



Advisory Board Meeting

December 6, 2021

Discussions, Decision Points, and Outcomes

In Attendance:

Clarence Adams (NIC), Panda Adkins (NIC), Stephen Amos (NIC), Ken Andrews (NIC), John Baldwin (IL), Rex Barkdoll (PAE), TeNeane Bradford (OJJDP), Lorie Brisbin (NIC), Barbara Broderick (AZ), Jarrod Bruder (NSA), Rachel Brushett (OJP), Holly Busby (NIC), Evelyn Bush (NIC), Blanche Carney (PA), Michael Carvajal (BOP), Sandora Cathcart (NIC), Sharon Clausen (PAE), Cameron Coblentz (NIC), Kevin Connelly (VA), Greg Crawford (NIC), Vanessa Crawford (SREELA), Chris Daniels (AJA), Allison Dohr (PAE), Harry Fenstermaker (NIC), Heather Fiorita (PAE), Kathleen Grilli (USSC), Jeff Hadnot (NIC), Kathy Hawk-Sawyer (VA), Benjamin Hunter (PAE), Mike Jackson (NIC), Donna Ledbetter (NIC), Leslie LeMaster (NIC), Billy Mathews (PAE), Brett Mattson (NACO), Teresa May (TX), Laurie Moeglein (PAE), Gabe Morgan (Vice Chair-VA), Phil Nunes (ICJA), Colette S. Peters (Chair-OR), Elizabeth Pyke (NCJA), Ruby Qazilbash (OJP), Scott Richards (NIC), Tashima Ricks (NIC), Jim Sawyer (NAPSA), Mark Sherman (FJC), Walter Sipple (NIC), Chris Smith (NIC), Belinda Stewart (NIC), P. Elizabeth Taylor (NIC), Shaina Vanek (DFO-NIC), Jeff Washington (ACA), Glenn Watson (NIC), Archie Weatherspoon IV (NIC), Scott Weygandt (NIC), Reginald Wilkinson (OH), Dena Williams (NIC), Vernon Woods (NIC), and Elizabeth Zoby (PAE).

Monday, December 6, 2021

Shaina Vanek, Acting Director (AD) of the National Institute of Corrections (NIC) and Designated Federal Officer (DFO) to the NIC Advisory Board called the virtual session to order at 1:00 p.m.

Meeting Opening, Introductions, and Instructions

Acting Director Vanek (NIC) and Chairperson Colette S. Peters (OR) welcomed the board to the virtual meeting and thanked the fifty-nine (59) participants for attending and continuing to successfully navigate technology amid the COVID pandemic. AD Vanek reviewed the

requirements of the *Federal Advisory Committee Act*.¹ AD Vanek and Chairperson Peters conducted introductions of board members and designees via roll call. The Chairperson remarked on the agenda of the meeting, including an Institute status update and presentations on NIC's Learning Management System (LMS).

AD Vanek recognized BOP Director Michael Carvajal. Highlights from Director Carvajal's remarks include 1) an update on the federal prison system, which as of December 6, 2021, confines approximately 157,000 inmates across 122 facilities; 2) the impact of the Coronavirus Aid, Relief, and Economic Security Act (CARES) of March 2020, resulting in approximately 34,500 inmates transferred to home confinement; 3) detailed transition assessment processes for both home and facility confinement; 4) delineated relevant programs and statutes on home and community confinement; 5) overviewed declining BOP COVID-19 positivity rates amongst staff (55% decrease) and inmates (85% decrease), noting infection rates lag four to six weeks behind community rates; 6) all BOP staff and inmates afforded vaccination and booster opportunities; 7) implementation process for the *First Step Act*, including earned time credits for inmates; and 8) efforts within the BOP to maintain staffing levels and decrease position vacancy rates to historic lows. <https://www.bop.gov/>

Vice-Chair Gabe Morgan (VA) thanked Director Carvajal for his report and commented on the importance of low turnover rates among BOP positions. The Vice-Chair requested that the Director share insights and strategies for retaining staff members that may assist corrections industry partners as they are available.

Approval of the May 2021 Outcomes Document

The May 2021 draft Meeting Outcomes document was reviewed and unanimously accepted by the Advisory Board, without objection or correction.

Acting Director's Report

Acting Director Shaina Vanek provided a report, which addressed 1) Advisory Board Status; 2) Agency Staffing; 3) FY2022 and Projected FY2023 Budget Status, and 4) Strategic Planning (*please refer to attached PowerPoint® Presentation for further detail*).

- **Advisory Board Status - Rechartering, Pending Reappointments, and Term Realignment**

AD Vanek detailed: 1) Advisory Board was rechartered as of September 5, 2021; 2) pending reappointments of Ms. Broderick, Mr. Morgan, and Ms. Hawk-Sawyer prevent them from voting, but not participating in meetings; 3) required term realignment process, to bring Advisory Board member appointments into compliance with FACA

¹ <https://www.gsa.gov/policy-regulations/policy/federal-advisory-committee-act-faca-management-overview>

provisions and original board charter; and 4) realignment results in Mr. Baldwin's ability to vote in the meeting, but Ms. Carney will not.

- **Agency Staffing - *Agency Staffing Updates, Awards, and Achievements***

AD Vanek highlighted staffing as critical to NIC's success. She noted: 1) transfer of Instructional Technologist Case Dent to the Department of Homeland Security, retirement of Correctional Program Specialist Maureen Buell, and resignation of Correctional Program Specialist Hilary Cuthrell; 2) current staff complement of 35 full-time employees (FTE), represents 79% of staffing capacity; 3) five (5) imminent vacancy announcements, including a) two correctional program specialists; b) one instructional systems specialist; and c) registrar; 4) outlined position description updates for a) grants management specialist and b) management and program analyst, to c) clarify roles and re-distribute responsibility across the positions; 5) efforts to recruit and fill strategic vacancies including Intergovernmental Personnel Act (IPA) subject-matter experts (SMEs) and one-year Executive Assistant positions; 6) NIC staff members detailed to partner agencies to perform COVID-19 projects; 7) plans to increase vaccinations and testing for COVID-19, which will facilitate return to office strategies; and 8) various health, professional, and personal issues at play. Chairperson Peter's inquired as to guidance from the current administration impacting staffing and return to office planning. AD Vanek shared the Office of Personnel Management and Department of Justice's guidance on return-to-office protocols.

- Acting Director Vanek announced recent awards and achievements including 1) NIC's 2021 NIC Directors Award to Correctional Program Specialist Leslie LeMaster, Academy Division; 2) 2021 NIC Deputy Director's Award to Correctional Program Specialist Archie Weatherspoon, IV, Academy Division; 3) 2021 BOP Director's Award – Mark S. Inch to Correctional Program Specialist Greg Crawford in recognition of his service in furthering the agency's mission and his support of veterans in the performance of their duties; 4) Acknowledgment of completion of 2021 Rocky Mountain Executive Leadership Academy (RMELA) by Chief Jeff Hadnot, and 5) impending publication of former Correctional Program Specialist Hilary Cuthrell's book *When Are You Coming Home?: How Young Children Cope When Parents Go To Jail*. AD Vanek lauded the awards and achievements as examples of NIC staff members' exemplary skills.

- **FY2022 Budget and Planning for FY2023**

AD Vanek reported: 1) NIC's FY2022 budget was partially funded between October 1 and December 3, 2021, via continuing resolution (CR); 2) a second continuing resolution will partially fund the agency through February 18, 2022; 3) agency will function based upon percentage allocation of FY2021 budget of \$8.2 million; 4) NIC has strategically leveraged its ability to meet and exceed its core mission in spite of budget constraints, by increased use of digital / virtual service delivery and utilizing

cooperative agreements for sixty-nine (69) projects; 5) using critical budget re-allocations to sustain multi-year projects despite the continuing resolution's budget limitations; 6) a recent leadership development training initiative with the Mississippi Department of Corrections, highlighting NIC's unique stance as the only federal agency providing direct service to state and local corrections technical assistance to stakeholders; 7) complications in advance fiscal year planning due to continuing resolution impacts; and 8) the agency's intention to develop contingency plans in early 2022 for most effective placement while preparing FY2023 budget forecasts.

- **Innovative Project Briefs – Jails, Academy, and Community Services Divisions**

Jails Division: National Sheriff's Institute (NSI) Jail Administration Course

Chief Stephen Amos, Jails Division highlighted: 1) National Sheriff's Institute (NSI) unique function to expand and clarify a sheriff's role, focusing on training and educating first-term sheriffs; 2) sheriffs are the primary operators of jails in forty-three (43) states; 3) origins, focus and design of jail administrator pilot course to train new sheriff's on their responsibilities as corrections administrators; 4) conceptualized training program outlined by a diverse group of jail and law enforcement representatives, in attempts to coalesce decades of experience into meaningful insights on how to operate and improve the jail administration function; 5) two-year delivery gap due to budgetary constraints; 6) planned NSI and Jail Administration deliveries projected for sequential weeks in April 2022 at FBI Academy; and 7) importance of leveraged networking of local sheriffs, and between local sheriffs and federal partners to foster enhanced idea sharing, coordination, and collaboration. <https://nicic.gov/projects-division>

Academy Division: Management Development for the Future (MDF) and Correctional Leadership Development (CLD) Multi-Session Virtual Instructor-Led (VILT) Series

Chief Jeff Hadnot, Academy Division described the recent conversion of two intensive leadership training programs, Correctional Leadership Development and Management Development for the Future, from in-person to virtual delivery. Both programs feature multiple assessments and team and individual activities, reconceptualized for the WebEx virtual platform. The Academy is currently delivering the virtual programs in partnership with four agencies. <https://nicic.gov/projects/leadership-development-in-corrections>

Community Services Division: Community Supervision Leadership Symposium

Chief Holly Busby, Community Services Division, delineated 1) the multi-faceted strategies utilized to plan, design, and facilitate the Community Supervision Leadership Virtual Symposium; 2) the unique nature of the Symposium bringing together NIC's three

community executive networks for a collaborative learning experience, eliciting the value of whole-system responses to local issues; 3) the multi-session virtual learning event over time; 4) live online and offline activities, including opportunities for sharing lessons-learned, exploring implementation science, collaborative leadership, and diversity, equity, and inclusion as facets of effective leadership; 5) origins of the Symposium and its conceptualization and design by representatives from pre-trial, corrections, and parole operations; 6) formulation of the leadership training grounded in the principle of consistency by providing a holistic view of system leadership; 7) the development of a professionally produced online resource portal; and 8) future use of this portal by additional partners and stakeholders. [Guidelines for Developing a Criminal Justice Coordinating Council \(nicic.gov\)](https://www.nicic.gov/guidelines-for-developing-a-criminal-justice-coordinating-council)

- **Strategic Planning**

AD Vanek overviewed 1) NIC's primary strategic goals, including safe, healthy, and high-performing corrections; 2) effectively managed corrections systems, including pre-trial, jail, prison, community corrections, and community service agencies; 3) utilizing relevant, research-informed policies, goals, and standards to inform NIC work; 4) maintaining NIC as a learning organization to best serve its field to ensure just processes, systems, and communities through public safety that is focused on the individual; 5) how NIC has worked to renew interagency cooperation and coordination, as well as intra-agency communications and learning; 6) notable engagement with the Department of Justice's Re-Entry Coordinating Council; 7) identified funding sources to re-launch the Technical Assistance System (TAS) and plan, design and develop an overarching Information Management System (IMS); 8) strategies to conceptualize innovative dissemination modalities for products and insights, such as podcasting and interactive, multi-session learning events; 9) importance of consistent operational support, peer engagement, strong agency infrastructure, and thoughtful planning as essential to the NIC as it works to fulfill its mission; and 10) NIC's transition to utilizing people-first language that enables meaningful and impactful outcomes by being supportive, inclusive, and thoughtful in how it shapes and influences the correctional system.

NIC's Learning Center: The Learning Management System (LMS) and Constituent Access

Sharon Clausen, NIC LMS Administrator, and Scott Weygandt, NIC Management and Program Analyst provided an overview of the background, origins, and purpose of NIC's Learning Management System (LMS), known as the NIC Learning Center. NIC's Learning Center 1) is a learning management system that houses learning resources for federal, state, and local

government correction agency employees; 2) offers compliance and professional development training through diverse virtual course offerings; 3) experienced a spike in course completions in FY2020, totaling 227,624 due to the pandemic; 4) experienced an FY2021 completion decrease of 47,000 fewer course completions; 5) experienced significantly increased usage and course completions in FY2020 and FY2021, in comparison to FY2019; 6) top ten courses include all PREA related courses, inmate suicide prevention, and interpersonal communication skills with correctional offenders (*please refer to attached PowerPoint® Presentation for further detail*).

MPA Weygandt brought forward the question of revisiting constituent user access to the Learn Center, referencing a 2013 NIC Advisory Board decision that private correctional organizations could not access the Learn Center without a corresponding request for access by a government corrections agency. Learn Center staff have noted 1) certain courses are required as part of a state or local audit process, such as the suite of PREA courses; 2) access approval has manifested as an issue; 3) many potential learners and state and local contracting partners have been blocked from access to NIC's e-courses due to this requirement; 4) the lost learning opportunities for state and local contracting partners impacted by the 2013 policy decision; 5) a four-month pilot program to provide access to private corrections organizations, non-corrections organizations, contractors, students, and volunteers recorded 326 learners who completed 772 courses; 6) general similarities to the pre-pilot population of predominantly less experienced members of the correctional field, and 7) the broader access question on revisiting this 2013 policy decision in light of current circumstances and constituent/customer needs.

AD Vanek highlighted 1) NIC's posture as the primary federal entity for providing PREA training; 2) the recent shift in e-learning utilization and pilot results, and 3) how the shift may benefit agencies and organizations not currently permitted outright access to the Learn Center. Chairperson Peters remarked on the Board's concerns about private corrections agencies' access to NIC's Learning Center. AD Vanek clarified the current policy decision bars any non-governmental partners, without an explicit government agency request, spotlighting the particular impact on community and non-profit organizations, presenting conflicts with NIC's mission to provide education on corrections. Vice-Chair Morgan echoed the Chair's concern, particularly in the form of mission creep, and that any change would enable fiscal support of organizations beyond the statutory authority of NIC.

**** Vice-Chair Morgan recommended a longer study on the impact of the proposed policy change and/or the exploration of an alternative portal for those currently excluded groups.**

Discussion ensued as the Board discussed 1) potential solutions to this conflict; 2) carving out specific courses, such as the PREA courses into a separate portal; 3) the mutually interdependent

nature of the conflicts between a) NIC's statutory authority; b) its limited resources; and c) its mission to support corrections at all levels of government.

Director Carvajal (BOP) remarked on the potential benefits of broader public access to NIC resources as a way to improve public understanding and stakeholder relations by eliminating the burden of submitting individual requests for vital partners to obtain and complete mandatory training requirements.

AD Vanek remarked on the pending transition from NIC's current LMS vendor Oracle to a DOJ-supported SuccessFactors LMS platform. She highlighted the BOP's Bureau Learning University (BLU) is a SuccessFactors LMS platform. MPA Weygandt provided details on 1) the transition process, and 2) data migration and testing from the current to the new LMS platform. AD Vanek extolled the virtues of the pending transition, including centralizing and standardizing NIC's LMS to improve the accessibility and stability of the platform.

Agency and Association Updates

DFO Vanek introduced attending association representatives and federal partners, inviting representatives to provide brief updates to the NIC Advisory Board.

- **American Correctional Association (ACA)** – Jeff Washington presented on behalf of ACA. ACA highlighted the upcoming January 2022 winter conference in Phoenix, Arizona. <https://www.aca.org>
- **American Jails Association (AJA)** – Jarrod Bruder presented on behalf of AJA. AJA highlighted: 1) initiatives and activities to distribute and utilize funds related to COVID-19 mitigation in detention centers, and 2) discussed the organization's upcoming May 2022 conference and expo. <https://www.americanjail.org/>
- **Federal Judicial Center (FJC)** - Mark Sherman presented on behalf of FJC. FJC highlighted 1) continued full-time telework posture; 2) hopes to resume in-person education for freshman District Court judges in February 2022; 3) virtual education services being developed to offer judicial officers training on topics such as dealing with extremists in both pre-and post-judgment contexts, workload management, and resiliency. <https://www.fjc.gov/>
- **International Community Justice Association (ICJA)** – Phil Nunes presented on behalf of ICJA. ICJA highlighted 1) ICJA's reorganization to better serve the expanded services of organizations beyond corrections and into the mental health and community safety spheres, and 2) ICJA's upcoming participation in D.C. Day. <https://www.icjaonline.org/>

- **National Association of Pre-Trial Services Agencies (NAPSA)** - Jim Sawyer presented on behalf of NAPSA. NAPSA highlighted recent training and conferences. <https://napsa.org>
- **Office of Juvenile Justice and Delinquency Prevention (OJJDP)** – TeNeane Bradford presented on behalf of the Office of Juvenile Justice and Delinquency Prevention (OJJDP). OJJDP highlighted 1) the agency’s desire to increase communication and collaboration around juvenile justice issues, and 2) the provision of increased access for compliance monitoring and technical assistance. <https://ojjdp.ojp.gov/>
- **United States Sentencing Commission (USSC)** – Kathleen Grilli presented on behalf of USSC. USSC highlighted: 1) steps underway to fill vacant positions on the Commission; 2) recent publications, and 3) updates on staff vaccination rates. <https://www.ussc.gov/>

Closing Remarks and Meeting Adjournment


Vice-Chair Morgan thanked NIC staff and all those in attendance for their continued work and contributions to the continued development of NIC as a learning organization. Chairperson Peters thanked Board Members, partner associations, federal partners, and organizational representatives for their attendance and participation. She thanked NIC Chiefs Amos, Busby, and Hadnot for their informative presentations. Chairperson Peters applauded AD Vanek’s creative and innovative leadership during this unprecedented period. The meeting adjourned at 4:21 p.m.

National Institute of Corrections Advisory Board Meeting


December 6, 2021



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Review of Outcomes Document



Advisory Board Meeting
May 26 – 27, 2021

DRAFT

Discussions, Decision Points, and Outcomes

In Attendance:

Carlene Adams (NIC), Penda Adkins (NIC), Stephen Ames (NIC), Ken Andrews (NIC), Jeffre Babin (Board Member-IL), Rex Barkdull (PAE), Gene Beasley (Board Member-Designee-ROP), Kelle Blue (Board Member-Designee-ODOP), Tehesane Bradford (Board Member-Designee-ODOP), Keshlye Bratton (NIC), Charles Bryer (Board Member-ODIC), Barbara Brudersick (Board Member-AD), Jarrod Bruder (SCIA), Rachel Brushett (ODP), Holly Bulley (NIC), Evelyn Bush (NIC), Bianca Carney (Board Member-PA), Sanders Cathcart (NIC), Cameron Collier (NIC), Greg Crawford (NIC), Hilary Culwell (NIC), Vanessa Cunningham (APPA), Mike Dempsey (CCA), Harry Fensomaker (NIC), Brent Gibson (NCHC), Kathleen Grillo (USC), Jeff Hadrot (NIC), Kathy Hawk-Sawyer (Board Member-VA), Mike Jackson (NIC), Peter Kuchipudi (MCSA), Mandy Lambert (IAA), Leslie LeMaster (NIC), Jim Martin (NCHC), Billy Matthews (PAE), Brett Mattson (NAC), Teresa May (Board Member-TX), Matthew McMullen (transcriber), Gabe Morgan (Vice Chair-VA), Destanie Overcash (NIC), Jan Pawlus (NIC), Francine Perreth (JANEC), Collette S. Peters (Chair-OR), Sally Goodrich (BA-GOP), Scott Richards (NIC), Tachoma Ricks (NIC), Deborah Ross (NCHC), Jim Sawyer (NAPSA), Mark Sherman (FAC), Karhoff Silling (MCSA), Walter Sipple (NIC), Brenda Stewart (NIC), Ronald Taylor (NIC), P. Elizabeth Taylor (NIC), John Thompson (KLEEA), Pat Tuttle (Board Member-FL), Shaina Vanek (DFO/Acting Director-NIC), Kimberly Wagner (MCSA), Jeff Washington (ACA), Glenn Watson (NIC), Archie Weatherpoon IV (NIC), Scott Wiggand (NIC), Reginald Wilkerson (Board Member-OR), Dena Williams (NIC), Yernan Woods (NIC), and Elizabeth Zaky (PAE).

Wednesday, May 26, 2021

Shaina Vanek, Acting Director (AD) of the National Institute of Corrections (NIC) and Designated Federal Officer (DFO) to the NIC Advisory Board called the virtual session to order at 2:01 p.m.

Meeting Opening, Introductions and Instructions


Acting Director Vanek and Chairperson Collette Peters (OR) welcomed the board to the virtual meeting and thanked the sixty (60) plus participants for attending and continuing to successfully navigate technology in the midst of the COVID pandemic. The Chairperson remarked on the agenda.

NIC Advisory Board Meeting Outcomes
May 26 – 27, 2021

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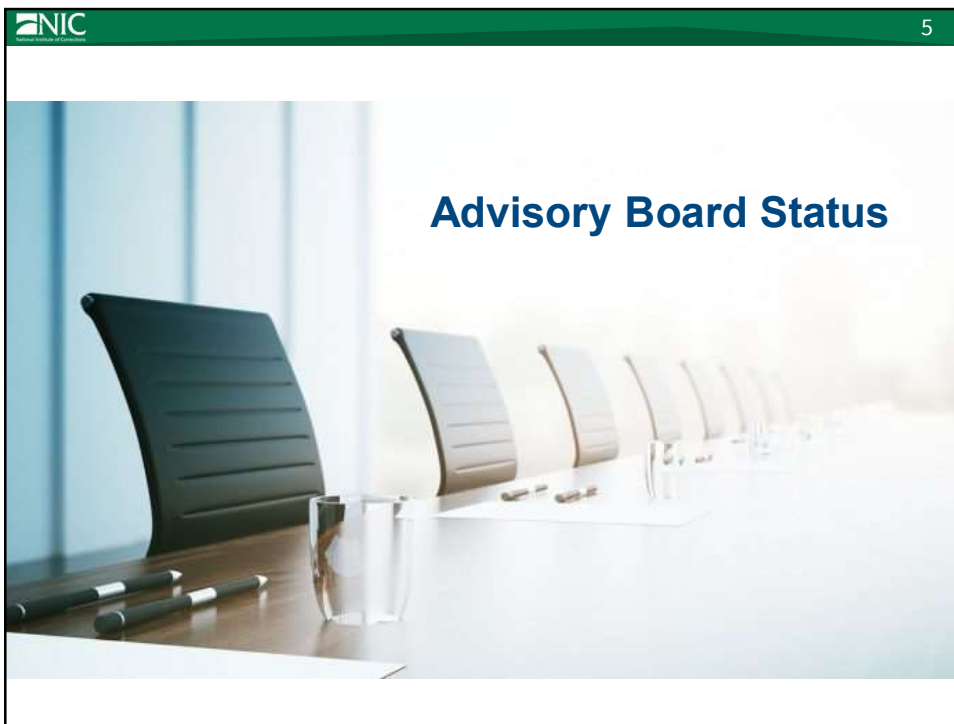
NIC
National Institute of Corrections

4

Topics and Updates for Today

- Advisory Board Status: Charter and Reappointments
- Agency Staffing
- NIC Budget
- Strategic Planning and Infrastructure Updates
- eLearning Update Presentation and Board Discussion

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Advisory Board Status

- **Charter**
 - Signed by Deputy Attorney General Monaco September 5, 2021
 - Reoccurring process every two years
- **Pending Reappointments**
 - B. Broderick, G. Morgan, K. Hawk Sawyer (September 7, 2021)
 - None can vote, though all can participate in discussions
- **Term Realignment**
 - J. Baldwin (2022 to 2021), B. Carney (2021 to 2022)
 - As of today: J. Baldwin can vote, B. Carney can not vote


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Agency Staffing

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Staffing Update

- Since our last meeting in May 2021:
 - 1 transfer (C. Dent, Instructional Systems Specialist, Academy)
 - 1 retirement (M. Buell, Correctional Program Specialist, CSD)
 - 1 resignation (H. Cuthrell, Correctional Program Specialist, Jails)
 - 35 current FTE staff (73% strength)
- Four position announcements underway, 31% of vacancies
 - 1 Correctional Program Specialist, Jails Division
 - 1 Correctional Program Specialist, Academy Division
 - 1 Instructional Systems Specialist, Academy Division
 - 1 Registrar, Academy Division

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Staffing Update

- Continuing to develop new/updated PD's for:
 - 1 Grants Management Specialist (Finance Division)
 - 1 Management and Program Analyst (Academy Division)
- Temporary Executive Assistant (NTE 1 Year)
- 93% staffing strength limit, able to staff up to 43 of 48 authorized FTE's (holding NIC Director vacancy)
- PHS Consultant, Intergovernmental Personnel Act SME's
- Continued impact of COVID-19 on federal workforce
 - Vaccination, testing, returning to the office, life complexities, workplace flexibilities, personal and professional uncertainty

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Staffing Update

- Awards and Achievements

NIC Directors Award 2021

L. LeMaster

To recognize a NIC staff member who has made an impact on the field of corrections through NIC programs or services.



NIC Deputy Directors Award 2021

A. Weatherspoon

To recognize a NIC staff member who has made a significant contribution on one or more NIC operations, benefitting NIC as an organization.



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Staffing Update

- Awards and Achievements (continued)

BOP Directors Award: Mark S. Inch Award

G. Crawford

Recognizes the importance of military service in furthering the agency's mission and supporting vets in any aspect of the performance of their duties.



Rocky Mountain Executive Leadership Academy Graduation

J. Hadnot

RMELA is a year-long intensive leadership development program, bringing together professionals to enhance their skills, inspire, and inform public sector leaders.



New Book: *"When Are You Coming Home?: How Young Children Cope When Parents Go to Jail."* –

H. Cuthrell

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NIC Budget

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NIC Budget

- FY22 Budget
 - First Continuing Resolution through December 3, 2021
 - Second Continuing Resolution through February 18, 2022
 - Base of \$8.1M during CR (55% of historic \$14.6M)
 - High virtual program delivery; continued impacts of COVID-19
 - Anticipating restored funding to historic norm of \$14.6M
- Current Activities during CR
 - Virtual (and limited in person) training events, meetings, and webinars
 - 69 active FY20 and FY21 cooperative agreements
 - Responsive Technical Assistance

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NIC Budget

- Project Highlights
 - Mississippi Leadership Development Training
 - National Sheriffs Institute Jail Administration Pilot
 - Management Development for the Future/Correctional Leadership Development Training
 - Community Supervision Leadership Symposium
- Planning for FY23 Budget
 - Beginning after the first of the calendar year
 - Building in flexibilities given the unknown of the FY22 budget
 - Lessons learned from COVID and integrating into business plan


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Strategic Planning

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Our Vision - The Impact of NIC

JUST PROCESSES, EFFECTIVE SYSTEMS, SAFE COMMUNITIES

Our mission is to advance public safety by shaping and enhancing correctional policies and practices through leadership, learning, and innovation.

Strategic Goals

1

A safe, healthy, and high-performing corrections.

<p>Objective 1.1 Strengthen a culture of learning among all corrections professionals.</p>	<p>Objective 1.2 Mitigate and reduce harms to corrections professionals related to physical hazards, mental and emotional stress, and safety threats in the corrections work environment.</p>	<p>Objective 1.3 Increase leadership competencies at all levels of corrections professionals</p>
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2

An effectively managed corrections system of pre-trial, jails, prisons, community corrections, and community service agencies.

<p>Objective 2.1 Improve management and operations of the corrections continuum within corrections agencies.</p>	<p>Objective 2.2 Facilitate strategic partnerships among corrections agencies and key stakeholders.</p>
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3

Relevant, research-informed policies, goals and standards across the corrections continuum.

<p>Objective 3.1 Establish and foster shared values across the corrections continuum.</p>	<p>Objective 3.2 Increase system approaches and consistency in corrections policies, procedures and processes.</p>	<p>Objective 3.3 Increase adoption of research-informed policies on emerging issues and trends to improve the corrections.</p>
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NIC: A healthy, innovative, learning organization

<p>Objective 4.1 Enrich and sustain NIC Staff well-being, development, and performance.</p>	<p>Objective 4.3 Strengthen planning and innovation.</p>	<p>Objective 4.5 Secure a robust and efficient 21st-century technological work environment.</p>
<p>Objective 4.2 Create a Model Work Environment.</p>	<p>Objective 4.4 Strengthen stewardship of NIC financial resources.</p>	<p>Objective 4.6 Plan and deploy a comprehensive NIC public information dissemination system.</p>

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Strategic Planning Update

- Infrastructure and authorities are critical to NIC being able to provide service to our customers in support of our mission
- Staffing and budget are foundational to NIC's infrastructure
- Restored Authority and External Engagement
 - Fiscal (programmatic and travel) authorities
 - Publications and outward facing communications
 - Executive engagement with:
 - OJP's Principal Deputy Assistant Attorney General
 - Office of National Drug Control Policy
 - DOE Federal Student Aid under the FAFSA Simplification Act
 - DOJ's Reentry Coordinating Council

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Strategic Planning Update

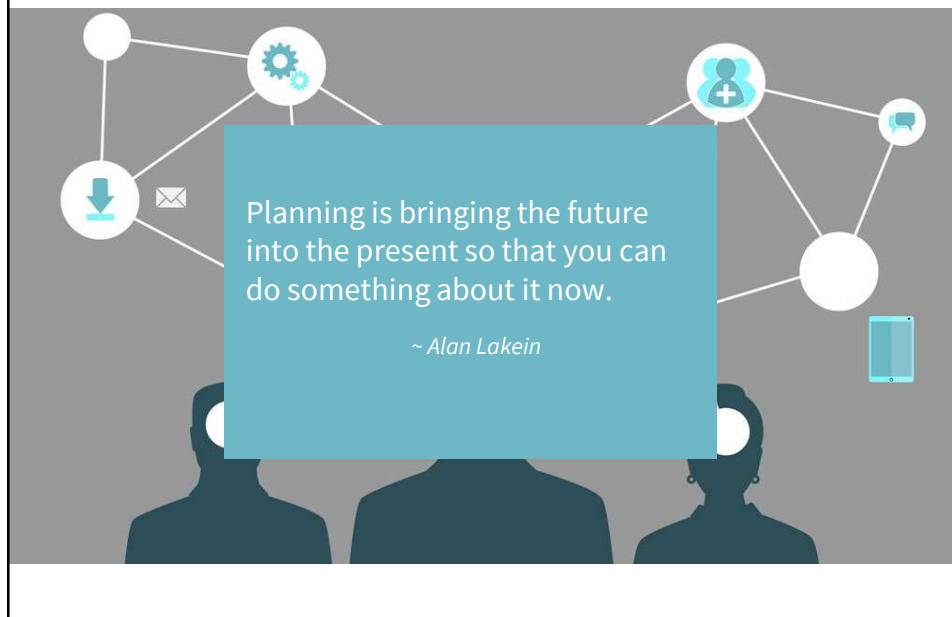
- TA and Information Management System Needed
 - Been without a TAMIS since 2014
 - Never had a comprehensive MIS system over all NIC operations
 - Managing through eMail and spreadsheets resulting in inefficient systems and inability to collect consistent data
 - Need for standardization to support NIC efficiency/effectiveness and customer experience
 - Technology Modernization Fund application submitted November 2021
 - \$7.6M over five years, higher front-end costs followed by maintenance
 - Minimal repayment requested

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Strategic Planning Update

- Continuing to work on:
 - Transition from existing Learning Management System (LMS) to new platform
 - Creative communications, including developing podcasts, updating our Report to the Nation, approval for social media
- Essential to NIC's ability to meet it's mission
 - Consistent support of operations by BOP and DOJ
 - Strong agency infrastructure (staffing, budget, technology, data)
 - Consistent and dependable engagement with the field
- Planning for both now and the future

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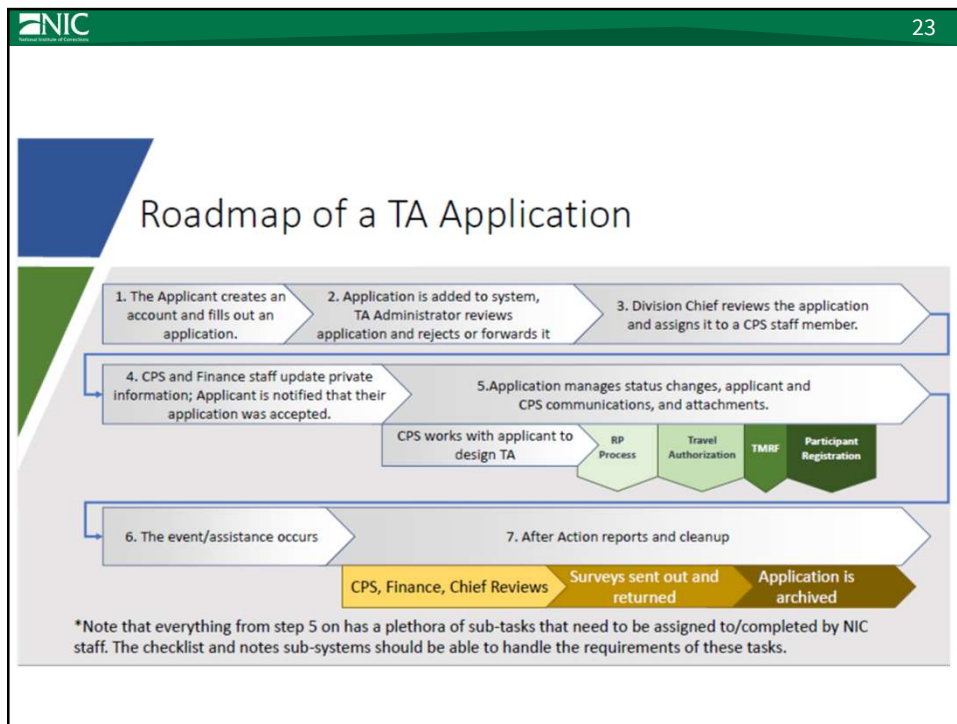
Shaina Vanek, Acting Director

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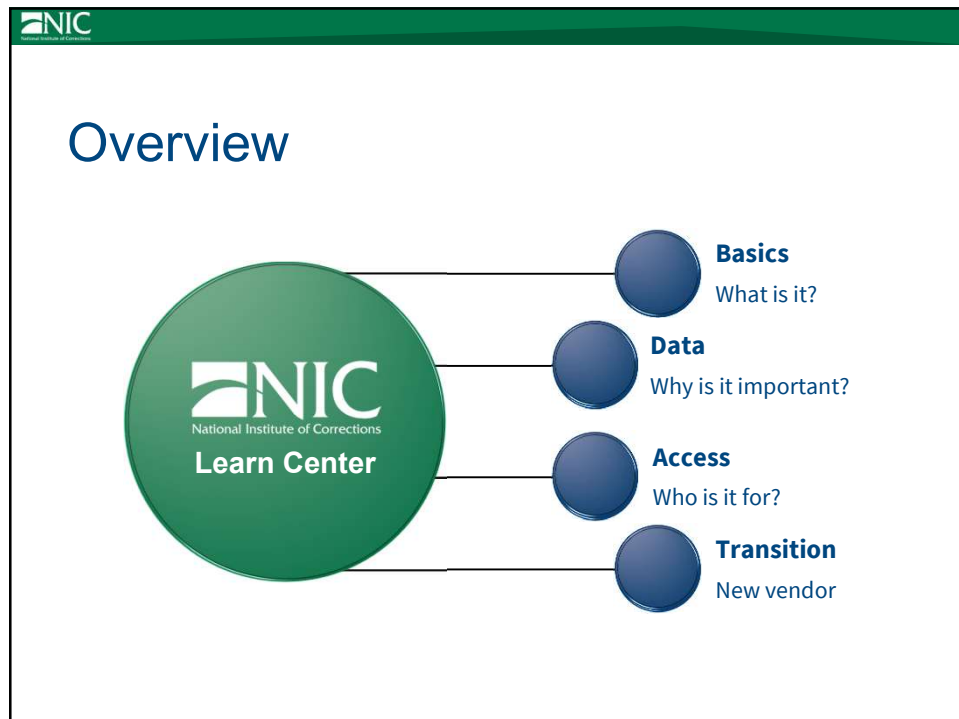


NIC Learn Center

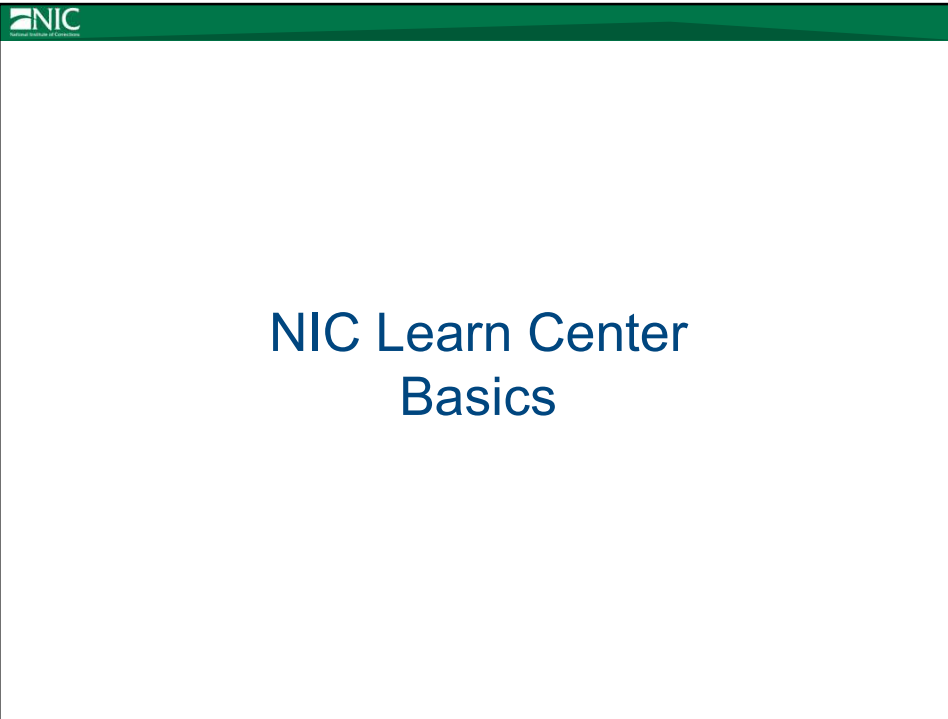
Sharon Clausen
Scott Weygandt



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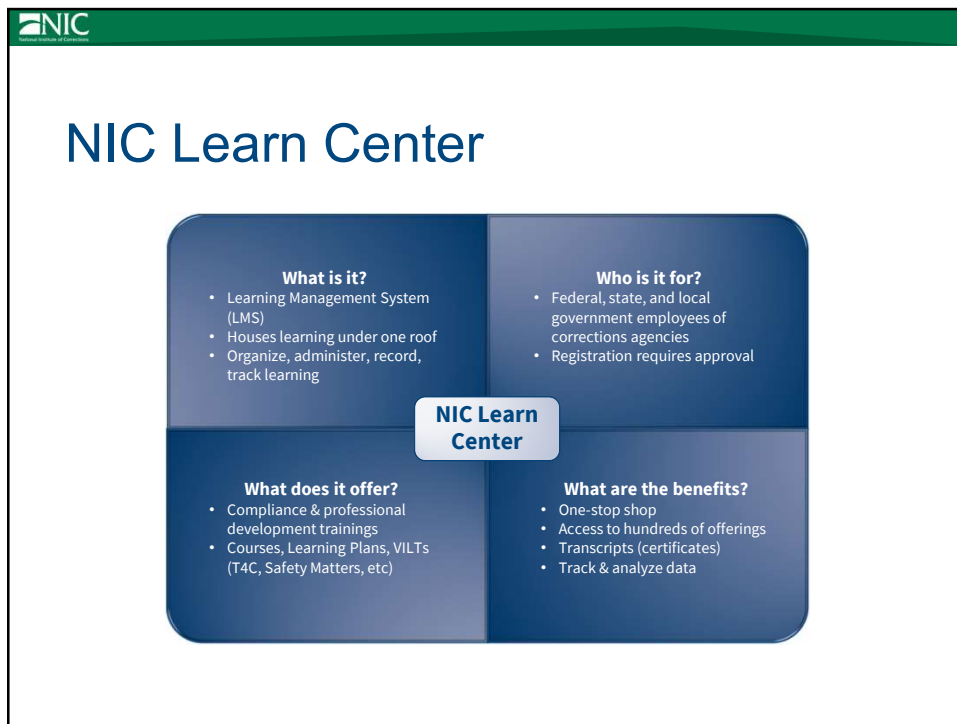


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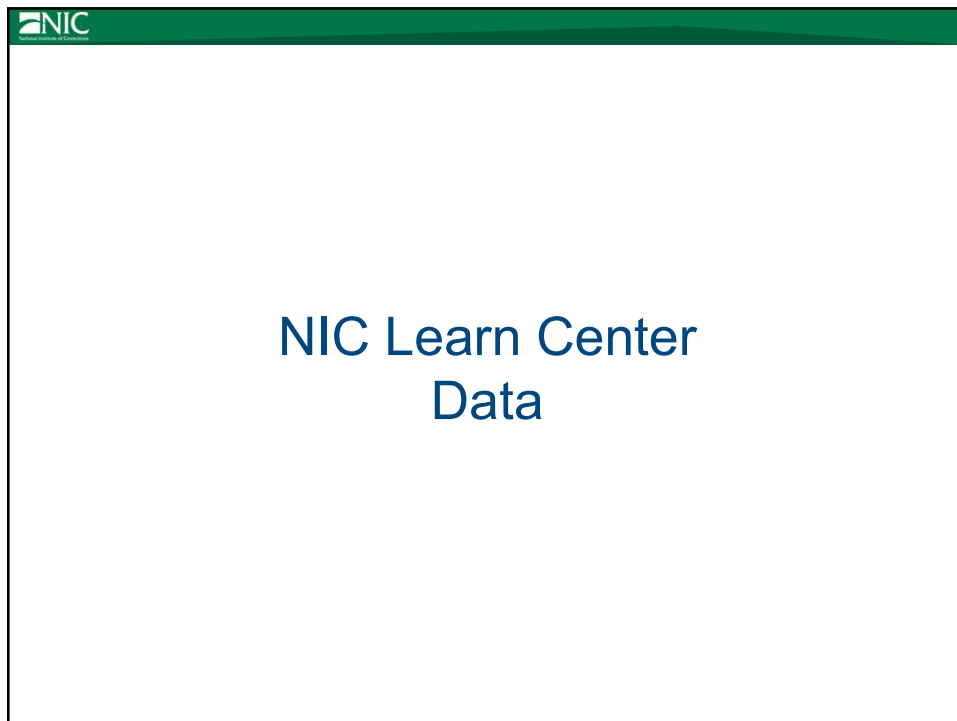
The slide has a green header with the NIC logo in the top left. The title "Administration" is centered in a large, blue, sans-serif font. Below the title are two vertical, rounded rectangular boxes with a blue-to-green gradient. Each box contains a name and a bulleted list of roles.

Sharon Clausen	Scott Weygandt
<ul style="list-style-type: none">• LMS Administrator• Background in LMS Administration; designing, developing, and managing online & classroom training	<ul style="list-style-type: none">• Management and Program Analyst• COR and backup LMS Administrator

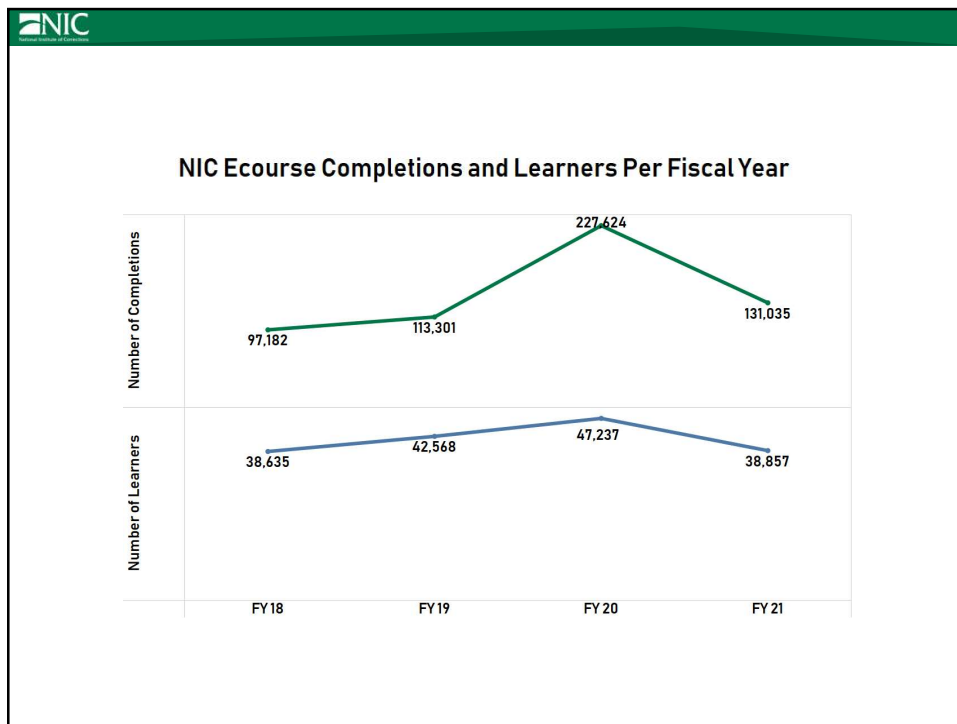
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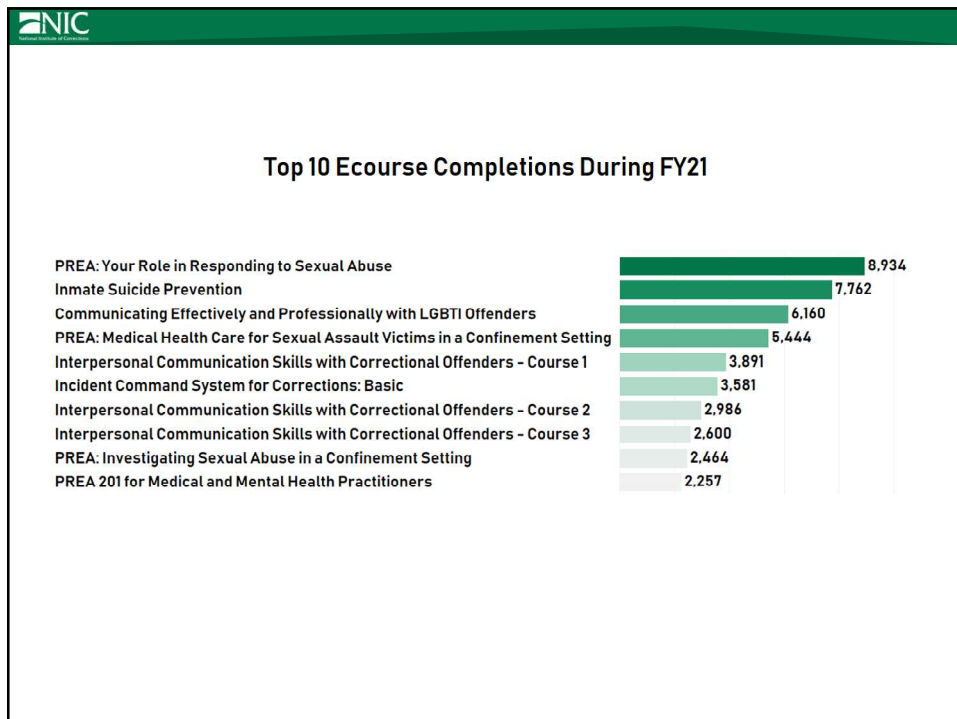
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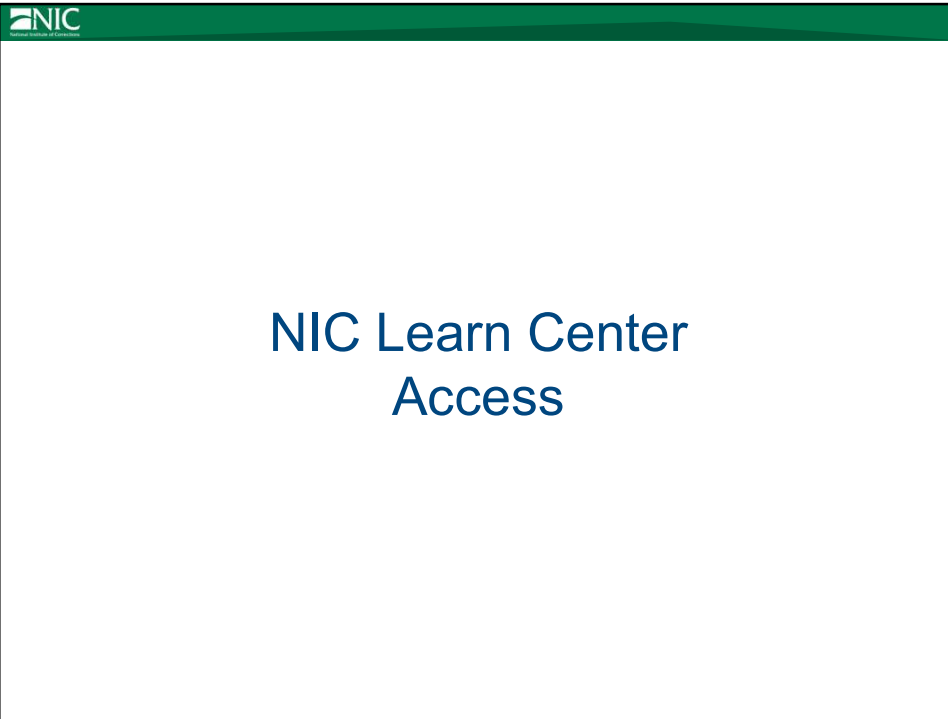
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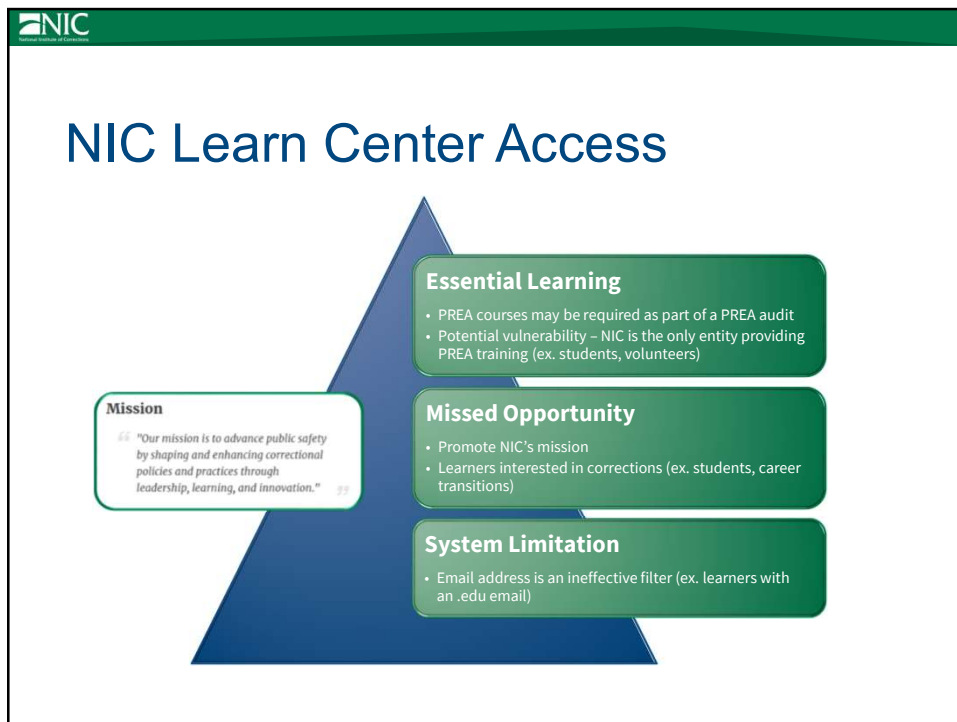
8



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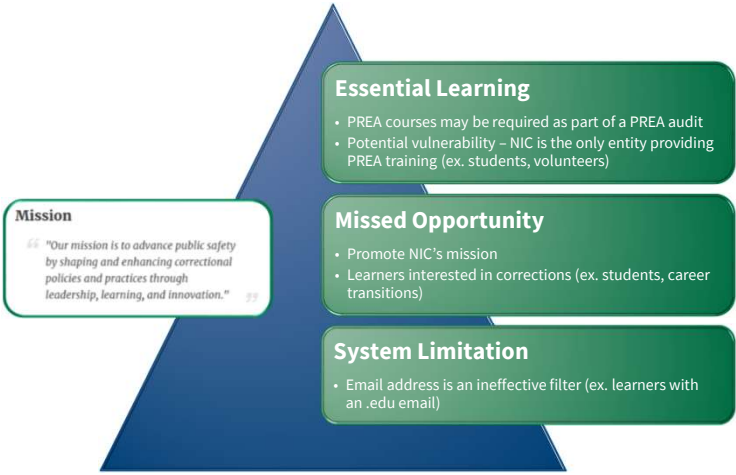
A presentation slide with a green header bar containing the NIC logo. The main content area is white and features the title "NIC Learn Center Access" in a large, blue, sans-serif font, centered at the top. Below the title is a dark blue rounded rectangle with white text. The text inside the rectangle is centered and reads: "Current Policy", "(Established during a NIC Board Meeting ~2013)", and "NIC will not provide NIC Learn Center access to private corrections organizations, private non-profit organizations, private for-profit organizations, volunteers, or those operating through a contract without a specific request for assistance from a federal, state, or local government correctional agency Commissioner, Director, or Secretary."

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National Institute of Corrections

NIC Learn Center Access



Mission
“Our mission is to advance public safety by shaping and enhancing correctional policies and practices through leadership, learning, and innovation.”

Essential Learning

- PREA courses may be required as part of a PREA audit
- Potential vulnerability – NIC is the only entity providing PREA training (ex. students, volunteers)

Missed Opportunity

- Promote NIC’s mission
- Learners interested in corrections (ex. students, career transitions)

System Limitation

- Email address is an ineffective filter (ex. learners with an .edu email)

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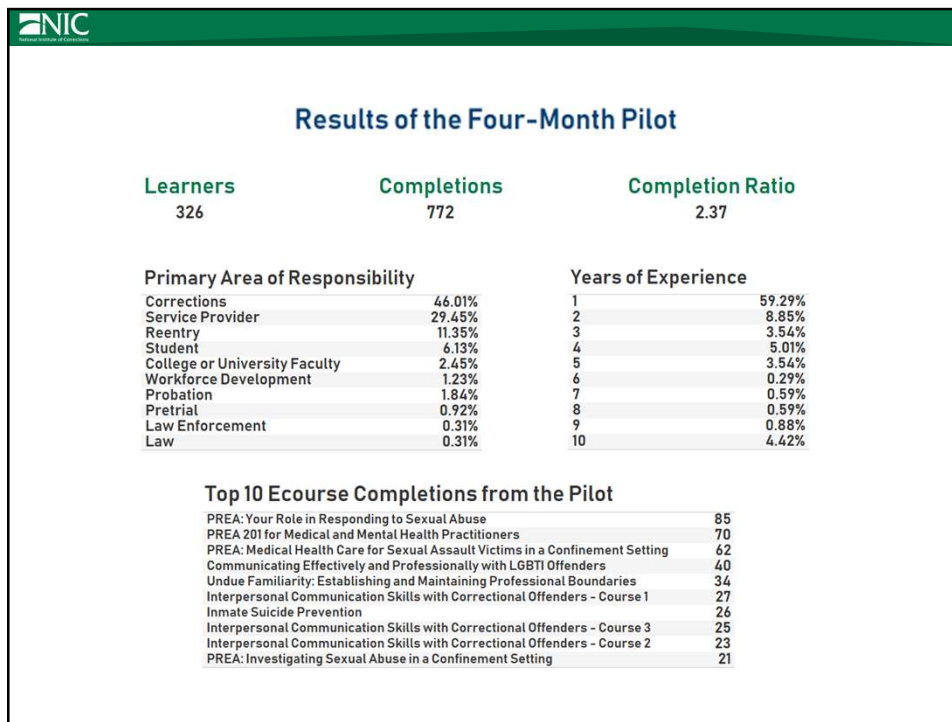


Registration Pilot

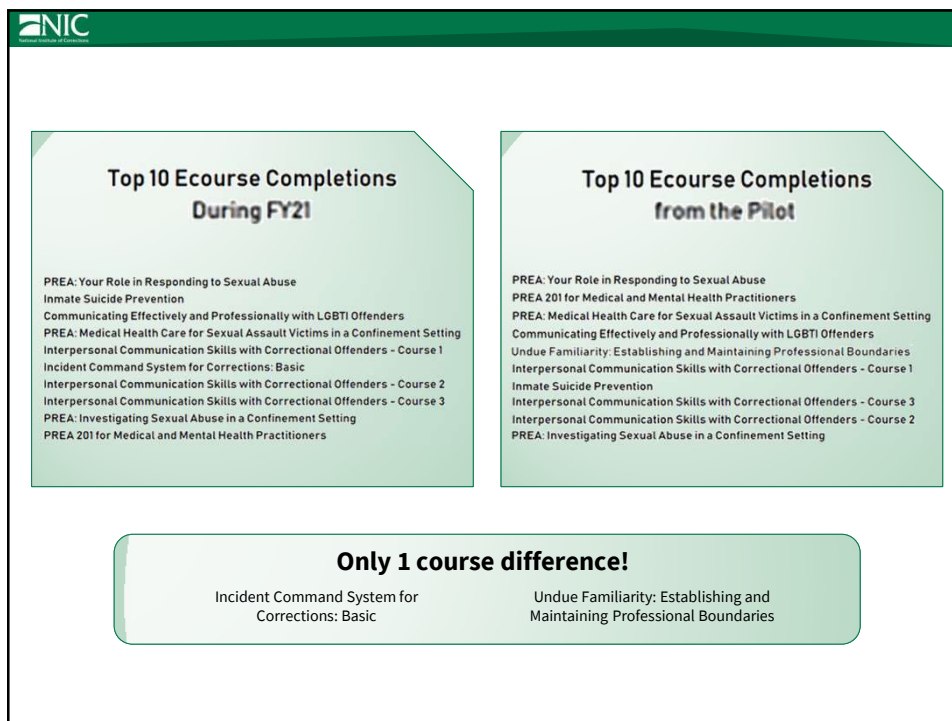
(Per AD Vanek’s request)

What if we allow NIC Learn Center access to private corrections organizations, non-corrections organizations, contractors, students, and volunteers?


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Results

- ✓ Increased number of learners who received training
- ✓ Increased number of course completions
- ✓ No significant impact to learner seat count
- ✓ No complaints




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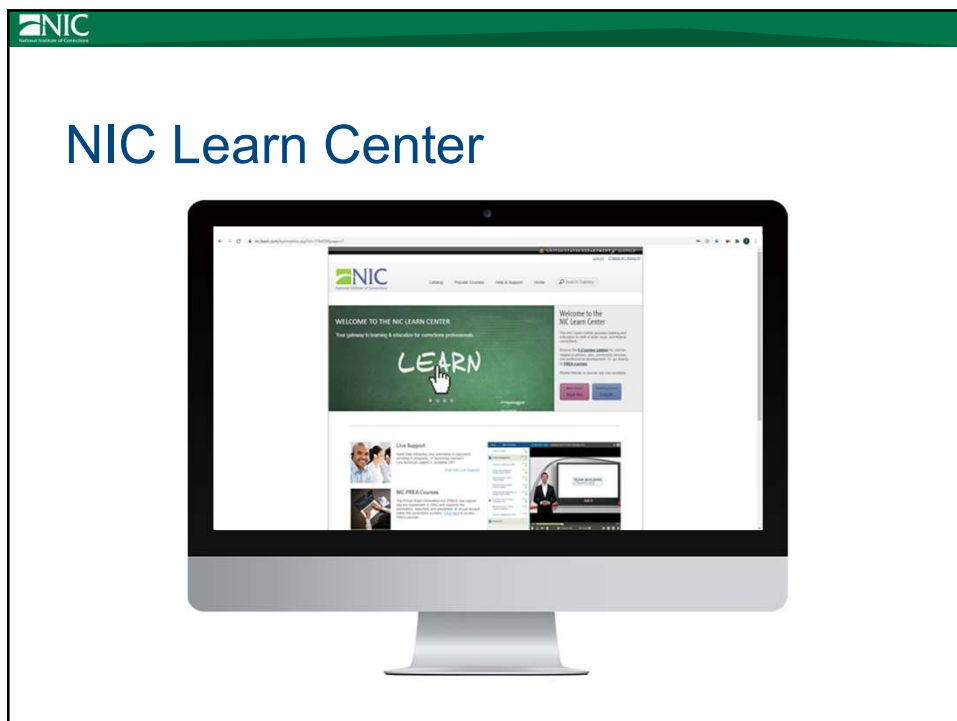
Does The NIC Board support allowing access to private corrections organizations, non-corrections organizations, contractors, students, and volunteers?



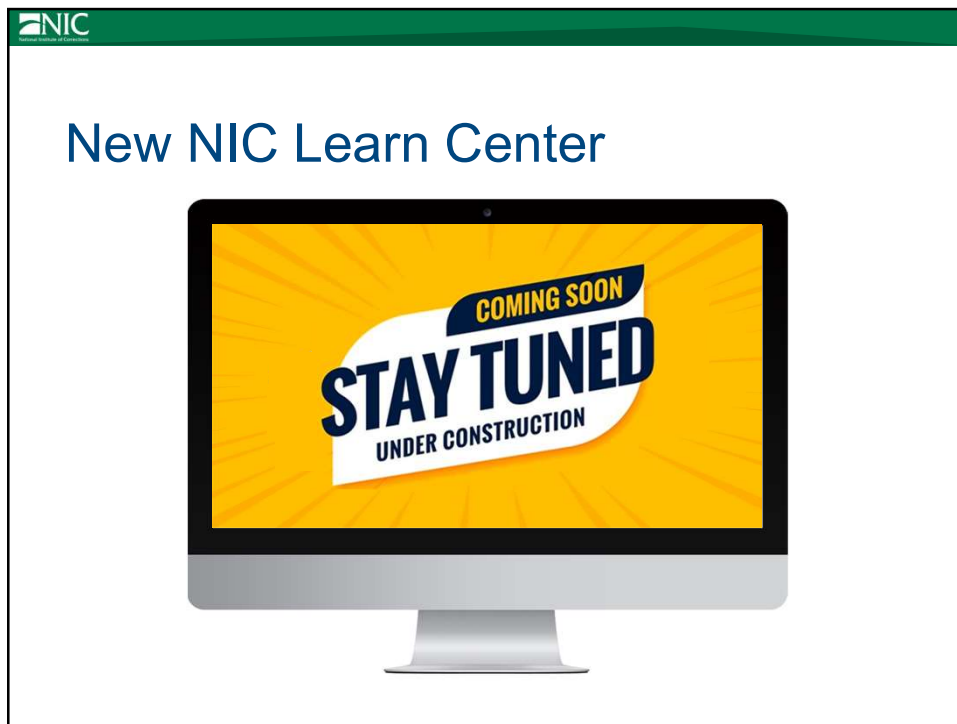
16



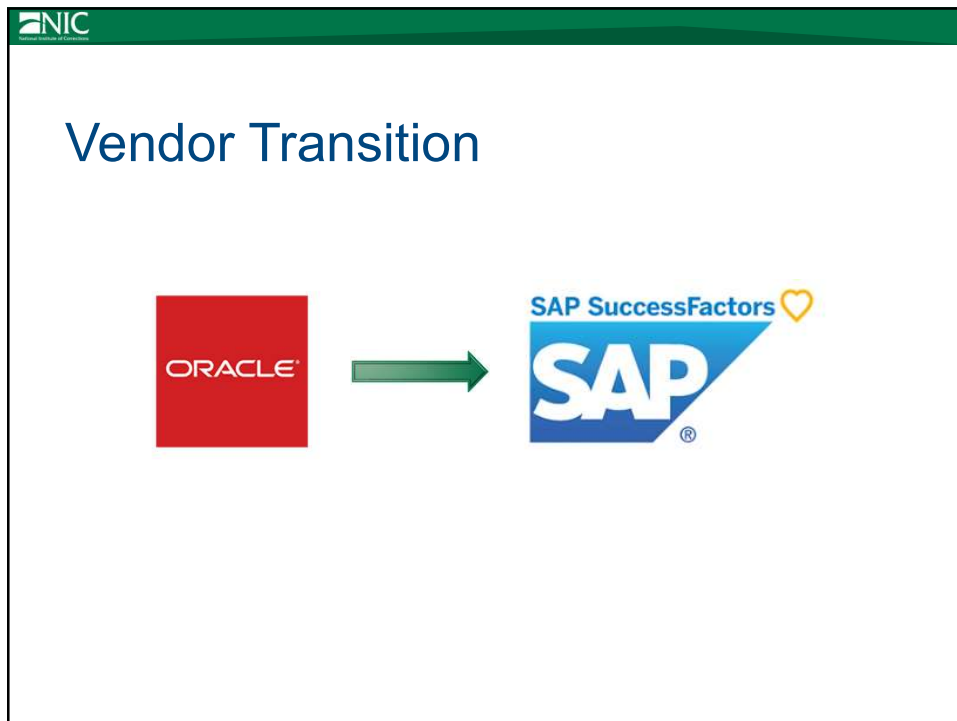
17



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Vendor Transition



Why are we changing vendors?

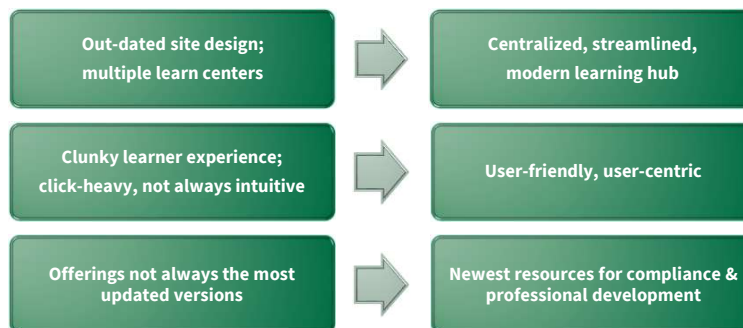
Oracle is discontinuing service
SuccessFactors is used by most DOJ Components

Smooth transition

Oracle – currently running
SuccessFactors – currently under contract

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Current and Future State



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