

# SAFE JAILS/SMART DECISIONS

USING OBJECTIVE JAIL CLASSIFICATION AND INMATE BEHAVIOR MANAGEMENT TOGETHER



## Objective Jail Classification and Inmate Behavior Management

Objective Jail Classification (OJC) is a process of assessing every jail inmate's custody and program needs and is considered one of the most important management tools available to jail administrators and criminal justice system planners. Managing inmate behavior is the core function of jails. This two day seminar brings both valuable topics together to give the participant a meaningful understanding so that their inmate populations can be managed more safely, efficiently and effectively. This curriculum is based on the National Institute of Corrections learning model and taught by NIC registered instructors.

**Southwest Florida Public Service Academy**  
**4312 Michigan Ave., Fort Meyers, Florida 33905**  
**Offered in cooperation with the Collier County Sheriff's Office**

**February 25-26, 2015**

Lodging available at Hyatt Place Fort Meyers/ at The Forum 2600 Champion Ring Road Fort Meyers, FL 33905. Call 1-800-993-4601 mention you are with the Safe Jails, Smart Decisions workshop for group rate \$129.00 per room, available until January 24, 2015.

Cost: \$295.00 per person. Payment may be made by check or Visa/MasterCard

Make checks payable to Envision Justice Solutions, LLC. Contact Pat Owen at 734-795-3235 for more information. Seat availability is limited.



**ENVISION**  
Justice Solutions

**ENVISION JUSTICE SOLUTIONS**

13212 Chestnut St. Southgate, MI 48195

734.795.3235 | patrickowen161@gmail.com | [www.envisionjusticesolutions.com](http://www.envisionjusticesolutions.com)

What Participants will Learn:

- Elements of a proven system for Inmate Behavior Management
- Key indicators of a valid Objective Jail Classification System
- Comprehensive guidelines for assessing inmates risk and needs
- The relationship between inmate classification and inmate housing assignments
- How to set, convey and enforce expectations for positive inmate behavior
- Methodology for effectively supervising inmates in any style of physical plant
- Strategies for keeping inmates occupied with productive, staff directed activities
- Techniques for developing a supportive jail database that permits analysis of outcomes

Program Summary

**Day One**

8:00 AM	Workshop overview
9:00 AM	Networking break
9:15 AM	IBM Element 1 – Assessing Risk and Needs
10:30 AM	Networking break
10:45 AM	IBM Element 1 continues
12:00 PM	Lunch break
1:00 PM	IBM Element 1 continues
2:00 PM	Networking break
2:15 PM	IBM Element 2 – Assigning Inmates to Housing
3:15 PM	Networking break
3:30 PM	IBM Element 2 continues
5:00 PM	Workshop day concludes

**Day Two**

8:00 AM	IBM Element 3 – Meeting Basic Needs
9:00 AM	Networking break
9:15 AM	IBM Element 4 – Defining, Conveying and Enforcing Expectations

10:30 AM	Networking break
10:45 AM	IBM Element 5 – Effective Inmate Supervision
12:00 PM	Lunch Break
1:00 PM	IBM Element 6 – Productive Activities
2:00 PM	Networking break
2:15 PM	Running an Intelligent Jail
3:30 PM	Workshop concludes

#### Annotated Agenda at a Glance

##### Day One:

During day one we will introduce the workshop presenters and begin supporting networking opportunities by allowing workshop participants to introduce themselves, describe their home jurisdictions, and explain what brings them to this workshop. We will then present a brief overview of all six elements of Inmate Behavior Management (IBM). The balance of the day will be spend explaining IBM elements one and two in some detail, and pointing out the relationship between these two elements and Objective Jail Classification (OJC).

##### Element 1 – Assessing for Inmate Risk and Needs

The first element of Inmate Behavior Management is assessing all inmates for risk and needs. Risk is defined as the level of dangerousness an inmate presents to the facility and need is defined as an inmate’s physiological and psychological requirement for well-being. Assessing for risk and needs begins at the moment an inmate is accepted into the facility and continues at certain defined points during a life-cycle of an inmate’s incarceration.

A jail’s overall system of assessing inmate risk and needs is called inmate classification. The principles of Objective Jail Classification (OJC) will be presented in this section of the workshop. We will demonstrate the development and proper use of valid classification instruments. The importance of the correct application of a classification instrument will be explained and illustrated. The advantages of a classification interview between an inmate and a classification officer will be explored and demonstrated.

##### Element 2 – Assigning Inmates to Housing

A plan for assigning inmates to housing that follows a carefully thought out and well-designed logic is called a housing plan, and this section of the workshop will describe how to craft an effective housing plan. Discussions will include the proper use of general population housing, maintaining levels of separation between custody levels,

strategies for using segregation units, and the philosophy behind offering differentiated layers of conditions of confinement and privileges.

Special attention will be given to addressing the challenges to an effective housing plan, such as overcrowding, understaffing, or an inadequate physical plant. Examples of various housing plans will be presented during the workshop, and participants will be given opportunities to apply what they have learned by developing sample housing plans.

Day Two:

During day two we will explain the remaining four elements of Inmate Behavior Management. Each element will be fully defined and multiple examples of the effectiveness of the IBM approach to managing inmate behavior will be provided. The remaining portion of the day will be given over to exploring the topic of Running an Intelligent Jail by the proper use of data, statistics and the analysis of the same. Examples will be given of a wide variety of management reports that can be used to manage an efficient and effective facility. The connection between successful inmate management and continue review of incident related data will be demonstrated in a variety of ways.

Element 3 – Meeting Inmates’ Basic Human Needs

Some inmate misbehavior is prompted by their inability to meet their own basic human needs, such as physical needs, safety needs or social needs. For example, if inmates are hungry they may steal or hoard food. If they don’t feel safe they may fashion weapons. Understanding this and approaching the provision of basic human needs appropriately can empower a jail to reduce the amount and type of misbehavior associated with needs.

Element 4 – Defining, Conveying and Enforcing Expectations for Inmate Behavior

Our expectations for inmate behavior and the various ways we convey and enforce those expectations have a powerful influence on the way inmates act. Once clear expectations are conveyed and enforced, inmates can comply with jail rules and treat staff and each other respectfully. This section will examine the various ways to convey expectations to inmates both directly and indirectly. The use of incentives and disincentives will also be explored.

Element 5 – Effective Inmate Supervision

In order to manage inmate behavior, staff must interact with and supervise inmates effectively. Staff interaction with inmates has a single purpose, namely, to influence positive or desired inmate behavior and discourage negative or unwanted behavior. The effectiveness of supervision techniques can be measured by examining the

resulting inmate behavior. Effective inmate supervision is not limited to a certain style of physical plant, such as direct supervision, but can be practiced in any jail.

#### Element 6 – Productive Inmate Activities

The final element in Inmate Behavior Management is keeping inmates productively occupied in activities that promote positive behaviors. The undesirable effects of inmate idleness will be explained and several examples of the effectiveness of productive activities will be presented. The various ways productive activities can be established in jail settings will be explained.

#### Running an Intelligent Jail

Current computer technology, including improved hardware and software applications, provide fast and efficient ways to collect, analyze and present data. People who work in jails need to understand their jail's key outcomes, its inmate population profile, and important performance measures. Demands from stakeholders for the most efficient use of resources and the need to produce better outcomes with fewer resources means that today's managers must run an intelligent jail informed by the best available technology. This section will explain the characteristics of a well-designed jail management software system. We will provide examples of management reports that can support improved decision making in a jail environment. Participants will understand the strategic importance of having an effective system that is capable of measuring a jail's performance, trends and future needs.

#### Who Should Attend?

Sheriffs, jail administrators, managers, supervisors, program managers and professionals in juvenile and adult corrections including;

Sheriff's office administrators

County administrators

Jail command staff

Jail shift supervisors

Classification officers

Intake officers

Housing unit officers

Jail program managers

Representatives of facilities contemplating new jail construction

Representatives of jurisdictions procuring or designing a new jail management system

Why Attend?

Learn a proven system for getting control of your jail and successfully reducing fights, assaults, suicide attempts, damage to facility property, and other aspects of unwanted inmate behavior.

Appreciate how a fully implemented inmate classification system will help manage the many liability risks that all jails face.

Workshop sizes insure individual attention to answer your questions and to facilitate networking with other jail professionals.

An experienced and expert faculty who have been jail practitioners for decades.

Abundant examples of real-life solutions and computer management report

## About the Instructors



Captain Randy Demory has worked in corrections for almost 35 years, in May of 1988 he joined the Kent County Correctional Facility in Grand Rapids, MI. He ultimately became the Captain in charge of this 1,400 bed jail system with two facilities with responsibilities over security, programs and administration. His career highlights include implementation of an Objective Jail Classification system in 1997, managing a \$1.6 million computer system upgrade in 2004, revamping and expanding jail programs with an emphasis on reentry programs beginning in 2005, implementing Inmate Behavior Management in 2009, and overseeing a large jail renovation and construction project culminating in opening an additional 550 beds in 2012. Captain Demory has been a member of the Kent County Community Corrections Advisory Board since 1996. He has also served on the boards of directors of several local organizations. Beginning in 1998, Captain Demory became associated with the National Institute of Corrections (NIC) Jails Division as a technical resource provider in the areas of Objective Jail Classification, Inmate Behavior Management and Reentry Programming. He has provided technical assistance to hundreds of jail officials through on-site technical assistance and by instructing in classification, inmate behavior management, jail inmate reentry and other topics at workshops around the country. He holds a Masters degree in Education and a Masters in Criminal Justice Administration.

**Envision Justice Solutions, LLC.**

**Please use this form to process your workshop registration.**

Event Name: \_\_\_\_\_

Event Dates: \_\_\_\_\_

**Authorizing Manager**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ IPC/Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #1**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #2**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #3**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #4**

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Make checks payable to Envision Justice Solutions drawn on US bank in US Dollars and Mail To:  
Envision Justice Solutions | 13212 Chestnut St | Southgate, MI 48195 Visa MasterCard Accepted Call:  
1(734)795-3235 | [patrickowen161@gmail.com](mailto:patrickowen161@gmail.com)

