A. Hormel	Info Tech		
				William B. Edwards	Agri-Services/JBCC	Diana D. Givens	Mental Health/JHCC	<b>11 Years</b>	
<b>29 Years</b>	Amy L. Williams	DCCC	George R. Waller	DCCC	Kay L. Davis	NWDCC	Lonnie Williams	JEHCC	
	Cindy A. Leonard	Personnel Unit	Maribel A. Trinidad	CDCC	Lee A. Collie	EWCC	Waverly Merriweather	Walters CWC	
	Billy R. Henry	WKCC	Eugenia O. Sherron	JDCC	Mark D. Cathey	JBCC	Keith McKee	Mental Health/JHCC	
	Jean L. Amos	NOCC	Warren L. Ross	Altus CWC	Paul B. Blankenship	LARC	Andrea Howry	KBCCC	
<b>27 Years</b>	Anita K. Trammell	MACC	Ronald J. Roskam	WKCC	<b>14 Years</b>	James Wilson	JBCC	Monika Benton	JEHCC
	Connie S. Kays	NOCC	John E. Roper III	Facility Class		Thomas Naughton	Personnel Unit	Anita J. Thomas	Medical/JLCC
	Margaret L. Johnson	SEDCC	Mark Weidman	JHCC		Jeffrey C. Vaughan	Agri-Services/JBCC	Chad W. Strode	OSP
	Russell E. Golden	MACC	Donald L. Petty Jr.	OSP		Geary W. Smith	Agri-Services/JBCC	Brenda J. Rowton	JEHCC
	Nannette R. Allen	Training	Terri L. Mayo	Institutions		Dale W. Smith	JBCC	Daniel V. Presley	JEHCC
<b>26 Years</b>	David L. Morrison	JEHCC	Howard D. Martin	ECCC		Chad L. Sampson	CDCC	Leslie A. Post	OSP
	Mary L. McElhatten	BJCC	Lewis R. Hubbell	JCCC		Gerald R. Meeks	OSP	Bobby D. Miller	Earl A. Davis CWC
	Patti G. Hayes	NEDCC	Kelli A. Hall	Personnel Unit		Samuel W. McGinty	MACC	Gary D. McGee	EWCC
	Jo P. Gwinn	JCCC	Joyce M. Golding	NEDCC		Marilyn R. Martin	SEDCC	Tommy W. Lowe	JEHCC
	Rickey A. Ford	JEHCC	Gussie M. Drain	Education/WKCC		Rusty D. Laub	OSP	Steve N. Lockwood	Education/OSP
	James H. Carr	Agri-Services/MACC	Roberta M. Curtis	BJCC		Roy D. Henry	MACC	Cory E. Ketch	MBCC
	Thomas W. Butler	OSP	Peter J. Copeland	Hobart CWC		Patricia D. Grimes	EWCC	Brian K. Joyce II	OSP
<b>25 Years</b>	Gary Mock	JHCC	Linda S. Burnett	Education/JBCC		Mark A. Grantham	DCCC	Gary E. Johnston	Medical Admin/JEHCC
	Steve E. Loy	JHCC	<b>19 Years</b>	Kenneth L. Erfurd	NEDCC	Leland J. Fiedler	NOCC	Jerry D. James	OSP
	Rita M. Landers	JHCC		Troy D. Bengé	MCCC	Jennifer E. Elledge	CDCC	Hal M. Frei	JCCC
	Richard L. Ladd	Agri-Services/JLCC		Veryl Hance	OSP	Robert Davis III	DCCC	Mark S. Franklin	Education/OSP
	Lenora A. Hudson	JLCC	<b>18 Years</b>	Virgil R. Pitts	JDCC	Linda J. Cooper	JLCC	Christopher D. Etchison	OSP
	Bill E. Collins	Education/JLCC		Paul D. Pickle	JEHCC	Sandra K. Clepper	Medical/JCCC	Beverly K. Elwell	JCCC
	Philip D. Brandon	SWDCC		John W. Meadows	JCCC	Kerry E. Chase	MACC	Lance Cullen	UCCCC
<b>24 Years</b>	James M. Smith	HCCC		Leonard A. Howard Jr.	JBCC	Christy D. Blackburn	EWCC	Deborah J. Blocker	Div of Comm Corr
	Ronald C. Scott	MACC		Danny B. Harris	JEHCC	Glenford B. Barker	Frederick CWC	Marsha E. Bell	LARC
	Jose A. Salinas	Info Tech		Kathryn R. Hamilton	EWCC	<b>13 Years</b>	Lynda Sykes	Robert L. Apala	OSP
	Virginia A. Reaves	WKCC		Kelly West	EWCC		Beverly A. Johnston	Edwin G. Adkins	MCCC
	Mark D. Pursley	CDCC		Cynthia A. King	Personnel Unit		Wesley C. Carter	Corrine Weilmuenster	JLCC
	Alisa K. Pinkerton	DCCC		James W. Farris	MACC		Sidney L. Carnes	Barbara Muever	Mangum CWC
	Robin D. Jones	OCI Mfg/JHCC		Travis L. Cox Jr.	JCCC		Phyllis D. Adams	Tama Summers	JEHCC
	Danny D. Ellis	OSR		Darrell L. Carpenter	JBCC	<b>12 Years</b>		Liliana Speed	Mental Health/MBCC
	Clarice M. Clayton	OSP		Douglas W. Canant	SEDCC		Darrel Wilson	Darrel Schreiner	Mental Health/OCCRS
<b>23 Years</b>	Bruce H. White	Mental Health/OSP		Howard W. Brittingham	OSP		Paula Williams	Ricky Rice	MBCC
	Mitchell D. Lindsey	JBCC		James R. Basile	OSP		Sherrie Sizemore	Audrey McMaster	Medical/MBCC
<b>22 Years</b>	Deborah A. Wilkerson	CDCC	<b>17 Years</b>	Tina Hicks	Procurement Unit		Robert Long	Rhonda McIninch	MACC
	Bonnie L. Terrill	NWDCC		Kenneth D. Grothe	OCI Mfg/JLCC		Glynda C. Underwood	Cindy Kincaid	Medical/JEHCC
	Rick L. Ryel	Agri-Services/JCCC		Marlis J. Dooley	JCCC		Erik K. Thomas	Stephanie Howard	LARC
				Darrell S. Cloud	Education/DCCC		Allen D. Semeski	Mark Hawkins	BJCC
				Cherry K. Bankston	DCCC		Anissa D. Roberts	Jeffrey Gray	Medical/EWCC
				<b>16 Years</b>	Sally Wiggins	MACC	Tracy L. Roberson	Stanley Graumann	OSR
				Bryan J. Richard	MACC		Erick S. Morris	Goldie Gilbert	OCCCC
							Bruce L. Meyer	L'Tanya Faulk	JDCC
							Curtis L. McPheeters	Leo Everett	JHCC
							Randy D. Martin	Laura Burleson	Medical/DCCC
							Vincent E. Kinsey	Cary Bryant	Hobart CWC
							Al A. Kelly	Orie Baker	EWCC

# RETIREMENTS

## APRIL

Troy Workman, Agri Services  
Gussie Drain, Education  
Delton Putman, Jim E. Hamilton CC  
Linda Laney, Lexington A&R Center  
Patricia Foster, Medical/Oklahoma Co. CC  
James Spencer, William S. Key CC

## MAY

Michael Reed, Dick Conner CC  
Delbert Appleton, Information Technology  
Owen Tharp, James Crabtree CC  
Eddie Raney, Mack Alford CC  
James Turner, Mack Alford CC  
Jo Beth Campbell, Northeast District CC  
Goldie Gilbert, Oklahoma City CCC  
Karen Calhoun, Oklahoma State Reformatory  
Howard Watkins, Oklahoma State Reformatory  
Roberta Fullerton, Treatment and Rehabilitative Services  
Terry Wills, William S. Key CC

## JUNE

James Lohman, Dick Conner CC  
Ernest Hardin, Joseph Harp CC  
Doris Sheppard, Muskogee CCC  
Damon Smoot, Oklahoma State Reformatory

## NEXT ISSUE

Education in Corrections

# Calendar

## April

- 16 Board of Corrections Meeting  
Joseph Harp CC  
Lexington, OK
- 14-17 Pardon & Parole Board Meeting  
Hillside CCC
- 22 Administrative Professional Day

## May

- 10 Mother's Day
- 15 Board of Corrections Meeting  
Clara Waters CCC  
Oklahoma City
- 12-14 Pardon & Parole Board Meeting  
Hillside CCC
- 25 Memorial Day

## June

- 14 Flag Day
- 12 Board of Corrections Meeting  
Oklahoma Correctional  
Training Academy  
Norman, OK
- 16-19 Pardon & Parole Board Meeting  
Hillside CCC
- 21 Father's Day

SWING SETS

DECK CHAIRS

SEAT GLIDERS

UMBRELLA TABLES

DECK TABLES

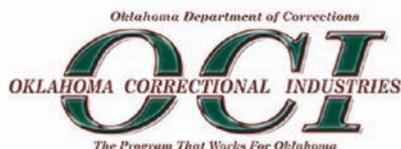
SWING SETS

## ATTENTION ALL STATE EMPLOYEES



## SPRING INTO SUMMER WITH OUTDOOR FURNISHINGS

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A photograph of two police officers in full tactical gear, including helmets and gloves, rappelling down a wooden wall. They are positioned on the left side of the frame, with their bodies angled towards the right. The background shows green foliage and a clear sky. The text is overlaid on the image in white boxes with green borders.

# NOW HIRING

## CORRECTIONAL OFFICERS AND PROBATION AND PAROLE OFFICERS

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