



GEORGIA
DEPARTMENT OF CORRECTIONS

IMPACT REPORT



Georgia Department of Corrections Inmate Services Report
FISCAL YEAR 2023





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LETTER FROM COMMISSIONER



GEORGIA DEPARTMENT OF
CORRECTIONS COMMISSIONER
TYRONE OLIVER

On behalf of the Georgia Department of Corrections, I am pleased to present the Inmate Services Impact Report for Fiscal Year 2023 (FY23). This report highlights our progress toward successful offender rehabilitation. Our entire team of Inmate Services professionals continuously evaluates processes and programs and continues to develop new programs and opportunities for our offenders through our partnerships with multiple community agencies. We have expanded educational, career, technical, and higher education programs, job skills training, and cognitive programming.

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 FY23,

the agency utilized over 400 community and employment resources that actively offered employment assistance to offenders and provided 11,209 job leads as offenders transitioned back into society.

Our Academic Education unit has increased the number of General Equivalence Diplomas (GED) in FY23 by 6.3% from FY22, for a total of 1,531 GEDs earned. FY23 saw another educational milestone, with 38,438 post-secondary, vocational, on-the-job training, and skills training program completions, an increase of 32.1% from FY22.

Our agency continues to partner closely with the Department of Driver Services and has issued over 40,785 driver's licenses or identification cards to those released from our

facilities since the program's inception. These documents, along with the birth certificate and social security card, are vital documents offenders receive upon release.

I am proud of our ongoing progress and see it as a reflection of our commitment to offender rehabilitation, education, and offering skills that will create positive changes in their communities upon release. I look forward to working with our team to achieve more success in the upcoming year.



““

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””

- GEORGIA DEPARTMENT OF CORRECTIONS COMMISSIONER TYRONE OLIVER



TREATMENT EFFECTS FROM PROGRAMS

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?”, offenders 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 the study. Every dollar invested in correctional education saves nearly five in re-incarceration costs over three years.

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

21.23%

**Educational
Programming**

12.6%

**Vocational
Programming**

23.99%

General Population

21.51%

**Residential Substance
Abuse Treatment**

21.12%

**Cognitive
Programming**



Chase your dreams
Class of 2023

ACADEMIC EDUCATION

4,721

Total Academic Completions

**The following facilities set a personal
best record in FY23:**

- Augusta Transitional Center
- Bulloch County Correctional Institute
- Clayton Transitional Center
- Hall County Correctional Institute
- Jenkins Correctional Facility
- Paulding Residential Substance Abuse Treatment Center
- Phillips Transitional Center
- Walker State Prison



Academic Completions Breakdowns FY23

Total Completions - 4,721

1,097

ADULT BASIC
EDUCATION

1,777

GED PREPARATION

30

A total of 442 high school diplomas have been awarded since the inception of the charter school program in 2015.

CHARTER SCHOOL
GRADUATES

1,531

Increase of 6.3% over FY22
Males – 82.7% of GEDs earned
Females – 17.3% of GEDs earned

GED TESTING

286

LITERACY/REMEDIAL
READING

153 inmates who qualify as Neglected and Delinquent under Title I-D earned a GED. 16 of those were juveniles.

Breakdown of GEDs earned by facility type:
State Prisons - 893
Private Prisons - 155
County Facilities - 157
Transitional Centers - 48
ITFs/RSATs - 154
PDCs - 124



GDC qualified to receive Title I, Part A grant

- Provides supplemental funding to support educators in the academic achievement of students who are disadvantaged
- Grant was used to hire one of three regional instructional coaches



Hired three instructional coaches, one assigned per region

- Provide individual instructional assistance to teachers based on data
- GED pass rates have increased in focus subject areas (Math and Reading/Language Arts) over FY22 before instructional coaches
 - Reading/Language Arts increased by over 3.5%
 - Math increased by approximately 1%



Students served through special education services

- 9 students earned a GED

Title I Funding

Recipients of Title I funding are required to seek feedback regarding the needs of students enrolled in academic classes. GDC expanded the opportunities for feedback to include opportunities for input from the general public in addition to survey responses from facility staff and students.

GDC successfully implemented the Aztec program in all state prisons. Aztec Software's Digital Literacy Series focuses on providing students a strong foundation in digital literacy as an integral part of all adult education curricula.

Contains levels from 1st - 12th Grade

1,213

Active Classrooms

2,670

Active Students

Students have worked in the program for 49,019 hours, which is the equivalent of 5 ½ years!



COMPUTER TESTING HUBS

- Expanded GED computer testing by three computer testing hubs to offer additional testing opportunities – an increase from 1 in FY22



DISTANCE LEARNING

- Expanded equipment to include Probation Detention Centers (PDC), Integrated Treatment Facilities (ITF), Transitional Centers
- Funded through CARES Act
- 198 new sessions taught in FY23
- Database contains over 300 lessons taught by GDC instructors for instant access by other GED instructors around the state.

LIBRARY SERVICES

33,000

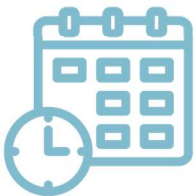
BOOKS DONATED IN FY23

Since July 2022, total books circulated has been approximately 102,000.

Surpass has been fully implemented in several facilities. Surpass provides a full suite of library automation services, making management of the library and upgrading of services seamless.



Three library vacancies filled

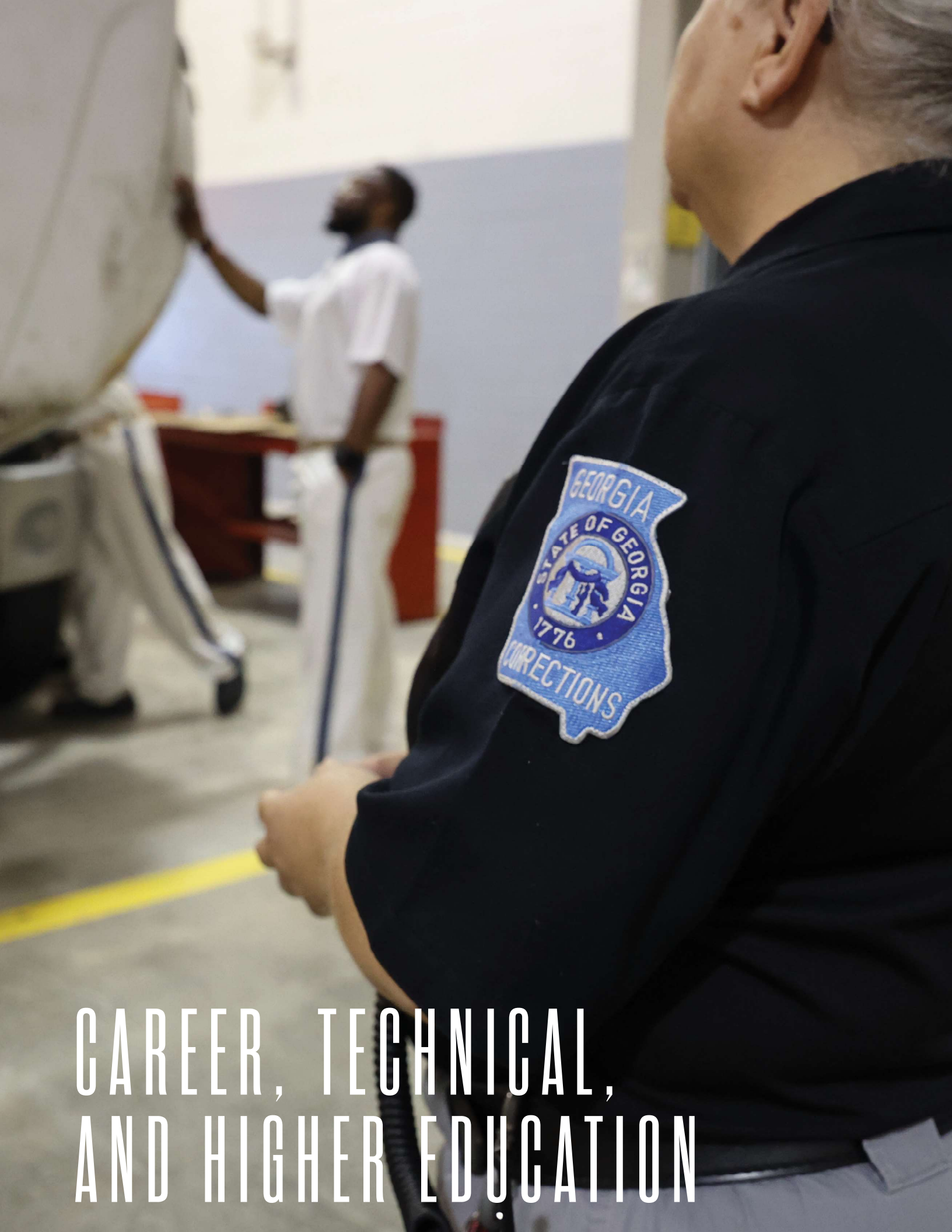


Quarterly trainings for librarians



**Expansion of book repository
Book drive partnerships with colleges, high schools,
and non-profits**

- University of North Georgia
- Several Georgia High Schools
- Prison Book Project



CAREER, TECHNICAL,
AND HIGHER EDUCATION

38,438

TOTAL COMPLETIONS



POST SECONDARY

2,894



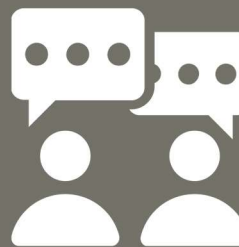
VOCATIONAL

4,002



ON-THE-JOB-TRAINING

17,332



SKILLS TRAINING

14,210

PROGRAM HIGHLIGHTS



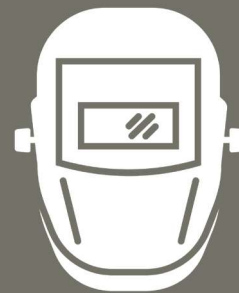
OSHA

1,328



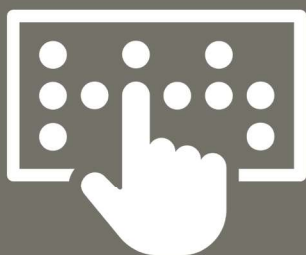
Food Truck

145



Welding

248



Braille

62



In2Work

12

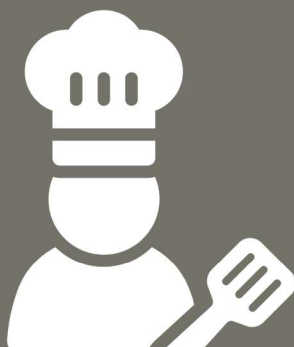


Degrees

Associate 67

Bachelors 24

NOBTS Seminary 5



Food Service

Lead Cook 36

ServeSafe 1,671



**Georgia Correctional
Industries Related**

412

FACILITIES WITH OVER 1,000 COMPLETIONS

- Rogers State Prison
- Burruss Correctional Training Center
- Coastal State Prison
- Wheeler Correctional Facility
- Johnson State Prison
- Dodge State Prison
- Pulaski State Prison
- Whitworth Women's Facility
- Autry State Prison
- Telfair State Prison



70

**Facilities reached
over 100% goal**



GDC has partnerships with three universities and one college. Through those partnerships, incarcerated students were awarded 38 bachelor's degrees, and 87 associate's degrees.

Ashland University - 24 BA/61 AA

Georgia State University - 9 AA

Life University - 14 BA/11 AA

Brewton-Parker College - 6 AA

38

**BACHELOR'S
DEGREES**

87

**ASSOCIATE'S
DEGREES**

Through a partnership with the Technical College System of Georgia, offenders have access to numerous skills trainings including OSHA 10, ServSafe and Forklift Certifications. These provide skills trainings that will allow participants to be more marketable when they begin their job search upon release.



Forklift - 873



OSHA 10 - 1,328



ServSafe - 1,671

GDC partnered with Wiregrass Georgia Technical College to provide soft skill classes to enhance employ ability.

These classes include :

- Accountability and Self Confidence at Work
- Conflict Resolution at Work
- Dealing with Difficult Conversations at Work
- Developing Positive Relationships at Work
- Effective Communication at Work
- Managing Stress at Work
- Personal Hygiene at Work
- Understanding Employer Expectation.

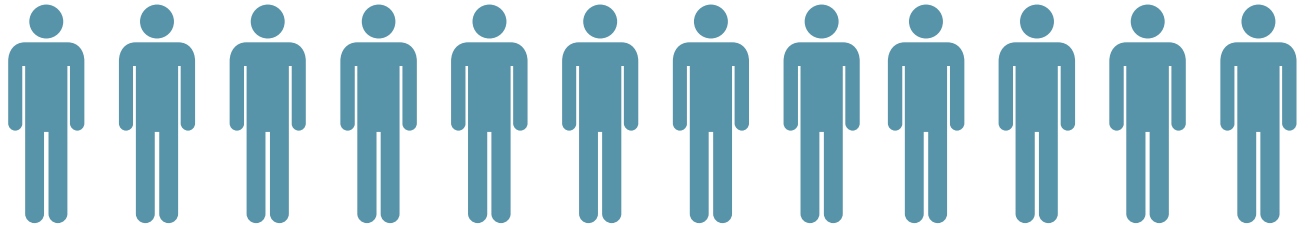
5,679

**Completed
Classes**



Diesel Mechanic Program had 67 completions statewide in FY23.

In2Work is a three-phase classroom and hands-on training program through our partnership with Aramark. Graduates are certified in ServSafe Manager and receive a certificate from the National Restaurant Association. Twelve incarcerated students completed the program at Hays State Prison (SP), and the program also began at Coastal SP, Phillips SP, Metro Reentry Facility, Georgia Diagnostic and Classification Prison, Lee Arrendale SP and Valdosta SP.



269

Offenders completed training in mobile classrooms in FY23.

A new initiative between GDC and Wiregrass Georgia Technical College involves the use of mobile classrooms. These classrooms can be delivered to any facility allowing programming to be conducted at any location.

Mobile classrooms are available for:

- Welding
- Construction
- Electrical Wiring
- Food Truck



**STAFF AND PROGRAM
DEVELOPMENT UNIT**

OFFICE OF REENTRY SERVICES TRAININGS (ORS)

Since FY22, we have developed a training team composed of three Social Services Program Consultants (SSPC) trainers and one Supervisor. Each SSPC was assigned a region and their duties include providing training and support to Care and Treatment teams in the areas of Cognitive Programming, program implementation, etc. Throughout the year, we conducted a variety of in-person and virtual trainings to security and non-security staff.

Facility trainings were held for Metro Reentry Facility and McRae Women's Facility. Some of those trainings included:

- Initial Correctional Counseling Training (ICCT)
- Thinking for a Change
- Motivational Interviewing
- Helping Women Recover
- Anger Management
- 7 Habits of Highly Effective People

Eighty-nine staff members were trained at Metro Reentry Facility and over 100 were trained at McRae Women's Facility. The "Creating The Culture of Care" training was also conducted for Communication Center staff this year. Currently, the Office of Reentry Services is providing trainings for all Cognitive, Substance Abuse and Risk Reduction programs throughout the state, as well the special training assignments at Metro Reentry Facility and McRae Women's Facility.

STATEWIDE FAMILY VIOLENCE CONFERENCE

From September 25-28, 2022, staff attended the 28th annual Statewide Family Violence Conference hosted by the Georgia Commission on Family Violence (GCFV) at the Classic Center in Athens, Georgia. The conference theme was Widening the Lens: An Inclusive Response to Family Violence. The focus was on areas of domestic violence that are not always brought to the forefront. The Executive Director of the Georgia Commission on Family Violence emphasized the importance of this conference is bringing together the dedicated professionals around the state who work tirelessly at changing lives and strengthening families every day.

Three staff also attended the Stephanie Covington Curriculum conference in Minneapolis, June 7-9, 2023. Staff deepened their understanding of gender-responsive and trauma-informed services. The training workshops were interactive and provided therapeutic tools that staff can implement and use with the victims of trauma who are in our custody.

GEORGIA SCHOOL OF ADDICTION STUDIES CONFERENCE

In August 2022, seven ORS staff attended the 15th annual Georgia School of Addiction Studies (GSAS) Conference in Savannah, Georgia. The conference theme was "Influencing Policy, Impacting Outcomes, Now and Beyond: Prevention, Treatment, and Recovery." This conference offered a unique opportunity for professional development, information exchange, and networking. It was designed to address the need for knowledge and skill development through advanced training. Staff who attended obtained Continuing Education Unit (CEUs) hours to maintain certification, which benefits ORS and certified staff. GDC has been a supporting partner of GSAS for over 10 years.

OFFICE OF REENTRY SERVICES

STAFF TRAINING PROGRAMS FOR FY23

Trainings Conducted	Number of Completed Trainings
Chief Counselor Training	33
Effective Communication	22
Counselor Advisement Training Phase II	163
Initial Correctional Counseling Training	155
Addiction Certificate Preparation Program	175
Thinking for A Change	32
Sex Offender Psycho-Educational Program	45
Moral Reconciliation Therapy	82
Helping Women Recover	32
Informative Session (Time Management)	109
Active Parenting	20
Problem Solving Skills in Action	34
Motivation for Change	57
Informative Session (Grievances)	38
Matrix	53
Moving On	11
Office of Reentry Services Training	48
Anger Management	32
Informative Session (Case Management)	113
Odyssey	30
Informative Session (PIC/Programming)	72
Informative Session (GCIC)	55
McRae Facility Training	239
Pathfinders (All Regions)	54
Creating a Culture of Care	31
Informative Session (THOR/Problem Housing)	59
Informative Session (Reentry Documents)	93
Quarterly Counseling Training	176
Informative Session (Interstate Compact)	70
Deputy Warden of Care & Treatment	28
MRT Booster (North Region)	12
T4C Booster (North Region)	12
Informative Session (Release Procedure-Sex Offenders)	86
Informative Session (Administration Segregation)	76
Reentry Overview Training	23
TOTAL	2,370

60

AUDITS

Social Service Program Consultants (SSPC) 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 follow policies and directives.

431

FACILITY SITE VISITS

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 SSPC reviews 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.

ADDICTION CERTIFICATION PREPARATION PROGRAM

The Addiction Certification Preparation Program (ACPP) 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. Graduates who pass the exam become Certified Alcohol and Drug Counselors through the International Certification and Reciprocity Consortium.

The Office of Reentry Services launched ACPP Group 11 in January of 2023, during which 17 Counselors embarked on their certification journey. At the end of FY23, the Counselors acquired 157.5 of the required 300 educational hours for certification, with the remaining hours to be completed by December 2023.

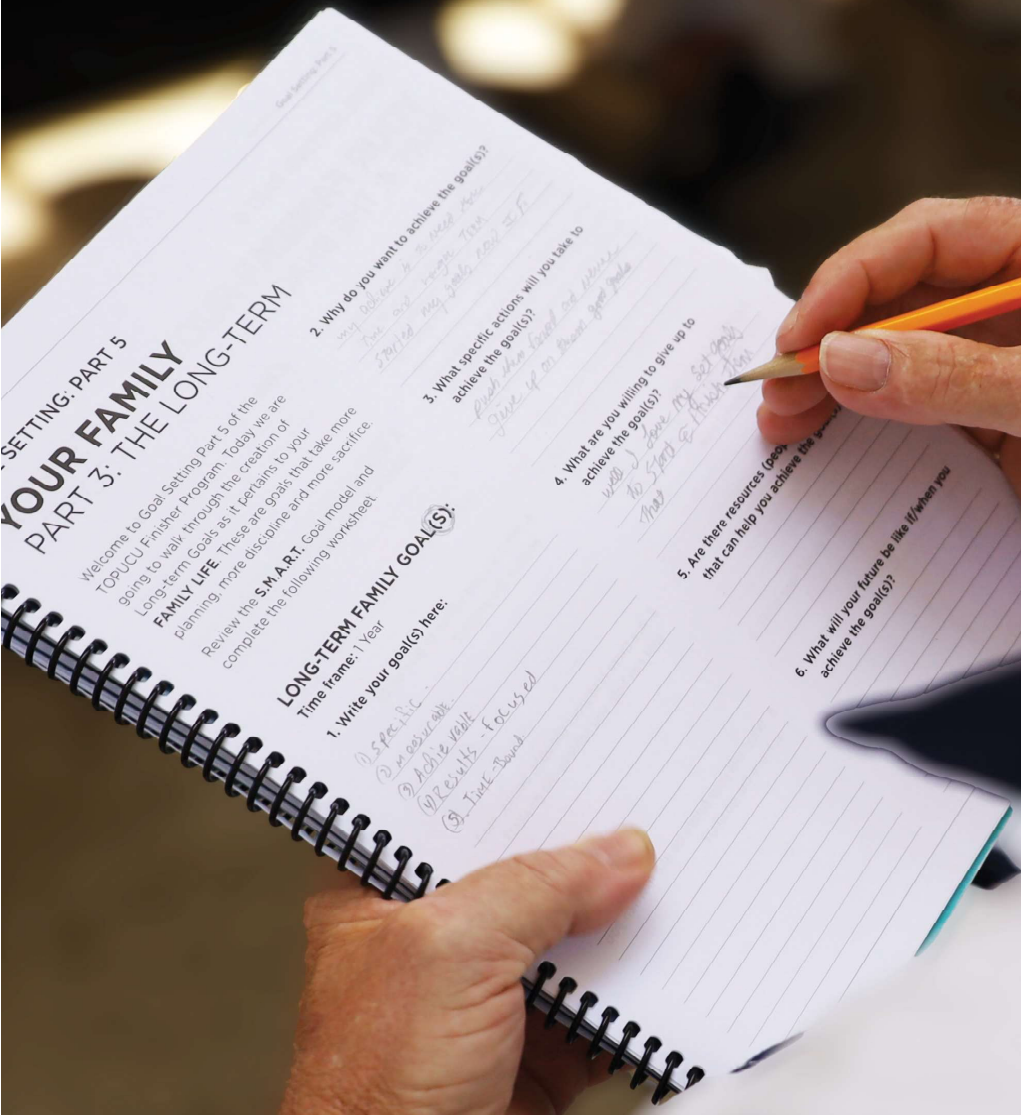
300 Education Hours

4,000 Minimum hours of experience

200 Hours of Clinical Supervision

150 Question exam that requires passing score

191 Graduates of ACPP since inception



GOAL SETTING: PART 5 YOUR FAMILY PART 3: THE LONG-TERM

Welcome to Goal Setting Part 5 of the TOPUCU Finisher Program. Today we are going to walk through the creation of Long-term Goals as it pertains to your FAMILY LIFE. These are goals that take more planning, more discipline and more sacrifice. Review the S.M.A.R.T. Goal model and complete the following worksheet.

LONG-TERM FAMILY GOALS

Time frame: 1 Year

1. Write your goal(s) here:
- ① Specific
 - ② Measurable
 - ③ Achievable
 - ④ Results - Focused
 - ⑤ Track-Back

2. Why do you want to achieve the goal(s)?

My father is a very nice man. I would like to be like him.

3. What specific actions will you use to achieve the goal(s)?

Push him back on his heels. Give up on some of his goals.

4. What are you willing to give up to achieve the goal(s)?

Will I lose my job? No. I will give up my time.

5. Are there resources (people, things, etc.) that can help you achieve the goal(s)?

6. What will your future be like if/when you achieve the goal(s)?

REENTRY SERVICES AND COGNITIVE PROGRAMMING

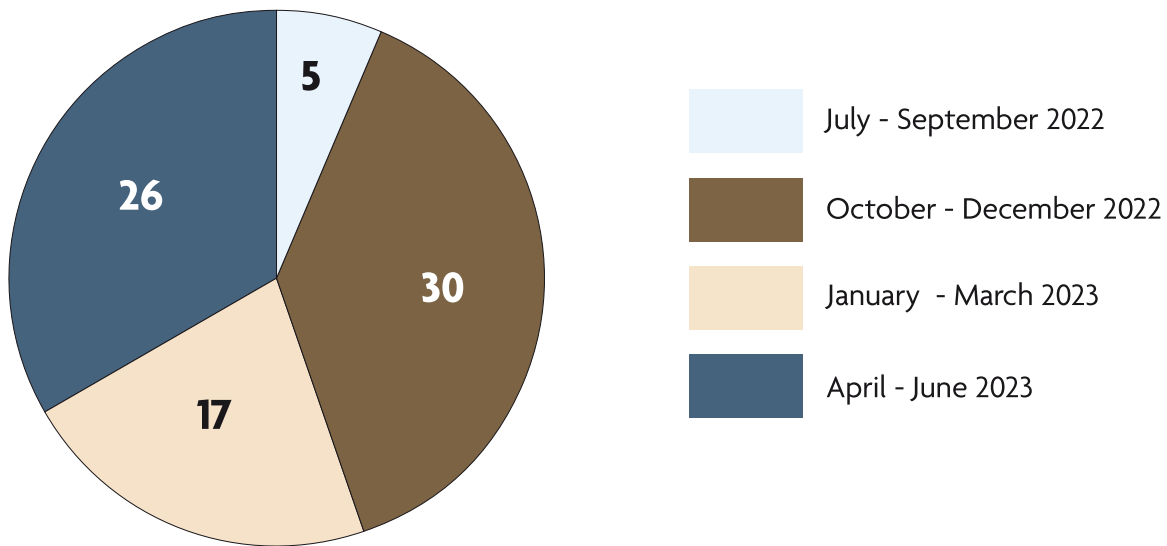
NEW GRANT AWARDED

GDC was awarded programming funds under the Family Violence Prevention and Services Act (FVPSA). GDC received \$28,828 for the award period April 1, 2023 - September 30, 2023. These funds will support training at two prisons: Macon (male) and Pulaski (female). Currently, there is no family violence prevention programming at either of these facilities.

\$28,828
GRANT AWARD FROM FVPSA

The goal of the funding will be to provide programming to women who are victims of family violence and male perpetrators. Targeting male perpetrators with programming creates an awareness for cognitive restructuring that will reduce family violence against women and children upon release.

NUMBER OF WOMEN WHO RECEIVED SERVICES DURING FY23



SUPPORTIVE SERVICES FOR RETURNING CITIZENS IMPACTED BY DOMESTIC VIOLENCE

For the third year in a row, GDC has provided programming and services to women impacted by domestic violence. The materials and personnel are supported by the Supportive Services for Returning Citizens Impacted by Domestic Violence grant. In addition to the direct services for the incarcerated women, staff had the opportunity to engage in professional development.

IDENTITY REFORMATION PROGRAM FOR YOUTHFUL OFFENDERS

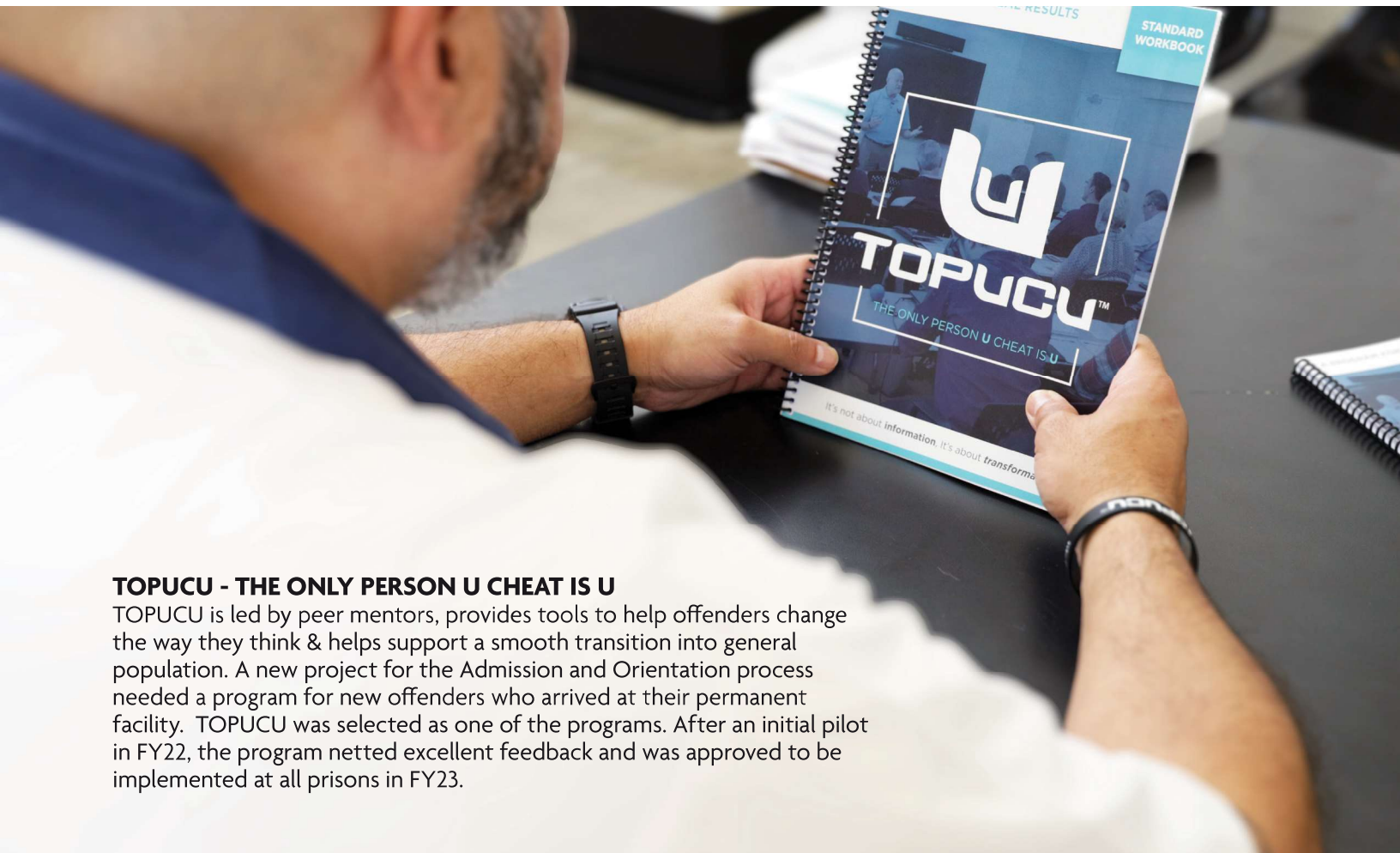
GDC executive leadership requested a program for gang involved youthful offenders. The Identity Reformation Program for Youthful Offenders was implemented at Burruss Correctional Training Center (CTC) in January 2023. The program addresses the ambivalence the youth have around participation in gang violence. At the time of inception, youth that were currently supervised at the facility were enrolled and new admissions were added as they arrived. The youth have expressed appreciation for the program as this was the first time they have been given an opportunity to express traumatic experiences in a safe environment. Anecdotal feedback indicates that this has resulted in impactful life changes for some of the youth.

FAMILY REUNIFICATION PROGRAM

The Family Reunification Program (FRP) is an 18-week program designed as a wrap-around service under the Residential Substance Abuse Treatment (RSAT) Program. The purpose of reunification counseling repairs the parent-child relationship within the context of a high conflict separation improved communication and overall family satisfaction, and re-establishes family bonds. The Domestic Violence Initiative and Family Reunification Program are supported through grant funding provided by the Criminal Justice Coordinating Council.

The program has had 94 graduates return to their families and the community. In addition, 300 Narcan kits were distributed to participants that successfully completed RSAT programs. We have also included a Family Day component that allows participants to visit and play games in order to begin using the lessons learned in the program.

94 **300**
GRADUATES **NARCAN KITS**



TOPUCU - THE ONLY PERSON U CHEAT IS U

TOPUCU is led by peer mentors, provides tools to help offenders change the way they think & helps support a smooth transition into general population. A new project for the Admission and Orientation process needed a program for new offenders who arrived at their permanent facility. TOPUCU was selected as one of the programs. After an initial pilot in FY22, the program netted excellent feedback and was approved to be implemented at all prisons in FY23.

RELEASE DOCUMENT REPOSITORY

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



RESIDENTIAL SUBSTANCE ABUSE TREATMENT CENTER ENROLLMENTS AND COMPLETIONS

RSAT FACILITIES

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

*Probation Substance Abuse Treatment Center

1,891
ENROLLMENTS

1,039
COMPLETIONS

85%
OVERALL COMPLETION RATE

In March 2023, we welcomed a new RSAT vendor. GATEWAY FOUNDATION INC. has introduced a new curriculum that addresses many of our participants’ needs such as trauma-informed care, employment, and life skills. They have also instituted an Electronic Health Record system that allows the Counselors to prepare case plans more efficiently for our participants, as well as track data to be useful in developing and updating the programming.

COMMUNITY AND EMPLOYMENT RESOURCES

During FY20, 400 reentry resources were identified and in FY23, 35 additional collaborations in housing, employment, substance use and mentoring were added.

The Office of Reentry Services (ORS) actively identifies and collaborates with community resources and services which support positive and successful offender reentry. These resources fall into the areas below.

400
RESOURCES

35
ADDITIONAL COLLABORATIONS

COMMUNITY MENTORS



COUNSELING SERVICES



EMPLOYMENT



FAITH BASED ORGANIZATION



FAMILY SUPPORT SERVICES



FINANCIAL ASSISTANCE



HOUSING



JOB TRAINING



REENTRY SERVICES



PROGRAM EVALUATION

The Office of Reentry Services (ORS) receives requests from vendors to implement their programs and services on a consistent basis. There is a process for vetting the requests so as to ensure that the programming meets evidence-based criteria, and a current need exists for the program or service. The current total of program evaluations completed by ORS is 40. Highlighted below are some noteworthy programs.

40
COMPLETED
PROGRAM
EVALUATIONS

HELPING WOMEN RECOVER

Helping Women Recover was first evaluated in 2015. This program was recommended at the time to cement a gender responsive plan for female services. The program was implemented during FY21 when GDC was awarded the Supported Services for Returning Citizens impacted by Domestic Violence grant. At the time the program was only facilitated at Lee Arrendale State Prison. During FY23, Women’s Probation Detention Center and Metro Transitional Center began offering this program as well.

7 HABITS ON THE INSIDE

This program is based on the work of Stephen Covey, author of the book the 7 Habits of Highly Effective People. GDC vetted the program in 2016, and the initial implementation took place at Metro Reentry Facility in 2017. During FY23, 120 staff were trained in the 7 Habits at the new McRae Women’s Facility. Staff and offenders alike appreciate the new primary principles of character upon which happiness and success are based.

19,133

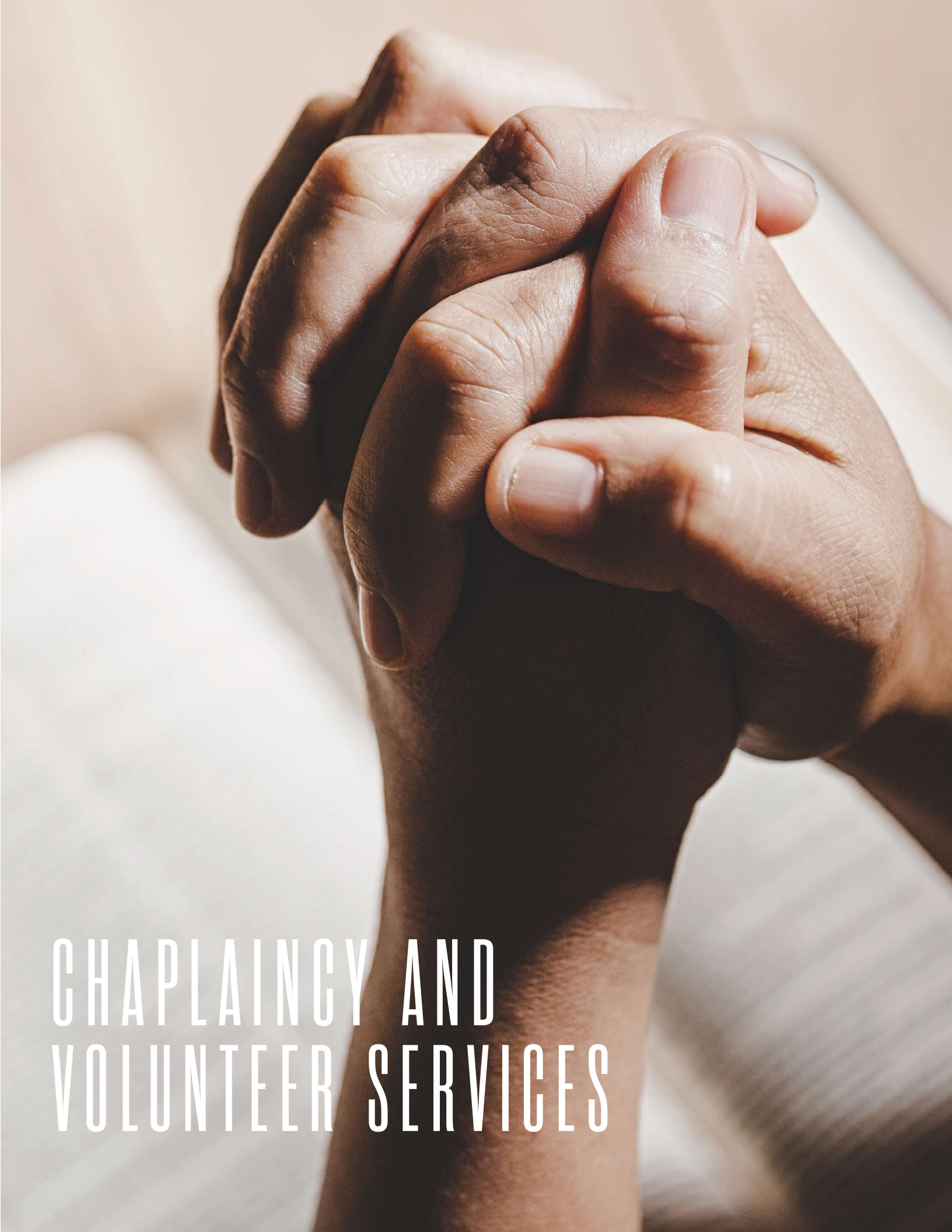
Referral List

202

Job Fair Referrals

11,209

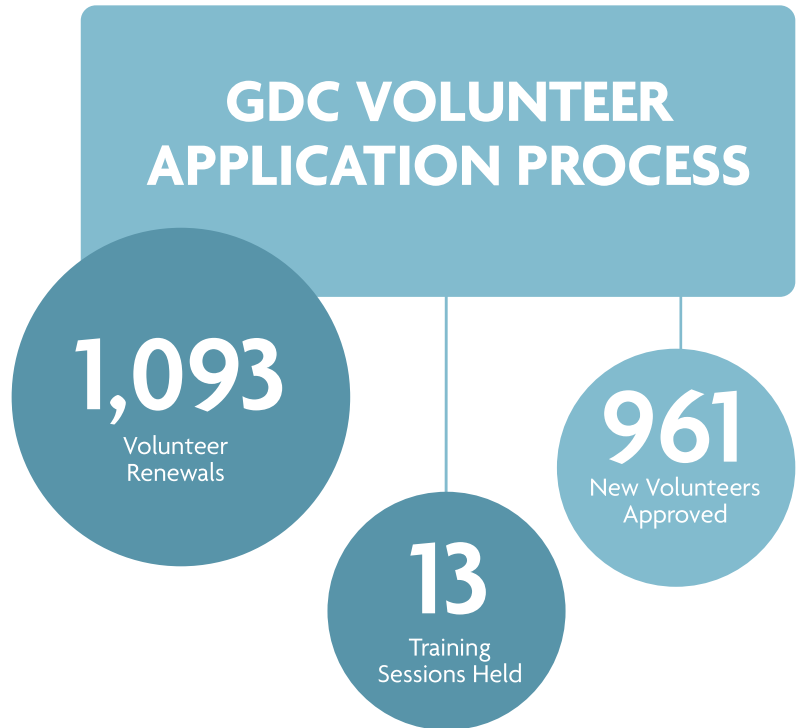
Job Leads Given



CHAPLAINCY AND
VOLUNTEER SERVICES

VOLUNTEER APPLICATION PROCESS

The Volunteer Services team assists the Chaplains and facility leadership by providing a steady stream of trained volunteers for religious support and program opportunities. In collaboration with the Office of Information Technology, the updated volunteer certification process continues to offer greater efficiency, security, and functionality for individuals interested in volunteering within GDC 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.



CHAPLAINCY & VOLUNTEER SERVICES

Chaplaincy 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. Chaplains attend quarterly training sessions conducted by the Office of Chaplaincy Services which enhances their services and effectiveness.

Number of services held for each faith group, increased from FY22.

3,103

Protestant - increased 936

520

Catholic - increased 204

103

Jewish - increased 45

1,175

Islamic - increased 285

1,124

Other - increased 551

TRUETT MCCONNELL UNIVERSITY

At Phillips State Prison, Truett McConnell University (TMU) assumed the leadership 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, began in August of 2021. The students, upon receiving an accredited bachelor's degree in Christian Ministry, will be sent to work under the direction of facility chaplain. The graduates will serve as inmate missionaries.



Truett McConnell

U N I V E R S I T YTM

NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY

Since the inception of the New Orleans Baptist Theological Seminary (NOBTS) on January 15, 2019, at a female facility, 12 female inmates have completed their course of study at Whitworth Women's Facility. Upon graduation, they were assigned to a women's facility to provide a full spectrum of religious support. Heartbound Ministries provides funding for the program. The fully accredited bachelor's degree is design 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



NEW ORLEANS

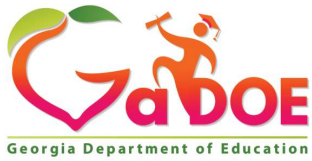
BAPTIST THEOLOGICAL SEMINARY

PARTNERSHIPS



EMORY







Georgia Department of Corrections

Inmate Services Impact Report

FISCAL YEAR 2023