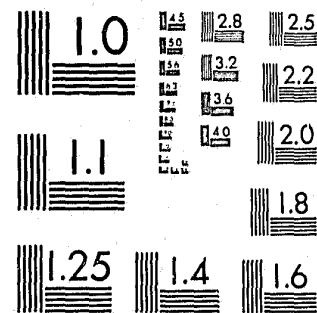


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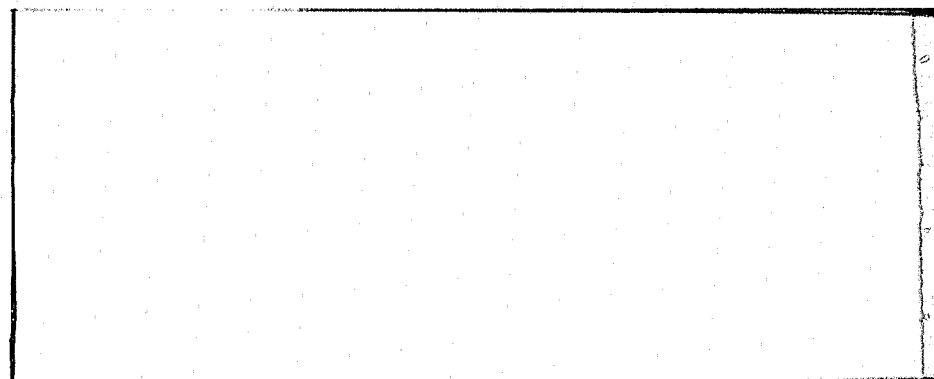
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4/4/84

OKLAHOMA DEPARTMENT OF CORRECTIONS
TEN-YEAR PLAN



91908



OKLAHOMA DEPARTMENT OF CORRECTIONS

TEN-YEAR PLAN

Prepared by

Oklahoma Department of Corrections
// Planning and Research Division

LEO E. MCCrackEN, DIRECTOR

U.S. Department of Justice
National Institute of Justice

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Oklahoma Department of Corrections

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June, 1973

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ACQUISITIONS

INTRODUCTION

The Oklahoma Department of Corrections has developed long-range goals in line with the principles set down by the American Correctional Association and policies established by the National Council on Crime and Delinquency. Of greatest concern is the establishment of a method to reduce the population of our maximum security facilities. This task can be best accomplished by a two-fold effort; first, to develop viable alternatives through small special community programs; and secondly, to increase and improve the Probation and Parole system. Additionally, efforts will be made to implement programs in all of the Oklahoma Department of Corrections facilities in order to provide a further diversified scope. Attempts will be made to evaluate each offender individually and develop an appropriate treatment program for him in view of that assessment. Special emphasis will be placed on the implementation of the Oklahoma Department of Corrections female facilities. In order that an offender may be effectively rehabilitated, resocialized, and reintegrated, constructive community cooperation is imperative.

1974

OFFENDER PROGRAMS

Community-Based Program for Female Offenders

The Community Treatment Center for women will allow a portion of the female population the opportunity to receive training or education in areas not available at the existing facilities. Education and training will be provided through resources which exist in the community. This portion of the program can be conducted at minimum expense to the state. Also to be made available at this facility will be a work-release program for certain qualified residents. Aided by broad spectrum in-house counseling services, these programs will constitute a total treatment orientation.

Existing operations in the community presently being considered as training centers for the female residents include Opportunities Industrialization Center (OIC), area medical facilities, local schools offering adult basic education, and institutions for higher learning. OIC provides a tuition-free program in adult basic education, as well as training in numerous vocational areas. Opportunities for training as a medical secretary and employment in various medical professions will be available through training and medical facilities in the area. Residents desiring to further their academic education can obtain a General Equivalency Diploma with the assistance of local schools offering adult basic education. Future plans include the availability of advanced education for qualified females. Any resident who participates in educational or training programs requiring tuition or fees must be able to pay that amount without assistance from the Oklahoma Department of Corrections.

Oklahoma State Penitentiary Women's Facility Programs

In view of the present conditions of the Oklahoma Department of Corrections female facility and the lack of programs therein, several alternatives have been proposed. After careful consideration of these alternatives, it seems the most operable solution would be to expand the existing Women's Ward II to include housing for residents, necessary isolation and disciplinary quarters, at least one industrial program, a useful training program, and an expanded educational program. This seems to be the wisest, most advantageous expenditure of the monies and could be implemented in a shorter period of time. Since both time and money are of great concern, this recommendation should not be taken lightly. Industrial and training programs selected will be those which provide the acquisition of marketable skills. In selecting training programs, the Oklahoma Department of Corrections will always be conscious of the job market and the interest and qualifications of the inmates. A study of the Oklahoma female offender indicates the most desired areas of training to be business and medical. While medical training is inappropriate at this facility because of its location, the inaccessability of qualified staff to conduct this type of training, and the expense involved in equipping such a program, it will be available at the Community Treatment Center for women. It does seem feasible, however, to consider the implementation of a business education program at Women's Ward II. The scope of this business program will include typing, shorthand, bookkeeping, business machines, business communications, and PBX operation training. Women offenders presently encounter special problems in re-entering the community. To facilitate the reintegration process of female offenders, Volunteers in Corrections will be asked to intensify their efforts with these clients.

Geriatrics Program

Currently there are in the prison population offenders with special problems. It is to these incarcerates' problems that the Oklahoma Department of Corrections addresses itself.

For those inmates who have either grown old in our prison system or are among those classified as late offenders, special programs are being developed. The majority of these geriatric offenders are either too aged or not healthy enough to participate as the majority of the population; yet, they remain under our jurisdiction and cannot be ignored. These incarcerates are being transferred to a single facility where special programs are being developed for them and necessary medical attention is readily available.

The incorporation of a craft area and special recreational facilities for geriatrics also provides a means of constructive utilization of time for these inmates. The employ of a counselor specialized in geriatric problems enhances the effectiveness of such a program.

Drug Treatment Program

In recent years the Oklahoma Department of Corrections has received, as all correctional systems have, an increased number of drug offenders.

Presently, a drug treatment program is operable at the Regional Treatment Center, Lexington. It is evident that this program must be expanded and such services extended to other facilities within the Oklahoma correctional system. Special investigation of existing drug treatment programs and their effectiveness will be undertaken before implementation of additional programs.

Vocational Training

The existing skill programs appear to be having a favorable impact on the residents who have participated in them. This indication seems to suggest the expansion of treatment through training. The increase in population at the Oklahoma Department of Corrections existing vocational training facilities will also demand either increased class capacity or additional training areas. Increased class capacity seems less desirable since a portion of the programs' success may be attributed to the individual attention available in the small class situation. The Oklahoma Department of Corrections is developing additional programs and increasing the scope of training available. The addition of a meat cutting school will not only provide a skill to inmates but will also benefit the Oklahoma Department of Corrections by providing skilled meat cutters for the institutions. Another useful program will be a vocational agricultural school to include farm implement repair, welding, animal husbandry and land conservation. The implementation of a motor rewinding school will provide a valuable skill training area. Some other training programs under consideration are heavy machinery school, typewriter repair, and electronics.

Through the assistance of the Department of Vocational and Technical Education implementation of such programs will require a minimal expenditure for the Oklahoma Department of Corrections.

Industrial Program

The need for additional industrial programs is evident and should be considered. One such program which might prove beneficial is a cardboard carton factory. The needs of the Oklahoma Department of Corrections for this product warrant the implementation of such an industry and could at the same time provide training for inmates.

In order to further expand the scope of the Oklahoma Department of Corrections industrial program, it will be necessary to enact legislation which would require state agencies to purchase goods produced by the correctional institutions. The legislation would also permit agencies to patronize retail vendors only in the event the desired articles are not manufactured by a correctional facility industry or the demand exceeds the available supply.

Also, legislation will be necessary to permit the use of profits gained through this means for capital improvement and programs. Production will be implemented in areas where an indicated need for merchandise exists.

By reducing the number of inmates employed in each area increased learning and improved work habits will be facilitated.

Community-Based Programs

During 1974 the Oklahoma Department of Corrections proposes to establish three additional community correctional facilities with a resident capacity of 25 to 30 at each of these. In addition to the reduction in maximum security population, this procedure should provide an increased number of inmates the opportunity to participate in work-release programs. Also, through both the existing and new community treatment programs, study-release will be initiated with the cooperation of accessible educational facilities. Such community involvement prior to release will enhance an offender's ability to re-enter society as a law-abiding citizen. Sites for the new centers will be determined on the basis of the concentration of incarcerates intending to reside in particular areas.

Counseling Program

During 1974 the Oklahoma Department of Corrections intends to expand the institutional counseling program to encompass all facilities. The program will be directed by a certified psychologist and staffed by 12 qualified counselors. The Oklahoma Department of Corrections will pilot a diagnostic program to include psychological, educational, and vocational testing coupled with an initial counseling interview during the reception process. These results, incorporated with the classification information, will provide a basis for initial housing assignment and program development, as well as indicate future counseling requirements. The results of the initial testing and counseling interview will be continually updated through additional contact with the incarcerate and will be a part of his permanent file. Information contained in that file will be available to institutional committees concerned with the inmate's welfare as well as to the Pardon and Parole Board. Through this effort it is intended that more reliable decisions regarding the incarcerate's future can be facilitated, thereby furthering the rehabilitative aims of the Oklahoma Department of Corrections.

CONSTRUCTION AND RENOVATION

Ouachita Vocational Technical Camp

The expansion of the Ouachita Vocational Technical Camp will provide 75 additional inmate training positions. As prescribed by the American Correctional Association principles, the Oklahoma Department of Corrections will be equipping residents with marketable skills.

Through a federal grant awarded to the Oklahoma Department of Corrections, needed classroom space for this expanded program is being constructed. State appropriated funds will be utilized to erect a chapel and necessary visiting area at this facility. The increase in population at Ouachita will necessitate the addition of security and treatment staff. With repair, the existing housing facilities will be sufficient for the increased population.

McLeod Honor Farm

A new mess facility for McLeod Honor Farm will be constructed since the area presently utilized for that purpose is needed for living quarters. The majority of the kitchen equipment now being used is outmoded and in poor repair, therefore requiring replacement. Through a contract for a prefabricated steel building, this proposed dining facility will be erected. In order to accommodate an increase in population of 150, it will also be necessary, upon completion of the new dining facility, to convert the existing mess area to inmate housing. Since this process will not provide sufficient dormitory space, supplementation by extending the present

housing wings by 40 feet each will be necessary. Construction is expected to be completed within five months, thereby allowing the population increase at that time. A dire need exists for administrative office space. Under consideration is the possibility of utilizing a portion of the existing staff dormitory for this purpose. If this concept does not appear workable, it will be necessary to construct an office building by using inmate labor. Providing the existing structure is adequate for the required offices, monies will be available for a much needed expansion of the visiting room. It is also necessary to repair or replace certain electrical equipment and the grates in the wood boiler. If funds permit, the Oklahoma Department of Corrections will consider a new heating system for this facility. During fiscal year 1974, the Department intends to initiate a vocational-agricultural school to include beef production, horticulture, and farm machinery operation and maintenance. Through the assistance of the Oklahoma State University School of Agriculture, basic guidelines have been established. It is anticipated that with additional cooperation a curriculum will be developed and instructors acquired. It is further expected that federal funds will be made available for the implementation of this program. Such a project could be partially operational within 60 days following funding.

STAFF PROGRAMS

Staff Training

The staff training program originally funded as a part of the Regional Treatment Center at Lexington will be updated and improved in order that it may provide a more professional staff. Through this means the aims of the Oklahoma Department of Corrections will be further advanced. With the entire staff having a clarity of goal and cognizance of rehabilitative techniques, consistency of treatment will be facilitated, thereby enabling rapid progress. Annually, the instructive personnel will be kept abreast of current correctional trends by attending training seminars conducted by universities or the Federal Bureau of Prisons.

The Oklahoma Department of Corrections is aware that a therapeutic community cannot exist if at the point of direct personal contact with inmates, an untrained correctional employee exerts powerful daily influence in a manner which is inconsistent with aims of rehabilitation and institutional security. Therefore, during the initial year of its operation, the Staff Training Academy will present programs for all institutional personnel involved in direct contact with incarcerates.

RESEARCH

Longitudinal Studies

A pilot longitudinal study of the Regional Treatment Center at Lexington was initiated in 1973. In order to determine the effectiveness of various other treatment programs, additional longitudinal studies will be implemented in 1974, thereby enabling the Oklahoma Department of Corrections to provide programs most beneficial to the offender.

Special Programs

Certain incarcerates possess special problems, and unique programs are required for their rehabilitation. Research will be conducted during this year in order that treatment programs for those inmates who are mentally retarded, learning disabled, violent or career criminals can be determined.

Data Processing

The data base, initiated in 1973, will be continued and updated to provide a modern, efficient method of inmate accountability. This offender accounting will facilitate constant accuracy as well as enable the ready availability of inmate profiles for evaluative purposes.

Computerized Test Evaluation

In order to provide consistent psychological, educational, and vocational test evaluations, the Oklahoma Department of Corrections will utilize a computerized method for scoring and assessment. This method will not only facilitate uniformity, but also enhance the rapidity of availability. Once evaluated, this test information will become a matter of the inmate's records.

Diagnostic Program

The anticipated completion of construction of the Diagnostic Center indicates the need for research in this area. The Division of Planning and Research will investigate the procedures being used in existing diagnostic centers in order that more efficient programs of the Oklahoma Department of Corrections own Center may be facilitated. Also, a longitudinal study will be enacted to evaluate the effectiveness of the diagnostic program piloted in the Oklahoma Department of Corrections receiving section.

1975 THROUGH 1977

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1975 THROUGH 1977

OFFENDER PROGRAMS

Community-Based Programs

During the years 1975 to 1977, the Oklahoma Department of Corrections will continue to expand its community-based treatment programs. It is proposed that during fiscal 1975, a community treatment center for men with a resident capacity of 150 to 200 be constructed in the Oklahoma City area. Such a facility would replace the existing leased Oklahoma City Community Treatment Center and also extend therapeutic programs to additional types of offenders. The study-release program piloted in 1974 will be expanded with particular emphasis placed on the offender whose education was interrupted by his conviction. Increased use of community resources will be pursued in order that training and social services not available within the system can be provided. A similar facility will be constructed in the Tulsa area during 1977. Through this means, an increased number of offenders from that area will benefit from the expanded program to be offered.

Oklahoma State Penitentiary Women's Facility Program

To further enhance the programs available to female offenders at the McAlester facility, it is proposed that an expanded educational program be initiated. A study of the Oklahoma female offender revealed that 45 women had a high school or post high school education. In view of this fact and expressed interest, it seems appropriate to extend the educational opportunities available at Women's Ward II to a post high school level. This

procedure will be simplified with the event of talk-back television being extended to the McAlester facility by the Oklahoma Regents for Higher Education. Oklahoma State University now conducts an extension program at the Oklahoma State Reformatory; possibly, another alternative would be to make a similar program available to the female residents at the Oklahoma State Penitentiary.

Counseling Program

The counseling services initiated through a federal grant will be continued with the services offered being intensified with the advent of a complete diagnostic program. The diagnostic process will provide a screening procedure necessary for determining the type of counseling each offender needs. With this indication and the psychological evaluation profile, more efficient counseling will be possible.

Vocational Training

In an effort to continue to release inmates equipped with marketable skills, the spectrum of vocational training offered will continue to be expanded in conjunction with changes in the job market. The existing programs will be aggrandized where the need is evidenced, while new programs will be initiated in areas where employment opportunities abound. With the assistance of federal monies and other agencies, such programs will be improved as the need arises.

Diagnostic Program

Construction of the Diagnostic Center is scheduled for completion during 1974, thereby necessitating the implementation of programs during fiscal 1975. Research conducted during 1974 will indicate the types of programs to be initiated and the financial requirements for such. It is intended that federal funds be utilized for a portion of this program. As a part of the diagnostic procedure, the test system piloted in 1974 by the Institutional Social Services and Counseling staff will be continued and revised if necessary. Complete medical and dental assessments will be executed at the Diagnostic Center for each offender entering the Oklahoma correctional system. Diagnostics will attempt to determine special problems and areas of interest in order that each offender will have an opportunity for improved individual treatment. Once fully operational, all offenders committed to the Oklahoma Department of Corrections will be received through the Diagnostic Center.

Special Offender Program

The prison population contains inmates who are mentally retarded or learning disabled. Not only are these offenders plagued with special problems but they also may cause or be the victim of incidents in the prison society. Greater attempts will be made to identify these exceptional incarcerates and to provide the required special treatment for them.

Two other categories of incarcerates who need special attention are the violent offenders and the career criminals. With the establishment of the Diagnostic Center, inmates in these two categories will be sorted out and screened. Those who are mentally disturbed will be separated for psychiatric treatment. Other programs for these offender types will be developed contingent on recommendations indicated through research.

Specialized Probation and Parole Caseloads

In the light of recent research, evidence has shown that improvements in specialized caseloads yield better success rates with probationers and parolees. Many factors are involved in determining caseload size and the type of supervision required for these individuals.

As was reported in the Special Community Supervision Project, age, sex, and type of offense seem to have certain bearing on the success/failure rate of offenders. Self-correcting and older offenders have been found to require less supervision and can, therefore, be supervised in caseloads of 150 to 160 clients per officer. Younger and intermittent offenders were discovered to progress well under medium caseload supervision, while persistent offenders, female offenders, and those persons with particular emotional needs would best benefit from intensive supervision. Those persons included in the last category should be treated in a caseload of no more than 30 to 40 clients, with group sessions, family therapy meetings, crisis intervention and volunteers' help available to them.

With reference to supervision itself, it is advisable for the Officer to concentrate his efforts on the first three to four months following his client's release, as this period of time appears to be most crucial in terms of success or failure. Gradually supervision can be decreased as his client adjusts to his increasing responsibility. Probation and Parole Officers should create an atmosphere of trust, explaining as much as is possible to his client those decisions made concerning his case. He should be able to offer competent advice on such matters as employment, finances, recreation, and personal relationships, whenever such guidance is appropriate. Also, just as penalization can be used to amend deleterious behavior, so should a system of reward be initiated for the client's progress.

Although the abovementioned suggestions may require increased expenditures, it is felt that eventually the results

will be beneficial to both the Department of Corrections and the probationers and parolees.

CONSTRUCTION AND RENOVATION

Oklahoma State Reformatory Renovation

The Oklahoma State Reformatory will be maintained as the principal facility for youthful offenders; however, it will be necessary to make changes both in the physical plant and programs of this unit. Progressive renovation of the entire facility will be undertaken. Concurrently, the Oklahoma Department of Corrections will construct additional space for educational and vocational training. In view of the increased population expected among this age group, the initiation of a wider range of opportunities through education and training is imperative.

STAFF PROGRAMS

Staff Training

The Staff Training Academy will be continued with the curriculum to be expanded to encompass advanced and refresher training. During these years the Oklahoma Department of Corrections intends to complete initial training of all therapeutic staff as well as to provide advanced or refresher training for those previously trained Correctional Officers. A fully competent staff will enable the Oklahoma Department of Corrections to attain its rehabilitative aims.

Internship and Incentive Pay Programs

In order to promote a more professional staff complement within the correctional field the Oklahoma Department of Corrections intends to initiate internship and incentive pay programs. The college intern program will provide practical experience for college students studying within the related criminal justice fields. An incentive pay program will encourage the existing staff of the Oklahoma Department of Corrections to continue their education by providing increased compensation to them for college attainment.

RESEARCH

Recidivism and Criminal Typology

Aware that continuous research is necessary for initiation and evaluation of programs, the Oklahoma Department of Corrections Division of Planning and Research will pursue projects during these years which will provide the indicators for future planning.

An extensive recidivism study will be undertaken in order that the most effective treatment programs can be determined and deficiencies in others can be deleted. The validity of this perusal will be enhanced by the data available through longitudinal studies and the extended research period.

In conjunction with the recidivism study an investigation of criminal typology will be executed. This research will provide insight into the nature of treatment most effective for specific criminal types. Such information will be of benefit in the initial classification process.

Data Processing

During 1975 it will be necessary to initiate a system through which terminals are placed at each of the correctional installations. In this way constant, accurate inmate accounting will be facilitated; also, immediate access to any or all inmates records will be provided to the administration. The terminal system should be extended to include the Probation and Parole District Offices during 1976.

Concurrently, a computerized system for the Oklahoma Department of Corrections fiscal management will be developed and

implemented. Through this means more efficient accounting procedures will be facilitated.

1978 THROUGH 1980

OFFENDER PROGRAMS

Vocational Training

The Oklahoma Department of Corrections emphasizes rehabilitation of the public offender in all programs and activities. Attainment of the overall objective, however, requires a significant commitment to education and training. The overall goal of the school program is to provide incarcerates the opportunity to acquire academic and vocational skills necessary to function in a modern technical society. In addition to providing academic classes from grades 1 through 12 and college level instruction, affording occupational training to an offender previously labeled unskilled is considered essential. The Oklahoma Department of Corrections, in cooperation with various agencies and with federal assistance, has improved existing programs and implemented new vocational training areas. Additional vocational training areas and increased occupational opportunities must be made available during these years. Oklahoma Employment Security Commission research will be consulted in order to initiate training in those areas which have the greatest projected employment needs. The introduction of training in the area of upholstery and furniture refinishing could provide inmates a marketable skill as well as furnishing state agencies a needed service.

Regional Treatment Programs

Through fiscal years 1978-1980 the Oklahoma Department of Corrections will continue its efforts to provide community treatment programs for increased numbers of incarcerates in order to

facilitate the re-entry of these offenders into society. Perhaps these services could most effectively be extended by initiating additional regional treatment centers. Through this means the greatest number of offenders could receive preparation for their return to their homes and families. Constructive community contacts will be encouraged in order to enhance the re-incorporation of the offender into the society from which he came. Also, during his incarceration, the offender would not encounter complete isolation from his native surroundings. An improved attitude would, therefore, result and the problems of reintegration would be reduced.

Recreation and Counseling Program

A carefully planned recreation program is an integral part of a good treatment program. Recreation has become recognized, not only because of its important part in alleviating the dull monotony of prison life and acting as a safety valve for the release of pent-up energies which might otherwise lead to disturbance, but also, because the proper direction of recreation can be both corrective and preventive as far as mental health is concerned. The recreation program provided by the Oklahoma Department of Corrections at all its facilities will continue to function and will be designed to meet the needs and interests of all inmates. During these years, also, the counseling personnel of the various facilities will continue to provide individual and group sessions in an effort to influence change in the attitude and behavior of the offender.

Women's Programs

During these years the projected population for female offenders indicates a need for expanded facilities and programs. It is recommended that an additional community-based facility for females be initiated at this time in the Tulsa area. The facility developed should be similar to the Oklahoma City Community Treatment Center for Women. The Tulsa facility would utilize community resources to provide training, education, and employment opportunities for its residents. Adjustments in the operation of this facility will be made based on research conducted and experiences encountered at the Oklahoma City Center. It may also be necessary to reevaluate the effectiveness of the women's facility at McAlester during these years. If it is deemed necessary, this facility will also be expanded. Additional programs and industries will be initiated if the need exists.

CONSTRUCTION AND RENOVATION

Medical-Dental Facility

Much criticism of the medical and dental facilities of Oklahoma's correctional institutions has been voiced by both incarcerated and the general population. It is, therefore, suggested that a hospital for the Oklahoma Department of Corrections be constructed and equipped in order to provide modern medical treatment to inmates. The proposed medical facility will be located near a metropolitan area and will utilize the professional services of medical specialists as well as staff and support derived from medical intern programs. The operation of such a facility would be enhanced if developed in conjunction with the University of Oklahoma Health Sciences Center. This facility will not replace dispensaries in existence at the installations; rather, it will provide professional medical and dental services for cases which require extended or specialized care.

STAFF PROGRAMS

Probation and Parole Advancement

The Probation and Parole system now existing in the Oklahoma Department of Corrections is hindered by ever-increasing caseload size. In order to facilitate improved operation of this section it is recommended that volunteers and para-professionals be utilized to perform clerical duties. In this way the Officers would be released from such duties and could devote greater efforts to client supervision.

Through its Staff Training Academy the Oklahoma Department of Corrections will provide specialized training for the Probation and Parole Officer.

Staff Training

During these years the Oklahoma Department of Corrections will expand the curriculum of its Staff Training Academy to include specialized training for volunteers and Probation and Parole Officers. Training of volunteers will increase responsibility and productivity of this group. Standardization of Probation and Parole Officer training will be facilitated.

RESEARCH

Prediction Scales

Research designed to provide information pertaining to the effectiveness of the various phases of the correctional process is an essential prerequisite for the development of productive programs. Longitudinal studies, based on an extended study period, will yield increasingly valid data during this period. Also, prediction scales for probation, pre-release, parole, and recidivism will be determined. The study will involve the development and implementation of prediction scales to prognosticate with known degrees of accuracy the probability that a given offender will be successful on probation, in a regional pre-release program, or on parole. Equally important, prediction scales will be utilized to determine which inmates will recidivate and which will not. These scales will enable the Oklahoma Department of Corrections to more accurately select for participation in certain programs those offenders who would receive the greatest benefit from them.

Internal Organization and Management

To facilitate the Oklahoma Department of Corrections operation at a level of optimal efficiency, its organizational structure and management practices must be highly developed. It is also desired that technical assistance of superior quality be provided to District Probation and Parole Offices, institutions and courts. In order to attain these aims a review of the internal organization and management of the Oklahoma Department of Corrections will be undertaken and recommendations for improvements prepared.

Data Processing

During this period, data processing will continue to provide accurate inmate accounting and consistent diagnostic evaluations of offenders while also allowing the introduction of computerized instruction and counseling aids. Additionally, efforts will be made to interface with other criminal justice agencies in order to promote coordinated offender records on a national basis.

1981 THROUGH 1983

OFFENDER PROGRAMS

Legislative Action

Indications are that many offenders must legally remain under parole supervision for a period of time far in excess of that which is necessary for successful rehabilitation. It is, therefore, recommended that legislation be enacted to permit the early release of a client from parole supervision if his behavior warrants such. This would reduce the expense of community supervision to the Department by reducing the size of caseloads. When convicted of a felony, one's civil rights are removed. Application must be made by the felon in order to have these rights restored. Legislative action could allow the automatic granting of a pardon upon successful completion of a sentence, which would reduce administrative efforts in this area as well as provide an incentive for the felon.

STAFF PROGRAMS

Personnel Reclassification

During these years the Oklahoma Department of Corrections will undertake the reclassification of all staff positions in order that remunerations for the various posts might be commensurate with the job specifications. It is anticipated that this action will enable the Department to engage an increased number of professionally trained employees. Additionally, the internal organization and management of the Oklahoma Department of Corrections will be improved consonant with recommendations resulting from research conducted in this area during 1980.

Staff Training

Consistent with the aim of the Oklahoma Department of Corrections to become a more professional organization, the Staff Training Academy will upgrade the quality and extent of training provided for correctional personnel. Instructive personnel will continuously remain abreast of developments in the correctional field by attending training sessions.

RESEARCH

Program Evaluation

In order to provide effective rehabilitation programs, the Oklahoma Department of Corrections must conduct continuous research. During these years a recidivism study, which will serve as one indicator of a program's success, will be undertaken. The results of this scientific study will be utilized as a basis for future planning. It may be necessary to abrogate or make extensive changes in certain programs so that all operable can be maintained at a level of optimum efficiency. The study may also provide indications for implementation of programs in areas which have heretofore been neglected. In view of the effectuation of specialized caseloads in our probation and parole system during 1975 through 1977, it will be necessary at this time to evaluate the success of that program.

Data Processing

The tasks being undertaken by data processing at this point will warrant the installation of a computer system totally dedicated to the Oklahoma Department of Corrections. Each facility's terminal will permit 24-hour visual and hard copy access to all material in the system. This process will facilitate the efficiency necessary for the successful operation of the Department.

END