



**STATE OF NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF COMMUNITY CORRECTIONS**

FY 2022-2023 Budget Impacts

The proposed Governor budget cuts will result in the elimination of two Transitional Housing Units (Calumet and Shea Farm) and cut of the two program coordinator positions located at each of those houses. The impact will be the reduction of 117 beds, and reduced program and services for residents at the Transitional Work Center and North End House.

Additionally, the proposed cut will impact the program coordinator position that provides services to the New Hampshire State Prison for Men and New Hampshire Correctional Facility for Women.

Program Coordinator #41524: This position is responsible for coordinating and facilitating re-entry program services for residents to NHSPM and NHCFW, with some program coordination responsibilities at NCF. This includes implementing, supervising, monitoring and delivering evidence-based direct program services throughout the NH Department of Corrections' facilities and analyzing and interpreting data and policies in order to plan, implement and evaluate programming. This position is also responsible for the collection, organization, logging, securing and distribution of all resident forms of identification for NHSPM, NHCFW, and TWC.

IMPACT: The following programs will be impacted by the cutting of this position. Elimination of the program will affect participation numbers, oversight of the programs, and future creation and implementation of new programs.

Impacted Programs

Thinking for a Change

Brief Description of Program:

Thinking for a Change group is a cognitive behavioral intervention. The three components of Thinking for a Change are: cognitive self-change, social skills, and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes, and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations.

Type of Service: Cognitive Behavioral Intervention

Anger Management

Brief description of program: The Anger Management group will provide practical instruction about how one can be angry, but avoid aggressive behavior. In addition, help recognize situations in which one may have gotten angry unnecessarily and discusses how they can change their attitudes to avoid becoming angry needlessly. The group will allow offenders to explore causes of anger, experiences, pain and describe internal and external triggers. It will also touch on the differences between anger and aggressive actions and how to avoid letting anger lead to violence. Offenders will learn different types of coping strategies to include relation techniques, guidance about how to change negative thinking patterns to help them manage anger successfully.



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Employment Group (with NH Employment Security*)

Brief Description of Program:

The Employment Group is for individuals who are at least two years from their minimum parole date and of the appropriate classification level. Each group member will develop a cover letter and resume. The group will work to improve interviewing skills and learn how to discuss convictions with potential employers. Each member will have a chance to participate in mock interviews and receive feedback. The goal is to increase confidence in individuals and their chances of achieving their employment goals. Guest speakers will also present from NHES.

*The NH Department of Employment Security has developed a series of presentations for job seekers and those looking to reenter the workforce after incarceration. COVID-19 has delayed these presentations.

Reentry Group

Brief Description of Program: The Reentry Group focus' on preparing for reentry back into the community. The following topics are covered; Obtaining identification and health insurance, money management, housing and stress management. The goal is to offer support and information to help participants maintain stability once released to the community.

Where offered: NHSP-M, NCF, NHCW & TWC

How to sign up: Flyers will be posted and residents can send a request slip to Assigned CC/CM to sign up.

Moral Reconciliation Therapy (MRT)

Brief Description of Program: MRT is a cognitive behavioral program for substance abuse treatment and the individuals with criminal thinking. This program focuses on "enhanced moral reasoning, better decision-making and more appropriate behavior". MRT is typically conduct in weekly groups where clients present homework from one of the MRT workbooks. Group facilitators use objective criteria to evaluate the participant's successful completion of each of the programs 12- steps. Each step has a homework and objective assignment that clients complete prior to group meetings. Some assignments work on recognizing happy or bad times while other assignments ask participants to set goals and teaches how to break them down into smaller goals first. The group members work at their own pace and will complete assignments at different times. Groups members are expected to support one another at whatever step they are working on.

Breaking the Chains of Trauma (MRT-Trauma)

Brief Description of Program: Trauma related symptoms pose some of the greatest obstacles to recovery for offenders, mental health clients, substance abusers and individuals struggling with day-to-day responsibilities. This facilitator guided workbook program has been specifically designed for individuals wishing to explore their own "Chains of Trauma". Group Facilitator uses objective criteria to evaluate participant's successful completion of each of the programs 8 sessions. Each step has a homework and objective assignment that residents complete prior to and during group meetings. The program uses lectures, discussions and group exercises. In class assignments are discussed with fellow peers observed by assigned facilitator.

Journaling Programs

Managing My Life

Brief Description of Program: Managing my life - This Journal focuses on successful living skills. Financial responsibility, time management, physical health, living arrangements, legal issues, employment and coping skills are covered. Participants also work on developing 10 good habits for success.



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Responsible Thinking

Brief Description of Program: In the *Responsible Thinking* Journal, participants consider the connection between their thinking and their involvement in the criminal justice system. They weigh the payoffs and costs of their negative behavior and consider possible errors in thinking that lead to irresponsible and criminal behavior. Participants learn how to challenge and change their self-talk and practice decision-making and problem-solving skills.

Core Skills

Brief Description of Program: In *Core Skills* participants focus on replacing irrational and criminogenic beliefs, improving self-control, practicing effective communication, building healthy relationships and creating a support network. Finally, they will have an opportunity to further commit to working their goals for positive change by developing a Statement of Change.

Future programming in planning stages that will be impacted.

Domestic Violence programming – Intimate Partner Abuse Education (Batterers Intervention)

- Recent funding was acquired to purchase curriculum and facilitator guides. Training for staff to facilitate this program is being researched. The Program Coordinator will be tasked to organize and identify participants and receive group facilitation training.

Choose Love: Choose Love is a SEL (Social & Emotional Learning) which teaches both children and adults how to better understand and manage their emotions. It helps to develop self-awareness, strengthen relationships and develop responsible decision making skills.

- NHDOC, Division of Community Corrections is working with Choose Love NH Director Shannon Desilets and Choose Love Founder, Scarlett Lewis to implement Choose Love programming throughout the facilities. Although the curriculums are free, they are geared toward the school setting. CAST is a nonprofit education research and development organization that created the Universal Design for Learning (UDL) framework with the goal of making learning more inclusive. The goal of UDL is to “improve and optimize teaching and learning for all people based on scientific insights into how humans learn”. DCC is already working with CAST in our Education Department to learn the UDL framework, and DCC wants to utilize the UDL philosophy of learning for the Choose Love program. Teaching Choose Love in NHDOC facilities will improve the social emotional learning of all participants, with the goal of improving the resident’s relationships and interactions with their families and communities, better preparing them for reentry.

Program Services at Transitional Housing Units & Transitional Work Center

The Division of Community Corrections Transitional Housing Units (THU) provide a progressively phased programming to prepare residents for release into the community (RSA 651:25). The program is divided into four (4) phases. As residents progress through the phases, their level of privileges and responsibilities increase. Phase progression is earned by following guidelines, rules and participation in employment, education, treatment and programming. Disciplinary, safety concerns, breaking the law and/or failure to engage in programming, may result in lowered phases and/or removal from the program. With the help of THU staff, Residents are expected to become



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gainfully employed, participate in programs determined by New Hampshire Department of Corrections (NHDOC) and/or the Parole Board, participate in in-house reentry programs, budget money effectively, develop a suitable parole plan and continue to develop skills to help increase the chance for success once on parole. With the help of the THU staff, residents are expected to begin the transition process into the community by establishing community supports, including medical and behavioral health services that will aid in successful reentry. Residents continue to have close supervision allowing for swift intervention to identify negative behaviors and mitigate criminogenic needs.

Calumet – 72 bed Transitional Housing Unit (THU) for men located in Manchester, NH
Program Coordinator (Calumet) # 12864

Shea Farm – 45 bed Transitional Housing Unit (THU) for women located in Concord, NH
Program Coordinator (Shea Farm) # 16804

IMPACT – If these two facilities close, it would result in our current Transitional Work Center (TWC) becoming a male THU and North End House (currently male THU) becoming a female THU. This will increase the populations of NHSP/M and NCF. Additionally it would leave one program coordinator to manage the many duties of a program coordinator including budget assistance, employment forms, healthcare and treatment issues, and outings approvals for the number of residents that used to have three program coordinators accomplish.

Program Coordinators are responsible for implementing and managing programming and services at each Transitional Housing Unit. This includes coordinating residents care with community treatment and service providers, providing support and assistance to help residents overcome barriers to obtain appropriate employment, treatment or healthcare.

Programs and services provided -

Financial literacy and budgeting assistance- The Program Coordinators teach financial literacy at each THU by reviewing weekly budget sheets with residents, helping residents manage their expenses and savings and prioritizing necessities. This support and education helps residents become more financially independent and secure upon release.

Community healthcare collaboration- Program Coordinators Collaborate with medical and behavioral health organizations in the community. The THUs allow residents to transition from receiving NHDOC medical and behavioral health services to receiving community based services. This allows residents to prepare to transition to parole with healthcare and behavioral health services already established and enrolled in. Assistance to residents with obtaining health insurance through their employers and/or DHHS.

National Career Readiness Certificate - The ACT NCRC is a portable, evidence-based credential that certifies the essential skills for workplace success. Employers look for it from job candidates, whether they come directly from high school, work-based learning programs, or through postsecondary paths, because it is a valid predictor of job performance. NCRC testing is part of our prerequisite programming in order to be eligible for NHTI programming.

Bridge to Work Ready NH – Is a course designed to help participants reenter the workforce. This three-week program teaches self-leadership, communication, collaboration, organization, time management, beginning job searching, and personal development. Bridge to WorkReady is used as a prerequisite to participating in our



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Community College program partnership. Successful participants receive a Bridge to WorkReadyNH certificate from the Community College System.

Community College System of NH Workforce Trainings – The Division of Community Corrections has a recently developed partnership with the Community College System of NH to implement condensed workforce training bootcamps for individuals transitioning through Community Corrections Facilities. NHTI is facilitating their second CNC machining bootcamp for residents transitioning out of the prison system that are assigned to Community Corrections facilities. This program makes successful participants prepared for entry level machining jobs.

The NHDOC has a partnership with NH Department of Transportation (DOT) to provide job-shadowing opportunities for minimum-security residents. This provides an opportunity for residents to learn specific job responsibilities and skills required to become a highway maintainer for the State of New Hampshire. As residents, transition from minimum security to work release the Program Coordinator assists the resident in applying for and maintaining a job as a highway maintainer with DOT. This allows for an immediate transition to employment for residents and assists DOT in filling position vacancies and being able to meet their yearly agency goals.

Employment assistance at THU's – As part of orientation at the Transitional Housing Units residents meet with their assigned case manager to discuss employment. The resident's employment interests are taken into consideration during the reentry planning phase. Residents are referred to employers that have provided opportunities in the past, they are also able to meet and enroll in services at NH Employment Security sites in the community. Employers also contact the THUs regularly to fill vacancies they may have and are connected with appropriate candidates.