Montana Department of Corrections
Correctional Signpost
2014
No. 2

MSP health services ace national re-accreditation review

by Judy Beck,
Director of Communications

The department was recently notified that the infirmary at the Montana State Prison has been re-accredited for three years. A two-day onsite audit conducted by the National Commission on Correctional Health Care (NCCHC) survey team in May this year found that the medical and mental health care services provided at the men's prison met all of the commission's 68 standards. The audit noted no deficiencies, giving a compliance score of 100 percent.

"This outstanding audit is a credit to the many dedicated health care professionals who work at the Montana State Prison," Director Mike Batista said. "Providing high quality care in a secure facility presents some unique challenges, but the prison's clinical team rises above these difficulties on a daily basis and does a tremendous job for the inmates and for Montana taxpayers."

The NCCHC report praised prison staff for working together to ensure that inmates receive the care they need: "We noted excellent cooperation between custody and medical staff. Administrative decisions such as utilization review are coordinated, if necessary, with clinical needs so that patient care is not jeopardized."

The MSP infirmary was accredited for the first time in 2011. Re-accreditation reviews are conducted on a three-year cycle.

"Our re-accreditation demonstrates how committed everyone on the clinical staff has been over the past three years to adhering to each and every NCCHC standard," Connie Winner, administrator of the DOC Clinical Services Division, said. "We're fortunate that the entire medical and mental health team at the state prison is so motivated and hardworking. I'm very proud of what they have accomplished."

The National Commission on Correctional Health Care is dedicated to improving the quality of health care services and helping correctional facilities provide effective and efficient care. The standards are NCCHC's recommended requirements for the proper management of a correctional health services delivery system. These standards have helped correctional facilities improve the health of their inmates and the communities to which they return, increase the efficiency of their health services delivery, strengthen their organizational effectiveness, and reduce their risk of adverse patient outcomes and legal judgments.

NCCHC's accreditation team conducted an onsite audit at Montana State Prison in May. Photo by Linda Moodry

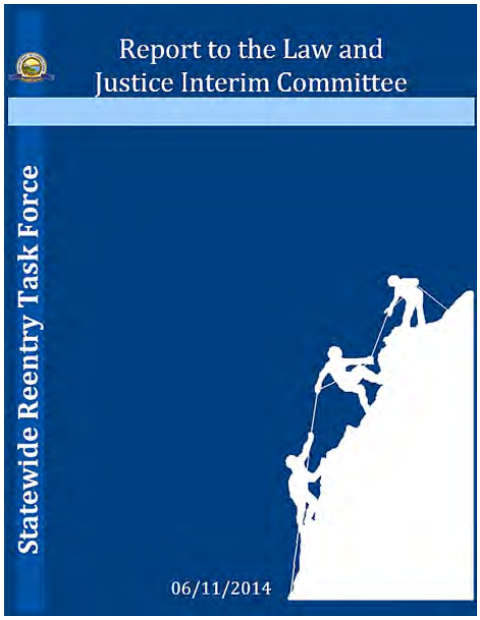
Statewide Reentry Task Force presents recommendations to legislative committee

by Adrianne Slaughter
Director of Government Relations

Director Mike Batista presented the product of countless hours of work on the part of members of the Statewide Reentry Task Force and department staff to the Law and Justice Interim Committee at its June meeting at the Capitol.

The director chaired the task force, which included representatives from the community, victim advocates, faith-based organizations, mental health services, Native American tribes, the legislature and the departments of Commerce, Justice, Labor and Industry, and Public Health and Human Services. In August 2013, the group began examining Montana's correctional system and research from other states. Members discussed barriers facing former inmates and what potential partners in other state and local government agencies, as well as the nonprofit and private sectors, could do to help overcome those barriers.

In an effort to understand the complexities of the criminal justice system, and to understand the risks and needs associated with transitioning into a community, the task force interviewed former inmates who had transitioned with varying levels of success and listened to presentations from professionals within the academic, victim advocacy, criminal justice and service-based fields.



Presenters included individuals with knowledge or experience with barriers affecting the successful transition of populations such as youth, Native Americans and those with mental health and chemical dependency issues.

The report highlighted whether each recommendation would require increased resources or legislation. Proposals encompassed creating community-based reentry centers/programs, housing, and enhanced employment and earning opportunities.

Within the community-based recommendations, the Task Force recommended creating community tool boxes to provide support and financial assistance for grassroots efforts across the state, developing mentoring programs, enhancing public understanding, ensuring offender access to healthcare, and increasing trauma-informed programming. The Task Force also supported expanding the excellent work of our IT Division with a recommendation to allow greater information sharing with external providers, law enforcement and family members through the Offender Management Information System.

Housing assistance recommendations included educating and encouraging private investors to provide greater access to housing for former inmates. Encouraging private investors may involve additional funds or tax incentives for landlords who provide housing for former inmates and their families. Also recommended is that the department develop nonprofit, community-based transitional housing in more communities across Montana, especially on tribal reservations.

In relation to enhanced employment and earning opportunities, the task force recommended that inmates in Montana be provided greater opportunities for professional and vocational education and certificates while incarcerated and immediately following release into the community. To assist offenders with release, the recommendations included that the department be given the authority to set a minimum amount that inmate workers are required to save and that, when inmates are released, the department should have the ability to dispense money from the former inmate's account directly to landlords and other service providers.

Statewide Reentry Task Force Recommendations, continued

The report was well received by the Law and Justice interim committee and was widely supported through public attendance and testimony. Individuals representing nonprofit advocacy organizations, grassroots reentry efforts, previously incarcerated offenders, family members of offenders, and community service providers traveled to the Capitol to testify in support of the recommendations.

Jana Staton, representing Missoula Partners for Reintegration, testified that:

> "As Partners for Reintegration, we believe in possibilities, and in the DOC Reentry Initiative. We are here to encourage the Committee to consider funding for the Initiative and support for similar community coalitions that can partner with DOC offices statewide."

During the afternoon session, Rep. Jenny Eck (D-Helena) requested bill drafts for review at the September meeting based on the recommendations for housing assistance and enhancing employment and earning opportunities.

The department is also working with committee staff to draft legislation:

- giving the department authority to set a minimum amount an inmate must save, as well as the ability to disburse that money to appropriate service providers upon release.
- providing additional funds or tax incentives for landlords who provide housing for former inmates and their families.

Completed draft legislation will be presented during the Sept. 3 meeting of the Law and Justice interim committee and, if supported, will be introduced in 2015 Legislature. We look forward to joining with community providers and other state agencies to reinforce the recommendations of the Statewide Reentry Task Force and are excited about the new opportunities to sustain and expand our reentry efforts.

Inside

Corrections nursing not for the faint of heart……6
Spotlight: PREA Coordinator Andy Jess…8
Investigations Office locates escapees and absconders……10
Pine Hills offers new construction class…11
American Indian Liaison Bulletin……14
MWP inmates work towards successful reentry……16
P&P Roundup……18
Great Falls Police Chief honors two P&P officers……20
MSP Intern and RN to present poster at national health care conference……21
Training highlights effectiveness of Victim Impact Panels……22
Boot camp practices incident planning…24

*From left: American Indian Liaison **Harlan Trombley**, State Director of Indian Affairs **Jason Smith**, Governor's Policy Advisor for Education **Shannon O'Brien**, Adjutant General **Matt Quinn** and National Guard officers leave Dillon after attending a Montana Youth Challenge Academy graduation in June.*

From the Director

There's a reason there are so many cop shows on television – working in law enforcement has a degree of tension, drama and danger that most desk jobs lack. Deputy Director Loraine Wodnik and I were reminded of that in late May when we joined probation and parole officers from the Butte office for an evening of warrant and compliance checks.

Over a quick dinner, we took part in the briefing with POII Don Kelley, several probation and parole officers and a local drug agent. It was then time to equip ourselves with bulletproof vests, radios and pepper spray, and make our first stop. Three cars approached the house in uptown Butte from the front, and another parked around back.

While I worked with the officers searching the house for drugs and weapons, Loraine was with the officers working behind the house and making a new friend – a 7-year old boy eager to impress a new audience with stories about his superpowers. An hour later, two offenders were taken in handcuffs for drug testing, and the little superhero and his younger brother were proudly wearing *Junior Police Officer* stickers.

A series of home checks was scheduled to follow but, a little later, my group joined Loraine's team at a residence that was rumored to house a juvenile prostitution ring. After making initial contact with someone inside, the heavily fortified doors remained closed. Eventually, the occupants opened the door and the officers entered the dark and depressing interior. The house was trashed. It was littered with drug paraphernalia and evidence of its use in other crimes. And while we didn't find the particular offender we were looking for, one of the young men there was found to be in possession of illegal drugs. He was arrested, as was a young woman who was staying there. Her purse contained drug paraphernalia, but that was no surprise. The dark circles under her eyes and her gaunt appearance told her story.

When Loraine and I left the officers at around 10 p.m. to drive back to Helena, they were still out working. Even before taking part in the compliance checks, we recognized that probation and parole officers have a tough job. But we left Butte with a real sense of pride in the work that the department and these officers do.

The evening gave us an opportunity to see firsthand their professionalism and dedication. We saw the respect with which they treated offenders. We heard the compassion in their efforts to convince the young woman to find somewhere safe to live. And we saw the professionalism with which they conducted themselves, from the initial briefing, to carrying out the searches, to communicating with offenders and their families, and to their treatment and care for a victim of sexual abuse. Like all good law enforcement officers, our probation and parole officers are first and foremost public safety officers, and yet to be effective, they are also counselors and mentors.

The department's probation and parole officers, and the work they do every day, form our most important connection to communities throughout the state. It was a tremendous opportunity to be able to join the Butte P&P officers as they worked in their community after hours. Deputy Director Wodnik and I could not have been more impressed.

It's an experience we plan to repeat in other areas of the state.

.

Montana State Prison Staff recognized for excellence

Article and photographs by Linda Moodry
Public/Victims Information Officer, Montana State Prison

Warden Leroy Kirkegard presented *Employee of the Quarter* awards to three outstanding Montana State Prison staff.

Terrie Stefalo (right) is the prison's Religious Activity Coordinator. Stefalo's attention to detail, commitment to secure religious programming and superior organization skills are in the highest tradition of correctional professionalism. By maintaining the integrity of the Religious Activities Center, she promotes an environment conducive to positive offender change and helps fulfill the mission of Montana State Prison's Programs Bureau.

Amie Daniels (left) is case manager for MSP's Delta Unit, a particularly difficult housing unit to manage due to the number of offenders with special needs and behavioral management issues. Daniels' initiative and work ethic are exceptional. For a number of months, the Lewistown Infirmary has been without a case manager. In the interim, Daniels has assumed the duties of this position, assisting staff with classification, parole board hearings and discharge planning.

In addition, Daniels was instrumental in creating a new case manager handbook that will be used as a training tool. Her knowledge and abilities in this field have earned her the respect and loyalty not only of her co-workers, but of the inmate population.

Correctional Officer Carrie Walsted (right) is a very dedicated employee who worked over 400 hours of overtime in 2013. She has worked in D-Unit at least two days a week on a regular basis for over a year. Her performance and attention to detail are outstanding.

CO Walsted has a great rapport with MSP staff and the inmate population. She is knowledgeable about her job duties as well as DOC/MSP policies and procedures. Her log entries, count sheets and reports are always accurate and legible, and she is always on task. CO Walsted is also an excellent mentor for new staff members.

Corrections Nursing…not for the faint of heart

by Cindy Sparing, RN, CCHP-RN
Montana State Prison

Upon graduation as on older-than-average student from the Carroll College nursing program in 2005, I ventured into an area of nursing completely foreign to me…corrections. As a nurse at Montana State Prison, I soon discovered that, not only are there nurses in prisons, but they have been recognized by the American Nurses Association (ANA) since 1985. They are certified by the National Commission on Correctional Health Care and American Correctional Association, and are the foundation of correctional healthcare.

We are the front line. We respond to daily health encounters with inmates ranging from Full Code emergency response to education concerning chronic diseases, and everything in between. We are the eyes and ears of the physicians and mid-level providers.

Our nursing assessments start the process of health care for inmates. We continually apply every aspect of our knowledge and training to assess and prioritize the full range of health issues presented by the unique population we care for. And we do this in an environment that does not have health care as its principal mission. We are continually reminded that "It's a prison first!"

The 2007 ANA *Scope and Standards of Practice* for correctional nurses describes the balance between security and medical care:
"A registered nurse's primary duty in the corrections setting is to restore and maintain the health of patients in a spirit of compassion, concern, and professionalism."

After nine years in nursing at MSP, I can attest that we fulfill the spirit of that statement every day.

Senior nursing student Jillian Orth, left, with her mentor Cindy Sparing.

Given the diversity of patients' needs and the challenges of working in a prison environment, corrections nursing is a discipline conducive to the most amazing student nurse experiences. It is a rare school semester that we don't have several students from MSU, U of M, Montana Tech, and Carroll College learning alongside our nursing staff. A few have fallen in love with the nursing model we work in at MSP and are now valued members of our staff.

This year, I am working with **Jillian Orth**, a senior nursing student from Carroll College, during her Capstone Clinical. The following account is based upon her perspective of a day working at the prison…

…A day in the life of a correctional nurse

by Jillian Orth, student RN at Montana State Prison

We arrive at the Intake Unit shortly after 9 a.m. The nurse we are working with has already completed pill pass and a few medical kite assessments. ("Kites" are forms inmates fill out to be seen by medical personnel.) It is time to gather our assessment equipment and start new inmate intake assessments.

Today is busier than usual because it's the day inmates being held in county jails come to MSP. Intake assessments are a great opportunity to provide health teaching to inmates. We constantly remind them to exercise when they can, skip the salt packets on their trays and drink adequate water.

Continued on next page

...A day in the life of a correctional nurse, *continued*

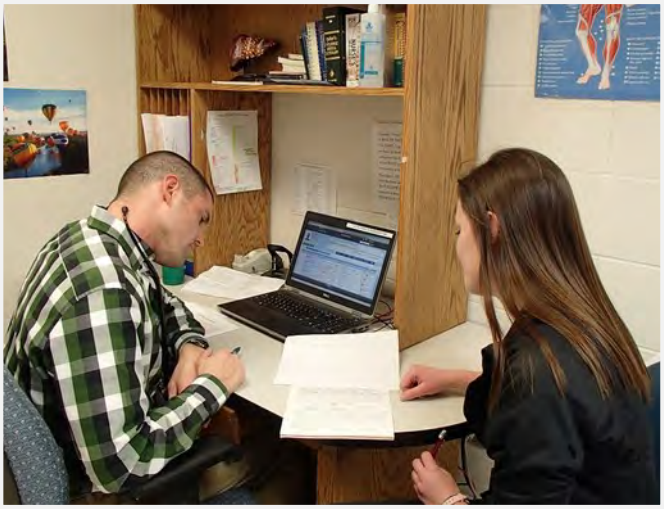
The health education we provide always reflects an awareness of the limitations imposed on the inmates by security and we are creative in coming up with interventions the inmate can actually participate in.

By 1 p.m., we have done nine intake assessments. Today's group includes both healthy men and a few who have not seen a health care provider in more than 10 years. They arrive with very serious conditions including type 2 diabetes, congestive heart failure and chronic liver disease.

While we do intakes, our other nurse works in the clinic with the physician's assistant (PA). They are finishing up an emergency protocol for an assault when we return for lunch. Incidents such as this put a hold on our clinic and must be addressed immediately, and carefully, to protect the confidentiality of those involved. After dealing with this situation, we start the nursing kites, which include complaints of back pain, trouble urinating and ankle injuries.

Midway through the our kite assessments, we head down the hall to inmate orientation to give a presentation on HIV/AIDS and offer testing to all of the inmates, for which we generally have great participation.

Back at the clinic, we have a kite from a man requesting to be seen for constipation. I call the man up to get a set of vitals and notice that he is having difficulty breathing and can barely finish a sentence.



PA-C Lance Griffith discusses a medical case with student nurse Jillian Orth.
Photograph by Cindy Sparing

RN Cindy Sparing shows student nurse Jillian Orth the cardiac monitor in the MSP Infirmary trauma room.
Photograph by Anita Thorpe, RN

The whole assessment plan changes in a matter of seconds. Our assessment s quickly relayed to the PA, who sees the inmate promptly. The inmate is sent to a hospital for diagnostic tests and close monitoring.

One of the greatest facets of the MSP healthcare system is that we work very closely with our providers and other healthcare staff, and are respected by all of them.

One of the last men we see is what we like to call a great success story. He plans to become an addictions counselor upon discharging from prison, because he wants to help others the way his counselors helped him. It is rewarding to see men like him who are motivated to become successful citizens in our society.

Sometime after 6 p.m., we call it a day and head back to the main infirmary, where we see an ambulance approaching. A man has coded and responders do all they can to try to save him.

Correctional nursing is very diverse. In one day, a nurse may see a few emergencies, handle medications, provide health teaching, run a clinic, and more. Corrections nurses must have impeccable assessment and communication skills.

Continued on page 23

Spotlight

For PREA coordinator Andy Jess, corrections was (and still is) a good field where you can work your way up

by Judy Beck,
Director of Communications

Andy Jess was initially slated to begin as a correctional officer at the Montana State Prison in October 1991, but a riot at the prison a few weeks earlier delayed his first day on the job by six months. While some people may have thought twice about working at the prison following the riot in which five prisoners were murdered by other inmates, Jess was not deterred. He knew that corrections was a good field, and that the prison provided an opportunity for people who were prepared to work hard to advance through the ranks. His career has shown that to be true.

After graduating from Anaconda High School, Jess joined the U.S. Army, working in combat communications for the infantry in Central America, South Korea and Germany. After eight years away from home, he was ready to come back to western Montana – and to the small town life and outdoor interests he had enjoyed growing up. In the early 1990s, the job market in Montana was tough. Jess applied at the Montana State Prison, not as a temporary step on the way to another job, but intending to stay for the long haul. He began working for the department on April 6, 1992, and 22 years later, Jess remains positive about the career opportunities it offers.

Since January this year, Jess has been the department's Prison Rape Elimination Act, or PREA, coordinator. But before his move to Helena and the central office, Jess was a long-time correctional officer at the Montana State Prison. He recalls starting out at around $7.45 an hour, and earning overtime by escorting inmates to the prison riot trials. Jess credits his first supervisor, Sgt. Bill Perry, with helping him get where he is today.

"I never met anyone with as strong a sense of right and wrong as Sgt. Perry," Jess said. "He wasn't physically big, but he was imposing. Bill Perry would do what he felt was right, regardless of popular opinion."

It was Sgt. Perry who encouraged Jess to take the sergeants' test and, after three years as a CO, Jess earned his sergeant's stripes. For the next decade, Jess worked in different areas of the prison, experience he put to good use when he was tapped in 2006 to develop the prison's first field training program. Jess found that position to be very rewarding, particularly because he could help new correctional officers feel less intimidated in their first weeks in the prison. The program he designed helped them translate their classroom training into the real-world situations they would encounter on the job.

Continued on next page...

Spotlight on Andy Jess, continued...

"In practice, the field training program is much more than mentoring in those first four weeks," Jess said. "It gives officers someone they can rely on and go to for answers throughout their entire careers."

Jess has a great deal of respect for the people who work in the prison system. Correctional officers fill many different roles throughout the day, from counselor to mentor to disciplinarian.

"A law enforcement officer in a typical Montana town might see 80 or 100 serious felons over their entire careers," Jess said, "whereas a correctional officer will see that many before lunch."

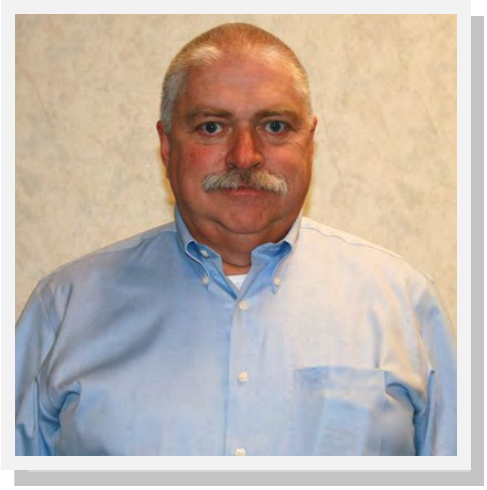
Of the many prison staff he has worked with, Jess has appreciated the leadership of Associate Warden for Security Tom Wood, whose duties include oversight of the field training program.

"No one is more dedicated to the department than AW Wood," Jess said. "He knows the pulse of the prison and how to be a leader. As my supervisor, Tom gave me plenty of room to learn from my mistakes."

"A law enforcement officer in a typical Montana town might see 80 or 100 serious felons over their entire careers, whereas a correctional officer will see that many before lunch."
PREA Coordinator Andy Jess

As much as Jess enjoyed his role with the field training program, he felt that it was time to pass the torch for that program to someone new and take on a different challenge.

While serving as the Montana State Prison's field training officer, Andy Jess taught a firearms instructors course.



As the department's new PREA coordinator, he sees the challenge of his new position as eliminating violence for the people who live and work in Montana prisons. While prison rape was a crime long before PREA was enacted, Jess believes that compliance with PREA is the reality of the future. To accomplish that goal, Montana will need to secure the funding to improve the physical deficiencies of our prison system and change old beliefs.

"The new culture of corrections is based on the obligation to protect those in our custody," Jess said. "We've come a long way, and we'll continue to change attitudes through consistent training and demanding the best from our corrections officers."

Looking to the future, Jess sees the need for a new generation of officers to step up and do the hard jobs. While the Montana State Prison is going through a period of temporary staff shortages, he believes the department provides a positive place to work.

"When you trust and enjoy the people you work with, that team spirit helps make every day a good day," Jess said. "When you're working at the prison and you put out a call for help, pretty quick there are 20 people there to help."

One of the things that impressed Quality Assurance Office director Kurt Aughney about Jess is that, no matter which facility or part of the state the audit team visits, someone always knows and respects Jess.

"The Quality Assurance Office is fortunate to have an individual as knowledgeable and dedicated as Andy on the team," Aughney said. "He has served our department in several capacities in his more than 20 years and excelled in ability and reputation in each."

Investigations Office takes on responsibility for locating escapees and absconders

by Dale Tunnell, Investigations Bureau Chief

The Department of Corrections Investigations Bureau underwent a name change and repositioning this past year as part of the central office reorganization. The bureau is now the Office of Investigations within the Director's Office. Staff includes a chief, five investigators – including three sworn peace officers – and a criminal intelligence analyst assigned to the Montana All-Threats Intelligence Center (MATIC).

Even more important is the significant change in the program's roles. The Office of Investigations is now responsible for locating escapees and absconders, and returning them to custody. Investigators coordinate information about offenders who are either escapees or absconders from the Department of Corrections with regional fugitive task forces and other law enforcement agencies throughout Montana and the United States. By working closely with other local, state and federal agencies, we intend to increase public awareness and safety, and substantially reduce the number of offenders currently on escape or absconder status.

By working closely with other local, state and federal agencies, we intend to increase public awareness and safety, and substantially reduce the number of offenders on escape or absconder status in Montana.

Dale Tunnell

There are now over 46 offenders listed as escapees or absconders from the Department of Corrections. In the past few months, the Office of Investigations has been successful in uncovering and sharing critical information about offenders' activities and locations, ultimately leading to the apprehension of 10 escapees or absconders.

The office is not looking to supplant the efforts of other groups that are tasked with apprehending fugitives. Our goal is to actively pursue information that can assist other law enforcement entities in apprehending these offenders.

As part of the reorganization, responsibility for administrative investigations has been shifted to the Office of Human Resources. Since most administrative investigations involve employment-related issues, that investigative role has been consolidated within the Office of Human Resources. This transition reduces the often confusing relationship between employee investigations and criminal investigations by placing the two functions in completely separate offices. This separation simplifies the investigative role of the Office of Investigations by allowing its staff to focus on the functions for which the office was originally created: criminal intelligence and criminal investigations. Department policies will be modified to reflect this change.

Retiring Missoula teacher becomes honorary drill instructor

by Heather M. King, Administrative Assistant
Treasure State Correctional Training Center

It was with great respect that the staff at the Treasure State Correctional Training Center said "Good bye, happy retirement and thank you" to Hellgate High School criminology teacher Bill Gaul. Gaul has incorporated TSCTC into his classes for 18 years.

Major Wayne Cameron and other drill staff traveled to Missoula twice each school year to conduct presentations to the students in his classes. In recognition of his interest, Treasure State made Gaul an honorary drill instructor and presented him with his own Smokey hat as a retirement gift.

Pine Hills School offers new construction class

by Steve Ray,
Superintendent of Pine Hills Youth Correctional Facility

Pine Hills School has started a summer construction class aimed at teaching and exploring vocational job skills to help prepare youths for release. The class is taught by **Unit Shift Supervisor Mike Grenz**, whose experience as a carpenter in his previous jobs has helped him teach the young people about the construction and contractor field. The youths' first project was to build a shed that will be used as a pump house for Pine Hills' future Community Park. The lumber was donated to the park by a local lumber yard and then assembled by the construction class.

The construction class has had a quick and powerful impact on youths. One youth interviewed about his impressions of the class stated, "When I get out I was planning to work at McDonalds, but after learning about roofing, I would like to try to get a job doing that. I like it!" The construction class schedule is quickly filling up, with plans for benches, sheds, and a chicken coop for the facility already in the works.

40% of youth at Pine Hills tested primarily as hands-on learners, compared to around 5% in the general population.

The construction class is one of several new vocational classes initiated over the past few years. They include classes in auto mechanics, culinary arts, horticulture and agriculture. Job exploratory classes and hands-on learning fit right in at Pine Hills and the youth we serve.

Academic Counselor Mandi Bundy completed a "learning style inventory" of youths at Pine Hills, and the results revealed that 40 percent of our youths tested primarily as hands-on learners, compared to just around 5 percent in the general population. We are excited about this opportunity to help youths build more vocational options as they increase their future job skills.

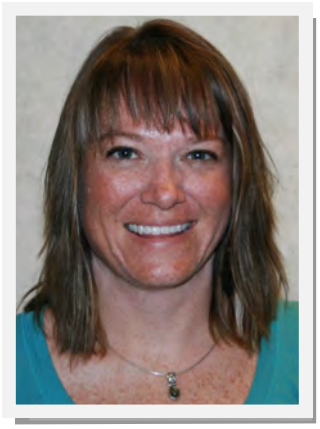
Boot camp trainees spruce up Deer Lodge

by Heather M. King, Administrative Assistant
Treasure State Correctional Training Center

Boot camp trainees clean up outside the Cutler Brothers Theatre.

Treasure State Correctional Training Center trainees helped the City of Deer Lodge get ready for summer events. Despite sporadic rain and chilly winds, they cleaned up the creek bottom and playground at JC Park, cleaned the grandstand at the Powell County Fairgrounds, swept sidewalks, cleaned up alleyways, and picked up garbage after parades and other downtown events.

This gave trainees an opportunity to give back to the community, and helped build morale, as well as a sense of selfless giving.



Summer Wellness

by April Grady

Quarterly Read

"The thing about exploring is that you have to know whether the thing you've found is worth finding. Some things are just sitting there, minding their own business, waiting to be discovered. Like America. And other things are probably better off left alone. Like a dead mouse at the back of the cupboard."

John Boyne,
The Boy in the Striped Pajamas

The Boy in the Striped Pajamas begins in 1942 Berlin when Bruno returns home from school one day to discover his belongings are being packed. His father has received a promotion and the family must move far from their home. Bruno longs to be an explorer and decides that there must be more to this desolate new place than meets the eye. While exploring his new environment, he meets another boy whose life and circumstances are very different to his own, and their meeting results in a friendship that has devastating consequences.

Health benefits available to quit tobacco use

Cigna's Tobacco Cessation Program helps you get and stay tobacco free, and offers free over-the-counter nicotine replacement therapy (patch or gum). Develop a personal quit plan that's right for you. Use the program online **www.myCigna.com**, over the phone at **1.866.417.7848** – or both.

The Montana Health Centers operated by CareHere also offer a great tobacco cessation program. **To schedule your first appointment with a coach, log on to www.carehere.com, or call 406.444.9930 or 877.423.1330.** You can have your own personal coach and access to tobacco cessation medications if deemed appropriate by a health care provider.

Eco Tip: T-shirt Produce Bag from deliacreates.com

This easy project requires very little sewing and recycles old t-shirts into a handy farmer's market tote.

Step 1 Turn an old t-shirt inside out. Draw and then cut out a bag shape you like, including the t-shirt hem for the top of the bag.

Step 2 Sew around the edges on all sides using a narrow zig zag.

Step 3 Turn the bag right side out. Using a ruler and starting from the bottom of the bag, make a 1 to 2 inch horizontal mark every 1 to 2 inches in rows, staggering marks until 5 to 6 inches from top of bag.

Step 4 Cut slits on marks all the way through the bag using scissors or a rotary cutter. Do not cut over seams.

Step 5 Make a 5 inch long horizontal mark 3 inches from the top of bag. Cut through the bag on the mark to create a handle.

Step 6 Stretch the bag.

Step 7 Take the bag to the grocery store or farmers market to replace the plastic produce bags.

Tamarind Chickpea Curry

Ingredients:

1/3 c. canola oil
3 1/2 c. chopped onions
1 ½ tbsp. ground cumin
2 tbsp. garam masala or Indian spice mix
¼ tsp cayenne pepper
¾ tsp. pepper
1 ½ tsp. salt
4 ½ tbsp. tamarind paste
3 cans (15 oz.) chickpeas, drained and rinsed
Cooked rice or cooked greens such as kale or chard

Directions:

In a large, deep skillet combine oil and onions and cook over medium-high heat for 15 to 20 minutes until golden brown.

Reduce heat to medium and stir in cumin, garam masala, cayenne, pepper, salt, and tamarind paste. Cook, stirring constantly for about 2 minutes. Add chickpeas and stir to coat thoroughly. Reduce heat to low, cover and cook until heated through, about 5 minutes. Season to taste with salt and serve over cooked rice or greens.

*****

Pasta Salad with Roast Beef

Hit the deli and antipasto bar at the grocery store to pull together this flavorful salad in a flash.

Ingredients:

salt
8 oz. orecchiette pasta
1 c. bocconcini (small mozzarella balls) halved, or mozzarella sliced and cubed
1 c. marinated artichoke hearts
8-10 small marinated sweet peppers
3 tbsp. chopped fresh basil
3 tbsp. extra-virgin olive oil
1 tsp. finely grated lemon zest
2 tbsp. fresh lemon juice
ground pepper
4 c. baby arugula
6-8 oz. deli-sliced roast beef, cut into strips

Directions:

Bring a large pot of salted water to a boil. Add pasta and cook according to directions on package, drain.

In a bowl, combine the mozzarella, artichokes, peppers and basil. Add olive oil, lemon zest and juice, and salt and pepper to taste and toss. Add the pasta and toss again. Just before serving, stir in the arugula and roast beef. (From foodnetwork.com)

Health Tip

Fill your plate with these 10 slimming superfoods.

1. **Bell Peppers** - Vitamin C is a weight loss weapon. Bell Peppers provide twice the daily recommended dose.
2. **Chili Powder** - This spicy powder contains capsinoids that burn belly fat.
3. **Grapefruit** - Grapefruits contain naringenin, which has antioxidant and anti-inflammatory effects and may help treat metabolic syndrome.
4. **Nonfat Ricotta** - Made from whey protein, ricotta can enhance muscle building and metabolism.
5. **Romaine Lettuce** - Filling up with a leafy green can trim the overall number of calories you eat by 10%.
6. **Nuts** - Nuts contain protein, healthy fat and fiber to help you slim down.
7. **Melon** - A thick slice of melon is only 45 calories and will satisfy your sweet tooth.
8. **Canned Salmon** - Canned salmon contains 17 g of protein per 3 oz. serving and requires more calories to digest.
9. **Edamame** - Packed with protein, healthy fat and fiber, these pods will keep you full for hours.
10. **Dark Chocolate Chips** - The little pieces fool you into thinking you're getting more, helping you eat less.

American Indian Liaison Bulletin

by Harlan Trombley,
American Indian Liaison

Each spring, the Religious Activity Center at Montana State Prison rebuilds the sweat lodge for the Native American population with the help of volunteers from the Northern Cheyenne tribe. This year, Tribal Vice President **Winfield Russell** was accompanied by elders **Frank Longjaw Sr**. and **Calvin Brady**.

To prepare for the project, Religious Activity Specialist **Russell Danaher** and I supervised work and reentry center inmates harvesting willow branches on prison property. The next day, the Northern Cheyenne volunteers helped the inmates build their sweat lodge according to tradition and blessed the sweat with traditional songs and prayers. We all then participated in the ceremony with the inmates.

A Native American inmate harvests willow branches for a new sweat lodge. Photo by Russ Danaher

The event provides Native American inmates with a spiritual experience that helps in their rehabilitation. In addition, the presence of tribal volunteers strengthens the relationship between the Department of Corrections and the tribal leadership of the Northern Cheyenne nation.

Inmate pipe carrier Jimmy Wilson helps another inmate (above) and American Indian Liaison Harlan Trombley (right) gathers willow branches on Montana State Prison property.
Photos by Russ Danaher

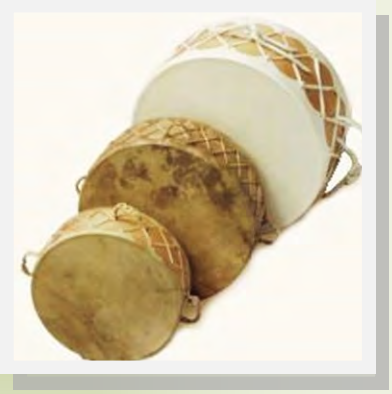
American Indian Liaison Bulletin, *continued*

Cultural Awareness Training

After spending six months revamping the department's cultural awareness training, Trombley held his first four-hour American Indian cultural awareness class at the Helena central office on June 27, with the assistance of trainer **Rae Forseth**. He plans to continually review the content and add new material on emerging issues as they arise.

"This course gave me some great tools for working across cultures," eLearning Designer & Developer **Ted Ward** said. "Harlan really added value to my understanding of American Indian culture."

The next training is scheduled for July 31 at the Missoula pre-release center, and will include two four-hour sessions.



New Drum for WATCh Drum Group

Tim Krum, Institutional Probation & Parole Officer for the Warm Springs Addiction Treatment & Change (WATCh) program, contacted Trombley about the program's drum group, the *All Nations Drum* group. The group is composed of offenders from that program, as well as Connections Corrections Program (CCP West), which is located at the same site as WATCh.

The group needed a new drum, since efforts to repair the existing drum by scraping and stretching the hide had not been successful. With the help of Budget and Program Planning Bureau Chief **Kara Sperle,** Senior Budget Analyst **Lena Havron** and Treatment Contract Manager **Rick Deady**, funding was identified and the purchase approved. Trombley was able to deliver the new drum to WATCh in late May and enjoy the first ceremony performed by the *All Nations Drum* group with its new instrument.

Volunteers team up to enrich lives of Montana Women's Prison inmates

by Annamae Siegfried-Derrick
MWP Community Relations Manager

Volunteers **Dee Dee Hilton** and **Jodi Hart** believe in recovery and reentry, and have a strong desire to support endeavors that will make the women inmates better citizens and neighbors when they reenter society.

The two volunteers manage the fair booths for the fundraising causes inmates select. (*See related story on page 17.)* They also help MWP build partnerships within the local community.

For inmates who will stay in prison longer, they seek to add value to their term through art, mentoring & spiritual wellbeing.

From left: Dee Dee Hilton and Jodi Hart teach an abstract art class at MWP.

Montana Women's Prison Inmates work towards successful reentry

May 16

Inmates in the Prison Paws program thank Reentry Officer Bonnie Lusby for her dedication to the program.

This spring, Montana Correctional Enterprises took over responsibility for operating the **Prison Paws for Humanity** program located in an inmate housing unit at MWP. In May, inmates in the paws program shared laughter and tears while thanking **Reentry Officer (RO) Bonnie Lusby** for operating the program and contributing her experience in handling dogs. Lusby imparted her knowledge of dog obedience, grooming and basic veterinary skills to the incarcerated women with energy and enthusiasm, hoping to enrich their lives and keep them from returning to prison. Her intent was to make the program work for the women and dogs who resided on the unit, while ensuring that dog owners and adoptive families were satisfied with the service.

RO Lusby continues to engage female inmates in the prison's recovery and reentry initiatives. **Craig Johnson** has been hired by MCE as the new Prison Paws program manager.

May 29

Dr. Mark Pagano congratulates A+ graduates. Director Mike Batista (seated right) also spoke at the ceremony.

MWP hosted a Second Chance Act technology grant ***A+ graduation.*** The grant was made possible by MCE administrator **Gayle Lambert** and Information Technology administrator **John Daugherty**. The course was presented through a partnership between MWP, MCE and the Montana State University – Billings City College. A+ certification teaches entry-level skills in the essential information technology domains, including computer repair, software and operating systems, information security and desktop personal computer troubleshooting. **Dr. Mark Pagano**, Provost and Vice Chancellor for Academic Affairs at MSU-B and **Director Batista** gave inspiring commencement speeches at the event. The 14 inmates will take the knowledge, skills and confidence they learned during this class with them when they re-enter society.

Montana Women's Prison Inmates work towards successful reentry, continued ...

June 28

MWP hosted its annual **Family Day** outdoor event, which allows inmates' family members to come into the prison and spend several hours with inmates. This may be the only visit some family members make to the facility throughout the year.

Children enjoyed jumping castles, games and other entertainment. For adults, the event afforded time to reflect on their lives over the past year, allowing them to reconnect and celebrate or morn losses together or just spend time catching up on what they may have missed during incarceration.

This face-to-face contact can help maintain important family relationships.

A child who came to Montana Women's Prison Family Days event plays the bean bag toss.

July 12 & 13

Women of Conviction, an inmate organization at MWP, had a booth at the Summer Fair in Billings. Through community partnerships with volunteers who manage the booth, the women engage in quarterly fundraising for a cause; this quarter, the proceeds went to the American Cancer Society.

The women donate their labor to create hobby craft items and art work, and sell t-shirts. In this way, the women who participate have an opportunity to give back to the community. Friends and family can donate monies directly online to the Women of Conviction team with American Cancer Society.

Articles and photos at MWP by Annamae Siegfried-Derrick , MWP Community Relations Manager

The Women of Conviction booth at the Summer Fair in Billings sold a variety of art and craft items made by MWP inmates, with the proceeds going to the American Cancer Society.

Regional Roundup

Contributed by the regional probation and parole offices.

Region 3

by Dawn Handa, Region 3 Administrator
Great Falls

Region 3 has seen several staff changes in recent months.

- PO **Jody Rismon** left the Shelby office to head north and pursue her dream of working in Alaska. We wish Rismon luck in her new endeavor.
- We are excited to have **Cody Shaw** as the new PO for the Shelby office. Shaw and his family have relocated to the Shelby area from Dillon, where he worked for AWARE.
- The Highline also saw Havre administrative support **Debbie VandenBoom** resign, and the addition of **Candice Snyder**. Since Snyder previously worked at the Havre Center for Mental Health, she had already developed a working relationship with the Havre team.
- The Great Falls office hired **Ashley Romeo** as a P&P officer. Romeo came to the department from previous social worker positions in Arizona and Montana.
- This spring, **Kim Sayre** also joined the Great Falls office as administrative support. Sayre brought a wealth of experience in various positions in government and the private sector.

We welcome Kim Sayre, Cody Shaw, Candice Snyder and Ashley Romeo to the Region 3 team!

Over the next few months, Region 3 will also see the development of some new trainers for our staff. PO **Nichole Anderson** will attend Pressure Point Control Tactics (PPCT) instructor training, and PO **Randy Estes** will participate in firearms instructor training.

Recently, IPPO **Christie Slaughter** became our first-aid instructor and PO **Jeremy Lizotte** became a new firearms instructor. These instructors will help round out our trained instructor pool, which includes POII **Mike Barthel** as our regional firearms instructor and PO **Cory Purves** as a defensive tactics instructor.

Thanks to these staff for the extra work they do to help keep our team safe and trained. Their interest in the Region 3 team's safety is appreciated more than they know.

From left: Region 3PO Kenny LaMereis receives his award from DUI Task Force coordinator Jerry Kelley.

Great Falls PO **Kenny LaMere** (7 years) was honored by the Cascade County DUI Task Force for his contributions to the 8th Judicial District Drug Treatment Court and DUI reduction in Cascade County.

Region 4

by Brooke Risa, Administrative Assistant, Billings

PO **Michelle Downey** was given Special Deputization with the U.S. Marshals on June 3. She will be using her deputization in conjunction with the Internet Crimes Against Children task force.

Continued on next page

Region 4, continued

*U.S. Marshal Bell presents **Michelle Downey** with her Special Deputization in connection with the Internet Crimes Against Children task force.*

Employee of the Quarter – Reentry PO Katie Weston was nominated for her outstanding commitment to the reentry program. Weston is recognized statewide as a "go to" person with questions or concerns about reentry. In addition to a certificate, Weston received a state coin, a designated parking space, and a $50 gift card to Uberbrew.

Yellowstone County Attorney Scott Twito and his staff commended **Katie Weston** and POII **Jennie Hansen** for the informative presentation they gave his office on the reentry program.

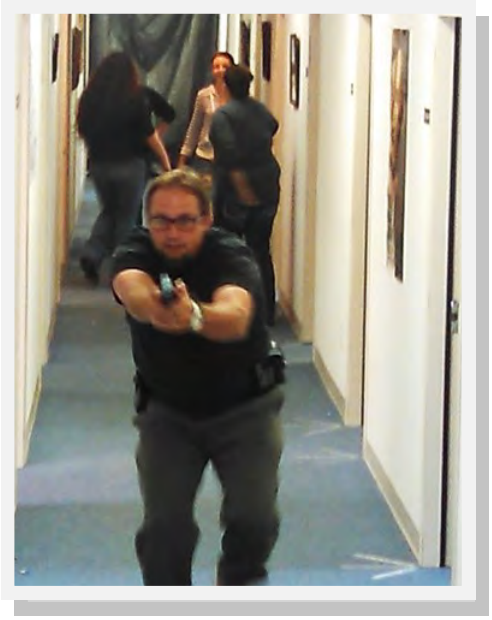
In June, Region 4 conducted active shooter training with the U.S. Marshals Service. Two classes, with eight officers in each, were trained in single officer response to an active shooter in the Billings P&P office. The training included role playing and the use of Simunition brand *Quiet Securiblanks*. Supervisory Deputy U.S. Marshal **Tim Hornung** conducted the training.

Probation and Parole has been an active member of the U.S. Marshals Montana Violent Offender Task Force since 2010. That partnership has resulted in several exciting and worthwhile training opportunities for Probation and Parole.

New P&P officers this summer include:

- **Terry Boyd**, who was previously a mental health provider at the HUB, one of the facilities of the Mental Health Center in Billings.
- **Matthew Eisele,** who was employed at the Montana Women's Prison.
- **Patrick Rogers**, who was previously at Alternatives.
- **Ashleigh Scala**, who comes to us from DPHHS.

PO **Steve Hurd** retired in June after a career of more than 23 years with DOC. We wish him well in his retirement.



*Region 4 Administrator **John Williams** takes part in active shooter training conducted with the U.S. Marshals Service.*

Region 5

by Scott Brotnov, P&P Officer II, Kalispell

Region 5 welcomes new employee **Tray Robinson**. Robinson joined the Polson P&P crew in June as a traditional P&P Officer. Robinson is a former MSU Bobcat running back. *Welcome Tray and Go Cats!*

It is nice to be fully staffed, even if it is only for two months. The Kalispell office also has the services of two interns for the summer – Keaton and Breanne are the practical aspects of probation and parole work.

On July 23, the region met in Libby for its annual meeting. The focus of this year's regional meeting was officer safety. Libby PO **Darrell Vanderhoef** graciously volunteered to provide some helpful training about approaches in field contacts.

P&P Officer **Janice Flint** retired from the Polson office at the end of July. Flint came to Montana five years ago after retiring from the Nevada DOC. We wish her well in her final retirement.

Great Falls Police Department honors Region 3 Probation & Parole Officers

From left: P&P Officers Tim Hides and Scott Foster with their Chief's Valor Awards

by Dawn Handa, Region 3 Probation & Parole Administrator, Great Falls

Region 3 has an amazing P&P team, and this past spring two staff members were honored for outstanding contributions in their day-to-day work.

Veteran Probation and Parole officers **Scott Foster** (22 years) and **Tim Hides** (10½ years) each received the Great Falls Police Department *Chief's Valor Award*. Chief David Bowen presented the awards in recognition of their outstanding performance in the field.

The awards recognized their role in an incident the previous year. Foster and Hide were part of a law enforcement team that responded to an armed absconder who fired on officers.

"The officers distinguished themselves above and beyond the call of duty, by outstanding acts of gallantry and valor, with personal hazard to their lives. For their performance they are each recipients of the GFPD's highest award, the Award of Valor."

Great Falls Police Chief David Bowen

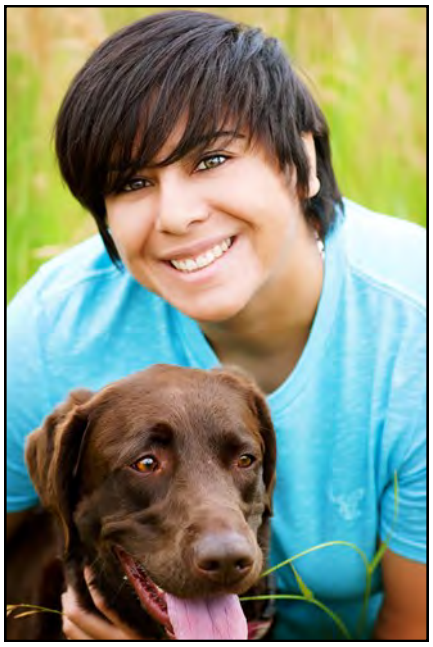
The Montana Women's Prison closes alley to open access to garden program

From left: Annamae Siegfried-Derrick, attorney Ira Eakin, maintenance supervisor Dennis Wolff, Warden Joan Daly and Associate Warden Bob Paul close the gate behind the Women's Prison.

Thanks to the persistence of DOC attorney **Ira Eakin**, this summer the Montana Women's Prison was able to close the alley and gate behind the facility. Having the gate and alleyway open presented a security problem for the prison. With vehicles no longer able to use the alley, the inmates in all general housing units can now participate in the prison's garden program, located in a greenhouse to the left of the gates.

Intern and RN to present poster on photographic wound documentation at national conference

by Veronica Alfaro, Senior Student Nurse, Montana State College of Nursing, and Anita Thorpe, RN, Montana State Prison



Senior student nurse Veronica Alfaro and Kodiac Bear

Senior student nurse Veronica Alfaro and Montana State Prison **RN Anita Thorpe** will travel to the 2014 National Conference on Correctional Health Care this October where their work on a way to track wound healing in inmate medical records will be featured as a poster presentation. The poster, **"Prototype Photographic Wound Documentation Policies and Procedures to Monitor Wound Healing at Montana State Prison,**" will be displayed in an exhibit hall throughout the conference. A roundtable discussion during the conference will allow Alfaro and Thorpe to answer questions and get input from other correctional healthcare professionals.

The two worked on creating a new form and procedures related to documenting wounds and how well they are healing through the use of photographs that can be incorporated into an inmate's health record to provide an electronic portrait of wound progression or regression. Photographs give health care providers a level of detail and true-to-life color that would otherwise require the most illustrative of wordsmiths. The use of photographs can streamline documentation and the visualization of wounds.

The new policy and procedure were designed specifically for implementation in the highly sensitive corrections environment. Inmates at all security levels, including those responsible for self-care of wounds, can be monitored, leaving little room for negative outcomes due to inconsistency in charting and interpretation of charts. Using this policy and procedure can provide consistent and accurate wound care and could be expanded to other dermatologic conditions.

WATCh program garners national attention in University of Texas study

by Rick Deady, Treatment Contract Manager

The University of Texas at San Antonio's Department of Criminal Justice was awarded a grant by the National Institute of Justice, Office of Justice Programs, U.S. Department of Justice to study alcohol -specific treatment delivered in correctional settings. To determine the effectiveness of alcohol treatment programming within the criminal justice system, the study examined three interrelated research questions:

1. Do justice-system-delivered alcohol treatment programs adhere to evidence-based practices?
2. Is treatment delivered in a manner consistent with program protocols demonstrating program fidelity?
3. Are program graduates more or less likely to reoffend?

The WATCh West program in Warm Springs, run by Community, Counseling and Correctional Services, Inc., of Butte, under contract to the Department of Corrections, was chosen as one of three study sites. (The other two were in Ohio and Texas.)

On-site qualitative data collection entailed three site visits to WATCh. Outcome data was provided by the Montana Department of Corrections and the primary measure of program impact and effectiveness was recidivism, defined as a return to a correctional facility. DOC provided outcome data on 908 offenders, of whom 760 completed the WATCh program.

Three of the study's seven findings for Montana's WATCh program follow:

- *"Evidence Based Orientation: The intervention strategies and treatment modalities in Montana were found to be sound and reflect an evidence based practices orientated design.*

Continued on page 23

Training highlights effectiveness of Victim impact Panels

by Sally K. Hilander
Victim Programs Manager

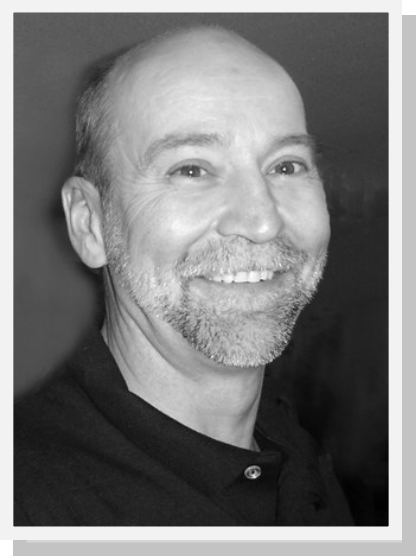
Treatment staff and case managers from all six prerelease centers are considering whether adult offenders can be inspired to change their behavior by looking into the eyes of a woman whose son was shot to death during a robbery or a man whose brother was maimed by a drunk driver.

Victim impact panels (VIPs) can reduce recidivism because many offenders have difficulty minimizing their actions once they hear first-hand the horrifying personal experiences of actual crime victims.

A June training in Helena, funded by DOC victim services, centered on VIP startup plans and identifying volunteers who might like to speak. VIPs are victim-centered, providing a forum for victims to share their experiences with an attentive audience, a process they say promotes healing. The secondary important benefit is offender change.

VIPs have some support from Montana legislators. The joint Law and Justice Committee examined the benefits of VIPs in 2012. A bill encouraging VIPs in all DOC community corrections programs passed during the 2013 session but did not receive funding. Costs include staff time to teach a victim impact curriculum, a necessary prerequisite to a VIP, and victim reimbursement for travel and meals. These expenses are not included in current facility contracts with DOC.

Continued on page 23



*The VIP training was conducted by **Dan Burden** of Swan Lake, former superintendent of Treasure State Correctional Training Center, the first DOC facility to launch a VIP.*

Helping offenders "get it"

Fifteen male offenders sit in a semi-circle and seven of them admit they have "slapped around" their girlfriends, wives or mothers. All admit chemical dependency, and more than two thirds say drugs, alcohol or both were directly involved in their crimes.

One offender started his pattern of flaunting the law at 13 with a criminal mischief event that he acknowledges "probably victimized my entire community." Another set a grass fire at age 15 because, he says, "I wasn't really thinking."

This isn't a formal treatment session for the offenders, but rather a victim impact panel (VIP) in which actual victims volunteered to share their heart-wrenching experiences in hopes of inspiring change in the offenders' criminal thinking.

One VIP speaker married a man who drove her into financial ruin and she is still trying to clear her name a decade later. "I trusted him. I thought I had someone to build a dream with, to grow old with, only to find out that it's nothing but lies," she said. "I was anxious about coming here today but if just one of you gets it, it will be worth it."

Many hundreds of adult offenders over the years have told DOC that coming face to face with the harm they have caused others makes it more difficult to excuse their crimes.

"You can give me CP&R (cognitive programming) a dozen times, but this got my attention," one offender said after participating in a VIP at the Helena Prerelease Center.

Treasure State Correctional Training Center (boot camp) and Great Falls prerelease center introduced VIPs as part of offender victim impact programming in the late 1990s. The Helena Prerelease Center, the Elkhorn Treatment Center in Boulder and Montana Women's Prison embraced VIPs more recently.

Victim Impact Panel training, continued…

June's trainer was **Dan Burden** of Swan Lake, retired superintendent of Treasure State Correctional Training Center (boot camp), the first DOC facility to launch a VIP.

Burden partnered with **Anita Richards**, whose son Jim was murdered by his ex-wife, to write a victim impact curriculum in 1997. The Elkhorn Treatment Center in Boulder and Montana Women's Prison also offer VIPs. The Great Falls Transition Center may reinstate a VIP that was part of offender programming from 1997 until recently.

Follow-up assistance, including curriculum advice, speaker identification and information about VIP costs are available from the victim programs manager, **Sally K. Hilander,** at (406) 444-7461 or shilander@mt.gov.

…A day in the life of a correctional nurse, *continued from page 7*

Whereas there are many specialists in a hospital setting, this is not the case at MSP. We do all our own EKGs, blood draws, IVs, emergency responses, acute and chronic care for patients, scheduling, health teaching, medication administration and more.

MSP nurses act as strong patient advocates and do their best to keep all of the men as healthy as possible. We are respected by the inmates, and, for the most part, they are great to work with.

Nonetheless, security is paramount and nurses must never forget that we are in a prison setting.

For prison nurses, every day is absolutely different from the day before. While there is daily routine in the prison, there is nothing routine about the job of a correctional nurse. Nor is it a job for the faint of heart. Correctional nursing is a discipline that requires exceptional skill sets and firm boundaries – it is a discipline for excellent nurses.

> **"For prison nurses, every day is absolutely different from the day before. Correctional nursing is… a discipline for excellent nurses."**
>
> **Student RN Jillian Orth**

WATCh program garners national attention in University of Texas study continued from page 21…

- *Program Fidelity: The Montana program was found to be near ideal as indicated by high scores from all research team members for all program fidelity indicators (adherence, exposure, quality of service delivery, participant engagement, and program differentiation). The WATCh program is true to its design, meeting or exceeding dosage and exposure expectations.*
- *The multifaceted Montana program offers a wide variety of programming options depending on the client needs (e.g., AA, NA, GA, anger management, parenting classes, employment readiness, and GED classes). The program received particularly high scores for delivery quality and features exceptional treatment staff from program administrators to head counselors, treatment, and aftercare staff. While there is variability in credentials, the WATCh program staff members were committed, knowledgeable, and enthusiastic about treatment strategy and related activities. Participants reported near categorical satisfaction with staff members and believed them to be personally committed to the program and their (i.e., the offenders') recovery."*

The University of Texas San Antonio's decision to study alcohol treatment programs related to DUI offenders provided a unique opportunity to have the WATCh treatment program independently evaluated and compared with other correctional based programs. The program was found to be evidence based, the staff dedicated and well trained, and our aftercare through Probation and Parole a model to be replicated nationally. The full report will soon be available on the DOC public website and intranet.

Boot Camp practices incident planning

by Heather M. King,
Administrative Assistant, Treasure State Correctional Training Center

Treasure State Correctional Training Center (boot camp) was proud to host an incident action planning exercise at our facility this spring. The training exercise was centered on a fire in a utility room. Participants responded to a scenario in which smoke damage made it necessary for staff and offenders to move to an alternate location in the Training Center for two days.

*TSCTC Superintendent **Michael Buckley** speaks to management staff participating in a May emergency planning exercise.*

As part of the exercise, we collaborated with other agencies in the Deer Lodge area, including Ruth Koehler with Powell County Emergency Management and J. Lee Okenson with Montana Disaster and Emergency Services.

DOC's team included Emergency Preparedness Planning Manager **David Vaught,** TSCTC Superintendent **Michael Buckley,** Correctional Manager **Joe Fink,** Drill Sgt. Major **Wayne Cameron,** Lt. **Terry Dovey,** Facility Maintenance **Harlan Sipe,** and Administrative Assistant/PIO **Heather King.**

Incident Command a use-it-or-lose-it skill

by David J. Vaught, MEP,
Emergency Preparedness Planning Manager

It was great to have representatives from Powell County and Montana DES participate in the TSCTC Incident Action Planning training. It's an excellent practice to train with the emergency preparedness partners who will support DOC in the event of a significant emergency. Training with partners before an event helps facilitate effective coordination during an actual emergency.

In past emergency situations, most response problems resulted from ineffective management, not from a lack of resources or good tactics. To rectify that, the Incident Command System (ICS) emphasizes orderly and systematic planning. Under this system, the incident action plan (IAP) is the central tool for planning in response to a disaster or emergency. Our ability to apply the IAP process becomes easier each time we practice using the process. Adopting the Homeland Security exercise and evaluation methods ensures that this and other critical capabilities are systematically developed and maintained.

I commend Superintendent **Mike Buckley** for his collaborative support to deliver this training to his staff. This was an excellent first step in learning the process and TSCTC staff did a great job!

Coming

These lists of new and departing employees cover the period from April 18 through July 11. If you notice errors or omissions, please contact the *Signpost* editor, jbeck@mt.gov.

Central Office
Robin Becker
Penny Fassett
Susan Layng
Yidong Li
Michelle Morgenroth
Brian Thompson

Montana Correctional Enterprises
Sherrill Kraakmo
John O'Donnell

Montana State Prison
Angelina Alexander-Smith
David Beasley
David Blaz
Jeremy Brancamp
Derick Budd
James Burleigh
Brett Coughlin
Regina Dees- Sheffield
Sarah Frazer
Brian Giebner
Madison Hall
Breanna Holman
Brian Keithline
Bernadette McClendon
Aaron Meaders
Gail Ortloff
Cynthia Mathney-Outland
Charles B Owens
Andrew Prevost
Nicholas Whitehead

Montana Women's Prison
Bill Denend
Ryan K Donovan
Christine Holland
Paul Law

Pine Hills
Bryon Anderson
Cassidy Aughenbaugh
William Black
Vikki Bradley
Robert Cremer
Olimpia Knox
Trevor Newman
Matthew Sheldon
Jessica Sommer
Stephanie Young

Probation & Parole
Christina Ellsworth, Missoula
Jake Henry, Hamilton
Tara Kattell, Missoula
Marc Kittleson, Helena
Kristi Moore, Miles City
Catherine Murphy, Helena
Dontrayevous "Tray" Robinson, Polson
Patrick Rogers, Billings
Ashley Romero, Great Falls
Tammara Roseleaf, Helena
Cody Shaw, Shelby
Tina Spence, Missoula
Candice Snyder, Havre

Youth Transition Center
Gavin Sundquist

Going

Jeremiah Adams
Dana Baranowski
Jacob Bartholomew
Karla Benson
Brian Blackford
Staci Blankenship
James Brilz
Timothy Burnett
Sandra Butler
Latricia Cales
Jonathan Carroll
Tiffany Cheetham
Nick Cook
Robert Cummings
Joan Curtis
Garry Dobbs
Christina Ellsworth
Jeff Forbes
Josh Freeman
Charles Geary
James Gill
William Goode
Jerry Guthrie
Marilyn Hammell
William Hanson
Scott Harding
Anna Harmon
Travis Harris
Eric Hart
Patty Hill
Christine Holland
Heath Hungate
Steve Hurd
Christian Killingsworth
Priscilla Killingsworth
Paul Lancaster
Richard Leaver
Melissa Lesmiester
Lloyd Lesperance
Tina Lonnon
Carrie Lutkehus
Corrina Lyon
Dan Maloughney
Andrew Martin
Donald May
Brenda McDonald
Ambrel McKetchnie
Meredith McWilliams
Timothy Meagher Jr.
Tel Merkle
Pamela Pennell
Benjamin Reed
Damon Reedy
Rachel Reich
Brian Riley
Jody Rismon
Brandon Robinson
Adam Romkema
Troy Rowe
Tamara Schmalz
Joy Schmitt-Lane
Donna Sebastian
Everett Sheets
Roxy Silver
George Smith III
Brooke Stanley
Edward Stefalo
Maria Stoppler
Richard Stubblefield
Mollie Summers
Angela Therrien
Robert Tretter
Henry Villa
Stephen Weber
Jennifer Welling
Tina West
Patricia White
Courtney Wilske
Jennifer Wilson

The Correctional Signpost is published by the Montana Department of Corrections at the central office, 5 S. Last Chance Gulch, P.O. Box 201301, Helena, MT 59620-1301.

The *Signpost* can be found online at www.cor.mt.gov.

DOC Director: Mike Batista
Signpost Editor: Judy Beck
(406) 444-0409, jbeck@mt.gov

Alternative accessible formats of this document will be provided upon request. For further information, call (406) 444-0409 or TTY (406) 444-1421.