Performance Measures
Correctional Services
Correctional Services: How Much

1,323
Average daily incarcerated population in Vermont DOC correctional facilities in FY21 (Figure 1). This is a 37% reduction in the incarcerated population since 2012.

957
Average daily sentenced population in Vermont DOC correctional facilities in FY21 (Figure 1). This represents 72% of the total incarcerated population in FY21.

310
Average daily detained population in Vermont DOC correctional facilities in FY21 (Figure 1). This represents 23% of the total incarcerated population in FY21.

1,133
Average daily incarcerated population housed in Vermont DOC in-state correctional facilities in FY21 (Figure 1). This represents 86% of the total incarcerated population in FY21.

191
Average daily incarcerated population housed in the Vermont DOC out-of-state (Mississippi) correctional facility in FY21 (Figure 1). This represents 14% of the total incarcerated population in FY21 and is a 63% reduction since 2012.
Of FY21 total supervised population (includes community supervision and incarcerated population) were incarcerated on June 30, 2021 (1,227/5,867)

Of FY21 total incarcerated population were incarcerated for a serious crime (757/1,227; Figure 3). Examples of a serious crime: Aggravated Assault, Aggravated Sexual Assault, Murder

Of FY21 total incarcerated population were incarcerated for a felony as their most serious crime (1,160/1,227; Figure 3). Only 5% of this population was serving time for a misdemeanor crime as their most serious crime
Correctional Services: How Well

33% Decrease in the monthly number of incarcerated individuals placed in segregation at the end of FY21 when compared to the beginning of FY20 (359 to 241; Figure 5 for FY21 data)

133% Incarcerated general population bed occupancy rate. In FY21, the average incarcerated population was 1,323; the in-state general population bed space capacity was 996

37% Decrease in the average daily incarcerated population in FY21 when compared to FY12 (2,101 to 1,323)

Figure 4: Returns to Incarceration from Community Supervision by Reason for Return (N=495)

Figure 5: FY21 Monthly Totals and Percent of Incarcerated Population in Segregation

Of all disciplinary reports (DRs) in FY21 were for Major violations (3,365/5,567). This includes: Assault/Attempted Assault, Physical Fights, and Threats to Staff. The remaining DRs were for Minor violations (e.g., conduct violations, possession of contraband)

Average total monthly returns to incarceration from community supervision. This includes returns due to technical violations, new crimes, or both (coded as new crime; Figure 4)

Of all disciplinary reports (DRs) in FY21 were for Major violations (3,365/5,567). This includes: Assault/Attempted Assault, Physical Fights, and Threats to Staff. The remaining DRs were for Minor violations (e.g., conduct violations, possession of contraband)

Average FY21 quarterly parole grant rate for individuals eligible for parole after Parole Board hearing
Of the incarcerated population & 6% of the community supervision population identified as Black, Indigenous, or a person of color (BIPOC) on June 30, 2021. This is an over-representation of Vermont’s general population (6% BIPOC in 2020).

Incarceration rate per 100,000 residents in Vermont in 2019 (Bureau of Justice Statistics most recent report). This is a decrease of 26% from the 2012 report (302 to 223).

38% Of the 134 parole violation hearings that occurred in FY21 resulted in a continuation of parole (51/134; Figure 6).

76% Of parolees in FY21 who had their parole revoked after a parole violation hearing had committed a new crime (63/83); 59% of those continued on parole had committed a new crime (30/51; Figure 6).

71% Reduction in returns to incarceration from community supervision when comparing the end of FY21 to the start of FY20 (143 total returns July 2019; 41 in June 2021). More specifically, there was a 49% reduction in returns due to new crimes and a 79% reduction in returns due to technical violations during this time period.

Of all sentenced only incarcerated individuals held in a correctional facility past their minimum release date had a high/very high ORAS risk level (Figure 7).

52% Incarceration rate per 100,000 residents in Vermont in 2019 (Bureau of Justice Statistics most recent report). This is a decrease of 26% from the 2012 report (302 to 223).

223 Of the incarcerated population & 6% of the community supervision population identified as Black, Indigenous, or a person of color (BIPOC) on June 30, 2021. This is an over-representation of Vermont’s general population (6% BIPOC in 2020).
Health Services
Health Services: How Much

**Average number of in-state incarcerated individuals receiving chronic illness care each month of FY21 (Figure 8):**

974

**Average number of in-state incarcerated individuals receiving Medication-Assisted Treatment (MAT) each month of FY21 (Figure 8):**

671

**Average number of in-state incarcerated individuals on mental health caseload each month in FY21 (Figure 8):**

729

**Of the average monthly total incarcerated population were designated with a Serious Functional Impairment (SFI) each month in FY21 (48/1,323; Figure 8):**

4%

**Average monthly number of Sick Calls (includes medical, dental, MAT, and mental health) for in-state incarcerated individuals in FY21. Almost three quarters (65%) of Sick Calls were for medical reasons:**

2,923

**Open Ears sessions in FY21 across all in-state DOC facilities:**

1,995
Chronic conditions treated by Health Services in FY21 with a monthly average of 974 in-state incarcerated individuals receiving chronic illness care. Figure 10 provides information on the FY21 average monthly in-state incarcerated individuals receiving chronic illness care by condition (individuals may have more than one chronic care condition).

Typical hours of Open Ears training and check-in meetings for coaches. Coaches have an initial 40 hour (5 day) training and regular monthly check-ins with DOC leadership staff.

Figure 10: FY21 Average Monthly Incarcerated Individuals Receiving Chronic Illness Care by Condition

- Of in-state incarcerated individuals who received MAT in FY21 newly continued treatment from a community prescriber (*Community Prescriber* in Figure 9)
- Of in-state incarcerated individuals who received Medication-Assisted Treatment (MAT) in FY21 were newly inducted by the DOC (*DOC Inducted* in Figure 9)
- Of in-state incarcerated individuals who received MAT in FY21 were maintained in the facility from either a DOC induction before FY21 (35%, *Maintained in Facility (DOC Inducted)*) or from a previous community prescription before FY21 (13%, *Maintained in Facility (Community Prescriber)*; Figure 9)
Health Services: Who's Better Off & Current Projects

Figure 11: Incarcerated Individuals Cause of Death in DOC Facilities FY21 (N=4)

- [Open Ears] takes a lot of pressure off the officers in our building due to the fact that most instances, speaking with an Open Ears Coach de-escalates the person having issues.” - DOC Facility Staff

- Open Ears is a platform for me to give back what I took and to help others heal from what they took.” - Open Ears Coach

Current Projects:

- In collaboration with Norwich University, an Open Ears evaluation began this year with qualitative data collection underway.

- Vermont’s Act 176 requires an evaluation of MAT with a report due to the legislature by January 15, 2022. The goal of this evaluation is to determine the effectiveness of the MAT program in Vermont correctional facilities. This report can then inform best practices for MAT policies and programs in our facilities in the future.

- The DOC and the Department for Vermont Health Access (DVHA) have a data-sharing agreement that will assist with tracking and evaluating health outcomes for incarcerated individuals who received medical services in DOC correctional facilities once they are released to the community and are out of DOC care.

- In collaboration with the Vermont Department of Health (VDH), the DOC is examining 3-4-50 chronic disease outcomes within the in-state incarcerated population.
Programs & Services
Programs & Services: How Much

Figure 12: VCI Incarcerated Individuals Employed by Fiscal Year & Shop

- **Plate Shop**
- **Print Shop**
- **Sign Shop**
- **Wood Shop**

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112 Total incarcerated individuals employed by Vermont Correctional Industries (VCI) in FY21 (Figure 12)

200,600+ Items produced by VCI in response to COVID-19 since March 2020. This includes: masks, gowns, signs, & brochures

491 Total number of individuals served in Transitional Housing program in FY21

Figure 13: Education Services Unique Students Served by HSD Status (N=322)

- **Students with HSD**
  - 85 (26.4%)
- **Students without HSD**
  - 237 (73.6%)

322 Total unique students served through Education Services in FY21; 73.6% of those served did not have a High School Diploma (HSD). Figure 13.

47 Average number of new participants in Risk Reduction Programming (RRP) each quarter in FY21

Performance Measures Page 12 of 23
Programs & Services: How Well

62% Average Transitional Housing bed utilization in FY21 (target 80%; Figure 15)

Resources are targeted to incarcerated individuals most in need, including those with moderate to high risk to reoffend. 82% of those employed by VCI in FY21 had a moderate or high risk to reoffend level (92/112)

82% Total hours of employment for incarcerated individuals employed by VCI in FY21. Individuals employed by VCI worked an average of 9 months (not including mentor time)

91,494 Total classes offered by Education Services in Q3 & Q4 of FY21 (Figure 14). Due to COVID mitigation efforts within DOC correctional facilities, there were no courses offered in the first two quarters of FY21

82% 82% of those employed by VCI in FY21 had a moderate or high risk to reoffend level (92/112)

91,494 Total hours of employment for incarcerated individuals employed by VCI in FY21. Individuals employed by VCI worked an average of 9 months (not including mentor time)

Figure 14: FY21 Education Services Course Offerings by Subject Area

- Community High School of Vermont
- Living & Basic Skills
- Workforce Readiness

Figure 15: FY20 & FY21 Transitional Housing Quarterly Bed Utilization

Total clients placed on a Correction Action Plan (CAP) to address behaviors not in line with service expectations. Generally, since the DOC has initiated the CAP process, more participants have been aided to successfully participate in RRP.
Programs & Services: Who's Better Off

Figure 16: VCI Incarcerated Employment Status at End of FY21 (N=112)

![Pie chart showing employment status at end of FY21](image)

159 Participants completed RRP in FY21 (Figure 17). This represents 83% of those who were no longer participating in RRP at the end of FY21.

17% Of participants who were no longer receiving RRP by the end of FY21 either were removed from RRP for violent/risk related reasons or left for any other reason (e.g., were terminated, removed, refused; Figure 17)

46% Of the 112 incarcerated individuals employed by VCI in FY21 were still employed at the end of the fiscal year (52/112; Figure 16)

94% Of the incarcerated individuals who left VCI employment due to being released to the community remained in the community without a violation or re-incarceration as of October 2021 (34/36)

46% Individuals involved in Transitional Housing exited to permanent housing in FY21 (157/345 total exits; target 60%)

Figure 17: FY21 RRP Completion Information by Quarter

- **Completed Program**
- **Left Program**
- **Violent/Risk Related Removals**

45 41 32 41

- **FY21 Q1**: 8 7 2 1
- **FY21 Q2**: 2 1 4 2
- **FY21 Q3**: 5 3
- **FY21 Q4**: 5 3

Of participants who were no longer receiving RRP by the end of FY21 either were removed from RRP for violent/risk related reasons or left for any other reason (e.g., were terminated, removed, refused; Figure 17)
Office of Professional Standards & Compliance (OPSC)
Special Teams members in FY21 (Figure 18). This includes the Special Response Team: receives a high level of tactical training for larger-scale facility disturbances; Peer Support: team of corrections employees trained to listen to and help co-workers in response to stress & traumatic events; Crisis Intervention: responds to any incident that requires negotiation and works toward a safe resolution; and Honor Guard: publicly represents the DOC primarily providing service at funerals to respect and honor employees and their families.

The DOC has been conducting federal Prison Rape Elimination Act (PREA) Audits since 2014. To date, a total of 20 audits have been conducted with all correctional facilities in compliance.

Recruits started the academy in FY21 (Figure 19). This is a 42% decrease in recruits compared to FY20.

Questions/concerns received by Constituency Services via Online Portal in FY21.

In-person academies were offered through the Vermont Corrections Academy (VCA) in FY21, while still following COVID-mitigation protocols.
OPSC: How Well

Total hours of training delivered to participants in FY21 with 1,307 of these hours delivered online (Figure 21). This is a 42% reduction in total training hours when compared to FY20 (60,441 total hours); however, online training increased by 266% in FY21 when compared to FY20 (357 hours).

35,143

Total DOC training events offered in FY21. These events include in-person and online training.

353

Current number of Special Response Teams (1 at each facility)

6

Facility PREA Compliance Managers (one at each correctional facility) and the DOC PREA Coordinator ensure the safety of incarcerated individuals and maintain the DOC’s zero tolerance standard for sexual abuse, sexual harassment, and sexual misconduct.

Figure 21: Hours of Training Delivered by Fiscal Year

The DOC began conducting background investigations that include a Personal Integrity Questionnaire for new Correctional Officers I (COIs) toward the end of FY21 in order to hire COIs who share DOC values and support the DOC mission. There were 64 investigations requested across the 6 DOC correctional facilities in FY21 (Figure 20).

1,015

Hours of training for academy recruits. This consists of: 203 hours of academy training for recruits which is supplemented with 1 week of job shadowing and 2 weeks of Facility Training (FTO).

64

Facility PREA Compliance Managers (one at each correctional facility) and the DOC PREA Coordinator ensure the safety of incarcerated individuals and maintain the DOC’s zero tolerance standard for sexual abuse, sexual harassment, and sexual misconduct.

Facility Key: CRCF = Chittenden Regional Correctional Facility; MVRCF = Marble Valley Regional Correctional Facility; NECC = Northeast Correctional Complex; NSCF = Northern State Correctional Facility; NWSCF = Northwest State Correctional Facility; SSCF = Southern State Correctional Facility
89% Academy graduation rate for recruits in FY21 (84/94; Figure 23). Of these graduates, 39 (46%) are still employed by the DOC.

1,049 Total individuals trained in FY21, with an average of 33.5 training hours delivered per participant.

93 Individuals trained in Training for Trainers (T4Ts) in FY21. This includes: 24 trained in iEvac; 36 trained in CPR/First Aid; 13 trained in ACT for new instructors; 20 trained in ACT for instructor re-certification.

2,482 Peer Support contacts made to DOC staff in FY21 (Figure 22). Of these, 1,143 were work-related, 597 were personal, and the remaining were a combination of the two or other.

59% Academy applicants who received a background investigation in FY21 were sent to the Vermont Correctional Academy (38/64).

266 Individuals received assistance from Constituency Services via the Online Portal in FY21.
COVID Mitigation
In March 2020, the Vermont Department of Corrections (DOC) initiated an Incident Command Team to address the COVID Pandemic and mitigate the effects of COVID on DOC staff and incarcerated individuals. The Incident Command structure includes Operations, Logistics, and Planning in order to:

1) Create and implement protocols for all DOC locations (correctional facilities, probation and parole offices, central office) following CDC and Vermont Department of Health (VDH) guidance;

2) Create its own supply system for critical PPE following guidance on best practices and products for optimal COVID mitigation;

3) Test for COVID and track relevant information for incarcerated individuals and staff. These efforts include contact tracing positive results and public reporting of testing information

*Through Incident Command and working closely with VDH, the DOC created its own self-sustaining COVID mitigation effort without relying on resources (e.g., PPE, COVID tests, contact tracing) from other Vermont agencies
Total COVID vaccines administered in FY21 to the in-state and out-of-state incarcerated population since vaccines became available (Figure 25)

In-state and out-of-state incarcerated individuals who received at least one dose of a COVID vaccine in FY21 since vaccines became available (Figure 25)

Separate COVID protocols created and updated throughout the pandemic for correctional facilities, probation and parole offices, and central office (central office protocol created in FY22)

Figure 24: FY20-FY21 Quarterly COVID Tests Conducted and Individuals Tested for Incarcerated Population

Figure 25: FY21 Quarterly COVID Vaccinations Administered and Individuals Vaccinated for Incarcerated Population

Total COVID tests conducted for incarcerated population (in-state and out-of-state) since the start of the pandemic (Figure 24). There were 2,173 tests conducted in FY20 and 22,565 tests conducted in FY21.

Total incarcerated individuals (in-state and out-of-state) tested for COVID since the start of the pandemic

Different types of critical COVID personal protective equipment/supplies (PPE) identified, obtained, and supplied to DOC locations in FY20 and FY21
Incarcerated individuals placed in isolation (symptomatic or COVID-positive) or quarantine (close contact or new intake) in FY21 (Figure 27). 100% of new intakes are placed in quarantine for at least 14 days.

Using the “test to suppress” method, the DOC conducted facility mass testing at least every 6 weeks and tested staff at least every 2 weeks. Incarcerated individuals were tested on average 7.6 times in FY20 and FY21.

In-state and out-of-state individuals tested positive for COVID while incarcerated in FY20 and FY21. 114 DOC staff tested positive during this time period.

In FY21, 100% of new intakes were placed in quarantine for at least 14 days. Using the "test to suppress" method, the DOC conducted facility mass testing at least every 6 weeks and tested staff at least every 2 weeks. Incarcerated individuals were tested on average 7.6 times in FY20 and FY21.

In FY21, 100% of new intakes were placed in quarantine for at least 14 days. Using the "test to suppress" method, the DOC conducted facility mass testing at least every 6 weeks and tested staff at least every 2 weeks. Incarcerated individuals were tested on average 7.6 times in FY20 and FY21.

Figure 26: Critical COVID PPE Obtained and Shipped by DOC Logistics Team FY20-FY21

Figure 27: FY21 Incarcerated Individuals Placed in Quarantine & Isolation by Quarter

Total critical COVID PPE identified, obtained, and supplied to DOC facilities and offices in FY20 and FY21 (Figure 26).

COVID protocols published in FY20-FY21 to respond to new information learned about COVID throughout the pandemic. There were 32 different versions of the facilities protocol and 35 versions of the probation and parole offices protocol.

Of the total in-state and out-of-state incarcerated population on June 30, 2021 had received at least one dose of a COVID vaccine.
Of the individuals who tested positive for COVID while incarcerated identified as Black, Indigenous, or People of Color (BIPOC; Figure 29). This is an over-representation of the point-in-time BIPOC proportion of the total incarcerated population of 12% on June 30, 2021.

COVID-related hospitalizations for incarcerated individuals in FY20 and FY21. This is 0.09% of the total incarcerated population who were tested for COVID and 0.6% of those who tested positive for COVID.

The Vermont DOC is the only corrections department in the nation that has had 0 COVID-related deaths for the incarcerated population. There have also been no COVID-related deaths for Vermont DOC staff.

COVID test positivity rate for incarcerated population for FY20 and FY21 (618 positive tests/24,120 total tests conducted; Figure 28).

Of the total number of incarcerated individuals who have been tested for COVID in FY20 and FY21 have tested positive (464 COVID-positive individuals/3,190 total individuals tested).

Breakthrough cases (COVID-positive result for an individual fully vaccinated) for incarcerated individuals in FY21. In FY21, there were 214 incarcerated positive cases since vaccinations began in March 2021; none of these individuals were vaccinated at the time of the positive result.