

# Program Culture: How to Build a Program- supportive Correctional Institution



## Three Phases to Build a Healthy Program Culture

### Preparation

- Assess need
- Assess resources
- Select program/curricula

### Implementation

- Official kick-off
- Train staff
- Pilot program

### Post-implementation

- Regular follow-up
- Hard data
- Anecdotal data
- Celebrate milestones



- Make it a “system-wide” initiative, not just a “program staff” responsibility.
- Train the “why” in addition to the “how,” so it’s not just one more task to complete.
- Don’t forget to include the end user! Hold town halls, get input, generate interest.
- Don’t get locked in a power struggle.
- Create some healthy competition between shifts, units, complexes, etc.

## Additional Resources

*National Institute of Justice: The Use and Impact of Correctional Programming for Inmates on Pre- and Post-Release Outcomes*

Grant Duwe, PhD

*A Better Path Forward for Criminal Justice: Changing Prisons to Help People Change*

Christy Visher and John Eason, Brookings-AEI Working Group on Criminal Justice Reform

*Strengthening Correctional Culture: Eight Ways Corrections Leaders can Support Their Staff to Reduce Recidivism*

CSG Justice Center

*Training: Evidence-based Facilitation Skills for Interactive Journaling®*

The Change Companies