



DEPARTMENT OF **CORRECTIONS,** REHABILITATION & REENTRY

2025 EDUCATION, PROGRAMS, AND COMMUNITY REENTRY

Mission

Our mission is to enhance public safety across Arizona through modern, effective correctional practices and meaningful engagements

Vision

Reimagining Corrections

Principles

- Always deliver a perfect effort
- Transform power and control mentality into respect, rapport, and engagement
- Modernize correctional practices and develop staff for meaningful performance
- Be responsive, communicate effectively, and responsibly serve the public and population
- Develop solutions that promote systemic wellness and deliver positive, practical outcomes
- Center our work on transparency, accountability, and humanity

Goal 1: Build a Meaningful Organizational Culture & Promote the Development of Team

- 1.1 Implement supervision strategies to enhance Community Reentry Officers' (CRO) effectiveness and promote staff wellness
- 1.2 Establish a formal mentorship program that pairs experienced staff with new employees across all divisions
- 1.3 Provide specialized wellness training to chaplains and deploy them to provide holistic support to staff
- 1.4 Revitalize the EPCR Wellness Committee to enhance staff wellness initiatives including training for staff, more divisional staff on the committee, and focusing the committees work on improved efficiencies and reduction in redundancies

Goal 2: Create and Implement Optimal Population Management & Progression Strategies

- 2.1 Develop and implement strategies to increase GED and high school diploma attainment by 10% before participants enter the Transition Program
- 2.2 Create a multi-disciplinary workgroup to redesign the re-entry process to improve the continuity of care
- 2.3 Implement the Ohio Risk Assessment System (ORAS) to guide meaningful programming placement, individualized case management services, and community reentry
- 2.4 Explore ways to make the Transition Program more effective and meaningful
- 2.5 Reimagine the systemic role of the Pima Reentry Center (PRC) and Maricopa Reentry Center (MRC) in supporting safe transition services in the community, increasing bed utilization by 25% at each center
- 2.6 Expand access to education, apprenticeship, and workforce development programs aiming to reduce recidivism by providing individuals with the skills and tools for successful reentry
- 2.7 Identify and implement evidence-based strategies to enhance the effectiveness and impact of the Transition Program
- 2.8 Expand programming opportunities for those convicted of Sexual Offenses

Goal 3: Deploy Quality Service Delivery & Continuity of Care in Complexes & Communities

- 3.1 Strengthen peer support in complexes and communities through partnerships and ADCRR positions
- 3.2 Expand apprenticeship opportunities within complexes
- 3.3 Collaborate with Fiscal Services and Arizona Correctional Industries to develop strategies for the appropriate expansion of workforce development initiatives
- 3.4 Increase post-incarceration employment for returning clients
- 3.5 Implement a Mother and Child Bonding Program
- 3.6 Collaborate with Fiscal Services to identify opportunities for enhancing substance use disorder treatment availability before and after release, utilizing existing funding
- 3.7 Realign Changing Offender Behavior to include more programming opportunities outside of the core curriculum
- 3.8 Increase safe and sustainable housing options while decreasing homeless releases
- 3.9 Implement absconder reduction strategies, aiming to reduce community reentry absconding behavior by 10%

Goal 4: Achieve Modernization & Sustainability of Practices & Resources

- 4.1 Optimize technology usage to streamline staff responsibilities and eliminate redundancy
- 4.2 Establish a policy review group to revise policy to eliminate stigmatizing terms and align it with implementation methods
- 4.3 Redesign the employee promotional process to ensure transparency and alignment with the Department's mission, vision, and principles
- 4.4 Develop technical solutions for Community Reentry case management systems