

TRANSITION UPDATE

Hall County Department Of Corrections

January, 2007

Volume 2, Issue 1

HAPPY NEW YEAR!!!!

Greetings from the Transition Team!!! We hope that each and everyone of you had a good Holiday Season. Working in a correctional facility at this time of year can be more difficult than usual—and usual can be difficult enough.

Anyone that has driven past the building site has been able to see the large crane and the steel girders going up. Good progress is being made in construction.

If you check the Hall County computer site and go to the Corrections portion you will be able to see some of the photographs that have been taken out at the construction site.

January 2008, we will be in

the new facility, training to begin holding prisoners there. The new facility will be something not seen in Hall County for over one hundred years. The last totally new jail was built in 1904.

Along with the new facility will be a new method of dealing with inmates—Direct Supervision. The Direct Supervision philosophy actually dates as far back as the 1970's, but at this time Douglas and Lancaster Counties in Nebraska are the only ones that incorporate the theory in their correctional facilities. Over the next year we will cover Direct Supervision elements as we have covered IPC skills. This month we

will be covering a method for understanding inmate behavior.

Anyone that wishes to contribute an article or has a topic that they would like covered in the newsletter should contact any member to the Transition Team.



HAPPY NEW YEAR

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OFFICER OF THE MONTH

The Officer of the Month for January is a positive role model to all of our Officers. This Officer is described in the nomination as self-motivated and willing to do other jobs to keep things moving smoothly. He has served as Officer in

Charge and helped fill in at the maintenance position this year. This Officer has just finished volunteering to work night shift and serve as Officer in Charge. The Officer for the Month of January is Officer Randy Grotzky. Randy you are a good

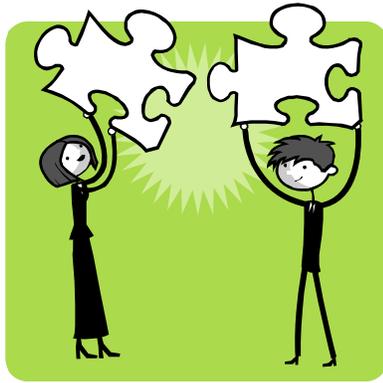
role model. Good Job Randy!!! Keep up the good work.



TOOLS FOR DIRECT SUPERVISION

We have spent several months covering Interpersonal Communication Skills, you have read the newsletters, you have taken the WIZE course and passed the test. Hopefully you have begun to use some of the skills in dealing with the inmates.

This month we will cover another tool to use in dealing with inmates, but before we move on to that tool, take a few minutes and think about the following questions— Who do the inmates see more of than anyone else in jail, now? And in the new facility? Then think about the question— In



what ways are Pod Officers the most significant people in an inmate's life?

As a Pod Officer you will be a very powerful and influential position in the eyes of the inmate. You will be in a position to control the behavior that occurs in the Pod. With that authority it is extremely important to use your power and influence wisely and thoughtfully.

MASLOW'S HIERARCHY OF NEEDS

We will be using Maslow's Hierarchy to analyze the needs of the inmates that you will be supervising. Think of using Maslow's Hierarchy as a method of explaining an inmate's needs and then using the information as reasons to get the inmates to behave. For instance if you were supervising in a Pod that only spoke French and you only spoke English how would the inmates communicate their needs to you as a Pod Officer? If you knew it was noon

and they were pointing at their mouths you would not need to speak French to know that they were hungry.

In the new facility, inmate behavior will be motivated by unfulfilled levels of need. It is assumed that in a new direct supervision facility, the focus for inmate needs will be higher in Maslow's Hierarchy than in the old jail.

It would be more difficult to translate

missing family and friends than it is hunger, but in an inmate that has been in jail for six months and has had no visits or mail it would be a consideration.

"inmate behavior will be motivated by unfulfilled levels of need."

PHYSIOLOGICAL NEEDS

Physiological needs are the lowest level of human needs. These needs include air, food, rest, protection from the weather and the need to move. When we book in an inmate that has been unable to meet his own physiological needs either due to addiction or mental health issues the inmate will be totally preoccupied with meeting those needs and not anything else.

How many times have you seen the very thin inmate that is booked in and only wants to eat and sleep for the first several days that he spends in the jail? This inmate can become quickly angry when awakened and may resort to stealing extra food trays or stealing from the other inmates in their block.

Once the basic needs are met it will no

longer motivate the inmate's behavior and the they will move to the next level on the chart.



SAFETY NEEDS

Once physiological needs are met, then the individual begins to focus on the next level of need—safety from deprivation, danger and the threat of death or injury. In the present jail this can still be a motivating factor. If inmates fear for their personal safety they will arm themselves and take drastic steps to stay alive.

The current method of inmate supervision is called linear indirect. With this method of supervision each block is more affected by the inmates that reside in the block than they are by the Officers that are

in and out of the block or the Officers that walk by the block on rounds. It can be very difficult to prevent a fight with indirect supervision.

With direct supervision, well trained Officers will be responsible for setting the rules and controlling the atmosphere. The first goal of a Pod Officer is to “manage a safe, secure, clean and quiet housing unit”. Once an inmate’s need for safety is met it will be possible to move to the next step.



SOCIAL NEEDS

With our current building limitations and given that the average stay of an inmate is less than three weeks there has been little done to work on meeting this need.

Once safe, people want to belong, to be associated with others and to be accepted by friends and colleagues. People want to give and receive friendship. They want to participate in group activities, communicate with others, become part of groups. If the jail does not provide a positive opportunity

for this to happen, inmates will satisfy this need on their own by forming gangs, pressure groups or cliques. A sampling of conversation during recreation would probably include drug use, criminal charges and sexual exploits. If Pod Officers recognize this social need and meet it in a positive

manner, the result should be better behavior.

“Once safe, people want to belong, to be associated with others and to be accepted by friends and colleagues.”

NEED FOR ESTEEM

This next level of need relates to self-respect, desire for mastery and personal achievement and self-determination. Self-esteem requires that a person do something useful and do it well. In a jail, organized activities and programs provide inmates with this opportunity.



The need for esteem

Inmates whose lower level needs are met will want to get involved in programs that increase their self-esteem. Examples are education programs, recreation programs, chemical abuse programs, vocational training programs and productive work programs.

In the new facility we will be needing positive volunteer involvement from the community. If you are aware of any persons or groups that might be interested in becoming involved in volunteering, please contact Corporal Todd Kool with this information.

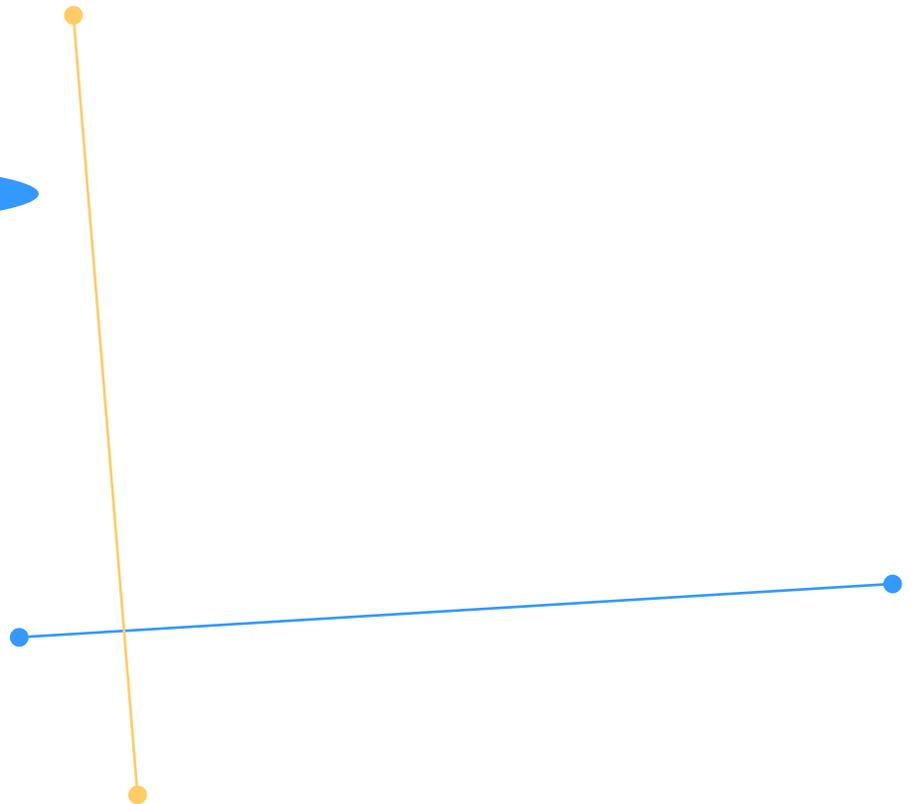


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SELF-FULFILLMENT

This is the top of the Hierarchy. Self-fulfillment requires people to want to develop themselves to their fullest potential. Few inmates reach this level of motivation. This requires the satisfaction of all lower level needs and for the person to seek to increase their capacities and potential. This relates directly to persons who are satisfied with their position in life. As most inmates are not satisfied with their present situation, this does not seem an appropriate source of motivation.

The thought questions after finishing this newsletter are:

1. At what level of the Hierarchy do you think inmates are motivated to in the present jail?
2. At what level of the Hierarchy do you

think inmates will be motivated in the new facility?

3. How will Pod Officers influence inmate behavior?

TRANSITIONS

Beginning January 2, 2007 we have four new Officers in Orientation. We welcome to the ranks Timothy Knott, Rebecca Schupp, Jennifer Seim and Christopher Seim. When you see them say hello and welcome to the ranks.