MiScorecard Performance Summary

Business Unit: FOA

Executive/Director Name: Russ Marlan, Deputy Director, FOA

Reporting Period: Dec 2015

Green	>90% of target
Yellow	>= 75% - 90% of target
Red	<75% of target

Date Approved: 1/22/2016

Metric ID	Metric	Status	Progress	Target	Current	Previous	Frequency	Metric Definition
V1 - Protection of Public, Safety of Staff, Security of Offenders								
FOA-01	Probation Technical Violators and New Sentence - # Sentenced to Prison	Green		200	203 CY 2015 October	209	Monthly	This figure reflects how successful the MDOC is at ensuring probationers maintain a crime-free, productive life in the community. Probationers can be sentenced to prison for violating the terms and conditions of probation, as well as by committing new crimes. The probation violator rate measures the number of probationers who are sentenced to prison while on probation. A lower technical violator rate means less crime, fewer victims and safer communities. Data has a lag time of one month.
FOA-02	Parole Technical Violators (PVTs) - # Returned to Prison.	Green		153	162 CY 2015 October	155	Monthly	This figure reflects how successful the MDOC is at transitioning prisoners to a crime-free, productive life in the community. Offenders can be returned to prison for committing new crimes or for violating conditions of their parole. The technical violator rate measures the number of offenders returned to prison for technical violations on a monthly basis. A lower technical return rate means less crime, fewer victims and safer communities. Data has a lag time of one month.
V3 - Sound Management, Proven Fiscal Practices, Outcome-Oriented Strategies								
FOA-19	FOA Employees participating in 1 or more decision making committees or workgroups - # of employees	Green		950.0	874.0 CY 2015, Q3	909.0	Quarterly	The MDOC uses workgroups, committees and Effective Process Improvement and Communication (EPIC) groups as a means to craft recommendations on policies, procedures and processes. A higher number of employees participating in committees or workgroups means employees are improving

								their level of engagement and enrichment in alignment with the department's strategic objectives.
FOA-21	Recognition of FOA employee achievements and accomplishments - # of recognitions.	Green		650.0	903.0 CY 2015, Q3	703.0	Quarterly	FOA employees do outstanding work every day in a challenging environment. Recognition of the achievements and accomplishments of our employees promotes a high level of customer service and improves the organizational image. This metric measures the number of time the department promotes the accomplishments of its team members. A higher number means management is working to improve employee engagement and enrichment through celebration of the successes and accomplishments of our employees.
FOA-22	GPS Electronic Tether Program - % of successful completions	Green		88.0%	80.6% CY 2014	69.5%	CY Annually	Global positioning system electronic tether monitoring is an evidence based practice which affords an intensive level of supervision in a community residential setting. Offenders who satisfactorily complete a period of GPS monitoring are more likely to abide by supervision conditions upon transitioning to less intensive supervision methods. This metric counts the percentage of offenders who successfully complete a term of GPS monitoring. A higher number is evidence of sound management using proven fiscal practices and outcome-oriented strategies.
V4 - Hire, Train, Equip, Support & Mentor High Quality Staff at Highest Professional Standards								
FOA-12	Agent Compliance with Offender Supervision Standards - % Compliance	Green	=	100%	98% CY 2014	98%	CY Annually	Supervision standards define the minimum required parolee-Agent interactions. Annual statewide audit of probation and parole cases is used to determine compliance with requirements in policy directives and operating procedures related to public safety issues. Monthly inspections are conducted to identify and remedy deficiencies and increase employee engagement. A higher compliance rate means staff is trained to perform their duties as required.
FOA-15	Employee participation in 1 or more non-mandatory training programs during the reporting period - # of employees participating	Green		680.0	965.0 CY 2015, Q3	874.0	Quarterly	Minimum training standards are established by the Department's training division. This metric counts the number of employees participating in 1 or more relevant training programs, conferences, seminars, etc. which

								are above and beyond the minimum required training. A higher number means staff is achieving team success through effective training.
FOA-18	Parole/Probation Office representation at employee recruitment events - # of events attended.	Yellow		125.0	111.0 CY 2015, Q3	259.0	Quarterly	Active employee representation at job fairs, schools, colleges and other community venues is a valuable employee recruitment tool. This metric measures the number of times the MDOC Field Operations Administration is represented at a recruitment event. A higher number means staff is working to recruit, develop and retain a mission-driven workforce.
V5 - Humane, Protective Custodial Care, Rehabilitative Opportunities, Reentry Assistance								
FOA-14	Probationer Employment Rate - % Employed or Unemployable	Green		45.0%	44.3% CY 2015, Q2	42.9%	Quarterly	Securing legitimate employment is one of the most significant factors influencing success on probation. A stable job provides probationers the resources to acquire appropriate housing, transportation, food, clothing and care for their family. Employment also builds confidence, creates a positive environment and helps to establish pro-social contacts. The MDOC works with probationers and employers to increase the probationer employment rate. A higher employement rate results in lower recidivism rates, lower corrections costs and safer communities.
FOA-17	Community Service work hours performed by offenders - # of hours	Yellow		160000	140421 CY 2015, Q3	149531	Quarterly	Parolees and probationers perform community service work hours as a condition of supervision, in lieu of financial obligations, or as part of other programming. Legitimate community service work provides rehabilitative opportunities, enhances offender skills and promotes offender success. This metric counts the number of hours of community service work performed by parolees and probationers being supervised in the community. A higher number means staff are providing rehabilitative opportunities while enhancing offender skills and promoting offender success.
FOA-20	Offenders enrolled in 1 or more educational programs - # of offenders			0	0 First Data Will Be:	0	Quarterly	Parolee and probationer enrollment in educational or vocational training (GED, adult education, college, vocational/technical school) enhances offender skills and

					CY 2015, Q4			promotes offender success. This measures the number of parolees and probationers enrolled in 1 or more educational or vocational training program. A higher number means parolees and probationers are enhancing their skills and promoting their success while being supervised in the community.
FOA-23	Substance Abuse Test Rate (Parolee) - % Abstinent	Green		95.0%	93.8% CY 2013 (ON HOLD-OMS ISSUE)	92.3%	CY Annually	The goal of community based substance abuse testing is to detect and deter unauthorized use of controlled substances. Parolees who have a history of substance abuse and are on maximum or medium supervision are required to be tested twice per month. For a number of years the positive testing rate for this population averaged more than 20%. With the increased availability of treatment services, that rate dropped to 6.2% positive (93.8% abstinent) for 2013. During 2013 the MDOC conducted more than 613,000 substance abuse tests. This metric counts the percentage of parolees who successfully pass drug and alcohol testing as directed by the parole agent. A higher percentage means more parolees are promoting their success on parole by abstaining from drug and alcohol use.
FOA-24	Substance Abuse Test Rate (Probationer) - % Abstinent	Green		95.0%	92.3% CY2013 (ON HOLD-OMS ISSUE)	86.2%	CY Annually	The goal of community based substance abuse testing is to detect and deter unauthorized use of controlled substances. For those offenders under probation supervision the need for testing is determined by the sentencing court. For 2013 the positive testing rate for the probation population was 12.4% (87.6% abstinent). During 2013 the MDOC conducted more than 613,000 substance abuse tests. This metric counts the percentage of probationers who successfully pass drug and alcohol testing as directed by the probation agent. A higher percentage means more probationers are promoting their success on probation by abstaining from drug and alcohol use.
V6 - Meaningful Public & Private Partnerships								
FOA-13		Green		2500		1761	Quarterly	

	Law Enforcement/MDOC Joint Compliance Checks - # of Contacts Made Statewide Annually				2976 CY 2015, Q3			Joining forces with local law enforcement agencies to monitor offenders in the community is a collaborative effort designed to maximize resources, reduce overlap of services, and create a continuum of offender supervision. This figure measures the number of offender or collateral contacts made by Agents outside of a parole or probation office while teamed up with a law enforcement agency.
V7 - Highest Integrity, Expectations of Excellence, Respect & Value Dignity & Human Life								
FOA-16	Employee led charitable or community service projects or events - # of projects or events	Green		500.0	562.0 CY 2015, Q3	557.0	Quarterly	Employees create, promote, and lead charitable and community service related projects and events which rise above and beyond their required work duties. By leading a charitable fundraiser, or creating an ongoing community service project, these employees are improving the MDOC's organizational image in extraordinary ways. This metric counts the number of one time projects or events, or the startup of an ongoing project or event. A higher number means staff is working to improve the MDOC's organizational image by making a difference in the lives of people of the state of Michigan."