



Our Mission
The Department of Correction shall protect the public, protect staff, and provide safe, secure and humane supervision of offenders with opportunities that support restitution, rehabilitation and successful community intergration

9-11 Remembered

On a crisp September morning, with a clear-blue sky, staff gathered outside central office for a solemn ceremony commemorating the 11th anniversary of the attacks against our country on 9-11. Commissioner Leo C. Arnone recounted the timeline of the tragic events of the day, which resulted in 2,973 deaths, including 421 first responders.

“In the years that have followed, we have done what Americans do in response to an attack on our countrymen and women, on our way of life and on our nation - we have defended our freedom, said Commissioner Arnone. “We will never forget, we must always remember.” ”



Father Anthony Bruno (L) and Commissioner Leo C. Arnone listen as Imam Abdul Majid Karim Hasan offers a prayer during the 9-11 Memorial Ceremony.

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September 1, 2012
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From the Commissioner



Given the centuries that corrections has been around, and the innumerable initiatives and new ideas that have been conceived and tried over those many years, I think it is rewarding for us as an agency, as well as me personally, when we can undertake something that for our field and our department is an interesting departure from the same old way we have always done things. We have just recently been able to bring one such idea to reality.

Several of our wardens have been sitting down and discussing our agency, our programming, and in general our operations with, of all people, several former inmates. For many in corrections, this is at the very least a radical idea if not outright blasphemy. Listen to what an ex-inmate has to say about how we run our prisons? But bear with me. Several months ago, at a community meeting it was some former offenders who told me they would like to explain to someone what was good about their incarceration, and what frankly made very little sense to them.

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Dannel P. Malloy
Governor

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Commissioner

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Keeping Track of SCORES

Employees in DOC and BOPP are starting to hear about The Statewide Collaborative Offender Risk Evaluation System (SCORES). In an effort to keep staff informed about this new initiative, the co-chairs of the SCORES Implementation Committee Director of Programs and Treatment for The Department of Correction, Monica Rinaldi and the Chair of the Board of Pardons and Paroles, Erika Tindill took the time to respond to some questions about SCORES. This is the first of a two-part series.

What is SCORES and why are we doing it?



BOPP Chair Erika Tindill

Chair Tindill: The Statewide Collaborative Offender Risk Evaluation System (SCORES) is a joint effort of the Department of Correction (DOC), Board of Pardons and Paroles (BOPP), and the Court Support Services Division (CSSD) of the Judicial Branch to collectively utilize the most predictive method of determining 1) how to best manage offenders in a correctional facility, 2) how to determine how likely offenders are to reoffend and whether they are suitable for parole release, and 3) how to best supervise them in the community. Aside from the fact that such a system is statutorily mandated, we are doing it because it's the right thing to do. We are accountable to the public as state agencies to make responsible decisions regarding the management of offenders. Making responsible decisions requires us to work together to implement current, evidence-based risk assessment tools.

Director Rinaldi: SCORES, the Statewide Collaborative Risk Evaluation System, is a series of risk assessment tools designed to assess an offender's likelihood of reoffending in the community. SCORES also identifies programs and services during incarceration to help lessen that risk following release. SCORES originated as the Ohio Risk Assessment System (ORAS), developed by the University of Cincinnati for the Ohio Department of Rehabilitation and Correction. The ORAS is used to inform decision making from sentencing to prison program assignment to release decisions and community supervision levels. The system was renamed SCORES and is being tailored specifically for use with Connecticut offenders. A series of risk assessment tools, SCORES, can be used as a standalone assessment, or used together with other assessment tools. DOC will be utilizing the Prison Intake Tool (a SCORES assessment tool) to help identify programs for inmates while incarcerated. The BOPP will be using the Reentry Tool (RT) during preparation of the parole package, to inform decision making by the Board. Field staff will use the Community Supervision Tool (CST) to assist with supervision planning for parolees.

SCORES will house all of the assessment data in one electronic system; DOC and Parole staff will all have access to all the information. Using SCORES offers BOPP and DOC staff in the facilities and in the field a shared language, which will expand everyone's knowledge of the offenders and increase communication. SCORES will make it easier to complete other duties, because it will electronically generate program recommendations, inform decision making for supervised release and will dramatically improve research and data collection. Most importantly, SCORES will help us to increase the use of evidence based practices, which means we will be performing duties that have been proven through research to be effective.



**Director
Monica Rinaldi**

Training Van Unveiled



Commissioner Leo Arnone and Deputy Commissioner Cheryl Cepelak watch as Mun Choi, Interim Provost at UConn checks for a mannequin onboard the new Mobile Simulation Laboratory. (Peter Morenus/UConn)

A state-of-the-art vehicle that will provide on-site professional training for Connecticut's correctional facility nurses was unveiled during a ribbon cutting ceremony held at the University of Connecticut's School of Nursing on September 10.

The van and the UConn-led training sessions for the nurses who work within the Department of Correction facilities are fully funded with a \$1.1 million grant from the U.S. Health Resources and Services Administration. It was awarded to UConn through the work of Deborah Shelton, a former UConn nursing professor, who proposed the partnership with DoC and Correctional Managed Health Care (CMHC).

It is the only such correctional nursing simulation van operating in the U.S., and UConn hopes to make it a nationwide model. The vehicle includes a multitude of

simulation features to let UConn faculty provide on-site training for CMHC nurses.

The new correctional nursing simulation van will allow instructors from the School of Nursing to provide on-site training to nurses, saving them the need to travel elsewhere for practice in handling a variety of possible patient care scenarios. Trainers are also based at the prisons to help nurses prepare for validation of nursing competencies on the van. Correctional facility nurses can go online for self-paced training to prepare for the on-site sessions. When the van arrives, they go inside in groups for mock emergencies simulated with high-tech mannequins and other medical equipment. Then they get feedback while watching a video of their session. Their activities are documented in a computerized portfolio system, and they are awarded continuing education credits before leaving the van.

"This innovation will contribute to the continuing professional development of our correctional nursing staff and is crucial to our mission," said Commissioner Leo C. Arnone. "They are the front line medical providers within the state's correctional facilities."

9-11 Memorial

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As a gesture to signify that the Department of Correction celebrates diversity, the Director of Religious Services, the Reverend Anthony Bruno and Chaplain, Imam Abdul Majid Karim Hasan offered their prayers for those gathered, for those we lost, and for our country.

Since September 11, 2001, nearly 200 Connecticut Department of Correction employees, more than any other state agency, have taken up the call to protect our country and preserve our liberties. At present, 11 of our fellow staff members remain on active military duty around the world. To honor those individuals, Deputy Commissioner James Dzurenda read the roll of staff members who are currently deployed, while members of the Honor Guard saluted them. Afterwards, Correctional Industries Manager Raymond Munroe led those gathered in a rendition of "God Bless America."

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www.theEAP.com

Warden, Offender Roundtable

from page 1



Commissioner Arnone leads attends Warden/Offender Roundtable session.

Around the Cell Block



GEORGIA – Authorities in northeast Georgia say a jail deputy was fired and another resigned after they sent Facebook friend requests to an inmate while she was locked up in the county jail.

IOWA – A judge has ruled that a mother serving life in prison for murder must be allowed to see her children, who were in the rural Iowa home during the execution-style killing of their neighbor.

VERMONT – A U.S. Court of Appeals will hear the case of a Vermont man who is suing the state under the 13th Amendment – which abolished slavery and involuntary servitude after the Civil War - for the labor he was forced to perform while awaiting trial. Finbar McGary filed an \$11 million lawsuit pro se, because he was forced to work three days a week for six weeks washing other inmates' laundry.

They wanted to point out which programs made a difference and which, in their view were a waste of time. Some of these individuals had even been through Northern CI. They weren't angry or looking to get even with anyone, they wanted to provide a view of their time behind bars from their perspective. One former offender in particular had completed a sentence at York and was now back to her former life as a very successful executive. She told me that she, too, had always wanted to provide her feedback to corrections staff about her experience as an inmate. Despite the usual correctional mindset to the contrary, it was clear that I couldn't label this obviously intelligent woman as merely a former inmate and disregard what she had to say. To me, this concept is very similar to the exit interviews that corporate and governmental entities have long used as a means of gathering a departing employee's experiences, good and bad, as a means of ultimately improving how the company or agency performs in the future. So with the assistance of some very skilled facilitators, we are bringing together several former inmates and the wardens who were once responsible for their custody and care. While it may not have been entirely comfortable for either side at first, the dialog quickly started to flow in a very positive manner. Two of the former offenders telling the wardens how their incarceration changed their lives for the better and will insure they won't be back. It is too early to tell where this Offender/Warden Roundtable might take us. But it makes a tremendous amount of sense to at the very least listen. Our correctional training has always taught us to be aware of our surroundings as a means of keeping us, and our facilities, safe and secure. Most often however, we are limited in that awareness by our one set of eyes and ears. Here is a chance to examine what we do from the perspective of many other sets of eyes and ears, all of which have been watching and listening to us.

**Total
Supervised
Population
on
October 3, 2012
21,162
On October 3, 2011
the population was
22,321**

The Skinny on SCORES from page 2

How does SCORES benefit your respective agencies?

Chair Tindill: SCORES benefits the Board in that we are better able to make sound release decisions that are based on what validated research confirms is the most predictive of an offender's risk for committing another crime and which of the offender's needs must be addressed in order to reduce that risk. The BOPP plays a critical role keeping Connecticut communities safe, so any system that assist us in doing that – and SCORES does - is a benefit.

Director Rinaldi: Both DOC and BOPP will benefit from SCORES because it increases communication between agencies and between facility and field staff; everyone has access to the same information. This will prevent duplication and increase continuity as the inmate moves through the system. SCORES will generate a case plan for each offender, complete with program recommendations and treatment priorities. The ultimate goal will be to eliminate the need for counselors to complete OAPs and use this electronic report in its place. SCORES has a built in customization, training and evaluation plan. The individuals who administer the system at the University of Cincinnati will be training agency staff and train instructors on use of the system. They will also be collecting the data we input and customizing the system to our specific needs. SCORES also generates reports, which will be tailored to our specifications. Data gathered from SCORES will inform decision making for supervised release, and validate decisions to approve release.

Which staff is going to be designated to do the work of SCORES?

Chair Tindill: All parole officers at the BOPP will be designated to conduct SCORES assessments. Clerical, support staff, and management will be trained and be required to be familiar with the system.

Director Rinaldi: Where, when and how the SCORES will be implemented is not yet finalized, but the actual tools will be completed by facility classification/counseling staff, institutional parole officers and field officers. The initial plan is to assess only offenders who are serving sentences greater than two years. An implementation team has been developed to identify the most effective and efficient way to roll out SCORES throughout both agencies. The team represents a “vertical slice” of the DOC and BOPP, with members ranging from line, counseling and parole staff to supervisors, managers and administrators from BOPP, DOC facilities and the field. Team members participated in a two-day training with the creator and administrator of SCORES from the University of Cincinnati, and identified implementation challenges and ways to address them.

How will SCORES affect BOPP decision making and hearing dates?

Chair Tindill: SCORES will affect all release decisions (discretionary parole, revocation, rescission, etc.) made by BOPP. Parole hearing dates will be determined based on an offender's SCORES assessment and the parole eligibility date. Offenders who score as a low or moderate risk for recidivism will be given priority.

How will SCORES affect DOC programming and the assessment process?

Director Rinaldi: SCORES will directly impact the assessment process, and will work in conjunction with classification, which is used to assess the best way to supervise an offender during the period of incarceration. SCORES will most likely be used in the assessment units, such as the OCPM's ten day assessment process at MacDougall-Walker. SCORES automatically generates program recommendations, which make creating OAPs much easier. Data about how often each program is recommended will also be generated, and will help to justify the need for additional resources for programs that are in great demand. It may also indicate the need to eliminate programs that do not generate many referrals.

Up to the Challenge

Marking its 6th consecutive year of participation in the CT SWAT Challenge, Special Operation Group (SOG) operators competed in three days of grueling and rigorous events designed to test the abilities that the team trains tirelessly to ingrain and improve upon. Hosted by the West Hartford Police Department, and held August 21-23, at the MDC Reservoir #6 in West Hartford, the CT SWAT Challenge began seven years ago and is recognized by teams from across the country as the most elite SWAT Challenge in the Northeast. A total of 29 teams were on hand to compete in this year's Challenge, ranging from municipal and state SWAT teams, to Armed Forces teams, and representation from as far away as Canada.



Lieutenants Henry Gasiorek (c) and Craig Paton struggle to carry a heavy ball as Parole Officer David Skarzynski offers encouragement.

Although SOG routinely trains with and works in conjunction with SWAT teams from several different agencies, it is by definition in the SWAT community only considered a “part-time” team, given that training is significantly limited in comparison to the other teams competing in the CT SWAT Challenge. Even with this “part-time” designation, SOG has still managed to steadily earn the respect of the SWAT community throughout these competitions, placing 11th overall out of a possible 42 and placing 8th in the Sniper challenge in the 2012 challenge.

While five new (and significantly younger) operators were added to the team this year, the senior SOG operators showed that they still had it, as they laid the foundation and set the precedents for their newest team members to achieve in future years. Over the course of the event, the competing senior operators completed six events designed to test their skills and expertise, finishing off the challenge with an obstacle course comprised of 33 individual obstacles, taking a grueling four hours to complete.

In the handgun competition, out of 142 competitors, Captain Robert York, SOG sniper, received the highest score, which placed him head to head in the semi-finals. In the head to head competition, competitors were submerged (up to their shoulders) in freezing ice water for one minute. After the time had elapsed, while allowed to stand up, competitors were required to remain in the water, load their weapon and engage targets of various sizes, ranging from 4” to 1½” inches. Competitors were given one minute to engage a total of 32 targets. Captain York breezed through the semi-final challenge and placed 2nd overall in the handgun competition.

This was Captain Bryan Viger's first year leading the team as SOG Commander. Captain Viger assumed the position of SOG Commander in November, 2011 after former SOG Commander, Dennis Roche was promoted to the position of Deputy Warden at the Hartford Correctional Center.

“Have fun and leave it all on the field. We have nothing to prove to anyone, just ourselves,” Captain Viger advised his teammates before the start of the competition. “The simple fact that the SWAT community knows who we are and what we're capable of is a testament to where we've come from and where we're going.”

Not wanting to rest on their laurels, the somewhat tired and more than a little sore members of the SOG team have already begun training for next year's competition.



Lieutenant Edward Guzman participates in the Physical Training Course during the 2012 CT SWAT Challenge.

Retire or Not to Retire

10 ways to increase your longevity and job satisfaction - submitted by Captain James Watson

Many times throughout the years, I've been asked if I was going to retire when I hit my 20 years of service with the Department of Correction. I'm on my 23rd year and when I say, "I'm not planning on it, because I love my job." they look at me like I was nuts and ask, "why not?" So I decided to put together a little list of what I thought had helped me stay in the field of correction's for more than two decades.

1. Continue to read, learn and experience: On most tests in Connecticut, you can get certified / pass a test with a score of 70%. While that may get you out working, it is important to ask yourself just exactly what 30% of your job you don't need to know to be competent for that particular job. Whatever areas you were short in that resulted in that 70% or higher passing score, seek out opportunities to learn what wasn't learned the first go-round. Never stop being curious about the job of your choice. We don't know what we don't know until we experience it, learn it or are told about it.

2. Hope for the best; plan for the worst: I have heard this particular piece of wisdom for years. No matter how dismal a given situation might look, or how unlikely a good outcome might be, once correctional staff are on scene, we still represent the possibility of success. Let's say we respond to a full-blown riot. Even if we only bring a small percentage chance of quelling the imminent threat immediately, that is still better than 0%.

In every situation, we should routinely be optimistic, even when confronted with disaster. At the same time, we should be physically and emotionally prepared for the worst to happen, so if it does go down bad, it doesn't take you down with it.

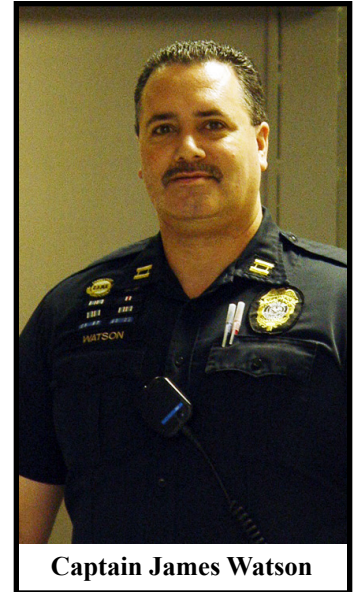
3. Accept life's unfairness: At some point in your career, you will write a disciplinary report, run into conflict with a disgruntled employee or plead your case to a supervisor / manager about problems at home that affect you personally. When you do this, what you expect to be the reasonable outcome may never come to fruition. You become furious at the people responsible. There is no way to understand the fairness of what happened, because it isn't always fair and never will be. If life was fair, no good people would ever die young—just the bad ones.

4. Like what you do and do what you like: I got my first job when I was 16 and have worked at a number of jobs over the course of my life. Nothing I have ever done has provided me with the job satisfaction corrections has. Simply put, I've been paid to work for 23 years at something I truly enjoy. While I know I won't get rich or famous in corrections, there is truly no other field I can imagine working in that would provide me the level of job satisfaction I am blessed to have.

5. Know in your heart that your job is important: While keeping inmates locked up is often what people associate with corrections, in truth it is a fraction of what we do on a daily basis. Providing safety to the public who wants to forget the perpetrator ever existed, being there for the employee who doesn't know they need the help until after-the-fact, and connecting the abused victim with law enforcement and social services support. Plus the millions of other things we do along with keeping inmates safe, which makes a huge difference in the quality of people's lives.

6. Get and STAY in good physical shape: It's a simple fact. If you get and stay in good shape, the likelihood that you will suffer an injury is reduced. If you do get hurt, you're likely to have lesser injuries and recuperate faster. This is without question one of the single most important things you can do to increase your work longevity.

7. Build relationships and a strong support network: We are in the people business, so it only makes sense that we need people in our professional lives that we know and trust. By building relationships and a strong support network, you will deal better with the tragedies you encounter.



Captain James Watson

Years of Service

Employees with 20 Years of Service as of July 2012

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Badeau, Carl	Correction Officer	Northern CI	7/31/1992
Barrett, Thomas	Correction Officer	MWCI	3/6/1992
Brown, Walter	Correction Officer	CRCI	7/31/1992
Cournoyer, Anne	Warden I	Enfield CI	1/24/1992
Gary, Mark	Locksmith	Enfield CI	7/31/1992
Gorman, Cynthia	Correction Officer	Enfield CI	4/3/1992
Gowash, Kenneth	CorrGenMaintOfcr	Central Off.	3/6/1992
Hernandez, Nancy	Correction Officer	NHCC	7/31/1992
Jackson, Moses	Correction Officer	Enfield CI	7/31/1992
Jones, Lawrence	Lieutenant	MYI	7/31/1992
Kuhlmann, Peter	Correction Officer	Enfield CI	7/31/1992
Maloney, Shane	Correction Officer	Enfield CI	7/31/1992
McCaffrey, Peter	Correction Officer	MYI	7/31/1992
McCoy, Marilyn	Lieutenant	CRCI	7/31/1992
Mulero, Jacob	Correction Officer	Hartford CC	7/31/1992
Perry, Robin	Correctional Captain	MYI	7/31/1992
Pysz, Stephen	Correction Officer	WCCI	7/31/1992
Rivera, Angel	Correction Officer	CRCI	7/31/1992
Rodriguez, Dennis	Correction Officer	Hartford CC	7/31/1992
Santana, Jose	Correction Officer	Enfield CI	7/31/1992
Scully, Dale	Correction Officer	Cheshire CI	7/31/1992
Spillane, Gary	Correction Officer	Osborn CI	3/6/1992
Trapp, Robert	Correction Officer	Hartford CC	7/31/1992
White, Jean	Correction Officer	York CI	7/15/1992
White, Katrien	Admin. Asst.	BCC	3/20/1992

Employees with 25 Years of Service as of July 2012

Garner, Susan	Hum. Res. Spelst.	Central Off.	7/24/1987
Gessaroli, Joseph	Parole Off. II	Central Off.	7/17/1987
Vinton, Blair	Captain	Enfield CI	7/17/1987

Top Ten List for Doc Longevity

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8. Expect to be humbled by the complexities of corrections: The more I learn in corrections, the more I realize how little I know, especially given the incredible depth and breadth of corrections as a whole. No matter how hard you train, and no matter how far you take your education, corrections will still humble you on a routine basis. Don't take it personally; take it professionally. It's going to happen, like it or not.

9. Develop a positive attitude: Go out of your way to develop and maintain a positive attitude. It will roll off you onto your family and coworkers and will make your job much more satisfying. Working 8 to 16-hours when you are in a bad mood can seem to last a week. That same 8 to 16-hour shift, when you have a positive attitude, flies by in the blink of an eye.

10. Maintain your personal and professional balance: Go out of your way to cultivate friendships outside corrections. Make time to do non-prison things. Take up a hobby or pastime that broadens your horizons. Having everything in your life tagged with the state seal is not a good idea, nor will it ever be. Work to have a life outside of corrections so you'll be refreshed and energized when you go to work.

I hope this list is helpful for those of you who want to increase your longevity and job satisfaction. It is important to stay healthy and happy and be there for those who need you.