

# NDCS Report on the Use of Retention Funds

## Quarter 4: January-March 2017

This report is the fourth quarterly retention fund report required by N.R.S. 90-559, covering the period from January 1 through March 31, 2017. The statute includes a requirement for quarterly reports to the Governor and Legislature addressing (1) how the funds are being utilized, (2) the impact of the use of the funds on retention of quality staff, (3) staff vacancy and turnover data and (4) plans for future use of the funds.

### 1. How the funds are being used: Retention Initiatives

Through the quarter ending on March 31, 2017, the Nebraska Department of Correctional Services (NDCS) has expended \$1,085,198 on retention initiatives and is on pace to spend the funds down by the end of fiscal year 2017. Appendix 1 at the end of this report provides a list of the existing projects, their purpose and intended targets, potential outcome measures, the amount of funds which have been allocated, current progress and expenditures to date. The department has identified four primary areas of focus for the retention initiatives: Training and Professional Development, Stress Reduction and Coping Strategies, Work-Life Balance and Behavioral Health Training. Each of these four subject areas contains one or more retention initiatives. A short description of each of the initiatives is provided below along with an update on implementation to date.

- a. Training and Professional Development - Retaining quality staff includes providing opportunities to acquire new skills, education and training which will allow them to maximize their potential. Below are several strategies being implemented to improve training and professional development opportunities for staff at all levels.
  - i. Professional Development Bonus –The existing tuition reimbursement program has been expanded to cover the cost of the employees attending approved professional development courses as well as provide a bonus to staff for successfully completing the courses. Employees are eligible to receive reimbursement of the cost of the course and a bonus of up to \$500 for successfully completing a professional development course, depending on the number of hours required to complete the course. Due to lower than expected participation in the program and feedback from staff that the bonus was too small in comparison to working overtime, the department doubled the amounts of the professional development bonus up to \$500 in November 2016.

**Update: The increase in the value of the professional development bonus in November 2016 has resulted in a significant increase in participation. During the first quarter of 2017,**

**the number of individuals who completed a professional development class increased from 292 to 535. The total of bonus payments through March 2017 is \$194,450, and we expect to utilize the remaining funds allocated for this initiative.**

**Individuals who have participated in the professional development bonus program are required to complete an evaluation and provide feedback of the program. A summary of the feedback from the evaluations will be provided in the final quarterly report in July.**

- ii. Behavioral Health Symposium – NDCS, in collaboration with Parole Administration and the Office of Probation Administration are hosting a behavioral health symposium on May 9-10, 2017 to provide professional growth opportunities for NDCS employees, probation and parole staff, and interested community providers.

**Update: Registration for the symposium is live and is being coordinated by the Lincoln Medical Education Partnership (LMEP). A copy of the symposium brochure is attached to this report as Appendix 2.**

- iii. Health Care Staff Continuing Education– Similar to the professional development bonus, this initiative reimburses licensed health care employees for completing required continuing education. Health care continuing education reimbursement is being processed through the department’s tuition reimbursement process which also includes all other tuition reimbursement in the department.

**Update: Health Services has sent out information to staff reminding them that these funds are available for reimbursement of continuing education expenses. As of the end of March, 5 health services staff had been reimbursed \$899 for CEU expenses.**

- iv. Licensed Alcohol and Drug Counselor Certification – In order to attract and retain Licensed Alcohol and Drug Counselors, reimbursement is being provided to behavioral health staff members who obtain a LADC certification. No health care personnel have requested reimbursement for LADC certification through March 2017.

**Update: The department has reviewed this initiative and is reallocating the \$10,000 in funds identified for this incentive. The funds will be utilized to supplement the technology upgrades at the Staff training academy which cost more than initially anticipated.**

- v. Staff Training Academy Technology Upgrades – Providing staff the training and tools to perform their job is an important part of employee retention. The department is upgrading technology at the staff training academy to move to computer-based instruction, which will improve the ability to provide enhanced curriculum and materials as well as familiarize staff with the department’s computer systems during pre-service.

**Update: 80 laptops and tables with integrated power and networking have been ordered and upgrades are underway. Electrical contractor selected and OCIO installed server cabinets on 3/30/17. The initial estimate for this project was \$75,000. Expenditures to date are \$89,408 and \$10,000 has been reallocated from the LADC certification initiative which has not had the expected level of participation.**

b. Stress Reduction and Coping Strategies - Correctional employees need techniques and strategies to cope with the unique challenges and stress they experience in the correctional environment. It is a reality that working under a heightened state of alertness in a stressful environment such as corrections can be exhausting and lead to physical and mental health issues. Employees need techniques and strategies to cope with the unique challenges and stress they experience in the correctional environment.

i. Resiliency Training - Corrections Fatigue to Fulfillment (CF2F) is a program developed to address the long-term impact on overall health and functioning of corrections staff due to corrections-related workplace stress and issues specific to the prison environment.

More than 500 protective services staff at the Tecumseh State Correctional Institution (TSCI), Nebraska State Penitentiary (NSP) and Lincoln Correctional Center (LCC) received the CF2F training in September and October 2016. Training for members of the Department's executive steering council occurred on October 29, 2016.

On December 12-15, 2016, 12 NDCS staff attended a 32 hour instructor training to launch the first step in becoming certified as CF2F instructors. Selection of instructors was completed from an agency wide recruitment and application process. Individuals selected ranged in all positions including that of mental health practitioner, unit case manager, case worker, corrections corporal, reentry specialist, and chemical dependency counselor.

**Update: The twelve staff trained in December completed their coach sessions and received their certification in February. Since that time they have taught three courses and an additional round of classes will start in May after the NDCS annual in-service courses are completed.**

**In February 2017, the department hosted a Blue Courage training at a cost of \$2,500. Blue Courage is an organization focusing on providing training to corrections and law enforcement agencies. The training was focused on helping staff to understand and recognize the unique situations and stressors that corrections professionals encounter on a daily basis, strategies to prevent and recover from stressful incidents on the job and establishing a culture of dignity, respect and pride in the contribution to public safety corrections staff make each day. The training was very well received and the Department is looking at options to provide additional blue courage trainings in the future.**

- ii. Staff Support Training - Contracted training provided to victim advocates at each facility to provide an additional support for staff who are struggling with the difficulties of the job. Five victim services staff attended critical incident stress management training provided by the Mental Health Association in September at a cost of \$75 per participant.

**Update: An additional 10 staff attended this two day training in January bringing the total number of staff advocates who have attended the training to 15.**

c. Work-Life Balance

- i. Staff Wellness Centers - Develop wellness centers at NSP and TSCI to provide staff access to exercise equipment, relieve stress and promote engagement.

**Update: NSP and TSCI have identified locations for the wellness centers and have ordered workout equipment totaling \$55,178 through March 2017. The HVAC and electrical work at NSP have been completed at cost of \$24,500 bringing the total expenditures through March 2017 to \$79,678. The remainder of the NSP renovation is being performed by volunteers. The costs of the TSCI renovations and remaining equipment will be included in the final quarterly report in July.**

- ii. Commuting Bonus for TSCI – A monthly commuting bonus is being provided to TSCI employees based on how far they live from the facility. Employees earning more than \$55,000 are not eligible for the commuting bonus.

**Update: Through the pay period ending 3/29/2017, a total of \$158,700 has been paid in commuting bonuses.**

- iii. Retention Bonus. On August 30, 2016, the department initiated a \$500 retention bonus for staff in the following job classifications hired prior to January 1, 2016: corrections officer, chemical dependency counselor, registered nurse, corrections corporal, chemical dependency treatment specialist, licensed practical nurse, unit caseworker, licensed mental health practitioner I & II, and food service specialist.

A total of 951 staff received the bonus in September 2016 at a cost of \$475,500. Feedback on the retention bonus has been mixed. Although the department has communicated to team members the bonuses are for high turnover, high vacancy positions, team members who did not receive the bonus have expressed they feel their commitment has not been recognized.

d. Behavioral Health Training

- i. Schema-Focused Training – This is an evidence-based integrated therapy approach that focuses on changing long-standing patterns of thinking, which prevent

individuals from benefiting from traditional forms of treatment. Forty behavioral health staff attended schema-focused therapy training on September 8<sup>th</sup> and 9<sup>th</sup>, 2016 at Southeast Community College at no cost to the Department.

- ii. Trauma-informed care training – Training for clinicians, which informs treatment approaches to recognize the trauma their clients have experienced. NDCS is partnering with the Nebraska Psychological Association and the Veterans Administration to coordinate a trauma-informed care training scheduled for the fall of 2017.
- iii. Violence Reduction Program and Violence Risk Scale Training – Training for clinicians focusing on delivery of violence reduction programming and risk assessment.

NDCS contracted with Psynergy consulting for two international experts on violence reduction programming who delivered three and a half days of training for NDCS staff at the beginning of November 2016. Twenty-eight staff from NDCS and five staff from the Lincoln Regional Center attended the training. The cost of the training was \$35,000 which includes two years of additional technical support.

## **2. Impact of the use of the funds on retention of quality staff**

The initial plan for the use of the retention funds was announced by Director Frakes on June 15, 2016. Since that time we have monitored participation and listened to feedback from staff and made changes to tweak programs or reallocate funds as necessary in order to utilize the provided resources in a way that would have the most meaningful impact on staff retention. Staff participating in the professional development bonus have been asked to complete an evaluation and provide feedback on the program. The evaluations are currently being collected and analyzed and a summary of the responses will be provided in the next quarterly retention report in July 2017.

Feedback from staff has varied by program but has been generally positive. The corrections fatigue to fulfillment training, blue courage training and the enhanced professional development bonus programs have received positive responses. Staff members indicated they appreciate that these issues are being recognized and that the department is listening. The professional development bonus was initially perceived as too little compensation for the time invested by some staff. The department responded to this feedback by increasing the bonus and participation has increased from 292 to 535 participants in the first three months of 2017.

Section three of this report documents agency turnover information for the period during which the retention initiatives have been in place. There are also other factors such as the collective bargaining negotiations and the low unemployment rate in Nebraska that impact the analysis employees make when choosing to remain employed in a job. These factors make it difficult to

isolate the unique impact the retention initiatives are having on overall retention rates. The department will continue to evaluate the impact on employee retention as additional data becomes available.

### 3. Staff Vacancy and Turnover Data

The first quarterly report provided a baseline for evaluating the impact of the retention funds on turnover and vacancies. Table 1 contains the monthly turnover rate for protective services employees for all of FY 2016 and the first 3 quarters of FY 2017.

Table 1: Protective Services Turnover – FY 2016 + Q1-3 FY 2017

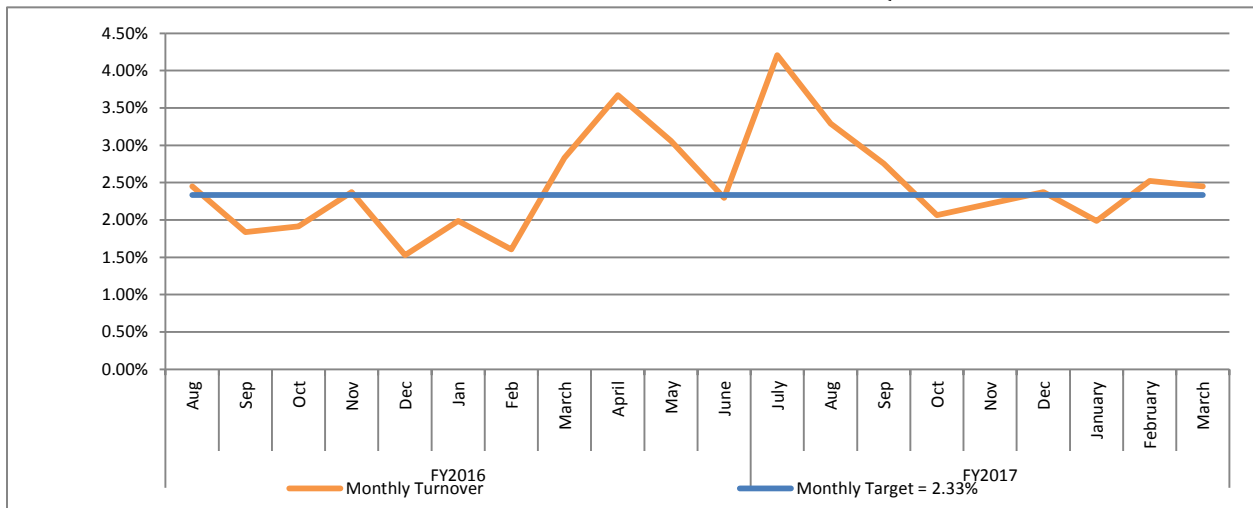


Table 2 provides monthly turnover for the agency since 2015 and Table 3 documents monthly protective services turnover for the past 7 years. Protective services is the highest need area in the agency from a staffing perspective and is the primary focus of these retention efforts.

Table 2: NDCS Agency Turnover 2015-2017

Year	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
2015	50	44	54	47	61	56	52	46	38	35	42	40	565
2016	37	30	54	59	55	53	72	61	52	54	39	47	613
2017	40	57	47										144

Table 3: NDCS Monthly Protective Services Turnover 2010-2017

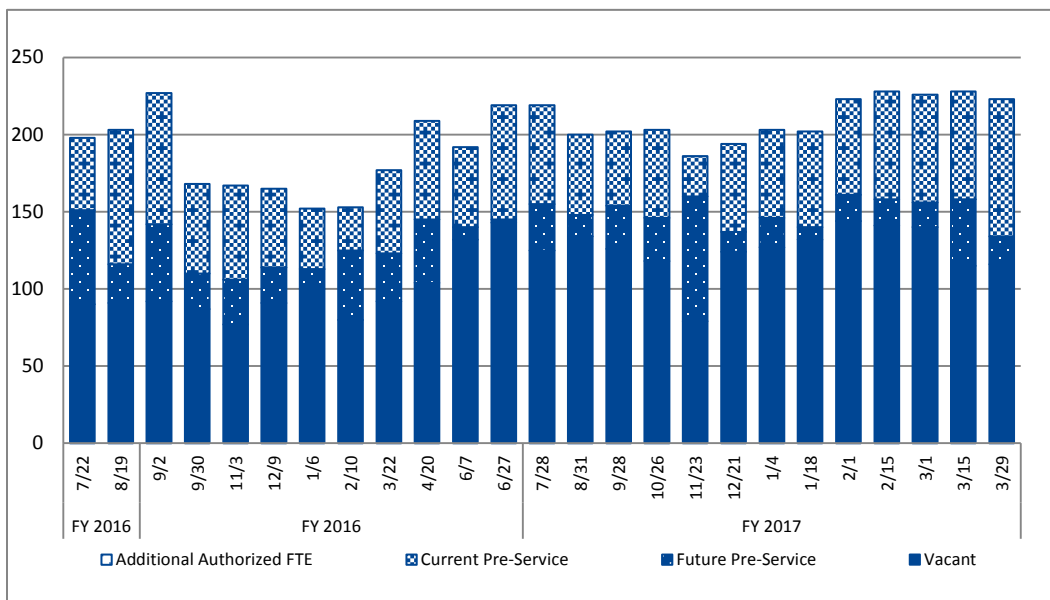
Year	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
2010	17	13	21	22	17	25	24	20	30	15	13	16	233
2011	23	15	26	18	23	23	30	15	24	23	23	16	259
2012	20	20	20	26	19	31	19	33	20	18	24	16	266
2103	18	21	21	21	25	24	16	27	27	22	25	28	275
2014	25	19	30	25	33	29	46	41	25	29	28	29	359
2015	41	25	45	32	36	40	36	32	24	25	31	20	387
2016	26	21	37	47	40	30	57	42	36	28	29	31	424
2017	26	33	32										91

Table 4 contains year-to-date agency wide turnover information for calendar year 2017 to date and Table 5 provides protective services vacancy information for FY2016 and the first three quarters of FY 2017.

Table 4: Agency Turnover Rates 2017

	T/O YTD	Auth FTE	T/O Rate
Total Turnover Rate for Protective Services:	89.00	1,305.00	6.82%
Total Turnover Rate for Nurses:	6.00	47.50	12.63%
Total Turnover Rate for Education:	0.00	27.00	0.00%
Total Turnover Rate for Other:	46.00	975.00	4.72%
Total Projected Annual Turnover Rate for Protective Services:			27.28%
Total Projected Annual Turnover Rate for RN's & LPN's:			50.53%
Total Projected Annual Turnover Rate for Education:			0.00%
Total Projected Annual Turnover Rate Other:			18.87%
Total Agency Turnover Rate:	141.00	2,354.50	5.99%
Total Projected Agency Turnover Rate:			23.95%

Table 5: Protective Services Vacancies FY 2016 – FY2017Q3



Protective services turnover and agency turnover as whole remain a priority for the department. Protective services turnover was at or below the monthly turnover target of 2.33% for October, November and December of 2016. The positive trend in protective services turnover has continued in the first quarter of 2017, with January turnover at 1.99%, February at 2.52% and March at 2.33%. Vacancy statistics have been more mixed. Protective services vacancies have not improved as much as turnover over the same time period, averaging 132 vacancies over the last 6 months. A large hiring class in March has reduced protective services vacancies to 115 positions over the last two pay periods of the quarter and we are optimistic this trend will continue.

The department has also focused on recruitment and retention in behavioral health. Progress has been made in hiring psychologists and filling the vacant behavioral health leadership positions. Since September, the department has filled eight psychologist positions, including the assistant administrator for mental health and the assistant administrator for sex offender services, a psychologist dedicated to restrictive housing at TSCI and a psychologist for the residential substance abuse program at NSP. Offers are pending for the supervising psychologist positions at NSP and TSCI. While we still are having issues filling some mid-level provider and substance use counselors, the progress made in filling the vacant leadership and psychologist positions are reason for cautious optimism.

While the department cannot definitively attribute this progress to the retention initiatives, the feedback we have received to date indicates they have played a part in retaining existing employees and sending the correct message to potential new hires. The department is hopeful the trend over the recent months continues and these new initiatives will continue to make progress in addressing our protective services and behavioral health vacancies, reducing the need for mandatory overtime.



#### **4. Plans for the future use of the funds**

The department is continuing to monitor and evaluate the success of the existing retention initiatives, ensure that the funds are utilized and identify the most effective investments of resources for any future appropriation. Outside of the direct impacts on retention and recruitment, the process of identifying potential uses, developing programs, and soliciting and reacting to feedback from employees has been beneficial. The focus on employee engagement and retention has heightened awareness of the issue and sends the message to staff that the department and external stakeholders take this issue seriously. Appendix 1 outlines the existing initiatives, current expenditures and outcome measures being used to evaluate their effectiveness.

The final quarterly report in July of 2017 will provide a summary of all retention fund expenditures, a summary of the staff feedback from evaluations as well as an analysis of the impact the funds have had over the prior year in impacting the department's recruitment and retention efforts.

**APPENDIX: NDCS RETENTION INITIATIVES**

Strategy	Intended Target	How it Works	How it Impacts Retention	Potential Measure	Estimated Cost	Progress/Expenditures to Date
Professional Development Stipend	Protective Services	Design process to provide stipend when staff complete online training courses	Encourage professional development; Shows commitment to staff and recognition that new skills are valuable;	Measure retention for employees taking advantage of professional development.	\$300,000.00	\$194,450
Resiliency Training	Protective Services	"Corrections Fatigue to Fulfillment" is a program developed to address the long term impact on overall health and functioning of corrections staff due to corrections- related workplace stress, the issues specific to the prison environment	The skill-building exercises teach employees to cope with the stressors and/or trauma experienced on the job, which means they will be better equipped to handle the stress of the job, they react to situations better, they and provides	Feedback from staff on training; Measures retention of participating staff.	\$50,000.00	Training was provided to staff at NSP and LCC in September, TSCI in October and Executive Staff in November 2016. NDCS staff was trained to deliver the program in December 2016. \$49,993
Peer Support Training	Victim Advocates	Contracted training would be provided to the victim advocates at each facility to provide an additional support for staff who are struggling with the difficulties of the job	Provide a level of support for staff outside of their normal supervisory structure where they may be more comfortable sharing issues w/ peers;	Staff surveys re: support services Retention rates for participating employees	\$25,000.00	5 staff attended CISM training in Sept and 10 more attended in January \$1500
Staff Wellness Center (onsite TSCI/NSP)	All facility staff	Develop wellness centers to provide staff access to exercise equipment, relieve stress and promote engagement.	This is a need identified by staff which will provide an onsite stress relief opportunity and potentially save employees \$ by not having to pay for a gym membership.	Facility usage rates and employee feedback Retention rates at facilities where they are provided	\$200,000.00	NSP –Electrical and HVAC contract have been bid, work underway. Fitness equipment has been ordered at both NSP and TSCI \$79,678
Commuting Stipend for TSCI	TSCI Staff	Provide a monthly commuting stipend to TSCI employees based on how far they live (by Zip Code) from TSCI. \$50 > 30 miles, \$25 <30 miles	Travel time and cost have been identified as two factors affecting recruitment and retention at TSCI.	TSCI retention rates	\$250,000.00	\$158,770
Technology Upgrades at STA	All Staff	Upgrade Technology at the Staff Training Academy to move to electronic materials	Better prepare staff for use of our computer and data systems. Improve staff engagement by providing the tools and training they need to do their job effectively.	Staff retention - completing probation, and staying 1 yr after going thru updated academy) Employee feedback on staff training academy	\$85,000	80 Laptops, Monitors, Tables and PA system ordered. Bid for electrical work in process. \$89,408
Retention Bonus	Select Job Classifications	Staff in the flowing job classifications hired prior to Jan 1, 2016 receive a \$500 retention bonus.	Recognize and reward the service of long term staff in high turnover positions	Staff retention – Turnover in identified job classifications. Employee feedback.	\$400,000	\$475,500
Temporary position (SOS) to manage projects, and track metrics	All Staff	Temp position to coordinate the entire process of retention strategies	A dedicated position to coordinate these initiatives will help insure are implemented on time, with fidelity, and that we measure the impact on retention			An administrative assistant position has been assigned to help coordinate the project.
<b>Subtotal</b>					\$1,310,000.00	\$1,049,299
<b>Health Services</b>						
Licenses	LMHP, Dually Licensed Staff	Reimbursing Medical Staff for the costs to maintain licensure beyond their primary license.	This is in addition to what we currently reimburse in licenses	Participation Rate Retention rate for participating staff Employee Engagement	\$10,000.00	Eligible health care staff have been notified that reimbursement is available. \$899
Schema-focused training	LADC, LMHP, PhD	Evidence based integrated therapy approach that focuses on changing long-standing patterns of thinking that prevent individuals from benefiting from traditional forms of treatment.	Provides additional skills/tools to BH staff for dealing with the most difficult inmates and alternative approaches that may be more effective with all clients.	# of staff who participate and complete training Retention rate for participating staff Employee Engagement	\$10,000.00	Training occurred on September 8-9th, 2016 at no cost to the Dept.

**NDCS RETENTION INITIATIVES**

<b>Strategy</b>	<b>Intended Target</b>	<b>How it Works</b>	<b>How it Impacts Retention</b>	<b>Potential Measure</b>	<b>Estimated Cost</b>	<b>Progress/Expenditures to Date</b>
Violence Reduction Training	BH Staff	Training for BH staff on delivery of violence reduction programming from recognized experts in the field.	Helps staff address the needs of high risk patients and provides tools for working with violent inmates to create a safer work environment	# of staff completing the training # of patients successfully completing VRP	\$35,000.00	Two trainings conducted for 28 NDCS and 5 Regional Center staff in November and contract for two years of technical support. \$35,000
Behavioral Health Symposium	All BH staff, re-entry staff	Host symposium to provide professional development and CEUs, could be used as recruiting tool as well. Costs include venue, staff travel, materials	Educates staff, policymakers, stakeholder and potential employees of the work NDCS behavioral health does; Professional development, education on best practices	# of New applicants from contacts at Conference Engagement of existing BH Staff Positive press on work of NDCS behavioral health staff	\$35,000.00	BH Symposium scheduled for May 9- 10, 2017 at Embassy Suites, Papillion-La Vista. Funds encumbered, but not spent.
Pay for professional CEUs	All licensed BH staff	Reimbursement for CEUs	Encourage professional development; Shows commitment to staff and recognition that new skills are valuable;	HC Staff retention rates # of CEU credit earned	\$100,000.00	These expenditures are currently included within the professional development stipend line item.
<b>Subtotal for Health Services</b>					\$190,000.00	\$35,899
<b>TOTAL</b>					\$1,500,000.00	\$1,085,198

## APPENDIX 2 – Behavioral Health Symposium Information

**Registration Form or  
Register Online at [www.lmep.com/tap](http://www.lmep.com/tap)  
Under "Special Trainings"**

\_\_\_\_\_  
Name (Please Print)

\_\_\_\_\_  
Address (Street/PO Box)

\_\_\_\_\_  
City/State/Zip

\_\_\_\_\_  
Phone                      Birthday

\_\_\_\_\_  
Email

**COST: \$100.00\* [Registration Closes May 5]  
\*Includes lunch on May 9**

Method of Payment:     Cash         Check  
 MasterCard     Visa         Discover

\_\_\_\_\_  
Credit Card #

Exp. Date \_\_\_\_\_ Zip Code of Card \_\_\_\_\_

\_\_\_\_\_  
Name on Card (Print)

\_\_\_\_\_  
Signature

Fax: 402-483-2882  
Mail: TAP Program, 4600 Valley Road, Lincoln, NE 68510

I have read and accepted all the terms and conditions in the TAP Program Policies (available at [www.lmep.com/tap](http://www.lmep.com/tap)), which represents the entire understanding between myself (the participant) and the TAP Program and supersedes any prior statements or representation. By sending in this registration, I agree to the rules and regulations of the TAP Program.



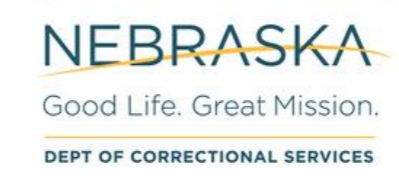
**Participant Responsibilities**

Participants are to sign in as specified at the educational activity, remain throughout the program, complete an evaluation, and turn in their fully completed NDCS Behavioral Health Symposium Session CEU Validation Form will receive a certificate of completion. Your certificate will be emailed to you within 4 weeks. Please notify the TAP office if you do not receive your certificate. Hours will not be adjusted later.



Conference coordinated by :  
Training for Addiction Professionals  
4600 Valley Road, Lincoln NE 68510  
402-327-6831  
[www.lmep.com/tap](http://www.lmep.com/tap)

## Behavioral Health Symposium



**May 9-10, 2017**

(Registration Closes May 5, 2017)

Embassy Suites Conference Center  
12520 Westport Parkway  
La Vista NE



Speakers include:

- Christian Meissner, Ph.D.
- Caterina Spinaris, Ph.D.
- Mario Scalora, Ph.D.
- Zach Hamilton, Ph.D.
- Ryan Quirk, Ph.D.
- Jerome Barry, LMHP, LADC
- Mindy Lester, JD

## APPENDIX 2 – Behavioral Health Symposium Information

### Behavioral Health Symposium

**Track A**—Intended for Behavioral Health Professionals such as LMHP, LADC, LSW, LMSW, psychologist, etc.

**Track B**—intended for Correctional, Probation and Parole Staff

	Track A	Track B
<b>May 9</b>		
<b>8:30</b>	<b>Welcome</b>	
<b>8:45</b>	*The STRONG R: Managing Community Safety	
<b>9:45</b>	<b>Break</b>	
<b>10:00</b>	*Partnering w/Resistance	*Community Safety at Discharge
<b>12:00</b>	<b>LUNCH (Provided)</b>	
<b>1:00</b>	*A Conversation About Ethics	Reforming Restrictive Housing
<b>3:00</b>	<b>Break</b>	
<b>3:15</b>	*The Strong R: Assess & Guide Client Supervision	*Criminal Justice System: Start to Finish
<b>4:30</b>	<b>Dismissal</b>	
<b>May 10</b>		
<b>8:30</b>	*From Fatigue to Fulfillment	Reentry Panel
<b>10:00</b>	<b>Break</b>	
<b>10:15</b>	*From Fatigue to Fulfillment (cont.)	STRONG R: Implementation Panel
<b>11:45</b>	<b>LUNCH (on your own)</b>	
<b>1:00</b>	*Changing Behavior with Functional Analysis	Effective Practices in Community Supervision (EPICS)
<b>2:30</b>	<b>Break</b>	
<b>2:45</b>	*Using Risk Assessment Strategies to Enhance Community Safety	
<b>4:30</b>	<b>Dismissal</b>	

### Speakers

**Christian Meissner, Ph.D.**, Professor and Chair, Cognitive Psychology Doctoral Program at Iowa State University. Chris earned his B.A. in Psychology from Pfeiffer University and his M.S. and Ph.D. from Florida State University. In 2015 he earned a “Recognition for Outstanding Contributions to Research on Evidence-Based Practices” from the FBI.

**Caterina Spinaris, Ph.D.**, is Executive Director of Desert Waters Correctional Outreach in Pueblo, CO. Dr. Spinaris has a Masters in Counseling from Lesley University and a Ph.D. in Psychology from the University of Calgary.

**Mario Scalora, Ph.D.**, UNL Professor, is a nationally-known expert in risk assessment, Director of the UNL Public Policy Center and President of the Great Plains ATAP chapter.

**Zach Hamilton, Ph.D.**, is an Associate Professor in Criminal Justice at Washington State University—Spokane where he is the director of the Washington State Institute for Criminal Justice. Dr. Hamilton has a Master’s and Ph.D. in Criminal Justice from Rutgers University. Dr. Hamilton, working with Assessments.com, has developed the STRONG R (Static Risk and Offender Needs Guide).

**Ryan Quirk, Ph.D.**, Psychologist for the Washington State Department of Corrections. Dr. Quirk specializes in working with inmates in restrictive housing and helping individuals build skills to transition to increased freedom and self-control, whether incarcerated or not. Dr. Quirk earned his Bachelor’s degree from Fordham and his Doctorate in Clinical Psychology from Hostra University.

**Jerome Barry, LMHP, LADC**, is the director of Bryan’s Independence Center, Pastoral Care and Lifepointe. He earned his B.S. from Northwestern University and his M.S. from the University of Nebraska-Omaha in Counseling.

**Mindy Lester, J.D.**, is a staff attorney for the Attorney General of Nebraska.

### Continuing Education Credit

#### Track A

\*12.5 hours approved for clinicians on the Supreme Court of Nebraska, Office of Probation Administration’s Registered Service Providers List for the Standardized Model for Substance Abuse Services and the Adult Behavioral Health Services.

CEU’s: 12.5 hours These trainings are approved by Nebraska Department of Correctional Services, as a NAADAC Approved Education Provider, for educational credits. NAADAC Provider #103824, NE Department of Correctional Services is responsible for all aspects of their programming.



#### Track B

\*6 hours approved for clinicians on the Supreme Court of Nebraska, Office of Probation Administration’s Registered Service Providers List for the Standardized Model for Substance Abuse Services and Adult Behavioral Health Services.

CEU’s: 6 hours These trainings are approved by Nebraska Department of Correctional Services, as a NAADAC Approved Education Provider, for educational credits. NAADAC Provider #103824, NE Department of Correctional Services is responsible for all aspects of their programming.

This program may also meet the criteria of an approved continuing education program for certified social workers, certified master social workers, or licensed mental health practitioners for up to 12.5 contact hours. Other healthcare professionals may use their certificate of attendance to claim continuing education hours through their certifying body. This program will be up to 750 minutes in length.

**Funding for this event is provided, by the Nebraska Department of Correctional Services through retention funds allocated by the Nebraska Legislature. Additional partners include Parole Administration and State Probation.**