

Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices aligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens and offenders.

From the Commissioner



After more than thirty years of service to the citizens of this state, including nearly four years as Commissioner, I intend to retire effective January 1, 2019.

Of all the memorandums I have authored while proudly serving as the Commissioner of this great agency, it's important that I accurately describe my gratitude within this communication. I cannot overstate the appreciation I feel for the men and women of this department that have worked tirelessly to keep

our communities and correctional facilities safe, while preparing the offender population for return to the community.

As I reflect back on the accomplishments we have achieved during my tenure as Commissioner, I am humbled and overwhelmed with pride.

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through
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DoC Annual Awards Ceremony

The Department of Corrections Annual Awards Ceremony held November 9, 2018, at the Maloney Center for Training and Staff Development gave Commissioner Scott Semple one last opportunity to publicly praise his staff before his retirement from the Department on January 1, 2019.

“This is always a great occasion for us as an agency when we join together to honor these outstanding employees, who went above and beyond the call of duty,” Commissioner Scott Semple said as he addressed the gathered crowd.

In front of their peers and family members, award recipients were called to the stage as brief descriptions of their accomplishments were read.

On an annual basis examples of our staff's heroism stand out as one of the inspirational highlights of the award ceremonies - this year was no different. The Medal of Valor was awarded to not one, but three individuals for separate occurrences. Correction Officer Noel Perez of the agency's Central Transportation Unit was awarded the Agency's Medal of Valor for (while on vacation in Florida) pulling an unconscious woman from the bottom of a hotel swimming pool, and working to resuscitate her.

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Dannel P. Malloy
Governor

Scott Semple
Commissioner

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Parole Staff Appreciation and Awards Ceremony

The Division of Parole and Community Services (P&CS) held its Annual Staff Appreciation Day and Awards Ceremony on a beautiful autumn day back in October. The ceremony was held on the serene National Guard Base, Camp Niantic, in Niantic. The ceremony was opened by Parole Supervisor Marvin Anderson and



L-R: Parole Officer Netasia Jones, Parole Supervisor Marvin Anderson, and Parole Officer Robert Anderson

Parole Supervisor Rhianna Gingras thanking the members of the awards committee for their hard work, dedication and commitment to recognize and appreciate their co-workers. They also thanked Director Joe Haggan and Deputy Director Eric Ellison for their ongoing support and encouragement. In addition, the pair of Parole Supervisors thanked the National Guard for allowing the Division to use the facility; P&CS staff for their participation in the various fundraisers conducted throughout the year, for their nominations and photos; and the Department's own Honor Guard for opening and closing the ceremony.

Afterwards, Director Haggan offered opening remarks and introduced the new P&CS staff members. He recognized those who worked hard to achieve promotions, as well as those who had recently retired. Commissioner Semple and members of the Executive Team were

in attendance to honor the parole staff. The Commissioner offered opening remarks to the Division, while sporting a more laid back attire. He told P&CS staff last year that he was going to wear shorts and a Hawaiian shirt and invited all staff attending to also do the same. He told the staff that he recognizes how complex and demanding the work of the Parole Officer can be. He and members of the Executive Team joined Director Haggan and Deputy Director Ellison in handing out the awards.

The 2018 Parole and Community Services Award Recipients

Professional Partner Award:

Internal – Lieutenant Tony Chapman

External – New Haven Police Dept., Criminal Intelligence Unit

Parole Officer of the Year – Micah Mann

Department of Correction's Medal of Valor – Dan Barry

Dana Laudati Award – Larry Bransford

District Awards:

Support & Treatment Services – Jen Schepp

Hartford District Office – Carolyn Mullen

Bridgeport District Office – Marvin Daniel

New Haven District Office – Emily Zarotney

Norwich District Office – Deanna Ball

Waterbury District Office – Michah Mann

Leadership Award – Greg DeNote

Director's Award – Jaime Babich

Meritorious Services Award: Dan Barry, Al Bonfiglio, Alan Piascik,

Netasia Jones, Edgar Nunez, Ike Okwuosa, Sheila Thompson, Mark Sarsfield, Frank Vieira

Superlative Awards:

Got your Six – Michael Croyle, Jen Desena and Scott Farrey

Wikipedia Award – James Long



Commissioner Scott Semple addresses the Parole & Community Services Awards Ceremony.

Celebrating the Agency's Finest

from page 1

Correction Officer Jamie Graham of the Carl Robinson Correctional Institution earned the Medal of Valor for assisting a woman who had a seizure while driving and crashed her vehicle into some trees. Not only did he pull the woman out of the car, but he brought the three small children who were passengers to safety as well.

The third recipient of the Medal of Valor Award was Northern Correctional Institution's Captain Gregorio Robles. While on vacation in Chicago, Captain Robles witnessed a taxi-cab collide with a passenger vehicle, which resulted in several pedestrians being struck by the cab when it drove up onto the busy sidewalk.

Without hesitating, Captain Robles rushed to the aid of the victims, as the vehicle was spilling gasoline onto the pavement. Among the victims was a female who had been pinned underneath the vehicle. Captain Robles approached the vehicle and comforted the woman, in addition assisting emergency personnel with triaging the victims. It should be noted that all three recipients of the Medal of Valor were off duty when they performed their heroic deeds – just another example of the high caliber and character of the individuals being honored during the ceremony.

As always, the Commissioner's Award was the final presentation of the afternoon. As the name suggests, the recipient of the award

is chosen solely by the Commissioner. This year, perhaps because it was the last award ceremony he

was presiding over, Commissioner Semple selected two recipients for the award. The first recipient was the Parole and Community Services Fugitive Recovery Unit who had conducted more than 300 fugitive apprehensions in the past twelve months.

The second recipient of the Commissioner's Award was Correction Officer John Crooms. While performing some tree trimming work officer Crooms had a serious fall, which ultimately resulted in the amputation of his left leg below the knee.

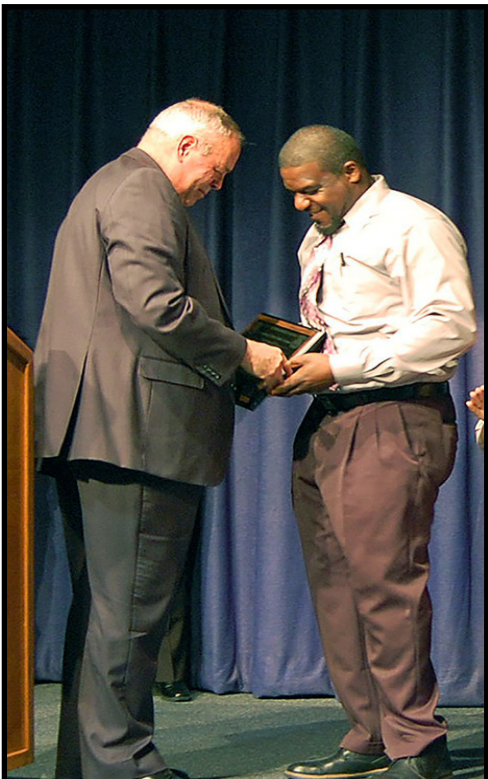
When Commissioner Semple and members of the Executive Team visited officer Crooms in the hospital, they could not help but be inspired by his positive, upbeat attitude.

Instead of bemoaning the loss of his leg, he was happy to be alive and anxious to get back to work. With his extended family on stage with him to accept the award, Officer Crooms reminded all those in attendance about what is truly important in life.

With the presentation of the Commissioner's Awards the ceremony drew to a close. All in all, it was a great day to celebrate the accomplishments of the best correctional professionals in the nation.



Commissioner Scott Semple with Medal of Valor award recipient, Captain Gregorio Robles.



Commissioner Scott Semple (L) presents Correction Officer John Crooms with the Commissioner's Award

Northern CI Facility Awards

Please join the Northern Correctional Institution's Warden, Nick Rodriguez and Deputy Warden, Derrick Molden in congratulating the following staff members on being selected as award recipients at the facility's award ceremony held on October 25, 2018.



Northern CI Warden Nick Rodriguez presents Brian Bujnicki with the facility's Lieutenant of the Year Award.

Northern CI Facility Award Recipients

Officer of the Year

1st Shift: Martin Caron

2nd Shift: Zachary Wehr

3rd Shift: Scott Lessard

5&2: Whitley Smiley

Unit of the Year: FOI Unit

(Christopher Bolduc & Christopher Ferguson)

Supervisor of the Year: Brian Jackson

Lieutenant of the Year: Brian Bujnicki & Matthew Prior

Counselor of the Year: Liz Vereen

Support Staff Member of the Year: Thomas Wright

Maintenance Staff Member of the Year: James Barton

Health Services Staff Member of the Year: Victoria Kilham

Award of Excellence: Heather Lehninger & Kristine Randolph

Warden's Award: Carmen Vicenty

Around the Cell Block



OREGON – The Oregon Department of Corrections, in partnership with Portland Community College, began a tattoo removal program for the female offenders. Many of these tattoos were directly related to what brought the women to prison - gang, drug, or domestic abuse related tattoos. To date, 362 people have been treated and approximately 750 tattoos have been, or are being removed.

MISSISSIPPI - A man has been arrested after he drove his pickup truck into a courthouse in Mississippi. The Gulfport Police Department said in a news release that 28-year-old Keith Cavalier told officers he intentionally crashed into the Harrison County Courthouse because it was the best way to let them know his drug paraphernalia had been stolen. No one was hurt.

***Total
Supervised
Population
on
December 7, 2018***

17,985

***On December 7, 2017
the population was
18,507***

A Fond Farewell from page 1

Amongst our notable successes are the establishment of the state's first Reintegration Centers, which are proving to positively impact the recidivism rates, the creation of our Community Release Unit (CRU), which has streamlined the release review process, the launch of the TRUE and WORTH units, focused on the emerging adult population, and the recent transition of health care delivery with ongoing efforts to enhance our model of medical and mental health services.

Commissioners often receive much of the credit and accolades for their agency's success. Fact is, the credit for our many accomplishments belongs to all. It has been an honor to be a small part of your incredible commitment and perseverance. You are the best our nation has to offer in this complicated business. I admire you more than you know.

Although it's not unusual for the change in state appointed Commissioners to coincide with an election year and the anticipation of a new Governor, my announcement, much like anyone's retirement decision, is personal in nature.

I have spoken openly about the influence over my decision to take on this role when the opportunity was presented by Governor Malloy. My son Matthew was the driving force behind that decision. He encouraged me to accept this position and challenged me to be the best I could be. The specific retirement date I have chosen is symbolic to both myself and my wife Christa. Tragically, Matthew passed away on January 1, 2015. I am grateful to leave this position feeling as if I satisfied my obligation to our agency and to the people of the state of Connecticut and with an emotional sense of fulfillment to a promise that I made to my son.

Thank you for your partnership on this journey. I am honored to have worked with you. I leave you grateful, fulfilled and always praying for your wellness.

LOCKUP Training for Parole



Ten staff members from the Department of Corrections Parole and Community Services Division recently participated in a rigorous nine-day LOCKUP – Police Combat: Arrest and Control instructor training program held at the Department's Webster CI facility. The group successfully graduated from the initial five-day training class on October 3, 2018. The program is designed to teach arrest and control maneuvers for all levels of physical resistance and aggression. With a primary focus on techniques for unarmed law enforcement engagements.

The staff members who participated in the training consisted of two Parole Supervisors: Greg Denote and Rhianna Gingras; along with eight Parole Officers: Lindsay Carrington, Jose Cartagena, Marvin Daniel, Jen Desena, Steve Faiella, John Lindgren, Glenn Waldron and Emily Zarotney.

Top Administrators to Retire

When Commissioner Semple retires on January 1, 2019, he will not be the only high-ranking member of the Department of Correction to leave the agency on New Year's Day. In fact, three other top administrators will also retire on the same date.

Joining him will be the Deputy Commissioner of Operations and Rehabilitative Services, Monica Rinaldi; the Director of Programs and Treatment, Karl Lewis; and the District II Administrator, Edward Maldonado. With District Administrator Maldonado and Director Lewis each having more than 28 years of experience, with Deputy Commissioner Rinaldi chipping in another 26 plus years, the three combined represent more than 82 years of correctional experience and dedicate service to the Department of Correction.

Please join in wishing them well on their well-deserved retirement, and future endeavors.

Performance Evaluation

The following article is part of a series submitted by the Human Resources Unit on the subject of Succession Planning and Workforce Development

Developing our team is not done by chance, it is a deliberate plan that is achieved through goals; motivation; challenges; constructive criticism or even through our approach in conducting performance evaluations.

The objective of the performance evaluation is to give the employee feedback on his/her job performance

for the rating period. The evaluation focuses on the employee's performance and behavior. It is also an opportunity to discuss goals, expectations, and developmental needs. The open two-way dialogue will ensure that there are no surprises when a final rating is given to the employee.

The performance meeting is planned well in advance and the supervisor will lead a discussion that includes:

A review of behaviors that exceed or fall below expectations.

Clearly inform the employee whether they are meeting expectations.

Let the employee know where they can improve.

The supervisor/manager should know his/her employee's strengths and weaknesses and what they bring to the table. He/she should not over-evaluate the employee i.e. the employee cannot do anything wrong, "the Halo Effect," or can do nothing right, "the Horn Effect."

The performance evaluation is not guess work or done by chance, it means meeting with the employee to give honest feedback. Feedback that is constructive and meaningful, so that the employee will know what actions he or she needs to take to improve job performance and continue their growth as a correctional professional.

Effective job performance is important to any workforce and in the growth of successors. An evaluation that does not reflect the "true" performance of the employee is not promoting a constructive workforce development nor does it develop successors that are destined to succeed.

see Apt Evaluations/page 8



Correctional Peace Officers Foundation Donations

Two staff members of the MacDougall-Walker Correctional Institution recently received donations from the Correctional Peace Officers Foundation to support them financially during their absence from work.

Back in September, Warden William Mulligan along with Deputy Warden Jeffrey Jeannotte and Captain Anna Dorozko presented Correction Officer Sherwyn Haynes with a check in the amount of \$350.00 from the Correctional Peace Officers Foundation. Officer Haynes had been out of work due to illness.

On October 2, 2018, Correction Officer Isidro Olmeda was presented with a check in the amount of \$350.00 from the Correctional Peace Officers Foundation. Officer Olmeda has also been unable to work due to illness.

The Correctional Peace Officers Foundation is a national, non-profit charitable organization created in 1984. Its primary function is to preserve and support the surviving families of Correctional Officers who lose their lives in pursuit of their chosen profession of protecting the public from those remanded to correctional custody and supervision in the nation's prisons and jails. The Foundation also has a Catastrophic Assistance Program which is intended to assist an Officer and/or staff member at a Correctional Facility, who because of a catastrophic illness, injury, or event, is suffering severe financial hardship. Additionally, the Correctional Peace Officers Foundation aims to promote and project a positive image of the Corrections profession, both internally, as well as to the general public.

Thankfully, both Correction Officers Haynes and Olmeda have since returned to work at the MacDougall-Walker facility.



L-R: Deputy Warden Joseph Roach, Warden William Mulligan, Correction Officer Isidro Olmeda, and Captain Anna Dorozko.



L-R: Warden William Mulligan, Correction Officer Sherwyn Haynes, Captain Anna Dorozko, and Deputy Warden Jeffrey Jeanotte.



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Apt Evaluations

from page 6

Deputy Warden Otero-Negron at Osborn CI put it this way. “A performance evaluation is more than just a copy and paste from the previous year. A supervisor must know who their staff is and what they bring to the table. It is a way of developing a staff member in achieving their career goals. It is an honest assessment of how the staff member has performed their duties and where they need to continue to advance. When reviewing a performance evaluation, a supervisor must make comments based on the standard. The rating follows the comment, it must be fair and accurate. The previous evaluation is requested, reviewed and compared to the new evaluation to ensure it is not a copy and paste, therefore the staff member is getting an honest assessment.” If the staff member is new to you, the rating must be made based on the assessed year not the previous supervisor ratings.

She went on to say that there are times that she would return evaluations to the rater for grammar corrections and to remove remnants of the good old copy and paste. She would also ask for development plans/action plans, specifically, if the staff member has dependability concerns.

Warden Feliciano at New Haven CC indicated that evaluations are one of the most important processes that we use to recognize staff and their performance for the rating year.

“I take the time to read all evaluations and require that the last performance evaluation is attached to the current one along with a print out of their time and attendance for that rating period.”

“I think that the “excellent” rating has been watered down throughout the years. Often supervisors and staff think that just because they do their job it makes them an excellent candidate, that is not the case. The rating of excellent should be reserved for those who go over and beyond their scope of duties. Those who require little or no direction, who take initiative and who are ‘exceptional,’” Feliciano said.

Warden Feliciano went on to say, “When I have questions about why an employee is being rated excellent I meet with the Deputy Warden, then the Shift Commander. We have an open honest dialogue about what makes that employee excellent. I speak with them because they have more interaction with line staff on a daily basis. There are times when they convince me and times they do not convince me. I use certain employees as the example, the ones who everyone agree are excellent. I find that in doing so, supervisors get the picture. The same works for employees who are rated above average and I believe that they should be excellent.”

“The one thing that I encourage evaluators to do is to set their personal opinions aside and assess staff fairly. We all have personal biases - including myself, those have to be set aside when evaluating an employee’s performance.” Developing the workforce and building successors through Performance Evaluation will require all of the following and more:

- Proper documentation of examples of positive behaviors and behaviors that did not meet expectations.
- A planned private meeting with the employee that enables two-way conversation.
- Giving honest feedback.
- If you are in the position to review and not rate, one should read all the evaluations.
- Be objective, set aside personal opinions and biases.
- If necessary, leaders should return the performance evaluation to the rater for re-evaluation.
- A development plan to assist the employee and continue their growth as a correctional professional.

If you are a supervisor/manager practicing the above techniques, you are contributing to a constructive team; the development of individuals and ultimate successors of the agency.

A popular aid that is utilized by some supervisors/managers in writing performance evaluations is the book:

Effective Phrases for Performance Appraisals by James E. Neal Jr.

For a presentation on Performance Evaluation click on the following link:

<https://www.youtube.com/watch?v=4MPZkhz7zPU>

An Educational Presentation

The Connecticut Department of Correction was well represented at the National Conference for Higher Education in Prisons held in Indianapolis, Indiana on November 8-11, 2018. After submitting a proposal, Counselor Supervisor Michael Pierce of the MacDougall-Walker Correctional Institution was chosen to present at the conference. Co-presenting with Counselor Supervisor Pierce was Dr. Erin Corbett-Senior Research Analyst for the Institute for Higher Education Policy (IHEP) and founder of Second Chance Education Alliance.

The topic of the presentation was how to build effective and healthy partnerships between higher education institutions/community based organizations and correctional facilities in order to run topnotch educational programming for offenders.

The National Conference for Higher Education in Prisons was formed eight years ago, and is made up of a community of practitioners, teachers, advocates, allies, students (current and former), and others from all parts of the country gathered to develop networks and share experiences. The goal of the conference is to expand access to, as well as, increase the quality of higher education programming in prisons throughout the United States. More than 800 individuals attended the four-day conference.

In addition to his presentation, Counselor Supervisor Pierce attended - as Commissioner Semple's designee - a meeting of an advisory council organized by IHEP on November 9, 2018. This council will help steer a \$1.8 million grant IHEP received to study higher education in prison programs. The council is comprised of quantitative researchers from the University of Pennsylvania and Texas Southern University, higher education

in prison program administrators in St. Louis and Salt Lake City, and policymakers from Washington, DC.

Counselor Supervisor Pierce was the sole voice among this distinguished group representing the custody/corrections community.

Additionally, Counselor Supervisor Pierce participated on a panel where the discussion and focus was geared toward strengthening relationships between higher education programs and correctional agencies in general. According to Counselor Supervisor Pierce, the vast majority of educators in attendance had trouble understanding that safety and security is paramount within a correctional facility. The idea behind the panel was to assist those involved in higher education programming with finding ways to thrive within a prison setting. He helped to provide insight on Department of Correction policies, explaining how Agency rules and regulations would alter - among other things - the classroom experience, selection process, and completion rate. The panel was very helpful according to Pierce as many individuals involved in the field of higher education are not well-informed when it comes to the, "hows and the whys" of operating in the manner that we do.



Counselor Supervisor Michael Pierce at the National Conference for Higher Education in Prisons held recently in Indianapolis, Indiana.