

DOC NEWS *ONLINE*

A publication of the D.C. Department Of Corrections

Volume 1, Issue 1
September 2004



In This Issue

"Weapons-Free" Enhancements	2
DOC Goes Smoke-Free	3
Employee Recognitions.....	3
New Vehicle Fleet.....	4
Inmate Transport.....	4
Media Corner.....	4
It's a Dog's Life.....	5
ACA Conference in Chicago	5
Mom/Child Summer Camp	6
"Read With Me" Project.....	6
Salute to Summer Youth.....	7
Forecasting—Not Just Weather.....	8
Leadership Training	8
DOC Welcomes New Staff.....	9
Message from Communications.....	10
DOC Mission Statement.....	10

Anthony A. Williams, Mayor
District of Columbia Government



DIRECTOR'S MESSAGE

"I am excited about the future of this agency and look forward to working with you in meeting the challenge of change." This quote was taken from my message to you five years ago in the first issue of the *DOC Point of View* newsletter.

That newsletter of five years ago has been catapulted by technology into **DOC NewsOnline**, this online vehicle referred to by our more savvy IT professionals as an "E-zine" (short for electronic magazine). Like other electronic publications, it provides information in short but clear, easy-to-read text, and can be read online or printed so you can read it at your leisure.

That future which I spoke of in 1999 has now been recorded as history. The challenges were many and the changes have been phenomenal. What did not change, however, is the dedication, the commitment and the energy of the District of Columbia Department of Corrections' workforce. Even though the numbers are down, the determination and winner's attitude that I detected among the 3200+ staff then, still exists just as strongly today in our staff of 800+.

In this premier issue, I give you this glimpse of what I see as highlights of the past five years - - the orderly closing of Lorton, the ending of 32 years of U.S. District Court oversight, the \$30M Capital Improvement Program, and the remarkable transformation of the Records Office into one of the most advanced Information Technology agencies in the city as well as the most modern corrections department records management system in the United States. Upcoming issues of **DOC NewsOnline** will address in detail each of the achievements of the past five years, and recognize those who helped make a difference. Each issue will also cover the current and ongoing accomplishments and activities of the agency and staff.

I want to thank the staff, the administration, our federal partners and others who are helping us to create an effective, and American Correctional Association (ACA) accredited, correctional system that exceeds national standards and meets the unique public safety needs of the District of Columbia.

Odie Washington

SECURITY ENHANCEMENTS REFLECT AGENCY'S GOAL OF ACHIEVING A "WEAPONS FREE" ENVIRONMENT

The D.C. Department of Corrections is committed to establishing a "weapons free" detention facility and work environment. A number of aggressive security enhancements at the Central Detention Facility (D.C. Jail) reflect the agency's progress toward accomplishing this goal.

The following improvements have taken place in the past year:

- Re-instituting the agency's use of K-9 search and drug detection dogs to secure our external perimeter and buildings located strategically throughout the correctional complex.
- An electronic drug detection device capable of expediting mass searches inside and outside, reducing the likelihood of illegal drugs being introduced or stored on facility grounds
- Non-intrusive search equipment that permits detection of concealed contraband in body or oral cavities
- Establishment of the Duty Administrative Officer Program, which is designed to provide increased supervisory oversight, presence and communication with line staff and inmates during weekends
- Establishing a completely smoke-free environment

These enhancements, which include updated policies, equipment upgrades, operational improvements, and added resources, are designed to improve overall security and safety for staff and inmates.

Director Washington said, "These steps will ensure our ability to provide advanced protection of the facility, internally and externally."

DOC**NEWS ONLINE**

is published monthly
by the
District of Columbia
Department of
Corrections

Executive Editor
Odie Washington
Director

Managing Editor
Pat Wheeler
Special Assistant
to the Director

Editor
Toni Carter Pearson

Writers
William Meeks
Beverly Young

Your input is important.
DOC News Online encourages
responses from its readers.
Letters or other submissions
should be E-mailed to:
doccommunications@dc.gov

The Office of Communications reserves
the right to edit all materials submitted.

DC Dept. of Corrections
Office of Communications
Grimke Headquarters
1923 Vermont Ave., N.W.
Washington, DC 20001
202-671-2135



Corrections Officers in the Central Detention Facility Command Center.

DOC GOES SMOKE-FREE

On August 1, 2004, the DOC joined a growing list of prisons and jails that no longer allow smoking on its premises. According to an American Correctional Association (ACA) study, at least 38 of 50 states correctional departments report being smoke-free or having partial smoking bans.

All D.C. Corrections' facilities are smoke/tobacco-free. This initiative affects approximately 800 agency staff, 3300 inmates and all visitors.

Director Odie Washington states, "The smoke-free workplace initiative supports an individual's right to a healthy environment, and the agency's overall efforts to

fulfill its potential in becoming a more efficient and effective detention system."

The D.C. Department of Corrections' new policy prohibits smoking, the possession, selling or trading of tobacco and tobacco related products in all buildings, vehicles and surrounding public places within its control.



The department's smoking policies are consistent with ACA Standards and the District's smoke-free workplace regulations.

Strict compliance with the agency's smoke-free work environment is mandatory. Violators are subject to disciplinary action.

DOC's

CONTINUING

COMMITMENT

TO

EXCELLENCE!

DOC EMPLOYEES RECOGNIZED FOR OUTSTANDING SERVICE

Two DOC employees were recently honored for their work. **Corporal Opa T. Clegg** was named Employee of the Month for July, for demonstrating the ability to maintain his composure while performing his duties during stressful situations.

On July 26, 2004 Corporal Clegg observed a speeding Pontiac Bonneville recklessly entering the parking lot of the D.C. Jail. Metropolitan Police Department (MPD) Officers were pursuing the vehicle vigorously both on foot and in their vehicles. Corporal Clegg intervened and brought the suspects under control. As the MPD Officers approached the vehicle, Corporal Clegg observed one of the passengers reach under his seat as if he was searching for a weapon. Fearing for the safety of his co-workers and attempting to gain control of a dangerous situation, Corporal

Clegg drew his weapon and ordered both individuals in the vehicle to freeze. At this point the Police Officers approached the vehicle and removed the individuals without incident.

The Police Officers responding to this incident repeatedly stated that they did not observe the passenger's actions and if it were not for the quick response of Corporal Clegg this incident could have resulted in life threatening injuries.

Corporal Clegg's regard for the safety of others truly represents the meaning of what it is to be a public servant. For his dedication to this agency for the past twenty-five years and the manner in which he performs his official duties, Corporal Opa T. Clegg is named the Correctional Employee for the Month of July.

###

Each quarter an employee is recognized for his/her commitment to customer service. This past quarter's honor goes to **Corporal Margaret Barnes**. Cpl. Barnes consistently demonstrates her customer service skills during her assignment with the DOC/U. S. Marshals' Transportation Unit. "Her dedication to her current assignment has contributed to a successful transition of inmate transport for both agencies. She has worked beyond her tour of duty on numerous occasions and has never requested compensation. She is always in the uniform of the day and displays herself as a proud correctional professional," according to the citation.

Corporal Barnes began her career in the D.C. Department of Corrections on May 7, 1990 at the Central Detention Facility.

DEPARTMENT PROCURES NEW VEHICLES

The DOC recently acquired nine vehicles--three Ford Taurus's (2005), three Crown Victorias (2004) and three 15-passenger vans--through a lease with the Ford Motor Company. This is the first new fleet of cars procured for the DOC since 1995.

Some of the cars in the previous fleet, battered from heavy use, some having logged as many as 100,000 miles, presented a major liability to the Agency. The new vehicles have been retrofitted to accomplish secure prison transport.

Two of the vans, one Taurus, and one Crown Victoria will be used for hospital transport. One vehicle will be used to deliver mail throughout the Washington

metropolitan area. Vans will also be used for transporting DOC groups while they are conducting official agency business, and DOC equipment that needs to be moved for meetings and other events.

Corporal Zion Beard has been designated as the Grimke Building Fleet Management Officer. He has vehicular authority to receive, reprieve, and drive all vehicles assigned to that building.

Corporal Beard has been a Correctional Officer with DOC for 23 years, with assignments throughout his career at Lorton Correctional Complex and several of the department's halfway houses.

INMATE COURT APPEARANCES PLACE DOC IN DRIVER'S SEAT

On any given weekday, approximately 150 District inmates are transported to Superior Court from the Central Detention Facility (D.C. Jail). Now the Department of Corrections has assumed responsibility for this service. Before July, the United States Marshals Service (USMS) transported DOC prisoners scheduled for appearances at Superior Court.

This agreement represents the considerable efforts and leadership of D.C. Superior Court, Chief Judge Rufus King III, DOC Director Odie Washington, and U.S. Marshal Steve Conboy. All three have been instrumental in bringing about this opportunity that will allow the Court to meet its growing needs of increased and timely prisoner appearances at Superior Court well into the future.

Director Washington states that this initiative affirms the positive direction of the agency as a detention system and impacts the quality of services that are provided to the District's offender population, while ensuring community safety. "I am confident about the agency gaining greater control of the services it provides to offenders at the D.C. Jail," Director Washington stated. "Taking more responsibility for transporting our inmates to court allows the agency greater accountability of our inmates in general."

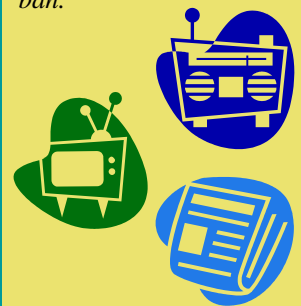
The court transports will be conducted similar to those services previously provided by the agency's former Transport Unit. Senior level correctional officers who have received specialized training by the DOC and USMS will be assigned to the unit. DOC will also handle emergency medical hospital runs and make runs from the Correctional Treatment Facility (CTF), St. Elizabeth's Hospital-John Howard Pavilion, and other area detention facilities.

MEDIA CORNER

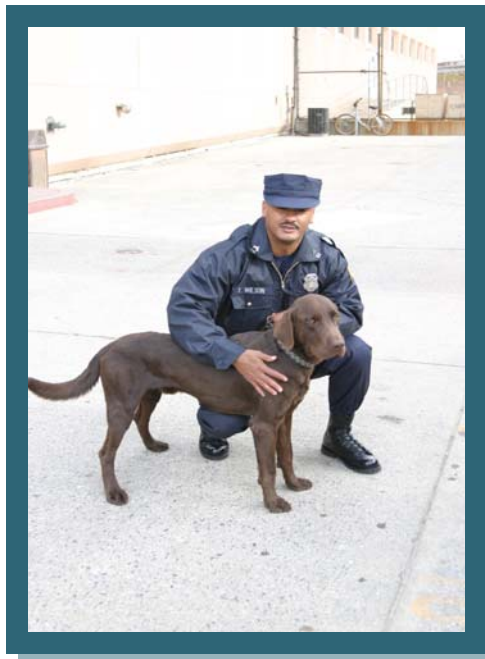
This summer the department received media coverage on two important initiatives.

In July the Mother to Child Summer Camp held at the jail for incarcerated mothers and their children was a huge success. The Washington Times, WRC News-4, WJLA TV-7 and WUSA TV-9 attended the three-day camp and provided extensive reports.

In August the Washington Post reported on the jail going to a smoke free work environment, and the Free Minds Book club's weekly reading sessions with the juveniles. WRC News-4 and WTOP Radio also aired a segment on the smoking ban.



IT'S A DOG'S LIFE...DOC'S K-9 UNIT



Corporal Terrance Wilson with Caesar, one of DOC's well-trained search and drug-detection dogs

The D.C. Department of Corrections reinstituted the agency's use of K-9 search and drug detection dogs to secure its external perimeter and buildings located strategically throughout the correctional complex.

Director Odie Washington announced the K-9 Unit as part of a comprehensive initiative that allows the Department to better carry out its role in the District's overall Emergency Response Plan as well as to significantly improve overall security and safety for staff and inmates.

Corporal Terrance Wilson and **Corporal David Thomas** have been appointed to serve as K-9 Handlers for the agency. Both men are seasoned professionals with many years of correctional experience with the agency. These Correctional Officers have worked in various correctional settings including the former prisons at Lorton, Virginia and the Central Detention Facility (D.C. Jail).

Throughout this year they have participated in rigorous programs consisting of more than 500 hours of training for K-9 handlers.

Corporals Wilson and **Thomas** have been partnered with "Caesar" and "Cody", two Labrador Retrievers who have also received extensive training for performing their duties.

D.C. CORRECTIONS STAFF ATTEND ACA CONFERENCE IN "WINDY CITY"

The American Correctional Association's (ACA) summer conference, *"Reaching Beyond Borders: Reshaping Justice Systems,"* is considered one of the most highly anticipated and leading conventions among corrections' professionals. Twelve DOC employees attended the ACA 134th Congress of Correction held July 31 to August 5, 2004 in Chicago, Illinois.

The DOC delegation to the conference included uniform and administrative personnel representing all levels of the agency.

The Congress centered on a diverse compilation of workshops that focused on current corrections trends, information, ideas exchange and professional empowerment. Topics of particular interest to DOC attendees explored effective strategies for



organizational change by examining the status of the workforce culture and how to create sustained change; identifying the skills, abilities and work attitudes critical to successful job performance of correctional officers; and, emerging alternative employment models and programs for Corrections that are designed to meet the needs of today's workforce. DOC staff also toured several correctional facilities and observed the behind the scene operations of Illinois' jails and prisons.

The American Correctional Association hosts winter and summer conferences annually. The 2005 Winter Conference will be held January 8 - 12, 2005 in Phoenix, Arizona; the 135th Congress Of Correction is scheduled August 6 - 11, 2005 in Baltimore, Maryland.

September is National Preparedness Month

Activities and events held this month will:

* Highlight the importance of citizen emergency preparedness

* Promote basic steps all Americans can take to prepare for emergencies through a variety of activities:

—getting an emergency supply kit

—establish a family communications plan

—become aware of threats that may impact communities

* Provide opportunities to volunteer, or to get First Aid and CPT training

SUMMER CAMP PROGRAM REUNITES INCARCERATED MOTHERS WITH THEIR CHILDREN

A group of inmate moms housed at the Central Detention Facility (D.C. Jail) participated in a "Mother to Child Summer Camp," held at the facility this summer.

The program, which ran three days in July, was the first of its kind in the agency and was designed to strengthen relationships between incarcerated mothers and their children. Nine inmates and 16 children who ranged from age 8 to 14 participated in the program. Daily activities for the group included hugs, games, arts, crafts, music and more hugs. The moms and their children also used the visits as an opportunity to communicate openly and honestly with each other their views about prison, with the hope of not repeating the mistakes of the past.



Director Washington regards the project as an innovative approach to reuniting incarcerated mothers with their children. Director Washington stated, "Hosting a camp at the facility provides a welcomed opportunity and a relaxed forum for incarcerated mothers to share a special bond with their children. I am certain that the experiences the mothers and children gained during the three-day project will be remembered for a long time."

The program concluded with the children and mothers sharing personal writings and art projects that captured their camp experience.

The "Mother to Child Summer Camp" was sponsored in conjunction with Hope House and The Rebecca Project, organizations dedicated to serving the needs of District inmates. These organizations have hosted similar projects for incarcerated males in the Federal Bureau of Prisons.

Life Insurance Open Enrollment

**September 1 –
September 30,
2004**

"READ WITH ME" PROJECT SEEKS DOC VOLUNTEERS



City Administrator, Robert C. Bobb, has announced the DC government's participation in the "Read With Me" project. This new initiative seeks to match District employees with early childhood literacy volunteer programs throughout the city. Each program pairs an adult literacy mentor with a pre-school or early elementary school-aged child to read and engage in literacy-based activities.

Because the District of Columbia is experiencing a literacy crisis programs like this are critical. An estimated 35% of the District's children live in poverty. Poverty has been shown to be a direct linked to childhood illiteracy. Children who are not reading at or above grade level by third grade may never catch up with their peers. Research has shown that pairing a caring adult in a consistent, literacy-focused relationship with a young child for even a few hours per month has a tremendous impact on that child's literacy skills.

Director, Odie Washington, is a strong supporter of this effort and has assigned LaVerne Harvey to coordinate DOC's participation in the program. Program times and locations vary. Some programs involve weekly face-to-face meetings and others are conducted through the Internet. All of the programs provide opportunities to make a difference in the life of a child by fostering a love of reading and literacy skills.

Please contact Ms. Harvey at Laverne.Harvey@dc.gov for more information.

**"Volunteer — make a difference in
the lives of our children"**

*Robert C. Bobb,
Deputy Mayor / City Administrator,
on volunteering for the
Read With Me project*

A SALUTE TO THE SUMMER YOUTH EMPLOYEES

The Department of Corrections has again benefited from the services of D.C. Summer Youth Employment Program participants. Each summer the Department of Employment Services offers a subsidized program that runs for five weeks, providing employment opportunities and job-readiness training for youth ages 14 to 21. Participants work 20 to 30 hours per week, based on their age.

During this year's program, which ran from July 12 to August 13, the DOC employed 17 teenagers ranging in age from 14 to 18. For many of them, this was their first job experience. Success on the job was stressed by their managers and other department staff. Their work will help them gain valuable experience needed to succeed in the labor market, classroom, and society. They worked in various offices of the Department, including the Director's Office, Health Services, and the mailroom.

Speaking at an appreciation luncheon on August 13, Director Odie Washington en-

couraged the students to look upon this as a significant opportunity in their lives. "We impact many agencies in this city, so your career may connect you with DOC again...as a lawyer, writer, doctor. You never know."

Another DOC executive praised the teens for "displaying character, integrity and teamwork."

Renee Jefferson, who has been the DOC's Summer Youth Program coordinator since 2000, presented the students with certificates for their participation, along with special awards for those who had perfect attendance. In reflecting on her work with the teens over the years, Ms. Jefferson noted that, "Each new group is challenging. We have young people from all walks of life, so I try to get to know them as individuals in order to get some insight into their particular situations. And above all I keep an open mind and an open heart."

"...above all...keep an open mind and an open heart."

Ms. Renee Jefferson, on working with the Summer Youth Employees.



Ms. Jefferson presents a "Perfect Attendance" award to Lamar Bradley



Tamika R. Brown presents the Director with a "Thank You" from the group



The Director with Mr. Kenneth McGill, the Summer Youth mailroom supervisor

**Join ACA
Today!**

American Correctional Association
1-800-222-5646, Ext. 1920
www.aca.org

FORECASTING—NOT JUST FOR THE WEATHER ANYMORE

Most people associate forecasting with weather. But the Department of Corrections' **Reena Chakraborty, Ph.D.**, (Office of Management Information Technology Services) focuses less on temperature changes that strengthen thunderstorms and more on the policies that strengthen the department's role in formulating broader public safety strategies. She is a business forecaster. As with weather forecasting, the central idea of business forecasting is to use past information to predict future conditions. These forecasts provide credible data with which to defend operational budget requirements, and plan for agency growth and mission critical activities.



Dr. Chakraborty reviews a statistical document with manager, Tom Hoey

These information-based decisions drive the budget and planning process, allow DOC managers to set realistic performance targets, establish a pattern of excellent performance over time, and make the case for necessary changes in funding required for this agency to thrive.

Forecasts help city policymakers understand the expected inmate population and budget implications under a range of "what-if" scenarios, and assure citizens that their tax dollars fund mandatory service delivered with consistent excellence under real operating constraints.

As DOC's forecasting statistician, Dr. Chakraborty says professional certification enables her to, "build forecasting muscle that supports the agency's decision support services and performance based budgeting process." She plans to sit for the Advanced Certified Professional Forecaster (ACPF) designation, which is held by only four professionals in the United States.

Dr. Chakraborty recently passed the Institute of Business Forecasting's comprehensive exam to become a Certified Professional Forecaster. Aside from extending her already strong base of knowledge in the area of business forecasting, this certification adds significant credibility to DOC's inmate population forecasts.

LEADERSHIP & MANAGEMENT TRAINING FOR SUPERVISORS

The DOC is dedicated to serving the needs of its workforce by providing qualified leaders. In that effort, a management and leadership training course will be offered to enhance the knowledge and skills of the Department's supervisors. The course is designed to teach lieutenants, captains and senior civilian managers how to influence the work behavior of others in the organization towards smooth functioning of organizational systems and processes.

Six modules will be introduced to teach the participants how to deal with critical issues and challenges within the organization, develop and apply strategies to influence employees, and to motivate through improved feedback. The training modules are Leadership Styles, Power Points of Supervision, Communication & Listening Techniques, Delegation, Motivation, and Performance Reviews. Group activities are included which will demonstrate how different types of leadership styles are effective in different kinds of organizational settings.

The first offering, a pilot course scheduled for two days, with three modules per day, will be taught by Lt. Karen Gray, Acting Training Administrator; Sgt. Carlton Butler and Sgt. Kwabena Buabeng, CDF's training coordinators; and Delores Thomas, Special Assistant to the Deputy Director.

BE SURE TO WATCH
FOR POSTED

DATES AND TIMES

* * * * *

**SERGEANT/
LIEUTENANT
PROMOTION EXAM**

**LEADERSHIP &
MANAGEMENT
TRAINING FOR
SUPERVISORS**

DOC WELCOMES NEW STAFF

The Director of the D.C. Department of Corrections has announced several key appointments

Pat Wheeler joins the agency as the Special Assistant to the Director. Ms. Wheeler formerly served as the Communications Chief for the agency and is credited with spearheading the establishment of a “formal” Office of Communications and shaping its early years as a unit. Ms. Wheeler has worked in both the private and public sectors; she has held communication positions in the Mayor’s office and the White House Office of National Drug Control Policy and has held marketing positions with Time-Warner and Gannett corporations. Ms. Wheeler’s first career was as reporter and news producer for several radio and television stations. Prior to returning to the DOC, she served as vice president for marketing and communications for the National Board for Professional Teaching Standards. As the Special Assistant, Ms. Wheeler will coordinate critical agency initiatives including risk management and other special projects.

Toni Carter Pearson joined the agency as a Correctional Program Specialist assigned to the Office of Communications. Ms. Pearson is a published author and founder of a publishing company where she serves as writer, editor, and seminar facilitator. Ms. Pearson’s experiences also include work with IBM Corporation and the United States Department of Treasury. As the Correctional Program Specialist, Ms. Pearson will produce informational publications for the agency and assist with other communications and public affairs-related projects.

Edgar Haynes is appointed Correctional Program Administrator. Mr. Haynes retired from the Federal Bureau of Prisons with 27 years of correctional experience, which included more than 20 years as a Records Administrator. Mr. Haynes also worked with the Office of the D.C. Corrections Trustee as the Record Program Manager and most recently served as a Senior Records Manager with a management contract firm. As the Correctional Program Administrator, Mr. Haynes has supervisory oversight of the Records Office operations.

Brenda Scott will serve as the dayshift supervisor in the Records Office. She joined the agency in June 1984 as a Correctional Officer. Ms. Scott has worked a number of key assignments at the Central Detention Facility and the former Community Correctional Center #4, including the Electronic Monitoring Program, Case Manager and Acting Program Administrator for the Records Office at the Jail. Most recently she worked as a Case Manager Coordinator for the Department of Human Services.

Juliana Tyer, MSN, RN, CNA, BC, has joined the D.C. Department of Corrections as a Nurse Consultant. Ms. Tyer began her tour of duty on Monday, August 30, 2004. Her background is quite extensive. Ms. Tyer has worked most recently for the D.C. Department of Health/Health Care Safety Net Administration as a Nurse Consultant. She also served at the D.C. General Hospital as the Director of Surgical Services which included the Correctional Unit (Locked Ward). At Greater Southeast Community Hospital she was a Clinical Manager in the operating room and Chief Nursing Officer. Ms. Tyer brings a wealth of experience to the Department.

In future issues

look for

more news on

promotions,

awards,

transfers,

retirements —

as well as

great pictures

and articles

about the

summer-end cookout,

budget planning,

and other exciting

activities.



A MESSAGE FROM THE OFFICE OF COMMUNICATIONS

We hope you enjoyed this first edition of *DOC News Online*. This online monthly “E-zine” is just one of the vehicles we are developing to bring you the latest news and information about the D. C. Department of Corrections. It will provide you with information on department achievements, agency programs, upcoming events and staff activities that you need to know about; in other words – news you can use.

In addition to the *DOC News Online*, the Office of Communications will publish (1) a quarterly newsletter that will provide a more in-depth look at the department and its role in the Washington metropolitan community, (2) a brochure that provides a succinct overview of the agency and highlights its mission, (3) a number of fact sheets to give a numerical profile of the department’s activities, and (4) special reports to

discuss DOC’s past year’s performance and to offer a perspective on what lies ahead for our agency. We will also continue to publish DOC News Releases.

Our goal is to use these various publications, and others as needed, to provide DOC employees, our stakeholders, the media and the public with accurate information so that everyone will gain a greater understanding of and appreciation for the job performed by correctional employees every day.

Please share this newsletter with others who may be interested in knowing more about the “New Department of Corrections.” If you would like to subscribe or provide feedback, don’t hesitate to contact us at **doccommunications@dc.gov** or call 202-671-2135. We look forward to hearing from you.

Department of Corrections Mission Statement

*The Mission of the
District of Columbia
Department of Corrections
is to ensure public safety for
the citizens of the District of Columbia
by providing a safe and secure
environment for the confinement of
pretrial detainees and sentenced inmates.*