



INMATE SERVICES IMPACT REPORT Fiscal Year 2021



GEORGIA
DEPARTMENT OF CORRECTIONS

Diploma of Graduation

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Letter From the Commissioner

TIMOTHY C. WARD



On behalf of the entire team at the Georgia Department of Corrections (GDC), it is with great pleasure that I present to you our Inmate Services Impact Report. While enduring the challenges of COVID-19, staff throughout our facilities worked seamlessly to modify their classroom environments, objectives, and processes. They were able to uphold our commitment to provide offenders with reentry services, offender-based programming, and education which will assist them in returning to society as productive citizens.

Throughout Fiscal Year 2021 (FY21), the agency has worked hard to develop educational programming, job skills training, evidence-based programs, and reentry partnerships with multiple agencies. The dedicated staff of the Inmate Services team continuously works to ensure that the agency programs best meet the needs of the inmate population.

Throughout FY21, the agency identified over 400+ new community and employment resources, and over 100 employers, staffing agencies, and job training organizations that actively provide employment assistance to offenders as they transition back into society. There was 10,041 job leads given to releasing offenders, and 1,277 offenders received job offers from employers upon release.

During FY 2021, academic staff worked diligently to find alternative methods to provide educational programming to offenders. Education staff secured multiple grants for distance learning equipment that will provide an efficient and alternative way to deliver instruction to offenders. Career, Technical, and High Education (CTHE) implemented new programming in barbering, chaplain assistant, automotive academy, food truck, and the pups in prison program. In FY21, we exceeded a fiscal year goal of 20,000 earned certificates in CTHE programs by more than 2,900.

I am proud to share the successes of our Inmate Services team, and I look forward to working with our team in achieving even more success in the years to come.

A handwritten signature in white ink that reads "Timothy C. Ward". The signature is written in a cursive, flowing style.

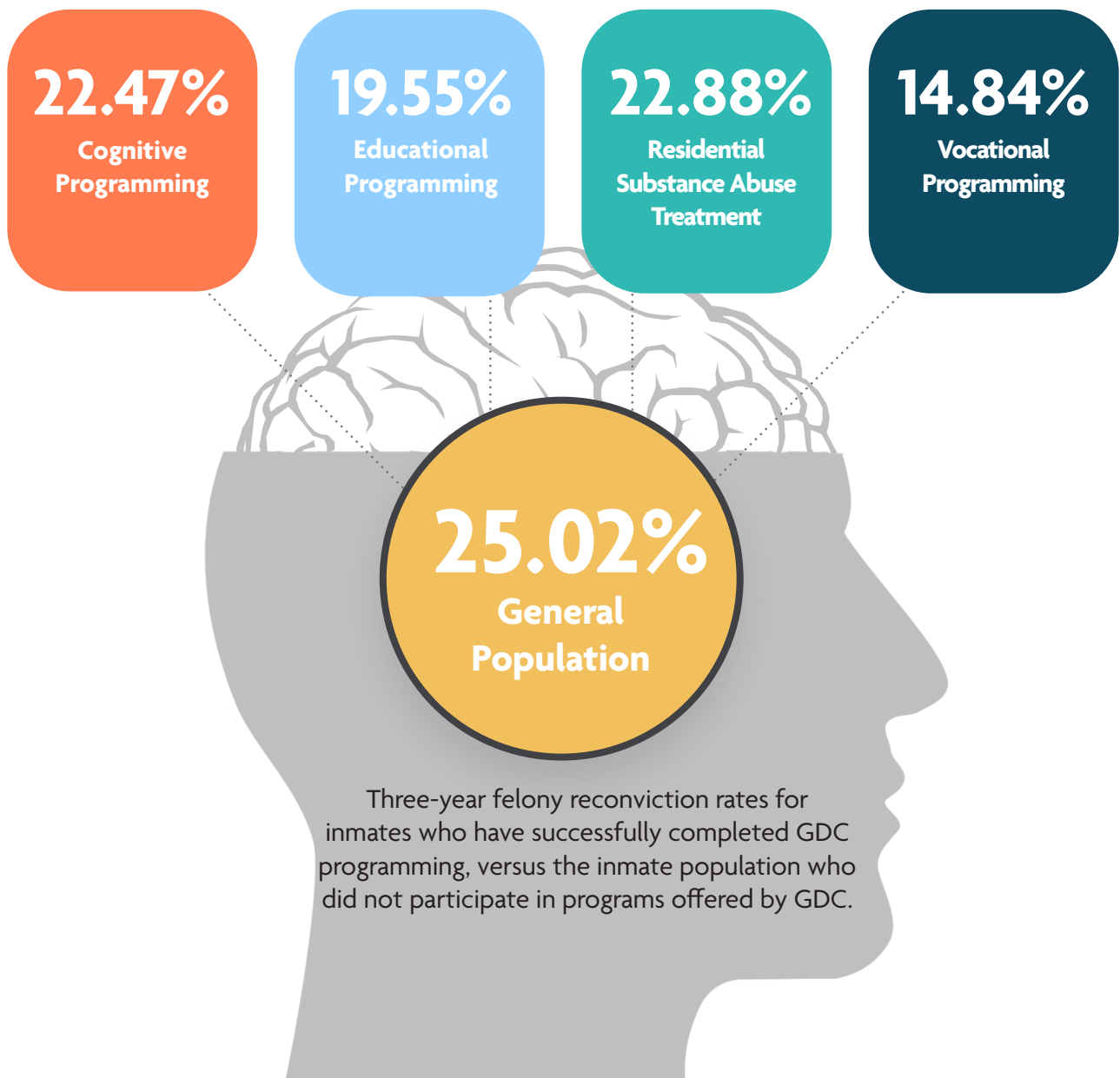
According to the Rand Corporation and the Bureau of Justice Assistance (BJA) study, “How Effective is Correctional Education, and Where Do We Go from Here?”, inmates who participate in any kind of educational program behind bars—from remedial math to vocational auto shop to college-level courses—are up to 43 percent less likely to re-offend and return to prison. They also appear to be far more likely to find a job after their release and the social stability that comes with it, according to they study.

Every dollar invested in correctional education saves nearly five in re-incarceration costs over three years.

TREATMENT EFFECTS FROM PROGRAMS

Three-Year Felony Reconviction Rates for Program Completions vs. General Population

Based on FY 2018 Releases

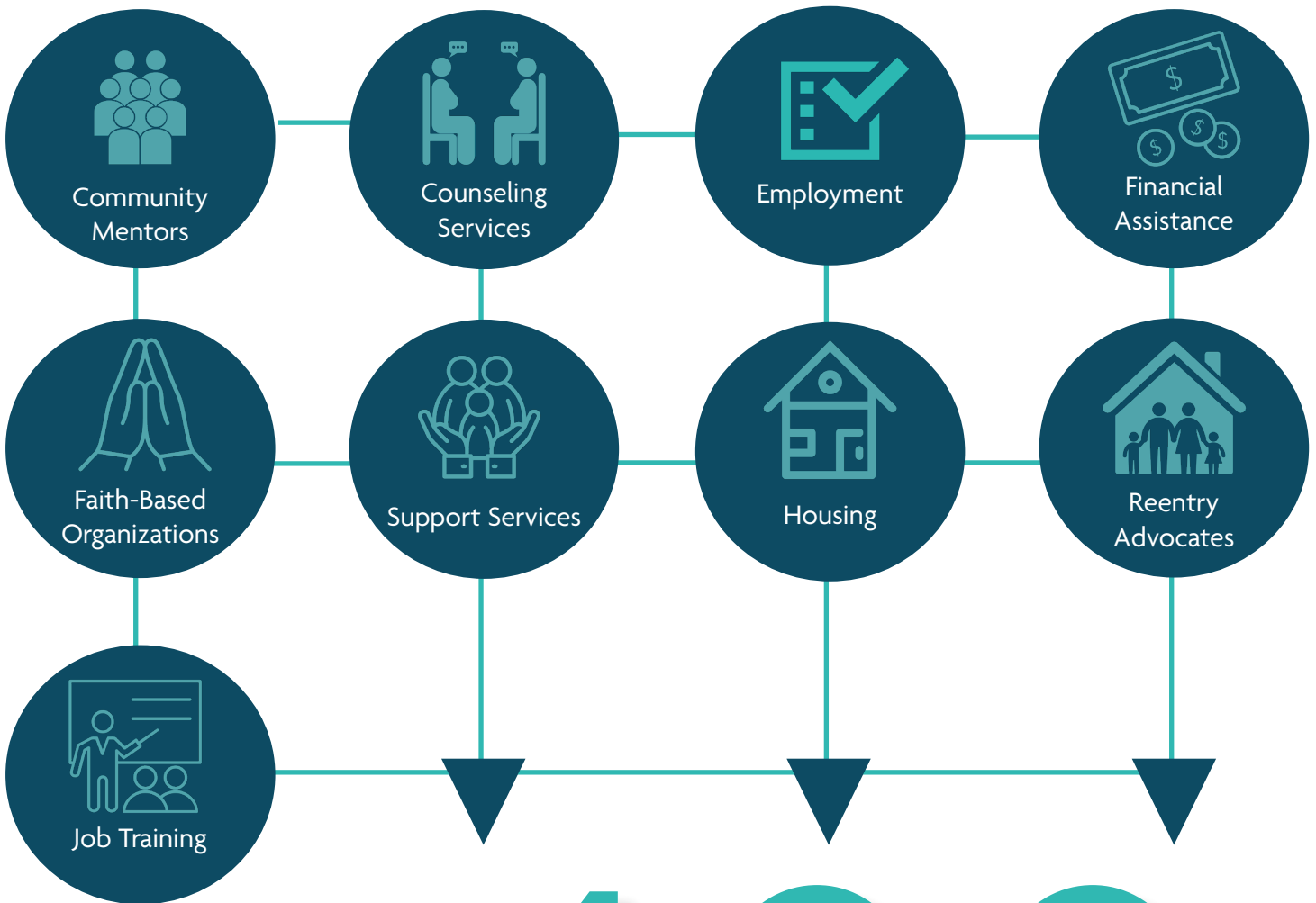




REENTRY
SERVICES AND
COGNITIVE
PROGRAMMING

COMMUNITY AND EMPLOYMENT RESOURCES

The Office of Reentry Services actively identifies and recruits resources that are focused on inmates' significant needs for post-release. These resources fall into the areas of:



4000

**New resources identified in Fiscal Year 2021
to prepare inmates or their upcoming release.**

Currently, there are over 100 employers, staffing agencies, and job training organizations who are contacted monthly by ORS and given a list of individuals who are scheduled to be released within 60 days. The list includes names, county to which they will be released, anticipated release dates, and skills they learned while incarcerated. Employers contact the Georgia Department of Corrections directly if there is someone, or in many cases multiple people, they are interested in hiring. Many offenders have been given job offers prior to their release.

SERVICES PROVIDED TO OFFENDERS PRIOR TO RELEASE

13,692

REFERRALS OF OFFENDERS ON THE MONTHLY LIST TO EMPLOYERS AND/OR ORGANIZATIONS THAT PROVIDE JOB TRAINING

10,041

JOB LEADS GIVEN

1,277

JOB OFFERS FROM EMPLOYERS

305

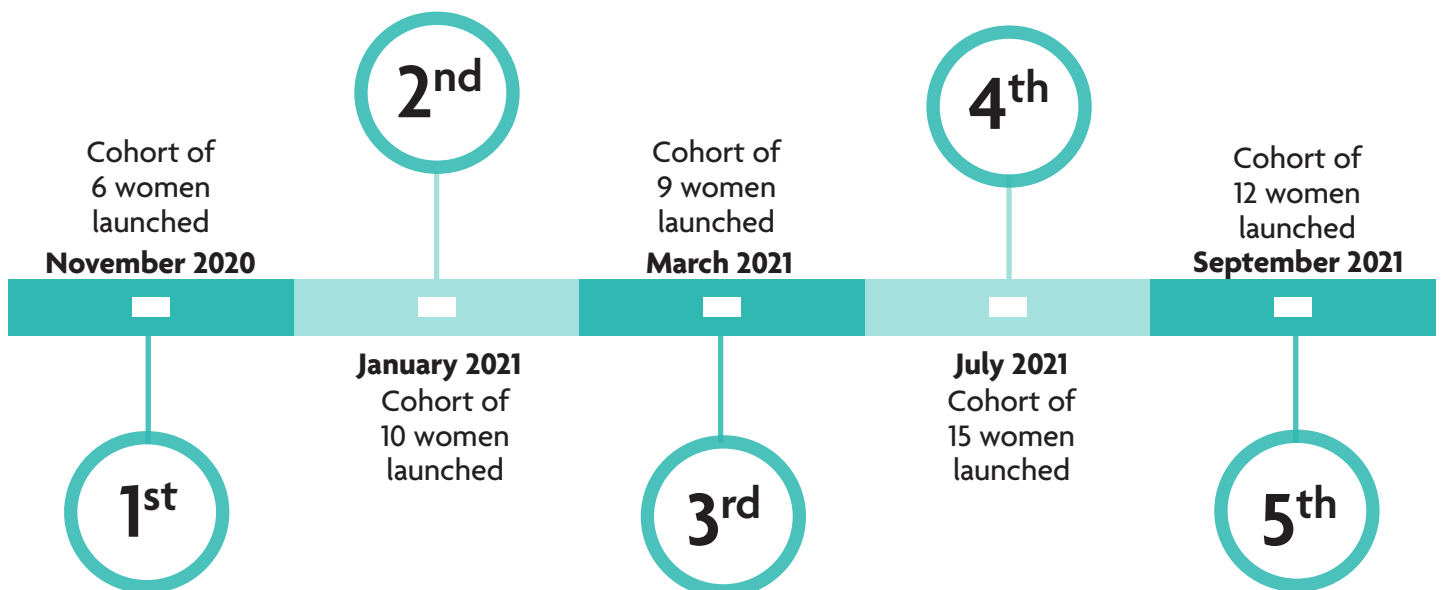
JOB FAIR REFERRALS (BOTH VIRTUAL AND ON-SITE)

SUPPORTIVE SERVICES FOR RETURNING CITIZENS IMPACTED BY DOMESTIC VIOLENCE INITIATIVE

The goal of this project is to provide female returning citizens impacted by domestic violence with the resources and tools necessary to become self-sufficient, reduce recidivism, address trauma associated with exposure to domestic violence, and support safety through enhanced collaboration among stakeholders.

Goals of the Program

- Conduct a gender specific assessment
- Facilitate trauma groups
- Provide trauma-focused counseling
- Collaborate on case planning for housing and employment opportunities
- Research transitional housing assistance
- Support services designed to help survivors become self-sufficient



THE FAMILY REUNIFICATION PROGRAM

The Family Reunification Program (FRP) is an 18-week program designed as a wraparound-service under the Residential Substance Abuse Treatment (RSAT) Program. The purpose of the reunification counseling is to repair the parent-child relationship within the context of a high conflict separation, re-establish family bonds, improve communication, and overall family satisfaction. In FY21, FRP programs were initiated in all 12 RSAT programs.

The Domestic Violence Initiative and Family Reunification Program were both supported through grant funding provided by the Criminal Justice Coordinating Council.

RELEASE DOCUMENT REPOSITORY

The repository provides a secure location to collect and file reentry-related documents such as Department of Driver Services (DDR) identification cards, DDS driver licenses and birth certificates, vital to an offender's successfully reentry. The repository staff sends documents to the releasing facility 180 days before offender's release date.

10,395

DOCUMENTS MAILED

Repository staff mailed 10,395 release documents to facilities

30,907

IDENTIFICATION CARDS (ID) & DRIVER'S LICENSES(DL)

DDS has issued 30,907 IDs and DLs, since the inception of the Release Document Repository in 2016.

RESIDENTIAL SUBSTANCE ABUSE TREATMENT FACILITIES

RSAT Facilities

Bainbridge PSATC*	Lee Arrendale State Prison*
Bleckley PSATC*	Northwest RSAT*
Coastal State Prison	Paulding PSATC*
Coastal PSATC*	Pulaski State Prison
Johnson RSAT (A)	Turner RSAT*
Johnson RSAT (B)	Valdosta State Prison

*Probation Substance Abuse Treatment Center

1,666

ENROLLMENTS

1,586

COMPLETIONS

89%

COMPLETION RATE

METRO REENTRY FACILITY

“Transforming Minds While Rebuilding Lives”

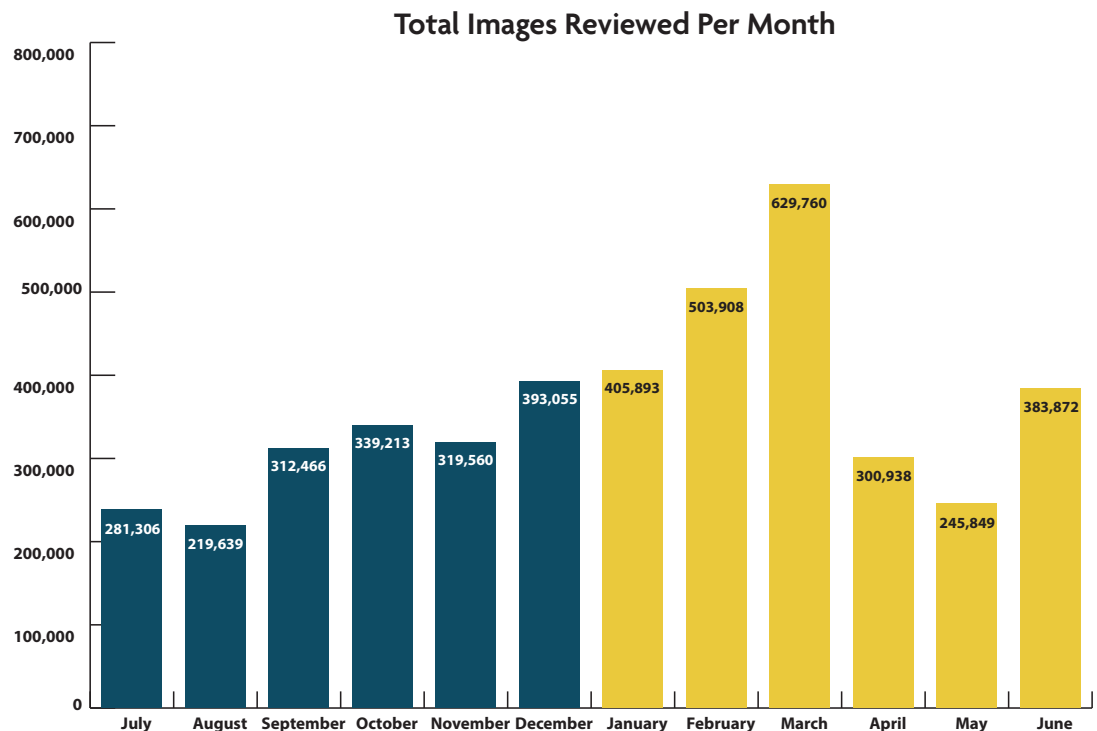
Metro Reentry Facility (RF), which opened in 2018, has proven to assist returning citizens with employment, job placement, and post-release support by allowing them to reach back to the facility when in need. Metro RF continues to assist returning citizens with group facilitation and volunteer groups offered virtually such as:

7 Habits on The Inside	Adults Committed to Empowerment and Success (A.C.E.S.)	Georgia Justice Project
Returning citizens start to embrace and exhibit change in a positive manner as they develop new habits and paradigms. The participants were able to work on credit restoration and budgeting skills with Regions Bank, as well as continue collegiate studies with Common Good Atlanta’s Clemente program and Ashland University.	Through the U.S. Attorney’s Office for the Northern District of Georgia, Credible Messengers serve as mentors to the returning citizens through the A.C.E.S. program. A.C.E.S. focuses on positively impacting the lives of those who may have committed serious offenses and/or gang affiliated.	The Georgia Justice Project continues to assist returning citizens with outstanding cases and license reinstatement, which is key in obtaining employment.

PEACH PASS PARTNERSHIP

The GDC and the State Road and Tollway Authority (SRTA) entered into an agreement to provide employment opportunities to returning female citizens housed at Metro Transitional Center. The program was implemented in November 2018 and focuses on image review for the Peach Pass Lanes.

During FY 2021, the program expanded to the Metro RF and allowed up to an additional 12 returning citizens to participate in the program. These returning citizens were able to earn vocational credits towards certification, as well as possible employment with SRTA once released. Since deployment, three returning citizens have been successfully hired by SRTA.





STAFF AND
PROGRAM
DEVELOPMENT
UNIT

OFFICE OF REENTRY SERVICES PROGRAM TRAININGS

The Office of Reentry Services provided both virtual and in-person trainings to Behavioral Health Counselors and Multi-Functional Correctional Officers in FY 2021.

Currently, the Office of Reentry Services team is providing trainings for Cognitive and Risk Reduction programs throughout the state, as well as special training assignments at specific facilities.

Training Conducted	Number of Participants
Addition Certification Preparation Program	168
Creating a Culture of Care	225
Cognitive Leadership	287
Effective Communication	57
Initial Correctional Counseling Training	73
Matrix	15
Moral Reconciliation Therapy	14
Moral Reconciliation Therapy Booster	95
Motivation for Change	15
Motivational Interviewing	196
OUT	16
Pathfinders	36
Sex Offender Psycho-Educational Program	17
Thinking for a Change	12
Thinking for a Change Booster	88
Totals	1,314

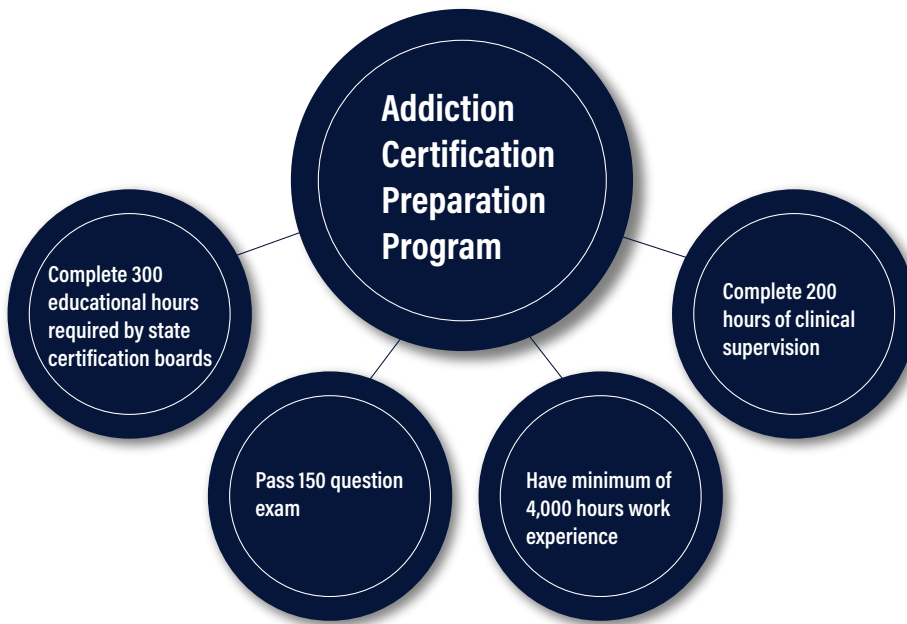


Social Service Program Consultants attend all facility audits. These audits cover areas of Care and Treatment and Performance Incentive Credits. During the audits, facilities are scored based on how well they are following policies and directives.



In addition to facility audits, routine site visits are conducted to support and provide recommendations regarding care and treatment operations. During these site visits, the consultants review offender programming, case notes, classification, staffing, monthly meetings, and supervisory oversight of the counselors. The site visits help the facilities maintain policy compliance throughout the year.

THE ADDICTION CERTIFICATION PREPARATION PROGRAM (ACPP)



ACCP was created to identify, train, and develop staff into certified addiction counselors. This intensive 12-month program provides participants with the educational hours required for certification. When graduates pass the exam, they become Certified Alcohol and Drug Counselors through the International Certification and Reciprocity Consortium. For FY21, 12 GDC counselors completed ACPP. The Office of Reentry Services is preparing to begin Group 10 of ACPP in January of 2022.

CERTIFIED CLINICAL SUPERVISORS TRAINING

Obtaining certification during the pandemic proved to be challenging, as testing was halted by the international certification boards. In FY2021, one GDC staff undertook the rigorous process of becoming a Certified Clinical Supervisor.



ANNUAL COUNSELOR'S SUPERVISOR TRAINING

Over 125 correctional counseling leaders throughout the state participated in annual training via an online format. The participants attended four modules: Substance Use Disorders and MI Strategies, Motivating and Retaining Staff, Mental Wellness for Staff, and Trauma: Surviving a Pandemic. These topics were selected to aid participants with regaining momentum and leading the way forward. The training consisted of four sessions and provided eight continuing educational units.

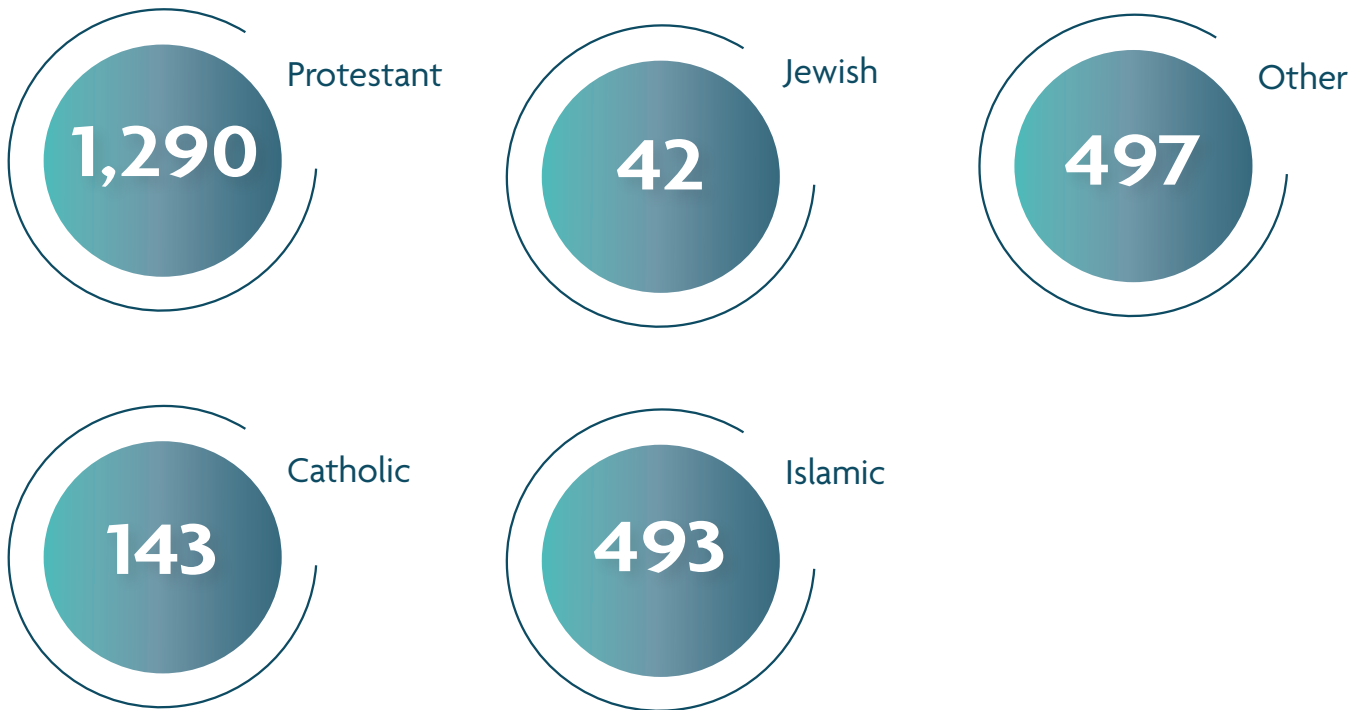


CHAPLAINCY AND VOLUNTEER SERVICES

CHAPLAINCY AND VOLUNTEER SERVICES

Chaplain and Volunteer Services are integral parts of the programming that takes place in GDC facilities. Chaplains provide pastoral care to inmates and staff, facilitate worship, education, counseling, spiritual direction and support, and crisis intervention. Volunteer Services assist the Chaplains and facility leadership by providing a steady stream of trained volunteers for both religious support and program opportunities.

CHAPLAINCY SERVICES OFFERED IN FISCAL YEAR 2021:



VOLUNTEER APPLICATION PROCESS

In collaboration with the Office of Information Technology, the new volunteer certification process offers greater efficiency, security, and functionality for individuals interested in volunteering within correctional facilities. The process allows prospective volunteers to complete all their administrative paperwork before the required classroom training, thus eliminating time and travel demands and enhancing recruitment and active participation.

1,436

Volunteer Renewals

382

New Volunteer Applications

348

New Volunteer Approved

12

Training Sessions

317

New Volunteers Trained

TRUETT MCCONNELL SEMINARY PROGRAM COMES ONLINE

At Phillips State Prison, Truett McConnell University (TMU) assumed the leadership and sponsorship of the former New Orleans Baptist Theological Seminary (NOBTS) program. The program is a partnership with the Georgia Baptist Mission Board. The first group of 29 students, taught by professors from TMU will begin in August of 2021. The students will receive an accredited bachelor's degree in Christian Ministry while working under the direction of a facility chaplain. The graduates will then be assigned to facilities across the state to serve as inmate missionaries.



NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY

Since the inception of the New Orleans Baptist Theological Seminary (NOBTS) on January 15, 2019, twelve female inmates have completed the second year at Whitworth Women's Facility. Funding for the program is provided by Heartbound Ministries. A new cadre of ten ladies began their first year in August of 2021. Approval was granted for the first cadre of ladies to continue and receive their bachelor's degree. They are now entering the third year of the four-year program with expected graduation in 2024. The fully accredited college degree is designed to provide a broad foundation for ministry within the prison system and is based upon eight core competencies:

- Biblical Exposition
- Christian Heritage
- Servant Leadership
- Interpersonal Relationships
- Spiritual and Character Formation
- Disciple Making
- Worship Leadership
- Life Skills



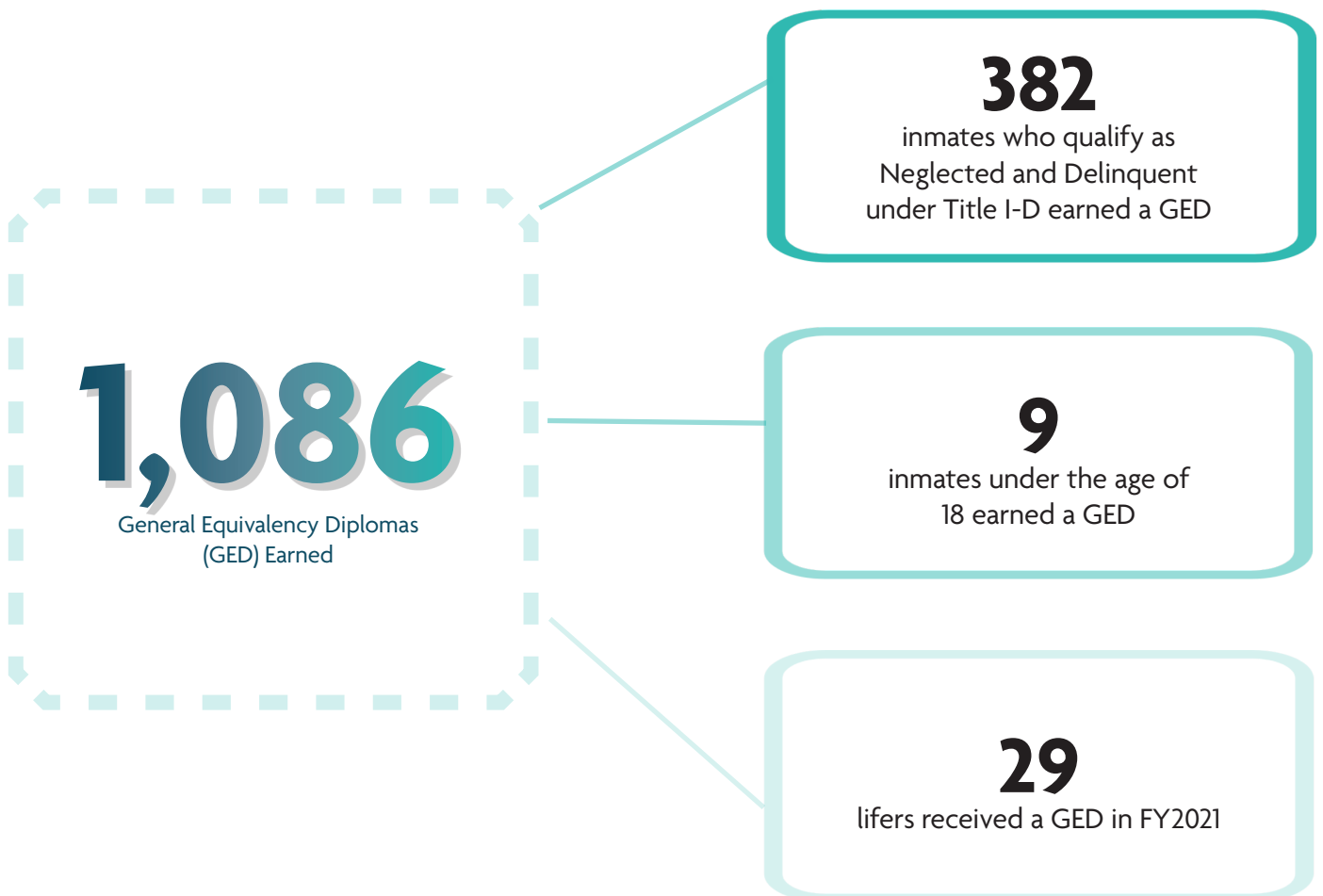


ACADEMIC EDUCATION

Total academic completions

3,308

Includes GED, Literacy Remedial Reading,
and Adult Basic Education



FOOTHILLS EDUCATION CHARTER HIGH SCHOOL

In 2015, the Georgia Department of Corrections (GDC) began a partnership with Foothills Education Charter High School to provide a high school diploma option for qualifying inmates. In FY21, 42 high school attendees graduated, and since its inception in 2015, a total of 361 high school diplomas have been awarded.

Foothills Education Charter High School operates charter school sites at three correctional facilities within GDC:

- Burruss Correctional Training Center
- Lee Arrendale State Prison
- Phillips State Prison

42

Graduates in FY 2021

361

Graduates since FY15

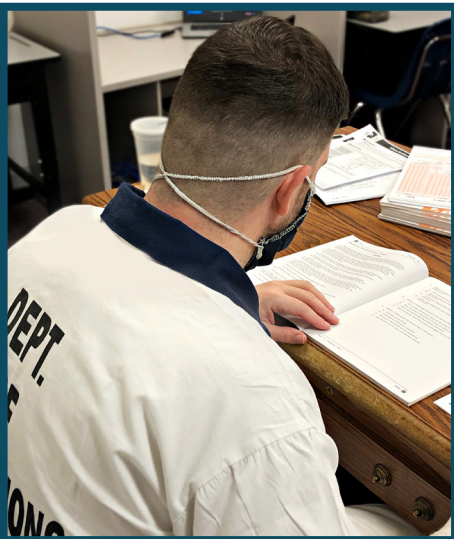
VIRTUAL EDUCATION CONFERENCE

During May 2021, over 100 education staff from around the state joined together virtually for their first-ever virtual academic education conference. Staff attending received training in multiple topics such as education technology, distance learning, and content-specific subject areas.

GENERAL EQUIVALENCY DIPLOMAS TESTING (GED)

Traditionally, the GDC partners with the Technical College System of Georgia (TCSG) to deliver laptop-based GED testing services each month, but due to the pandemic, TCSG instructors were unable to come into the facility. After much planning and re-working classes, GDC educational instructors proposed creating

a team of part-time GDC employees responsible for delivering paper-based exams to offenders. The paper-based testing allows for the test to be taken at any point, which requires less scheduling and transportation for the facilities and easy rescheduling for any offender who misses their original test.



4,000

Tests Administered during FY21

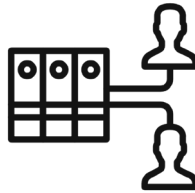
**Note* The GED exam consists of four tests comprising the subjects of math, reading/language arts, science, and social studies. A student must earn a score of at least 145 on each individual test in order to earn a GED credential.*

DISTANCE LEARNING

As the COVID-19 pandemic began, educational classes were placed on hold, and teachers immediately began searching for creative ways to offer students effective and interactive instructional opportunities. After much research, education staff was confident that the most efficient way to provide instruction to students was by utilizing distance learning.



Attained grants from Rural Utilities Service Distance Learning and Telemedicine Grant along with the CARES Act, which will provide for the purchase of distance learning equipment.



20 instructors and members of leadership were selected as Distance Learning Ambassadors.



Created a SharePoint site resource for educational staff.



First distance learning course was conducted from Ware State Prison (SP) and broadcast to Macon SP.



Purchased Boardworks and SMART software online curriculum resource for teachers.

GEORGIA DEPARTMENT OF EDUCATION - SPECIAL EDUCATION

The Georgia Department of Education (DOE) collects a variety of information from school systems around Georgia to ensure compliance with federal guidelines. Because the Georgia Department of Corrections (GDC) is considered a special school district, we have worked closely with the DOE to expand our reports beyond the existing fall Full-Time Equivalent (FTE) for special education students. Most recently, we began filing a student record report, a cumulative report of enrollment, discipline, etc. We continue to work with the DOE to ensure all reports required of school systems are completed by the GDC.

In FY 2021, the GDC began using Aspen, which is a student information system that provides the agency access to Student Longitudinal Data System (SLDS) and Georgia Online Individualized Education Platform (GOIEP). This gives instructors the ability to view a student's entire educational history in order to make better informed decisions about the educational plan for each learner.

SPECIAL EDUCATION

Designated three new special education facilities in addition to the five designated facilities already in place.

Education staff published a new special education manual, as well as a new federal programs manual.

Published a new special education Standard Operating Procedures which encompasses required procedures for both special education and non-special education facilities who might encounter this population.

20%

Increase in special education students served

LIBRARY SERVICES

Throughout Fiscal Year 2021 Georgia Department of Corrections Library Services implemented and updated their training to assist facilities improve their Library Services. They also added a part-time librarian assistant position.

70,000+ Books Donated



66,000+ Books Circulated





CAREER,
TECHNICAL, AND
HIGHER EDUCATION

NEWLY IMPLEMENTED CTHE PROGRAMS IN FY21

Career, Technical, and Higher Education (CTHE) programming continues to evolve to meet the needs and interests of the offender population. Job forecasting models are also utilized to determine program offerings. The department collaborates with local technical colleges, workforce development boards, and industry.

721

TOTAL CTHE CERTIFICATE PROGRAMS AND UNIVERSITY COURSES

Since FY20, **350** CTHE Certificate Programs and University Courses were added.

BARBERING PROGRAM

Autry State Prison became the first medium-security prison in several years to start a vocational barbering program. Through a partnership with Albany Technical College, offenders were eager to begin with a Barber Helper certification during FY21.



CHAPLAIN'S ASSISTANT PROGRAM

New for FY21, the Chaplain's Assistant On-the-Job-Training (OJT) program allows offenders to earn a certification through Central Georgia Technical College after completing 1,200 hours of supervised activities and demonstrating relevant competencies. Facility chaplains enrolled 45 offenders in the program, and four participants at Walker State Prison have already earned their certification.



AUTOMOTIVE ACADEMY

The Automotive Academy opened in FY21, in collaboration with GDC's Fleet Operations. Long-term maintenance residents at Macon Transitional Center enrolled in Automotive Paint and Body or Automotive Mechanics programs. They participated in a combination of classroom, online, and hands-on activities in a real-world learning environment.



FOOD TRUCK PROGRAM

Georgia Department of Corrections (GDC) partnered with Wiregrass Georgia Technical College to implement a mobile culinary classroom using a modern food truck. Students earn a nationally recognized ServSafe Manager certification, create business plans, and actively learn food truck cooking techniques.



PUPS IN PRISON PROGRAM

Through a partnership with Heartbound Ministries, foster dogs from the Monroe County Animal Shelter learn basic commands from offenders at Burruss Correctional Training Center, while offenders learn skills such as communication, commitment, self-discipline, teamwork, leadership, and empathy. All of the dogs who have participated in the program have found their fur-ever homes.



GRADUATION CEREMONIES



GDC's first virtual graduation was held at Metro Reentry Facility, in conjunction with Georgia Piedmont Technical College. The graduates earned nationally recognized welding certifications from the American Welding Society.

Georgia Technical University and Emmanuel Women's Facility celebrated the graduation of eight female offenders who earned National Literary Braille Certifications from the Library of Congress.

GDC offenders enrolled in Ashland University earned a record number of degrees during Fiscal Year 2021.

87

graduates earned Associates Degrees and three earned Bachelor's Degrees through Ashland University which is fully funded through the Second Chance Pilot Pell grant.



IN-DEMAND CAREER PATHWAY COMPLETIONS

167



Animal Science

519



Automotive/Diesel

41



Braille Transcription

745



Building Trades

4,071



Culinary

30



Fire Fighter

3,489

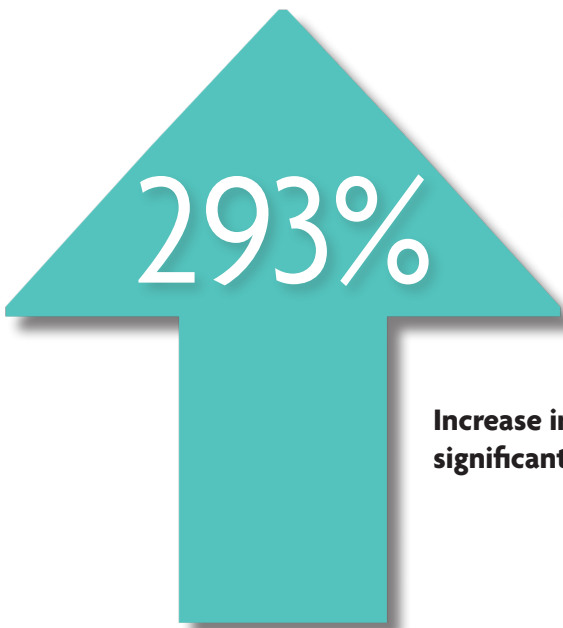


Manufacturing and Distribution

502



Welding

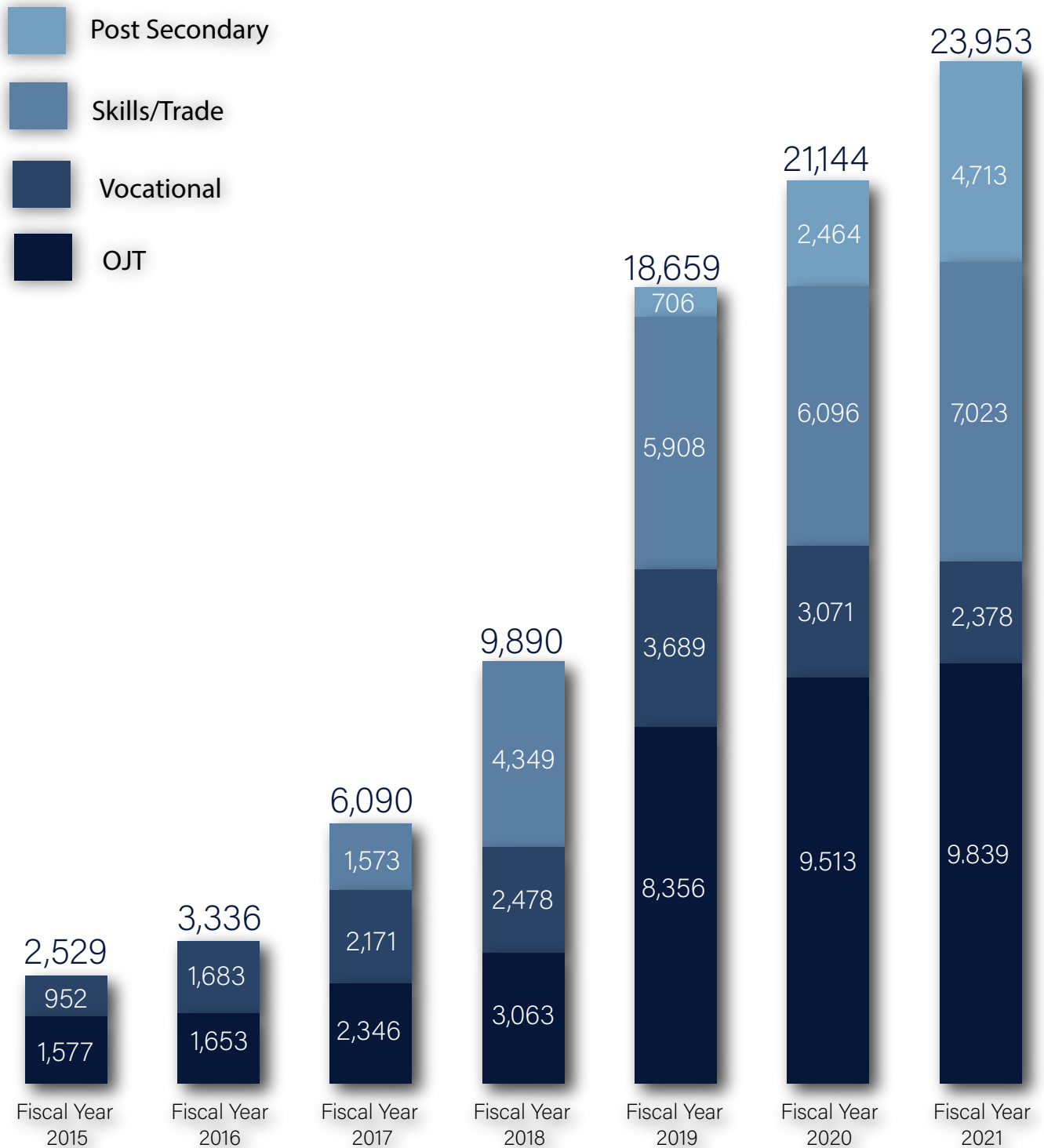


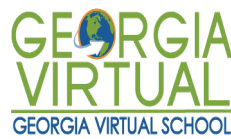
23,953

TOTAL GRADUATES

Increase in successful completions since FY17 (includes a significant increase of 28% during the pandemic.)

FISCAL YEAR 2015-2021 CTHE COMPLETIONS







UNIVERSITY SYSTEM OF GEORGIA



