# **Prison Reentry Initiative**

### **Strategic Map and Result Trails**



## Strategic Map

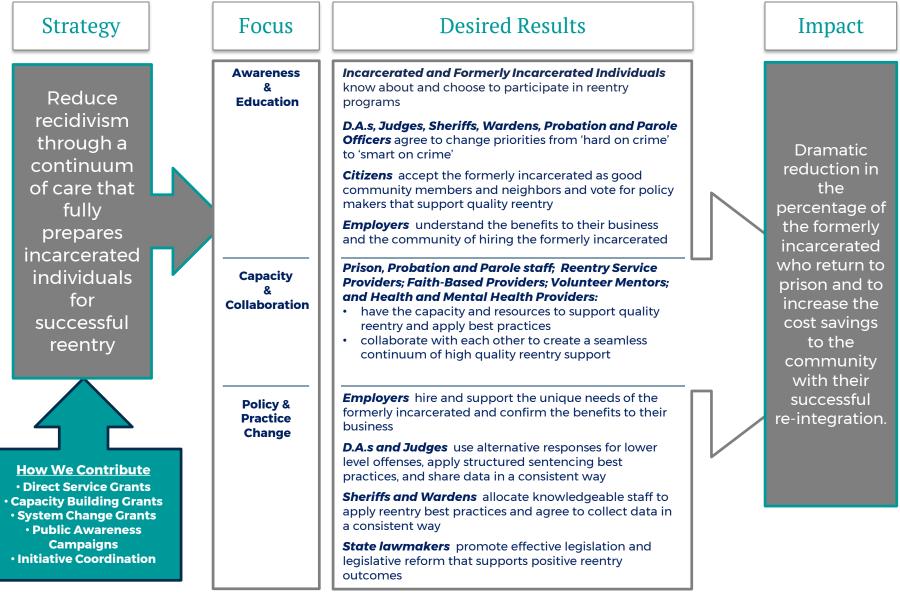
- Connects overarching strategy to impact
- Links organizational efforts to desired results
- Defines organizational results in terms of time-bound, sustained changes in behavior or condition for key stakeholders
- Identifies the organization's contribution toward those results







### PRISON REENTRY INITIATIVE STRATEGIC RESULTS MAP

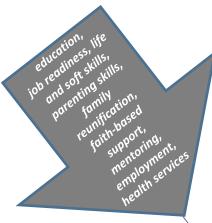


## **Result Trails**

- Provide a continuum of results reflecting changes in behavior or condition of those being supported or influenced along the path to success.
- Reflect programs and projects as what 'goes in' to get participants to result achievement
- Differentiate *expected* vs. *aspirational* results
- Enable staff and partners to 'connect in' by identifying the results they achieve in their specific work
- Become the basis for result metrics that all projects and programs report against throughout the year







**Result Trail for: Incarcerated and Formerly Incarcerated** Desired Results: *Successfully reenter the community* 

Become aware of reentry services and choose to participate

• Agree to reentry plan objectives, services, and actions while incarcerated and up to 3 years post incarceration

Begin to build new capacities and increase readiness resources

- Demonstrate new skills or capacity including: job readiness; social, family and spiritual supports; housing; mental health or substance abuse recovery; medication and treatment support; and financial obligations and parenting skills
  - Demonstrate resources required for success, including medications and connection to ongoing health and mental health treatment, complying with probation and parole and continue pursuing reentry plan objectives including housing, employment, spiritual practice, recovery, and family re-unification
    - Confirm changes in behavior have led to stable life conditions (health care, housing, recovery, employment, social and spiritual supports)
      - Maintain stable life conditions for at least 6 months
        - Successfully reintegrate into the community for at least 3 years after incarceration





#### **Result Trail for: Community Members**

Desired Results: Accept the formerly incarcerated as good community members and neighbors and vote for policy makers that support quality reentry

Become aware of the ineffectiveness and inequity of current prison reentry practice and costs on the system

> Empathize with the experience of incarceration and accept reentry best practices as a way to support a second chance for reentry-prepared offenders based on the contribution they can and do make to the community and society

> > Advocate with others to support reentry best practices

Vote for policy makers that support reentry best practices

Provide relevant reentry support to incarcerated individuals (martial arts, relationship skills, materials, spiritual support, information, donations, etc.)

Create community and support opportunities for the formerly incarcerated

Volunteer to mentor the incarcerated or formerly incarcerated to support successful reentry





#### **Result Trail for: Employers**

#### Desired Results: Hire and support the formerly incarcerated

Articulate hiring needs and express an interest in, and potential benefit of, hiring and advancing formerly incarcerated workers

 Identify and adopt policies and practices that support hiring and advancement of formerly incarcerated workers

Partner with local nonprofits to source formerly incarcerated skilled workers who have the resources and readiness to be successful on the job

Hire, support and promote formerly incarcerated workers

Confirm that formerly incarcerated workers are contributing to their business's stability and growth

Influence other local business, workforce investment organizations and career solutions centers to address their skill gaps with formerly incarcerated workers

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#### Result Trail for: Prison Staff; Probation and Parole Officers; Reentry Service Providers; Faith-Based Providers; Volunteer Mentors; and Health and Mental Health Providers

Desired Results: Build capacity to deliver a continuum of reentry best practices

Confirm understanding of current needs, gaps, and barriers for the incarcerated to achieve successful reentry including both health and mental health needs

Express interest in aligning/providing support and resources to maximize positive outcomes for the incarcerated and formerly incarcerated

Apply one or more best practices and/or collaborate for a seamless continuum of success including useful data sharing

Agree on measurable results from the changes along with timing and mechanisms for data tracking, result verification and ongoing data sharing, communication and support

Implement the changes on their own or collaboratively and confirm positive gains for the incarcerated and formerly incarcerated

Communicate results and learnings, and encourage additional partners to apply reentry best practices and data sharing

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#### **Result Trail for: District Attorneys and Judges**

#### Desired Results: Change policies and practices to reduce recidivism

Become aware of successful smart on crime and second chance principles, practices and options

Commit to changing at least one practice based on smart on crime and second chance principles including consistent data sharing

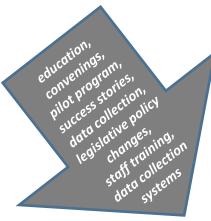
Test new practice(s) in prosecutions and sentencing for a short period of time

Confirm that sentencing recommendations, rulings with new practice(s) and data sharing is leading to fewer incarcerations without sacrificing community safety

Consistently use new practice(s) and data sharing in prosecution, sentencing and ruling

Share successful use of new practice(s) and data sharing with other courts, District Attorneys, and legislators





#### **Result Trail for: Sheriffs, Wardens, Probation and Parole Officers**

Desired Results: Integrate sustainable reentry best practices in the prison system

Become aware of successful smart on crime and reentry best practices including collaborative data use

Commit to collaborate with reentry partners and change at least one practice based on smart on crime and reentry best practices

Provide training to prison, probation, and parole staff and/or collaborate to provide reentry best practices

Confirm new understanding and apply one or more best practices with offenders (deliver themselves and/or partner with external group)

Prison Warden and staff confirm best practices are increasing readiness  $\backslash$  for reentry based on shared data use

Consistently use best practice(s) with offenders

Share success of best practice(s) and collaborative data-use with reentry partners





**Result Trail for: State Lawmakers** 

Desired Results: Promote effective legislation & legislative reform that supports positive reentry outcomes

Confirm understanding of how specific restrictions in the law create unnecessary barriers for the incarcerated and formerly incarcerated to successfully reenter the community

Express interest in supporting champions and legislation to make changes in the law that maximize positive reentry in the community based on information from reentry experts

Commit to supporting champions and legislation to change laws that maximize positive reentry for the incarcerated and formerly incarcerated

Actively support changes in the law that maximize positive reentry for the incarcerated and formerly incarcerated and the communities into which they reenter

Encourage additional lawmakers to support changes in the law that maximize positive outcomes for the incarcerated and formerly incarcerated and the communities into which they reenter

Confirm that changes in law have been made to maximize positive reentry outcomes for the incarcerated and formerly incarcerated



### **Contact Information**

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