



# RIDOC REVIEW

A QUARTERLY NEWSLETTER FOR EMPLOYEES AND FRIENDS OF THE DEPARTMENT

Spring - Summer 2009

Vol. III, Issue 2

## CO Spotlight: *James Hall*



C.O. James Hall

Asked how he wound up in Rhode Island, Virginia native and long-time Correctional Officer James Hall shares a story of working after school and on weekends in a chicken factory in his hometown where he noticed that a white kid with the same job was making more money. He approached his boss saying, "I think there's been a mistake," and was told, "There was no mistake." It was that experience that led Jim to decide to leave Virginia and move to Rhode Island. He met resistance from his mother, who told him he was lucky to have a job. When she went into the hospital for surgery, Jim took the opportunity and decided to make the move. His father was supportive and said he didn't blame him. "I wanted to get equal pay for doing equal work," Jim recalls, adding, "I've never had a problem with that here."

Officer Hall had been working at Owens Corning Fiberglass in Lincoln for a dozen years as group leader in charge of the chopper shop when the shop was forced to close down.

He was offered an out of state transfer and didn't want to uproot his family so he decided to look for a new job. His wife and about 30 other relatives worked for the state, but not one was in corrections. Back then, a state job was considered highly secure with unbeatable benefits, so Jim decided to apply to be a Correctional Officer in 1982. He waited, and hearing nothing applied to UPS. It must have been serendipity because on his way to the interview with UPS, his phone rang and it was the Personnel Office at the RIDOC offering him a place in the next Correctional Officer Training Academy class. Jim cancelled his UPS interview and has never looked back.

When he started out in Maximum Security, Jim was surprised at what he saw – he expected the officers to be in charge but found instead that the inmates had the control. It wasn't until he'd been with the Department for about six years that things began to turn. As more and more policies were introduced and rules became more strict, the tide began to shift to a point where staff have control over inmates, as they should.

Officer Hall transferred to Minimum Security in 1986 and has been there ever since. His post includes processing inmate pays, running the libraries and barbershop, and escorting inmates to other buildings. "The day goes by fast," he notes, "It keeps me busy."

When he started with the RIDOC, Officer Hall's oldest, a boy, was 12. He is almost 39 now.

His youngest daughter is now 32 and an engineer at Gilbane. Three of his four kids have graduated from college and while the children recognize that their dad has had a tough job all these years, they are proud that he was able to support their educational goals. He never put pressure on his kids but always encouraged them. He says he treats all of his children the same way, noting that "you can't show favoritism to family members."

Jim has lived in Providence ever since relocating to Rhode Island. He is one of one of nine children (he has five sisters and three brothers) and is one of 102 grandchildren born to his maternal grandmother, so has relatives all over the country. Officer Hall is in

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## RIDOC Reentry Initiative Moves Forward

Mimi Carter is a familiar name and face to many on the RIDOC staff. She has been working with Department for the past three years providing technical assistance on the establishment of the "tier" structure for prisoner reentry. Rhode Island has been participating in the National Institute of Corrections' (NIC) *Transition from Prison to Community Initiative* for the last several years. More information is available at <http://nicic.gov/TPCModel> about the initiative and other participating states. The Center for Effective Public Policy (the Center), of which Mimi is a principal, serves as NIC's technical assistance coordinator. See [www.cepp.com](http://www.cepp.com) for more information about the Center.

As an outgrowth of Mimi's work with the tier structure, she was tasked last summer with designating a team to address specific internal

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# RIDOC in the Community, the Classroom, and Beyond

Information for this page comes from the "Request to Make a Onetime External Presentation" and "Academic Course Notification" forms required of staff per Policy 1.12 Public Presentations.

## ADMINISTRATIVE SERVICES

**Assistant Director Ellen Evans Alexander** spoke on *Parole: The Bridge to Success* at the Association of Paroling Authorities International (APAI) in Newport in April.

**Gina Caruolo, Chief of Policy**, taught *Women and Crime* at Roger Williams University (RWU) during the spring semester.

**Supervisor of Training Marc Moreau** spoke to students at Ashton Elementary School in Cumberland, about the consequences of poor choices in June. In August, he spoke to young adults involved with Family Resources in Woonsocket about careers in corrections.

## DIRECTOR'S OFFICE

**Chief Inspector Aaron Aldrich** presented an overview of investigative units to the Burrillville Police Department's Citizens Police Academy in February. In March, he spoke about corrections and investigative units to students at Gibbs College in Cranston.

**Robert McCutcheon, Departmental Grievance Coordinator**, serves on a committee tasked with creating a Youth Non-Violence Summit in Providence.

**Director A.T. Wall** spoke to the advisory board of the Advanced Criminal Justice Program at Johnson & Wales University in February. He attended, along with many RIDOC employees, the Association of Paroling Authorities International (APAI) in Newport in April. In May, he attended the Hispanic American Chamber of Commerce's annual gala in Providence, and in early June, he spoke to the National Association of Criminal Justice Sciences at Roger Williams University. In August, he attended the kickoff luncheon for the National Alliance on Mental Illness (NAMI) annual fund raising walk and taped an episode of the government talk show *Capitol Colors* with co-hosts Peter C. Wells and Rep. Anastasia Williams.

**Chief of Information and Public Relations Tracey E. Zeckhausen** attended a Center for Disease Control (CDC)-sponsored training on *Mass Antibiotic Dispensing: Public Information and Communication* at the R.I. Department of Health on May 13th. Ms. Zeckhausen has been awarded a Hassenfeld Family Foundation Rhode Island Public Service Fellowship to attend *Innovations in Governance* at the Harvard Kennedy School of Executive Education in October.

## INSTITUTIONS & OPERATIONS

**Correctional Officer Randy Denton**, along with **Deputy Warden Sergio DeSousarosa**, **Security Specialist Glen Matteson**, and **Correctional Officer Ada Santiago** presented an overview of corrections to students at Johnston High School in the spring.

**Capt. Nelson Lefebvre** attended a training for DOC personnel and trainers involved with the NEADS/Dogs for Deaf and Disabled Americans' Prison Pup Partnership in June at the Northeastern Correctional Center in Concord, Mass.



Assistant Directors Nancy Bailey, Ellen Evans Alexander, and Roberta Richman sit with Director Wall at the 2008 Departmental Awards ceremony held in February.



Staff members including Chief Inspector Aaron Aldrich (front left), Retired Capt. Ronald Brodeur (center), Director Wall (center, back) and staff from H.R. and Personnel hold their umbrellas as they observe the memorial and wreath laying ceremony during 2009 CO Week outside of Admin-A.



Parole Board Chair Ken Walker (seated) poses with staff from Probation and Parole whom he recognized for their assistance with the April APAI conference in Newport.

**Correctional Officer Ron LoBianco** was featured in a front page article in the June 15th, 2009, edition of the *Cranston Herald*. He recently placed first in his division in the Body Language Natural Professional Association's (BLNPA) annual competition.

## REHABILITATIVE SERVICES

**Assistant Director Roberta Richman** attended the Executives of Probation and Parole NIC Network Meeting in Oklahoma City in May. **Nancy Almeida** and **Christine Chase, Probation and Parole Officers**, spoke about probation and parole to students at Lincoln Technical Institute in February.

**Michele Berkley** and **Kerri Giorgio, Probation and Parole Officers**, spoke about sex offender supervision and related laws to students at Cumberland High School in May.

**Probation and Parole Officer Joseph Bouchard** appeared on a WPRI Channel 12 newscast in May. He was participating in a ride-along with *Officer of the Month* Teddy Michael of the Providence PD. **P.O. Bouchard** also spoke at a training on sex offender supervision for school crossing guards, teachers' aides and custodians at the Laurel Hill School in Providence.

**Bree Derrick, Clinical Social Worker**, was a guest speaker in Gina Caruolo's *Women and Crime* class at Roger Williams University in April.

**Ken Findlay, Professional Services Coordinator**, spoke on *From Prison to Reentry: Working with Incarcerated Fathers and their Families* at the Northeast Family Strengthening Conference at the Providence Biltmore in May.

**Teresa Foley, Transitional Services Coordinator**, was honored by River of

Life-line Ministries at its spring event on reentry in May.

**Kerri Giorgio and Paula Turcotte, Probation and Parole Officers**, spoke about domestic violence to students at Woonsocket Middle School in April.

**Christine Imbriglio, Probation and Parole Supervisor**, spoke to assistant Attorney Generals as part of a probation update in June. She also spoke to community members about sex offender concerns at the Pontiac Library in Warwick and to probationers in West Warwick at an informational forum in July.

**Micheline Lombardi, Probation and Parole Supervisor**, spoke to participants in the RI Judiciary & RI Legal/Educational Partnership Summer Institute about the role of Probation Officers and the Judiciary in July.

**Magdalena Picot, Administrator of Community Confinement**, served as the RIDOC's coordinator for the *Back to School Program*, which provides backpacks full of school supplies to students in urban areas.

# Personnel Notes: Comings and Goings

## Promotions, Retirements, & Appointments

A warm welcome to the following Correctional Officers who graduated with Class 77 and went on line between January 1 and July 1, 2009:

ISLANDIA ARELLANO  
CARA CAMPOPIANO  
VICTOR COTTO  
WILLIAM D'ATTILIO  
JODI DiTROIA  
JOSE DRITT  
JARED FERGUSON  
COURTNEY FISKE  
JASON GONCALVES  
ANDREW KORKUC  
SENYO KUADA  
SHANE LINDELL  
RONALD LOIGNON  
ERIC LUCENA  
MICHAEELEN NAPOLITANO  
JASON NAULT  
JAMES O'GRADY  
JASON OKOLOWITCZ  
KEVIN PARENTEAU  
CHARLES PEPIN  
MICHAEL PORTRAIS  
ADAM SACCOCCIO  
DANIEL SITORS  
BRIAN SMITH  
SCOTT SUGGS  
SARAH WATERMAN  
JASON WILK  
CHRISTOPHER YOUNG



*Correctional Officer  
Training Academy Class 77*



*Director Wall administers the oath to members of Class 77 in January.*

A warm welcome to the following people who were hired between January 1 and July 1, 2009:

NANCY PONTE, **MEMBER - PAROLE BOARD**  
BETH COOKE, **PROBATION & PAROLE OFFICER**

Congratulations and farewell to the following persons who retired, transferred to another state agency, or voluntarily resigned between January 1 and July 1, 2009:

MARY ANDERSON, **CORRECTIONAL OFFICER**  
HENRY (DAVID) BAPTISTA, **CORRECTIONAL INVESTIGATOR I**  
LOUISE BLANCHETTE, **SENIOR WORD PROCESSING TYPIST**  
MADALYN CASWELL, **SENIOR WORD PROCESSING TYPIST**  
MADELINE COLON, **ASSISTANT BUSINESS MANAGEMENT OFFICER**  
KATE COSTA, **DATA CONTROL CLERK**  
GENE DAVENPORT, **CORRECTIONAL OFFICER**  
THEODORE DEWOLF, **CORRECTIONAL OFFICER**  
JOAN FARGNOLI, **CORRECTIONAL OFFICER HOSPITAL II**  
WENDY FERNANDES, **SENIOR WORD PROCESSING TYPIST**  
DIANE HEY, **PROBATION & PAROLE AIDE**  
ARTHUR JALETTE, **CORRECTIONAL OFFICER**  
JOHN LAPLUME, **CORRECTIONAL OFFICER**  
RAYMOND LAWSON, **CORRECTIONAL INVESTIGATOR I**  
JAMES LEDUC, **CORRECTIONAL OFFICER**  
ANTHONY LEPORE, **CORRECTIONAL OFFICER**  
VINCENT LEPIZZERA, **CORRECTIONAL OFFICER CAPTAIN**  
MARY MARONI, **SENIOR WORD PROCESSING TYPIST**  
WAYNE MASTERSON, **PROBATION AND PAROLE OFFICER I**  
LAWRENCE McDONALD, **SUBSTANCE ABUSE COORDINATOR**  
MARY TERRY MCGOVERN, **BUSINESS MANAGEMENT OFFICER**  
THOMAS MEAGHER, **CORRECTIONAL OFFICER**  
SUHVINDER MEHTA, **CORRECTIONAL OFFICER**  
ALAN PARADIS, **SENIOR MAINTENANCE TECHNICIAN**  
DAVID QUIRINI, **CORRECTIONAL OFFICER**  
MARYLYN WHITE, **CORRECTIONAL OFFICER HOSPITAL II**



**MAGNA CUM LAUDE**  
GREGORY MCCARTHY, **PRINCIPAL RESEARCH TECHNICIAN**  
**M.S. IN INFORMATION ASSURANCE, NORTHEASTERN UNIVERSITY**  
DAVID MCCAULEY, **WARDEN INTAKE SERVICE CENTER**  
**NIC EXECUTIVE EXCELLENCE PROGRAM**

## Retirement Celebrations



*Thirty-year RIDOC veteran David Baptista poses with the statue he received from all of his former colleagues in SIU at his retirement celebration in late May.*



*Director Wall (right) chats with Larry McDonald (center) and his wife, Mary (left), about their plans at Larry's retirement celebration in June.*



*Director Wall (right) speaks at the farewell reception for RIDOC Medical Program Director Dr. Michael Poshkus (left) in August. Dr. Jose R. Arias is now the Acting Medical Program Director.*

Congratulations to the following employees who have earned degrees recently:

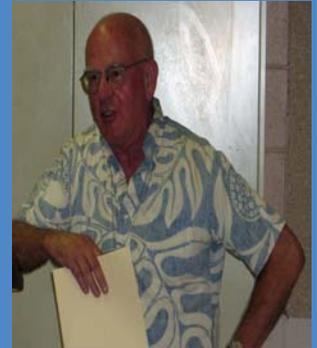
TONYA DANA, **MEDICAL RECORDS,  
CLERICAL SUPERVISOR**  
**M.A. IN COUNSELING, RHODE ISLAND COLLEGE**  
SERGIO DESOUSAROSA, **DEPUTY WARDEN,  
DONALD PRICE FACILITY**  
**B.A. IN JUSTICE STUDIES, RHODE ISLAND COLLEGE**

# Employee Longevity Recognized



Recent Retirees

It was standing room only in the Minimum Security Multipurpose Room on Tuesday, August 18th, when recent retirees (from left: Linda Folcarelli, Sheila Amaral, Beverly Koby, Marylyn Hale, David Baptista, Lyn Parenteau, Renald Langlois, John Funderburk, Joan Boucher, Armand Frechette, David Caruso, Sharon Oden, Bob DiMaio, and Bill Votto) and those who had reached significant career milestones since the last such ceremony were honored. Below left: Ten employees (with Director Wall) were recognized for reaching 25 years of state service: Ralph Rebecchi, Maggie Picot, Aaron Aldrich, Paul Bartholomzy, Kevin Dunphy, Jim Hall, Laura Queenan, John Lawrence, Bob McCutcheon, and John Rogers.



Norbert (Bert) Lachmann, Coordinator of Education, was the longest-serving employee recognized on August 18th with 35 years of state service.



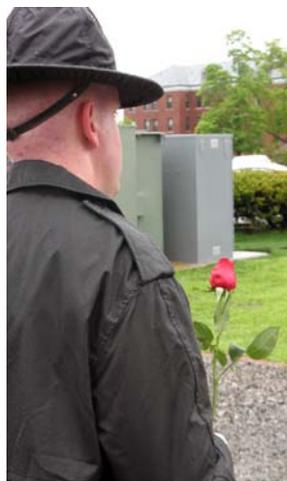
25 Years of Service



## 2009 NATIONAL C.O. WEEK



The RIBCO Honor Guard marches toward the lawn at 40 Howard Ave. for the annual Wreath Laying and Memorial Ceremony.



A Correctional Officer and member of the Honor Guard pauses with a rose during the moving ceremony which recognizes C.O.s from across the country who have fallen in the line of duty the preceding year.

## C.O. Stewards Recertify



Minimum Security CO Steward Robert Williams is among those who recently recertified in Food Safety.

Rhode Island State law requires that every food service establishment have at least one Manager certified in Food Safety on duty while operating. In 1994, the RIDOC was among the first establishments in the state (and the country) to require Correctional Officer Stewards to become certified in Food Safety by taking a 15-hour course and passing the certification exam. The law requires recertification every three years. The following Correctional Officer Stewards recently completed the recertification course:

Robert Adams, Intake;  
 Donald Blais, Minimum;  
 John Cunningham, Intake;  
 Joseph DeCurtis, Moran;  
 Joseph DiBiase, High Security;  
 James Detroia, Maximum;  
 Angel Garcia, Intake;  
 Joseph Malanowski, Moran;  
 Robert Massa, Minimum;  
 Steven McKendall, Donald Price;

Robert Morse, Moran;  
 Charles Pepin, Women's;  
 Dennis Petrocelli, High Security;  
 Kenneth Stillson, Women's;  
 Charles Thomas, Maximum;  
 Roland Trudeau, Maximum;  
 Thomas Walters, Donald Price;  
 Mark Wild, Intake, and  
 Robert Williams, Minimum

Correctional Officer Christopher Jones, Maximum, also renewed his Food Safety Certification. Correctional Officer Daniel Cardosa, Moran, took the course. Food Service Supervisors Michael Bonneau and Michael Rigney and Environmental Health Coordinator Ron Fallow renewed their Food Safety Certifications as well. The six-hour recertification course was conducted by Associate Director of Food Service John Rogers.

## CO Spotlight: James Hall *(cont'd. from page 1)*

his 35th year of marriage to his wife, Sue. Jim says that over the years, his temper has dissipated and he's learned to use reason to work situations out. "Being a dad helped," he shares. "My life was no longer my own. I had to lead by example."

The most rewarding thing about his job as a C.O. is the opportunity he has to complete tasks in a timely fashion, noting that he's very task oriented. He also feels he often has the chance to make a real difference in inmates' lives and behavior. "If I see an inmate showing disrespect," he relates, "I don't let it go. I talk to them about having respect. I tell them yelling out the window at a female visitor who's walking to the bus is unacceptable."

Asked how the inmate population has changed during his tenure, Officer Hall comments on the increase in the number of inmates in the medication line, something he didn't see as much when he first started. He also sees a lot more young inmates than when he began.

Officer Hall remembers an incident when he was posted at the gym in Max. There were only a handful of Hispanic inmates at the time and racial tensions were high. A black inmate had been stabbed by a white inmate who he was suspected of robbing and two black inmates were agitated and thinking their friend had been killed by the stabber. They were planning to kill a white officer in retaliation and approached the gym doors with him when Officer Hall said, "I'll stay; let him go." He gave the other officer his keys and told him to leave. Officer Hall managed to talk the inmates into calming down saying, "Everything will be OK." He was able to get in contact with a fellow officer, who had transported the injured inmate to the hospital, telling him to bring him right back. He let the injured inmate into the gym, carefully locking the doors, so the other two could see that he was OK. He said to the agitated inmates, "You can have blood on your hands or you can stop this." The inmate who had been stabbed confessed to his friends that he had indeed robbed the white inmate. When all tempers had de-escalated, the inmates in the gym were marched out two by two and a disastrous situation was averted. Asked if he received a Letter of Commendation for his heroism, Jim says "Back then, you just did the job and didn't get much recognition. Today, Officer Hall sees gangs as more of an issue than race relations. Loyalty is to the gang, even over family members.

Another particularly memorable experience he's had since becoming a C.O. took place when he was off duty, shortly after his tire blew out on the Jersey Turnpike after delivering his son to graduate school. He was picking up a new tire near the North Main Street Armory in Providence when he recognized an inmate on the street, obviously attempting to escape. He started to follow him. The inmate recognized him and started to run. A chase ensued, and for a few blocks Officer Hall tried to head off the inmate. When he saw a city bus, he assumed the inmate had boarded it and started beeping his horn for the driver to stop. When the driver finally did stop and the inmate got off, Officer Hall, who had gotten out of his car, grabbed him, holding his clenched fist behind his head, and drove him back to prison. The entire time he had him in his vehicle, he held the clenched fist of his right hand against his head, pressing his face into the window. He signed a hand written booking back at Minimum, and an escape was averted. "I'll never forget it," Officer Hall says. He later heard from the officer who interviewed the inmate that he inmate thought Officer Hall was holding a gun to his head throughout the car ride. "It was my knuckle," he shares.

Once when he was taking out a ten-man litter crew in a DOC vehicle, Officer Hall could see as he watched two inmates in his rear view mirror that the two clearly had some kind of beef with each other. He asked, "What's wrong with you two?" and learned that one had shot the other when they were out on the street. Amazed that they had been put together on a crew, he told the captain, "You need to keep these two separate." Nowadays, he says, supervisors would never allow this to happen. Yet again, Officer Hall averted what could easily have escalated into a crisis through his attentiveness and quick action.

Two other incidents stand out in Jim's mind from his years supervising a litter crew. Once, he was supervising a crew working along Rte. 295 when he saw an inmate running toward the highway, heading right into oncoming traffic. He grabbed the inmate, pulling him away from a tractor trailer that was coming right toward him. It turns out the inmate was running away from a bee because he was allergic.

On another occasion, Officer Hall had repeatedly warned a particular inmate to steer clear of the weed wackers. Not heeding his advice, the inmate turned at one point and walked right into a weed wacker, severely injuring his leg. Officer Hall kept pressure on the bloody wound with a towel and kept talking to the inmate to keep him from going into shock until the rescue arrived about 10 minutes later. Another officer who saw the wound nearly got sick. The inmate later tried to sue the department but the other inmates on the crew gave statements saying Officer Hall had tried to warn him, so the suit never came to fruition.

Officer Hall is low key and doesn't like drawing attention to himself when he's out in public but notes "You can't even stop to pick up a loaf of bread in this state in uniform without eliciting all sorts of questions and comments." Acting Deputy Warden Jeffrey Aceto refers to Jim as "a real class act and a top notch officer."

*- continued from page 1 -*

## RIDOC Reentry Efforts Continue

issues designated by Director Wall that are related to reentry. Mimi's work with the Department came to a conclusion last month, but the priorities and projects initiated by the reentry team will continue.

In his memo announcing the formation of the team, Director Wall wrote, "...the effective reintegration of released inmates back into the community has emerged as one of our Department's highest priorities in recent years. This philosophy and approach have led to significant changes in the way we do business. We have strengthened linkages with human service agencies, law enforcement departments and local communities. Within the Department, we have inaugurated discharge planning, introduced risk assessment instruments, increased institutional programs, taken important steps to enhance community-based supervision, and implemented the Transition from Prison to the Community Database System (TPCDS)." The intensive effort he charged Mimi Carter with leading over the course of several months was to address six specific goal areas:

### **Goal #1 Assessment – Implement a comprehensive offender assessment strategy.**

#### ***What's been done?***

- A proxy research study was completed for the male and female inmate population and the probation population to predict risk for recidivism for purposes of prioritizing full LSI-R (Level of Service Inventory – Revised) assessments for medium/high risk offenders and to determine level of community supervision.

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# URI INTERNS ADDRESS RIDOC CHALLENGES



URI intern Jeff Smith

Jeff Smith, a senior Sociology major, undertook that assessment for the Moran facility. He compared the number and type of violations committed by those eligible for the increased good time with those committed by those not eligible (sex offenders and those on life sentences). His analysis revealed that incidents of serious disobedience and serious violence committed by the small number of offenders who are not eligible for the good time increased during the last six months of 2008. Violent incidents committed by those eligible for the good time decreased markedly from July through December 2008, however, and there was only a slight increase in incidents of serious disobedience. As a result, the monthly rate of serious violent incidents per 1,000 offenders in Moran declined sharply over the year suggesting that increased good time is having a positive effect.

Following a serious incident in July 2008, the housing assignments of inmates in Minimum Security were changed so that those working on outside details were housed separately from those not confined to the facility. Deputy Warden Sergio Desousarosa wanted to know if the change in classification had the intended effect of decreasing contraband. URI junior, Greg Borrelli, investigated that question. He found that the monthly rates of violence and contraband violations declined somewhat over the year. More marked, however, was the change in the locations of these violations. Following the change in housing assignments, violence declined in the dorms occupied by those who work on outside details but increased in those units housing inmates confined to the building. The pattern for contraband was just the reverse; it became almost entirely concentrated in the areas housing the outside detail workers. It seems the reclassification in Minimum may have resulted in a decrease in both violence and contraband possibly by decreasing the extortion and bribery of outside workers by those confined to the facility.



URI intern Greg Borrelli

Warden David McCauley and the staff at the Intake Services Center (ISC) devised an internal classification system that was gradually implemented between January and March 2008. The system separates offenders into three categories of risk and allows those categorized as medium risk to be housed in modules with those categorized as either high or low risk. URI sophomore Kelly Pearce examined whether the implementation of that system resulted in any change in the number or rate of violations. She found that the monthly rate of infractions per 1,000 inmates in ISC declined steadily from October 2007 through December 2008. Incidents of contraband and serious violence showed a marked decline among inmates aged 30 and over who were sentenced to one year or more. However, incidents of serious violence increased among younger inmates who were awaiting trial. These differences, she observed, suggest that the changes in the number and rates of violations in ISC may have resulted more from the increased good time than from the new classification system.



URI intern Kelly Pearce

These investigations were undertaken as part of a broader cultural change initiative supported by the National Institute of Corrections. The aim of this initiative is to develop among RIDOC managers a culture of learning, one that encourages continuous quality improvement through the assessment of organizational performance and changes in policy and practice that are evidence-based.

## Five More RIDOC-Trained Pups Make the Grade!

Five Rhode Island Department of Corrections-trained pups were among the canine graduates at the Summer 2009 NEADS graduation at Hanscom Air Force Base's Minuteman Club on Sunday, June 14<sup>th</sup>. Social dog *JJ* is paired with 7-year-old Connor Lamoureux of Boylston, Mass.; Walker Dog *Buddy* is paired with Anita Illinger, a busy mother of two from Waltham, Mass.; Balance/Walker Dog *Rugby* is paired with combat veteran Nathan Ruby of Temple, Tex., who needs help with balance and hearing loss; and Service Dog *Raider*, assists human partner Gretchen Korman of Branford, Conn., with balance and socialization. All were trained at the John J. Moran Medium Security Facility. Specialty Dog *Tasha*, who is paired with Dorothy Banges who is both deaf and physically disabled and lives in Brattleboro, Vt., was trained at the Donald Price Medium Security Facility.

The NEADS Dogs for Deaf and Disabled Americans *Prison Pup Partnership Program* at the RIDOC provides life-changing results in the lives of the inmates who train the pups and the disabled clients who eventually receive them. Currently, there are eight dogs in training at the Moran Facility and four at the Price facility with plans for expansion in the near future. Many RIDOC staff contribute to the continuing success of the program.



Connor and JJ



Buddy and Anita



Gretchen and Raider



Nathan and Rugby



Dorothy and Tasha

## RIDOC Correctional Officers Form Search and Rescue Team (COSAR)

Minimum Security C.O. Mike LaPlume says he hasn't seen anything like the camaraderie and support he's witnessed since deciding to launch the Correctional Officers Search and Rescue (COSAR) Team about a year ago. Designed to assist in woodland searches for missing or lost children, Alzheimers patients, or even hikers and hunters who lose their way, the team is the only one of its kind in the state. It is on call 24/7.

Officer LaPlume initially received 110 applications (all RIDOC C.O.s) for the 42-person team. He made his selections based on an interview process which determined the commitment level and experience of the applicants. He has donated some of his own money and has received support from RIBCO to get the non-profit team up and running. The team has been trained and certified by the Rhode Island State Police and the Rhode Island Emergency Management Association (RIEMA). Officer LaPlume recently signed a Memorandum of Understanding with the State Police outlining how the team will operate.

COSAR is a multi-agency group called Task Force Two (TF-2), which is led by the State Police. Each member of COSAR winds up spending up to \$400 between equipment and uniforms. Officer LaPlume is looking into grant funding to help defray some of these costs. While forming the team has been a "huge endeavor," he is pleased and proud to have undertaken the initiative. He has set up a website ([www.mycosar.com](http://www.mycosar.com)), training schedule, ordered all equipment, formed a board of directors, and just recently incorporated the team (with help from C.O. Jason Messier of the Women's facilities). COSAR has a treasurer, recording secretary, and even a photographer. Officer LaPlume recognizes his team members for their dedication. "I couldn't do any of this without them. With their help, hopefully we can save a life someday," he says.

All members must complete a 16-hour course with the RISP, offered as two eight-hour days, as well as a 16-hour land/navigation course. There are 12 drills per year and some classroom sessions. The team will participate in a multi-agency drill conducted by the Rhode Island State Police on Sunday, August 30<sup>th</sup>.

Because of the enthusiastic response, Officer LaPlume is in the process of recruiting more members, hoping to add another 20 new positions to the team. So far, he has three medics, one nurse, and two EMTs on the team. He has about eight female members and males with the title of Captain, Lieutenant, and C.O., ranging from two years on the job to over 30. While the team hasn't yet been pressed into service for an actual search, they held a mock search recently and were pleased when 35 of the 42 members reported. All members must participate on the team on their own time.

Officer LaPlume credits his comrade Lt. Michael Reis, also of Minimum Security, with inspiring him to start COSAR. Lt. Reis leads Ocean State Search and Rescue, (OSSAR - [www.ossarinc.org](http://www.ossarinc.org)) a dog rescue team, and has been "a great inspiration." Realizing running the team was taking up more time than he'd ever imagined, Officer LaPlume recruited 18-year RIDOC veteran Stephen Aceto of Maximum Security to serve as assistant team leader. Officer Aceto has held a class for team members on map reading and plotting. He designed the team patch, ordered all of the uniforms, and shares in making team decisions.

Director Wall recently wrote to Officer LaPlume, commending him for his effort and congratulating him for forming a volunteer team with a common mission. "The public spiritedness and professional manner in which the team conducts itself will reflect well on the Department of Corrections," he wrote.



*COSAR members pose during a recent drill*



*Navigating with GPS*



*Co-leaders Aceto and LaPlume*



- Implementation of the LSI-R trailer (additional questions) has been expanded. Quality control review of the LSI-R is ongoing with the goal of developing an action plan.
- Bree Derrick, Clinical Social Worker in the Women's Facilities, has been tasked with ensuring ongoing quality of assessments conducted within the Department. Bree will also be involved in providing training for designated quality control staff.
- Policy language has been developed around the Department's ongoing quality control process.

### **Goal #2 Case Management – Implement a single, dynamic case management plan for every offender.**

#### ***What's been done?***

- A new approach to case management has been developed and test piloted with high risk female inmates. This includes a case management form and instruction manual.
- Support and training has been provided to the women's high risk team to assist it in interpretation of the LSI-R and trailer data and development of case management plans.

### **Goal #3 Interventions/Programming – Ensure that there is a sufficient array of evidence-based interventions available to incarcerated offenders to meet the individual criminogenic needs of each offender.**

#### ***What's been done?***

- A subcommittee has been tasked with inventorying existing programs to determine their alignment with criminogenic needs, whether programs need to be relocated and whether they need to be expanded.
- A URI student intern conducted an assessment of existing programs to assess their quality.

### **Goal #4 Community Supervision – Ensure that community-based offender supervision policies and practices support successful reentry into the community.**

#### ***What's been done?***

- A pilot project is being developed at Providence Superior Court to test modified practices around case assignments, caseload size, supervision practices, and to provide staff training to support new practices.
- Plans are underway to use differentiated approaches to supervision based upon assessed level of risk.

### **Goal #5 Organizational Culture – Ensure that staff, on an agency-wide basis, are aware of the Department's reentry initiative, are clear about their roles and responsibilities with respect to this initiative, and have the knowledge and skills to fulfill their duties and responsibilities under this initiative.**

#### ***What's been done?***

- Orientation videos are either completed or in development for all inmates – both awaiting trial and sentenced. Sentenced inmates will see a video that includes program information.
- Expanded technology access for staff is being explored.
- Information about the progress and efforts of this reentry group is being shared with employees via this article. Updates will be included in future issues of employee publications.
- A training plan has been proposed for staff.

### **Goal #6 Performance Measurement – Develop a system of measurement to be used to assess the effectiveness of the programs and policies of all reentry-related initiatives.**

#### ***What's been done?***

- Performance measures are being developed for each goal area. Routine data collection practices are also being developed in each goal area. Jeff Renzi is overseeing this effort.
- Lastly, a sustainability plan has been submitted to the executive staff to ensure the ongoing progress of these initiatives.

While the full committee has permanently adjourned as of July 31st, ad hoc groups will continue to meet to ensure sustainability of the many projects set into motion through the committee's work. The seeds of many good efforts have been planted, and all members should be commended for their contributions of time and talent.

*"The TPC model encourages strategic system changes to reduce recidivism and future victimization, to enhance public safety, and to improve the lives of communities, victims, and offenders. NIC, along with project partners Abt Associates and the Center for Effective Public Policy, has implemented the TPC model in eight states. Six additional states will be selected in 2009 to receive TPC technical assistance."*

***From the NIC website***

### **NIC TPC States**

Georgia  
Indiana  
Michigan  
Missouri  
New York  
North Dakota  
Oregon  
Rhode Island

### **REENTRY TEAM MEMBERS**

**Erin Boyar**, *Principal Planner, Planning & Research*

**Shelley Cortese**, *Assistant Administrator, Probation & Parole*

**Cindy Drake**, *Deputy Warden, Minimum Security*

**Grace Ellis**, *C.O., Dorothea Dix Women's Facility (replacing Mary Anderson who recently retired)*

**Ken Findlay**, *Professional Services Coordinator/Institutional Programs*

**Teresa Foley**, *Professional Services Coordinator/Transitional Services*

**Kirk Kaszyk**, *Deputy Warden, John J. Moran Medium Security Facility*

**Richard Meunier**, *C.O. Lieutenant, John J. Moran Medium Security Facility*

**Margaret Plunkett**, *Adult Counselor, Women's Facilities*

**Jeff Renzi**, *Associate Director, Planning & Research*

**Scott Tirocchi**, *Clinical Social Worker, High Security Facility*

**John Ward**, *Adult Counselor, Intake Service Center*