

## FY10 United Way Mid-Year Report

**Program:** Reentry Services  
**Agency:** OAR/Jefferson Area Community Corrections  
**Date:** January 28, 2010

1. For the current funding period, please highlight your program's goals, activities and results, noting any changes to your original plan/proposal. Include any relevant budget and/or financial information. Limit your response to no more than one page.

The goal of our program is to focus on the barriers and assist the offender population in successful community re-integration. OAR reentry staff and volunteers are utilized in the provision of services and facilitate life skills, parenting, anger management, healthy sexuality, job readiness classes in the jail and case management, emergency services, life skills, job readiness and job coaching to recently released offenders. We work in partnership with the jail to provide education, training and information about outside resources to the inmates who will soon be released to our community. We also work with the state Probation office as well as our own local court programs to assist with emergency needs, transportation, vital records and ID's, job coaching and job placement for offenders. All of these people live in our community and without assistance have a greater chance of re-offending. During the year, we provided the following services:

| <b>Projected Goals</b>                    | <b>Types of Service</b>  | <b>Total Projected</b> | <b>YTD Actual</b>   |
|---|--|------------------------|---------------------|
| Projected # of clients for 2009-2010      |  | 850                    | 490                 |
| Projected # assisted with or referred to: | Food assistance<br>Food Bank<br>Supplemental Nutrition Assistance Program and Employment Training (FSET) | 75                     | 28 total<br>2<br>26 |
|   | Clothing   | 75                     | 54                  |
|   | Housing  | 25                     | 20                  |
|   | Identification   | 200                    | 125                 |
|   | Transportation   | 200                    | 165                 |
| Educational/Vocational In Jail            | Re-entry planning  | 250                    | 0                   |
|   | Community resource Information in Prisons  | 25                     | 30                  |
|   | Life Skills classes  | 75                     | 48                  |
|   | Anger Management/Conflict Man.   | 100                    | 52                  |
| Employment and Job Readiness Upon Release | Job Readiness  | 300                    | 118                 |
|   | Job Placement  | 125                    | 67                  |
| Job Retention                             | 3 months   | 60%                    | 70%                 |
|   | 6 months   | 50%                    | 35%                 |
|   | 12 months  | 50%                    | n/a                 |

2. Please share a success story from your program. We are especially interested in stories that show a long-term impact on a person or family, and stories that show

collaborations or referrals with other community programs in meeting a client's multiple needs. **See attached**

- Complete the following Outcome Measurement update (based on your application for funding) for the fiscal year to date.

**Projected Number of Intended FY10 Primary Beneficiaries:**

850

**Actual Number of Primary Beneficiaries:**

490

| Projected FY10 Outcomes                             | FY10 Indicators Tracked   | FY10 Outcome Results (provide specific numbers and percentages)  |
|---|---|--|
| Released inmates and ex-offenders remain crime free | <p>Inmates complete transitional planning with risk assessment</p> <p>Medium and High risk offenders who participated in transitional planning report to OAR post release</p> <p>Those medium and high risk offenders who receive transitional planning and post release services remain crime free</p>                                 | <b>See Note: Actual results</b>  |
| Ex-offenders obtain and maintain employment         | <p>Job seeking ex-offenders receive post release job readiness services</p> <p>Ex-offenders receiving post-release job readiness services obtain employment</p> <p>Those ex-offenders who obtain employment maintain employment for at least 90 days</p> <p>Those ex-offenders who obtain employment remain crime free for one year</p> | <p>118 ex-offenders received post release job services</p> <p>67 of the 118 (57%) ex-offenders receiving post-release job services obtained employment</p> <p>38 of 54 (70%) ex-offenders maintained employment for at least 90 days</p> <p>63 of the 67 (94%) ex-offenders who began employment were not incarcerated during the six month reporting period</p> |

**4. Impact Report.** We are looking for issues and statistics specific to our local area; you are also welcome to include some general issues that set the framework for the local statistics. Under the Actual Results heading, we are looking for impact, especially long-term results, not

just numbers served. For the Financial Impact section, have each example highlight a different thing (in other words, don't just multiply the first answer three more times).

**Community Needs or Issues Your Program Addresses** -- please include at least 3 local issues/statistics and cite your source

According to "The Power of In-Jail Intervention and Post-Release Follow-Up: Report of and Evaluation of Intervention Provided by OAR and the Albemarle/Charlottesville Regional Jail" published by Dr. Ann Loper and Kathryn Fraser of the UVA Curry School of Education (Oct 2009)

- 1) "Intervention offered to jail inmates during their jail stay yielded benefits."
  - a. *A 16% reduction in re-booking rates back to jail were realized*
- 2) "Even when inmates have a relatively short jail stay that bars participation in intensive forms of intervention, they can benefit from brief in jail intervention."
  - a. *An 11% reduction in re-booking rates back to jail were realized*
- 3) "Consistent with national trends with correctional populations, the ACRJ inmates evidenced high levels of financial, educational, medical and social distress."
- 4) "Follow-up interactions with post-release professionals may potentiate the benefits of even very brief in-jail intervention."

### **Your Program's Solutions that United Way Community Impact Funds Support**

1. Inmates are provided assistance and skills to transition back to the community such as transitional planning, parenting, anger management, job readiness and life skills, etc.
2. Released offenders are provided emergency services such as food, hygiene, clothing and housing to address emergency transitional distress.
3. Released offenders are provided with identification and transportation needs to address employment barriers
4. Released offenders are provided with specific educational and employment needs such as GED's, Job Readiness, Vocational classes and college classes
5. Released offenders are provided ongoing support and case management to facilitate overcoming of barriers to successful reintegration into the community.

**Actual Results** - based on your stated outcomes; please use percentages and numbers served to help show outcomes

### Pre-release services

#### **Special Note:**

Due to a change in a DOC contract, our reentry program is no longer the sole provider of the eight week reentry and transitional program for DOC and local responsible inmates. Because of this, we were forced to adapt our reentry transitional service delivery model and jail population served. Using the above mentioned research evaluation from UVA, we collaborated with the jail management to craft a transitional planning program

(including risk assessment, mental health screening, needs assessment, and post-release services) for the soon-to-be released offender (those not participating in the eight week reentry program). As such, we altered our outcomes to replace the projected 2010 outcomes. However, due to logistical programs within the jail, we have not been able to start the program yet. Anticipated start will be this upcoming quarter.

Because we were not able to start this program, our reentry staff began teaching and facilitating classes within the general population at the jail. Class topics included Community Resources, Anger Management, Thinking Errors/Life skills. Outcomes of these classes are below:

- 74 inmates participated in the classes
- 48 of the 74 inmates have been subsequently released from jail
- 96% (46 of 48) of those released inmates have not been re-incarcerated

#### Post-release services

- 57% of those ex-offenders seeking employment assistance obtained employment
- 70% of those ex-offenders that became employed maintained employment for 90 days
- 94% of those ex-offenders who became employed have not been re-booked in the local jail

**Financial Impact of Donations** -- (i.e., \$3/week provides...; \$5/week provides...; \$10/week provides...; \$20/week provides....)

- \$7.50 provides recently hired offender transportation to and from the job for one week or until first paycheck.
- \$10.00 provides a DMV picture ID for a recently released inmate.
- \$12.00 provides a Virginia birth certificate.
- \$23.00 provides a pair of steel toe work shoes for a newly hired offender.
- \$115.00 provides GED tutoring, workbook and test for one individual
- \$15.00 provides one hour of career counseling and resume production.
- \$40.00 provides tool belt and basic hand tools for a recently hired carpenter's assistant.

United Way Success Story  
January 28, 2010

Renee has been a client of the reentry program for several years. She has been able to benefit from the many different programs that OAR Reentry Program has to offer. We first met Renee when she was still incarcerated. She volunteered for a life skills class that we facilitate at the local jail. After getting to know our staff in that setting, she was released and immediately came to the Reentry Program for post release services. Since we had met Renee while she was incarcerated, we were able to order a birth certificate before she was released. When she came to our office the first time, the birth certificate was waiting for her, along with the other supporting documents she needed to obtain her state ID card. Our staff worked with Renee on job readiness skills and gave her specific employment case management, in hopes of her finding a job. Just a few weeks after her release, Renee found full time work. We were able to assist her in providing the necessary uniform required to start working. Even after she found a job, our staff continued to offer her positive support and build upon her life skills class she attended at the local jail. Renee has been doing so well after her release that our staff referred her to a transitional women's housing program in our community. Our staff went with Renee to the initial interview and served as a reference for her, as well.

As the Christmas holidays approached, we asked Renee if she would like to participate in the Angel Tree Drive that was being sponsored by a local church. Renee was able to get several needed items for herself and her daughter.

To date, Renee has moved into the transitional housing and still has the same job she got almost a year ago. She has been one of OAR's latest successes because of her own determination and drive to succeed.

# FY10 United Way Mid-Year Report

**Program:** Central Virginia Restorative Justice  
**Agency:** OAR/Jefferson Area Community Corrections  
**Date:** Jan 29, 2010

1. For the current funding period, please highlight your program's goals, activities and results, noting any changes to your original plan/proposal. Include any relevant budget and/or financial information. Limit your response to no more than one page.

At Central Virginia Restorative Justice our goals are to increase the level of victim satisfaction, create meaningful offender accountability, and reduce the level of recidivism in our community through the application of restorative justice principles and processes. The restorative justice approach recognizes that crime is tear in the fabric of community and a community's response needs to operate with that awareness.

The program continued to receive juvenile case referrals from our 6 established local sources. Our results continue to remain very positive. Victims that participate report high levels of satisfaction and offenders' rates or re-offending is quite low (see outcomes)

**Juvenile Program:** The majority of our work is with juvenile offenders, their families and victims. We have been pleased with the revised curriculum we use with juvenile offenders. We feel we now take better advantage of the teachable moment for the juvenile. Aspects of the curriculum are designed to teach empathy, responsibility, and the importance of constructive accountability. The curriculum also explores respectful relationships, victim needs, our obligations to each other, thinking errors and ways to make amends.

This work helps prepare the juvenile for a potential Support and Accountability Conference (SAC). A conference enables those most directly affected; the victim, the offender, and community members, to participate in a collaborative problem-solving process that enables harms, needs and corresponding obligations to be identified and addressed. In the SAC the unique nature of each offense is discussed and a plan is developed as to how the offender will repair the harm done to victim and community. A conference holds the youth constructively accountable, addresses victim needs, and enables the youth to earn their place back into the community through positive action.

We are also pleased with the response we have received to the Parent Manual we give to caregivers of those juveniles referred to the program. Parenting skills are clearly a weakness we have identified with many of the families referred to the program. We give this manual to all the parents of juveniles referred to the program in addition to making referrals to other agencies when appropriate.

**Adult Program:** Our work serving adults and their victims continues. We use a referral system in which RJ staff examines OAR intakes and flags potential cases. Cases are flagged based upon the nature of the charge. Cases must have a direct victim and are not domestic violence. The potential client meets with RJ staff immediately following their intake appointment to be educated about RJ and to explore their interest to participate. We feel this is a helpful referral system and provides us the ability to catch cases that the courts may have overlooked.

2. Please share a success story from your program. We are especially interested in stories that show a long-term impact on a person or family, and stories that show collaborations or referrals with other community programs in meeting a client's multiple needs. **See attached**

3. Complete the following Outcome Measurement update (based on your application for funding) for the fiscal year to date.

|   |     |  |     |
|---|-----|--|-----|
| <b>Projected Number of Intended<br/>FY09 Primary Beneficiaries:</b><br>(offenders, victims, family members,<br>affected community members served) | 240 | <b>Actual Number of<br/>Primary Beneficiaries at<br/>the mid-year point:</b> | 153 |
|---|-----|--|-----|

| FY10<br>Indicators   | Projected FY10 Target<br>Outcomes | FY10 Mid-Year Outcomes   |
|--|-----------------------------------|--|
| Recidivism among juvenile program participants   | 20%                               | Recidivism data research not yet completed                       |
| Juvenile program participants who completed program obligations/ and SAC obligations when applicable | 80%                               | 100%   |
| Recidivism among adult program participants  | 25%                               | Recidivism data research not yet completed                       |
| Adult program participants who complete obligations  | 65%                               | Obligations have not yet been determined in adult cases          |
| Victim and Community satisfaction with process   | 80%                               | New survey has been developed for FY10- to be mailed in Feb 2010 |

**4. Impact Report.** We are looking for issues and statistics specific to our local area; you are also welcome to include some general issues that set the framework for the local statistics. Under the Actual Results heading, we are looking for impact, especially long-term results, not just numbers served. For the Financial Impact section, have each example highlight a different thing (in other words, don't just multiply the first answer three more times).

**Community Needs or Issues Your Program Addresses** -- please include at least 3 local issues/statistics and cite your source

Our program is focused on two measurable community needs: Victim satisfaction and recidivism.

1. Victim satisfaction- Our program addresses many needs of victims that are essential for a healthy community but are often not a part of the standard judicial response to crime. Trauma unresolved will often be reenacted or manifest itself in behaviors destructive to self or others. We are very pleased with the high satisfaction rate among victims that participate in

our program, 91 % at present. In a sad statement of how our judicial system is focused almost exclusively on what we do with offenders, there is no real local data on victim satisfaction and needs. A 2000 study showed mean victim satisfaction rates nationally at 55%. (McCold, Paul and Wachtel, Ted, "Restorative Justice Theory Validation." International Institute for Restorative Practices, Bethlehem, PA. 2000).

2. Recidivism- It is obvious to say that reducing crime and re-offending are important community needs. Recidivism for juveniles who have participated in our program was 10.4% for FY08 compared to 39% of JCC releases and 28% of probation placements in the 16th District CSU in 2008 (DJJ Report)

### **Your Program's Solutions that United Way Community Impact Funds Support**

1. Restorative justice processes address unique needs leading to higher levels of satisfaction among victims and participating community members
2. Restorative processes provide direct accountability that humanizes all parties, produces a greater understanding of the affects of the crime, and lower recidivism than traditional approaches.
3. Restorative processes provide the opportunity for positive relationships to be strengthened or created for both victims and offenders with their families, neighbors and other support structures. Healthy communities are characterized by such healthy pro-social relationships

**Actual Results** - based on your stated outcomes; please use percentages and numbers served to help show outcomes

- 10.4% recidivism among juveniles in FY09
- 100% of juveniles completed their obligations to the program.
- 88% satisfaction rate for victims and supporters over life of program

**Financial Impact of Donations** -- (i.e., \$3/week provides...; \$5/week provides...; \$10/week provides...; \$20/week provides....)

\$30.65 provides a one-hour individual session with a juvenile offender and their parent(s) as a part of the juvenile class curriculum. This class focuses on their obligations in the wake of transgressions, thinking errors, victims' needs, components of a meaningful apology, etc...

\$2.50 provides for the writing, printing, and mailing of program newsletter

\$122.60 provides for staff contact with victim and victim support through pre-conference process meetings and the Support and Accountability Conference

### **Restorative Justice Success Story**

Robert is a 17 year old young man from Charlottesville. He was referred to the Restorative Justice program for Breaking and Entering and Grand Larceny. When we first met him we found him to be very intelligent and thoughtful.

As we do with all clients, we asked him tell the story of what happened in his own words and from his own perspective. Many of our clients will be slow to open up and tell their story or really think about what happened. Robert was different. He was open and honest, not as a part of pride in what he did, but as a part of his genuine open personality.

He described having been on walks with his dad many a time during which he admired some of the nice, new houses in the area and wondered what they looked like on the inside, what it was like to be in those nice cars, etc. He had occasionally snuck out of his house alone at night and walked around—"It's just a stupid thing I was doing then"—and one night he was near these houses, which looked even more impressive at night with the lights on, and he thought "This is my chance to look inside" and went to a window. He took the screen off, the window opened easily and he felt encouraged to go on. Once inside, he saw the car keys on a counter and took them, went back outside, and opened the door with the remote. Again, he thought "This is too easy". He drove the car around—he has always enjoyed driving, from little kids' play cars to ATVs and learning to drive in the parking lot with his dad—and he really enjoyed the freedom and style of driving this nice car around. He parked it on a side street and went home; after his dad left for work the next day, he retrieved the car and continued to drive it around. He impressed and surprised his friend who was working by texting "Want a ride home?" and instructing him not to ask any questions. They drove to go pick up some girls and were stopped by police at this point. Robert thought about running but had his friends in the car and his prints on the wheel, etc. and thought better of it. He was taken to the police station and eventually sent home with his dad, who was very surprised and disappointed that this happened.

Once exposed to our curriculum. Robert didn't have a difficult time imagining the effects of his actions on the victims. He just had not had taken the time to reflect in that sort of way before he walked through our doors. Before then, his thoughts were taken up with concerns about himself and "what is going to happen to me". He served some time in the juvenile detention center while waiting for his trial. Certain aspects of his future remained unclear. His natural concern for self-preservation seemed not to provide him space to think of others. The RJ program created the safe space for him to reflect in this way.

He quickly realized that he really wanted to make right by those he had affected by his choice that night. He had consistently been cooperative with our program and was eager to take responsibility and make right on a personal level. In this case, the victims opted not to participate in a face-to-face meeting. When he learned this, Robert was genuinely disappointed. He was discouraged that he wouldn't be able to communicate his remorse to the victims, but he then placed his energy into creating an apology letter that he would be proud of and that our staff would forward to the victims.

We created a safe space for self-reflection and provided Robert the opportunity to think beyond himself. As a result, Robert took ownership of his choices and demonstrated active concern for the victims, acknowledging the harm he caused in the past, working to make repair in the present, and, hopefully, remembering lessons learned when envisioning the impact of his decisions in the future.