

**HIGHLAND COUNTY OHIO
5-year RE-ENTRY PLAN**

**Prepared by the Highland County
Reentry Task Force**

**A Subcommittee of the
Highland County Criminal Justice
Advisory Committee**

Adopted January 5, 2010

INTRODUCTION AND BACKGROUND

Section 101 of the Second Chance Act, legislation that authorizes various grants to government agencies and non-profit organizations that provide services to help reduce recidivism, requires that each unit of government seeking funding assistance will form a reentry task force to develop and implement a comprehensive strategic reentry plan to reduce recidivism by 50% over five years.

The Highland County Criminal Justice Advisory Committee will serve as the official Reentry Coalition for the purposes of developing the plan and carrying out the activities funded under the grant to reduce recidivism in Highland County 50% over 5 years.

EXECUTIVE SUMMARY

Highland County is faced with record high unemployment, serious fiscal issues, rising recidivism and limited resources to address any law enforcement or criminal justice issues. Through the process of developing a five year strategic plan for reentry services, the Highland County Reentry Task Force focused on the most efficient use of existing and potential resources, strengthening existing partnerships, fostering new collaborative efforts and taking a proactive approach to crime prevention, management, and adjudication.

This action plan is a dynamic document that will guide the collaborative in its efforts to ensure successful reentry, reduce recidivism, and enhance public safety. The plan addresses community systems, infrastructure and partnerships and provides specific recommendations to strengthen them. The overarching goal of the collaborative is to create and retain jobs while coordinating and enhancing local efforts to successfully transition offenders from incarceration to law abiding citizenship in our community.

A careful review of Highland County's economic situation and the gaps in services to returning offenders led the Reentry Coalition to focus its efforts on four primary areas: employment, public policy and infrastructure, public relations and supportive services.

Employment: With record high unemployment in Highland County and a loss of jobs in occupations that are typically open to ex-offenders, we recognize the immediate need for paid employment training that can provide transitional income while skill building and improving employability.

Systems and Infrastructure: Highland County faces a huge loss of employers and an accompanying loss of its tax base. Our county government is forced to cut services to balance a budget that is based on a 20% loss of revenues. Safety services, including law enforcement and probation have been cut between 12% and 26% in the past year. This has created a situation that needs immediate remediation. To ensure public safety and to reduce the costs associated with recidivism, this plan has made job creation and retention in our law enforcement and probation departments a top priority. Further, it is critical

that the county capitalize on its strong collaborations among agencies and Non Governmental Organizations to access additional resources to meet other identified needs.

Public Relations: Again, our plan is driven by our current economic crisis. High unemployment and loss of services are painful realities in Highland County. It is more important than ever that our public safety officials have the understanding and support of its citizens as it attempts to make the best use of limited resources. Successful reentry efforts depend on reaching out to our citizens to demonstrate the benefits of alternatives to incarceration and successful transition of offenders to contributing members of our community.

RE-ENTRY COALITION MEMBERS

The Highland County Criminal Justice Advisory Committee is a broad based group of professionals who represent law enforcement, corrections and other stakeholders committed to reducing crime and maintaining public safety in Highland County.

Judge Rocky Coss	Common Pleas Court
Sheriff Ron Ward	Highland County Sheriffs Department
Chief Probation Officer Jeremy Ratcliff	Highland County Community Corrections
Lyle Delph	Ohio Adult Parole Authority
Dara Gullette	Alternatives to Violence Center
Judge David McKenna	Municipal Court
Nick Thompson	City of Hillsboro
Randy Reffitt	Highland County Sheriff
Gary Heaton	Highland County Commissioners
Tom Horst	Highland County Commissioners
Shane Wilkin	Highland County Commissioners
Jodie Staggs	Highland County Probation
Beverly Griffith	Highland County Homeless Shelter
Wendy Jacobs	Highland County Children's Services
James Grandey	Highland County Prosecutor
Joe Adray	FRS Counseling
Ron Coffey	Highland County Court
LuAnn Winkle	Turning Point Applied Learning Center
William Armintrout	Criminal Defense Attorney
Larry Cole	At Large
Tim Hester	Greenfield Police
Judge Robert Judkins	Highland County Court

Debbie Robbins	Highland County JFS
Sherry Stout	Southern State Community College
Arienne Fauber	Scioto Paint Valley Mental Health Ctr
Rob Jackson	Highland County C/P Juvenile Division
Richele Stroop	Municipal Court Highland County CSEA
Dennis Huston	Ohio Adult Parole Authority

RE-ENTRY PLANNING TEAM

A re-entry planning team was appointed by Judge Rocky Coss, Chair of the Highland County Criminal Justice Advisory Committee. He charged the group with the task of developing a re-entry plan for Highland County that would look at existing local conditions, explore best practices and make recommendations for programming and services that will improve reentry outcomes.

:Judge Rocky Coss	Common Pleas Court
Jeremy Radtloff	Highland County Community Corrections
Lyle Delph	Ohio Adult Parole Authority
Dara Gulette	Alternatives to Violence Center
Randy Reffitt	Highland County Sheriff
Shane Wilkin	Highland County Commissioners
Wendy Jacobs	Highland County Children's Services
Joe Adray	FRS Counseling Inc.
LuAnn Winkle	Turning Point Applied Learning Center
Melody Elliott	FRS Transportation Inc.
Julie Wise	Highland County Community Action
Katy Lewis	Highland District Hospital
Dennis Huston	Ohio Adult Parole Authority

Mission

The mission of the Reentry Coalition is to ensure successful offender reentry, reduce recidivism and enhance public safety through collaboration and efficient use of resources.

Responsibilities of Reentry Coalition

The Coalition will achieve these goals through collaborative partnerships with government entities, faith and community-based organizations, and other stakeholders. It will utilize a holistic evidence-based approach that starts at the point of contact with the law enforcement system and includes an emphasis on education, families, health services, alcohol and other drug treatment, employment, mentorship and housing.

The role of the Reentry Coalition will be dynamic and supportive to agencies, organizations, and individuals that are interested in or already committed to working with the reentry of ex-offenders into the community. Its major responsibilities will include the following.

1. Coordinate and guide member departments and agencies by creating, modifying, and aligning policies, programs, and operational practices supportive of system improvements that target the successful transition of offenders returning to regions across the state;
2. Lend technical assistance and encourage agency partnerships;
3. Develop and implement comprehensive reentry planning initiatives;
4. Serve as a clearinghouse for resources and information, and research findings on reentry efforts within the county and elsewhere;
5. Develop recommendations and advocate for legislative and administrative remedies to eliminate or reduce barriers confronting offenders once they leave prison, jail, community-based correctional facilities, or a detention facility;
6. Consult and collaborate with individuals and/or representatives from service providers, housing associations, community advocacy groups, faith-based organizations, victims' groups, offenders, and other relevant stakeholders engaged in offender transitional issues; and,
7. Identify and support the preparation of grant applications aimed at securing federal, state, foundation, and other sources of funding to create, and sustain evidence-based reentry initiatives.

HIGHLAND COUNTY

Highland County is one of 19 Appalachian Counties located in the southeast Ohio region. The 2000 census cited the population of Highland County as 42,653 with projected population of 44,640 in 2010. There are two incorporated cities, Hillsboro, the county seat, and Greenfield, within the county. Six townships and two villages make up the remaining area. Highland County is 3.4% minority. Median household income is \$36,313 with 9% of all families living below the poverty level. Of those families living in poverty, nearly 43% are families headed by a single woman with minor children. The median age of Highland County residents is 36.1 years of age and nearly 14% of the population is over the age of 65. The dependency ratio in Highland County is 22.4%.

EDUCATION

Ohio ranked 24th among the states and the District of Columbia in the percentage of those 25 and older who were high school graduates in 2007. Ohio lags behind the nation and most states in postsecondary education attainment. About 33 percent of Ohioans ages 25 and older have an associate degree or more, which is below the national average of 39 percent. Ohio ranked 38th among the states and the District of Columbia in the percentage of those with a bachelor degree or more. (2009 Responding to Recession Preparing for Recovery, OJFS)

A comparison of educational attainment in Highland County to the state and the US:

	No HS Diploma	HS Diploma	Some college, no degree	Associate degree Or higher	Bachelor's degree Or higher
OH	10.4	89.62	20.3	33.4	25.2
US	13.3	86.7	20.3	37.2	28.9
HC	23.7	44.8	16.9	5.0	9.7

(Educational Attainment in Highland County 2006 American Community Survey and 2006 County Profiles, ODOD)

HIGHLAND COUNTY Pre-K – 12 PUBLIC SCHOOLS

Highland County is served by five school districts: Hillsboro City, Bright Local, Greenfield, Lynchburg Clay and Fairfield Local. A total of 7635 students are enrolled in grades K-12. In 2008-2009 two districts had graduation rates below the state minimum. All districts meet the state minimum attendance rate. Over 43% of all students are economically disadvantaged. (Ohio Dept of Education 2008 Report Card)

SCHOOL DISTRICT	ENROLLMENT	GRAD RATE Min 90%	ATTENDANCE RATE 93% min	MINORITY	DISABLED	ECONOMICALLY DISADVANTAGED
HILLSBORO	2546	90.8	94.3	6.9	13.8	47.9
BRIGHT LOCAL	763	89.7	94.0	1.8	17.2	50.5
GREENFIELD	2152	87.3	94.3	3.6	11.0	45.2
LYNCHBURG	1329	94.7	94.7	1.0	13.4	31.6
FAIRFIELD	845	96.9	95.1	3.5	10.2	37.1

HIGHLAND COUNTY ALTERNATIVE SCHOOL

Hillsboro City, Greenfield Exempted and Lynchburg-Clay schools participate in the Highland County Alternative School. The Alternative School, which is a consortium of schools and service providers, provides educational services and supportive services for at-risk students in grades 7-12. In the 2008-2009 school year, 39 students with an average age of 15.92 attended the alternative school. Referrals from the cooperating school districts are made for behavior, academic reasons, parent request, attendance or credit recovery. The average length of stay for the students is 121 days. Of those attending, 74% are economically disadvantaged compared to 43 % of all Highland County students and 59% have had some criminal justice involvement as measured by current or past probation supervision. Students are assisted by Scioto Paint Valley Mental Health, Family Recovery Services, Highland County Probation and Hopewell JOG. (Highland County Alternative School, 2008-2009 Annual Report)

GREAT OAKS CAREER AND TECHNICAL EDUCATION-High School Students:

Great Oaks Career and Technical Institute serves area high school students at four campuses in the greater Cincinnati region. Students from four of the five Highland County school districts may attend classes at the Laurel Oaks campus in Wilmington. At Laurel Oaks, students may choose from the following career programs:

<p>Agricultural/Industrial/Diesel Mechanics Automotive Technology – Collision Automotive Technology – Mechanics *Aviation Maintenance Technician *Biotechnology/Forensic Studies Business Management & Administrative Services *Computer Service Technician & Networking *Cosmetology</p>	<p>*Early Childhood Education Equine Science & Management *Health Technology Masonry *Natural Resources Technology Pre-Engineering Technology *Restaurant Operations Sports Rehabilitation Therapy *Teaching Professions Construction Framing and Finishing Technologies</p>
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Great Oaks’ free “Gateway to Success” program helps those who dropped out of school earn a high school diploma and begin a new career. Internet-based coursework allows students to work at their own pace – at home or at a local college campus. Individualized graduation plans customize the learning path for each student.

GREAT OAKS CAREER AND TECHNICAL EDUCATION-Adult Students:

Free Adult Basic and Literacy Education (ABLE) classes are available at Diamond Oaks, Laurel Oaks, Live Oaks, and Scarlet Oaks Career Development Campuses as well as other convenient locations. These classes are designed to help adults age 18 or older improve their basic skills and/ or prepare for the GED test.

The Great Oaks Institute of Technology and Career Development offers full-time job training programs to prepare adult learners for their choice of careers. Many of the programs are scheduled in the evening, which allows students to work while in training.

Job Training programs include Automotive, Collision Technology, *Aviation Maintenance Technician, Carpentry: Qualified Framer, Electrical Mechanical Maintenance Technician, *Health Information Manager, Heating/Ventilating and Air Conditioning, *Law Enforcement, *Public Safety Services, *Practical Nursing, *Health Professions Academy and Welding. (<http://www.greatoaks.com>)

***Legal restrictions on ex-offenders (collateral sanctions) may prohibit them from pursuing employment in these fields.**

SOUTHERN STATE COMMUNITY COLLEGE

Southern State offers 27 different associate degree programs in the following areas: **Associate of Arts; Associate of Science; Associate of Technical Studies; Associate of Applied Business** in *Accounting, Business Management, *Management Information Systems, Office Information Technology, and *Real Estate; **Associate of Applied Science** in Agriculture Production, Computer Assisted Design, *Computer Technology, Computer Technology: Multimedia, Computer Technology: Networking, Computer Technology: Technical Support, *Corrections, Drafting Design, *Early Childhood Education, *Paraprofessional Education, Electrical/Electronics, Electrical Information Systems, *Emergency Medical Services, *Law Enforcement, Human and Social Services, Human and Social Services: Chemical Dependency, *Medical Assisting, *Nursing, *Respiratory Care.

SSCC also has seven certificate programs available in Data Information Processing, Horticulture, *Medical Transcription, Office Services, *Practical Nursing, *Pharmacy Technician, and *Phlebotomy.

Student enrollment at Southern State for the academic year 2007-2008 averaged 2265 full and part time students. The average age of students is 26 years. Highland County students represent approximately 34% of the total student enrollment.

Through a new program offered by Southern State's Adult Opportunity Center, adults seeking to take the GED test may now study online. College readiness courses are also available through this online program.

***Legal restrictions on ex-offenders (collateral sanctions) may prohibit them from pursuing employment in these fields.**

CHATFIELD COLLEGE

Located in nearby St. Martin in Brown County, Chatfield College is a private Catholic liberal arts college that awards Associate Degrees in Liberal Arts, with concentrations available in Business, Early Childhood Education and Human Services. Founded and sponsored by the Ursulines of Brown County, Chatfield welcomes students of all ages, religions and backgrounds. Many of Chatfield's students are adult learners, maintaining full-time jobs. Academic programs are flexible and meet the needs of its non-traditional students. Chatfield is accredited by the Higher Learning Commission of The North Central Association of Colleges and Schools, Chicago, Illinois.* Chatfield has established agreements with many four-year colleges, called Articulation Agreements, whereby credits earned at Chatfield are accepted by those schools towards a Bachelor's degree.

WILMINGTON COLLEGE

Wilmington College is an independent, co-educational, four-year, career-oriented, liberal arts college. Located in nearby Clinton County and founded in 1870 by the Quakers, Wilmington College offers undergraduate majors in *Accounting, Business Administration and Economics, Agriculture, Biology, Chemistry, Mathematics, *Education, Fine Arts, Theatre, Art, and Music, Communication Arts, Sports Management, *Health, and Physical Education, Athletic Training, English, History, Spanish, Religion and Philosophy (Includes Peace Studies), *Criminal Justice, *Psychology, Social and Political Studies (Includes *Pre-Law) and Social Work. In addition, Wilmington offers a Master's in *Education with a concentration in Reading and Special Education.

***Legal restrictions on ex-offenders (collateral sanctions) may prohibit them from pursuing employment in these fields.**

TURNING POINT APPLIED LEARNING CENTER

Ohio Department of Rehabilitation and Correction (DRC) reports reveal that 30% of the male population and 20% of the female population function below a 6.0 reading level and are considered functionally illiterate. In addition, 61.2% of the males and 73.6% of the females were not gainfully employed prior to incarceration; 80% of the inmate population does not hold a verified high school diploma or General Educational Development (GED) diploma; 50% have suspected incidences of learning disabilities, while 16% to 18% of those prisoners under the age of 22 may qualify for special education services.

(http://www.drc.ohio.gov/ocss/ocss_overview.htm)

For this reason, Turning Point Applied Learning Center has chosen to focus its reentry efforts on education and paid employment training to enable graduates to transition into entry level employment.

Turning Point Applied Learning Center is an IRS recognized 501 © 3 non-profit organization that has successfully provided entry-level employment training to

unemployed, under-employed and hard to employ Appalachian Ohio residents for 12 years. Turning Point's volunteer Board of Trustees is comprised of local leaders in business, industry, finance, education and social services.

Turning Point Applied Learning Center is the only re-entry program in Ohio that is certified by Ohio DRC in three areas: employment training, education and substance abuse. Turning Point successfully piloted a re-entry program with assistance from a US DOL grant in 1996. Since the pilot, the program has been expanded to offer supportive services including intensive case management and SAMI services.

Program Activities

Tutoring--Academic Enrichment and GED Preparation classes are offered to any participant lacking a GED. Those participants will have the opportunity to receive individualized instruction, GED test preparation and remediation if necessary.

Employment Training--Participants receive training in an actual manufacturing setting. Students will earn a stipend of \$7.30/hour. Paid work experience is conducted at the Turning Point facility however, advanced participants and graduates may be placed in work experiences with local manufacturing employers.

Job Readiness Preparation—Turning Point offers Career Compass classes. In these sessions, participants receive training in college enrollment and financial aid, basic academic skill improvement, career exploration, goal setting, time management, decision making, job interviews, budgeting, development of work ethic, etc.

Occupational Skills Training—In an actual real-world manufacturing environment, students learn skills in manufacturing methods, inventory control, shipping and receiving, warehousing, forklift operation, manufacturing records keeping and inspection.

Leadership Development Training—Turning Point's manufacturing component and Career Compass program includes leadership and team-building experiences for the participants as an integral part of their workday. Cooperation, communication, problem solving, and interdependency are stressed. Career Compass also has applications to problem solving, ethics, and values.

Supportive Services--Turning Point's Staff and Job Coaches continually evaluate participants to identify and address specific barriers to successful employment. We maintain collaborative relationships with local mental health centers, drug and alcohol centers, Rehabilitation Services Commission, certified child care providers, Driver's Education instructors, Southern State Community College Admissions, Advising and Financial Aid offices and other such community agencies.

EMPLOYMENT

In the month of November 2009, Highland County's unemployment rate was 16.1%, the highest in state of Ohio. Nearly 50% higher than state (10.5%) or national (10.2%) averages, this level of unemployment presents difficulties to any job seeker but presents additional challenges to those who have a criminal justice record that they must disclose.

On Nov 30, 2009, the Ohio Means Jobs website had 313 job postings within 25 miles of Hillsboro. Of these jobs, 40% are health care related jobs that are typically off-limits to ex-offenders. 30% of the postings are food service or retail, jobs that may be accessed by ex-offenders depending on the nature of their conviction. However, jobs in food service or retail typically do not pay a living wage.

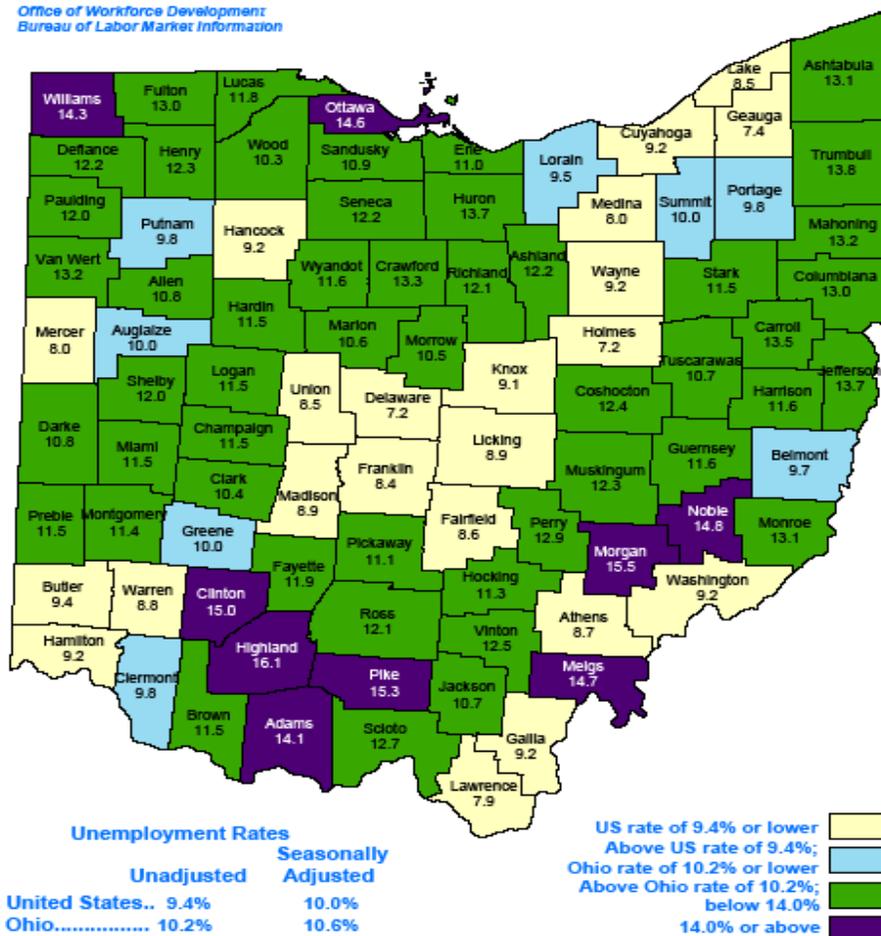
Major employers in Highland County (2000 census)

Greenfield Exempted Schools	Highland District Hospital
Hillsboro City Schools	Huhtamaki
Illinois Tools/Hobart	Johnson Controls
Candle-Lite	RR Donnelley/Banta
Weastec	WalMart

According to the Ohio JFS , since January 2008, WARN notices (layoff announcements affecting 50 or more workers) have been issued to 4499 workers in Highland and Clinton and Fayette Counties. Weastec (326 jobs lost); Johnson Controls (205 jobs lost) and MWV Calmar (316 jobs lost) have joined DHL/ABX in mass layoffs or plant closings that have adversely affected our county.

Civilian Labor Force Estimates November 2009

Office of Workforce Development
Bureau of Labor Market Information



Ohio Department of Job and Family Services

Ted Strickland, Governor

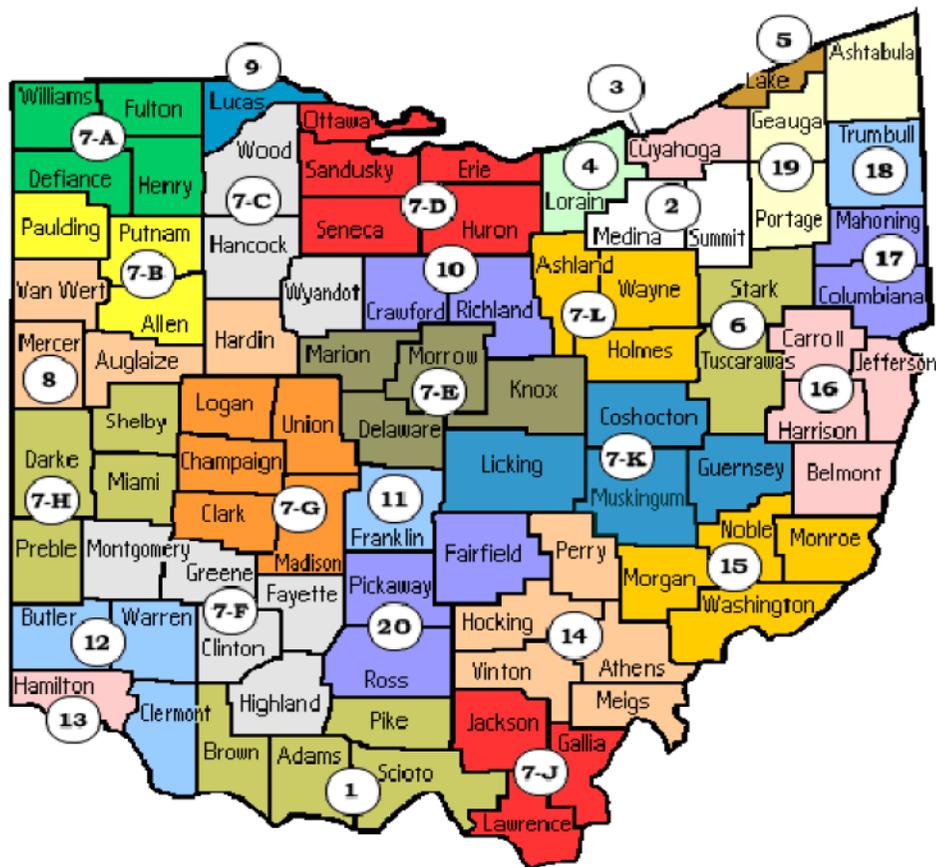
Douglas Lumpkin, Director

Highland County belongs to the Five Star One Stop Employment System that includes Highland, Clinton, Fayette, Greene and Montgomery counties. The Five Star System is within the Area 7 Workforce Development Act Region that includes 47 Ohio counties.

The One-Stop provides core services such as work skills exploration, job search, resume development, referrals to job openings and determination for intensive services. Intensive services are offered to individuals who are unemployed or underemployed and are unable to find employment through core services. Intensive services include assessments, development of an individual employment and career plan, career counseling and one on one assistance and case management.

In Highland County, some eligible individuals may be able to receive employment training services such as occupational skills training, on the job training and customized training for an employer who commits to hiring. In most cases, training is limited to “in-demand” occupations.

Ohio's One Stop Employment System



Ohio High Prospect/Declining Industries & Occupations (2016 Ohio Job Outlook, OJFS)

High Prospect Industries

Health services will dominate the job growth picture. Of the 10 industries that are projected to have a large number of new jobs and a growth rate of at least 25 percent over 10 years, half are in the health service industry:

- Individual and family service – 25,200 new jobs
- Home health care services – 22,800 new jobs
- Management and technical consulting services – 13,800 new jobs
- Community care facilities for the elderly – 13,400 new jobs
- Computer systems design and related services – 13,300 new jobs
- Offices of other health care providers – 7,100 new jobs
- Residential mental health facilities – 6,400 new jobs
- Outpatient care centers – 6,100 new jobs
- Activities related to real estate – 5,400 new jobs
- Activities related to credit intermediation – 4,600 new jobs

Declining Industries

The manufacturing industry is projected to decline nationally by 10.6 percent. In Ohio the decline is projected at 17.7 percent over a decade. Specific manufacturing industries that are projected to decline more than 25 percent are:

- Iron and steel mills and ferroalloy manufacturing
- Rubber product manufacturing
- Other nonferrous metal production
- Foundries
- Motor vehicle parts manufacturing
- Household appliance manufacturing
- Glass and glass product manufacturing

Jobs that would typically be open to ex-offenders such as manufacturing are declining in Ohio. Jobs with growth potential are frequently closed to persons with a criminal conviction, particularly felony convictions, violent crimes or drug related crimes.

Occupations Often Affected by Criminal Conviction

Cannot Work in the Occupation

- Aircraft/airport employees
- Paid public school employees
- School bus drivers
- School crossing guards
- Bank employees
- Bartenders/waiters in liquor-serving establishments
- Housing authority, municipal police, parking enforcement officers
- Turnpike Authority employees
- Liquor retail, wholesale, manufacturing, distributing
- Paid firefighters
- Child care center employees
- Employees of community residences for the developmentally disabled
- Law enforcement
- Bank director
- Forestry officer
- Bingo game operator
- Tax worker
- Child care worker
- Foster caregiver
- University employee
- Passport agent
- Deputy registrar

Cannot Hold Professional License

- Security guard
- Barber
- Check cashing business
- Care facility administrator/worker
- Educator
- Cosmetology
- Fireworks exhibitor
- Lottery sales agent
- Retail liquor sales
- Commercial driver's license
- Doctor, dentist, nurse
- Realtor
- Most medical occupations
- Bank officer
- Insurance agent/adjustor
- Private investigator
- Embalmer
- Telephone solicitor
- Hearing aid dealer
- Counselor/social worker
- Emergency medical technician
- Drug distribution
- Pharmacist
- Physician assistant
- Nursing home administrator
- Home health aide
- Veterinarian
- Auctioneer
- Cigarette sales
- Chiropractor
- Mental health worker
- Agricultural dealer/broker
- Pawn broker
- Engineer/surveyor
- Salesperson
- Speech pathologist
- Dietitian
- Anesthesiologist
- Respiratory technician
- Acupuncturist
- Asbestos abatement contractor
- Chemical dependency counselor

Note: In addition to formal legal sanctions, many employers do not hire applicants with a criminal conviction.

Youthwork Information Briefs are sponsored by Ohio Department of Job and Family Services - ODJFS, Office of Workforce Development, Bureau of Workforce Services.

SPEICALIZED DOCKETS

In Highland County, if a defendant is found eligible for intervention in lieu of conviction, they are placed in a treatment plan and monitored supervision for a period of up to 5 years (usually 2 years). Treatment is provided on an outpatient basis by Family Recovery Services (FRS), Scioto Paint Valley Mental Health Center, or other agencies with approved treatment programs. The supervision is provided by Adult Parole Authority.

Defendants in intervention in lieu of conviction and also those convicted and placed under community control supervision may be placed in outpatient treatment or in residential treatment programs. The STAR Community Justice Program is operated at the CBCF in Franklin Furnace. Offenders usually spend 4-6 months at STAR with release into aftercare at FRS or other programs. Highland County Common Pleas Court also uses the Stepping Stones program in the Portsmouth area for females, usually those who are pregnant, since that program will accept them and their babies.

MENTAL HEALTH/SUBSTANCE ABUSE

Highland County residents are served by three treatment facilities:

Scioto Paint Mental Health Center-	Mental Health and Substance Abuse Treatment
FRS Counseling-	Substance Abuse Treatment and MH for Youth
Highland District Hospital-	Emergency Services Only

FRS serves approximately 600 persons per year, of which approx. 480 are adult substance abuse clients. Approx. 300 per year have criminal justice involvement in some manner. Thirty five percent are Medicaid eligible, the balance has no payer source and FRS is able to bill approximately 50% of these individuals to the ADAMH Board.

The amount of ADAMH Board funds for non-Medicaid AOD funding have been cut by 25% over the past 2 1/2 years and are continuing to decline. Non-Medicaid funding for mental health services was cut on average 38% for all mental health treatment agencies in the State of Ohio and at some point FRS & SPVMHC will lose all non-Medicaid mental health and AOD funding from the Board and State Departments and will become Medicaid only agencies. On 12-8-2009 a representative of SPVMHC stated at the Highland County Criminal Justice meeting that SPVMHC was currently a Medicaid only agency.

Inpatient treatment is not available in Highland County and funding for residential treatment is difficult to find for anyone who is not Medicaid eligible. Indigent care is extremely limited and is practically non-existent. Detox services are also subject to the above difficulties.

Crisis care is available from all three of the above facilities but on a time-limited basis. Referral services are also available from all listed operations but require payer sources to receive treatment of almost any kind.

The current economic and unemployment crisis in Highland County brings its own unique set of issues to the treatment of mental health and substance abuse disorders. The situation in Highland County likely mirrors the following key findings from telephone interviews of 1,002 adults nationwide from September 17-20, 2009. "Nationwide, we face a mental health crisis as well as an economic crisis," said Michael J. Fitzpatrick, M.S.W., executive director of the National Alliance on Mental Illness.

Key findings of the survey:

- **Thirteen percent** of unemployed individuals report that they have thought of harming themselves which is **four times more** than reported by persons with full time work.
- People who are unemployed are approximately six times as likely to have difficulty meeting household expenses - 22 percent report great difficulty paying their utilities and almost half have significant difficulty in obtaining healthcare further compounding their situation.
- People who are unemployed are also **twice as likely** to report concern with their mental health or use of alcohol or drugs within the last six months than individuals working full time.
- Of those who have not spoken to a health professional about these concerns, **42 percent cited cost or lack of insurance coverage as the main reason.**
- Nearly 20 percent of the sample reported that they had experienced a forced change (e.g. pay cuts, reduced hours) in their employment during the last year.
- Although most of these individuals are employed, individuals with a forced change in employment are **twice as likely** to report symptoms consistent with severe mental illness than would be expected. They are also **five times more likely to report feeling hopeless most or all of the time** than individuals who hadn't experienced a forced change.

HOUSING

There are numerous impediments to housing in Highland County due to the current economic crisis. For those who are reentering the community after being imprisoned the situation is even more challenging.

According to Policy Matters Ohio, Foreclosure Growth in Ohio 2008, Highland County had the 8th highest number of foreclosures per 1,000 population in all counties in the State. It was also the highest in all of Appalachia, Ohio. With 334 filings in 2007 and 317 in 2006, this is a great concern within our rural county. There are numerous vacant

and foreclosed homes sitting empty throughout the county and continuing to deteriorate. These homes can be the site of drug-related breaking and entering crimes.

The current economic crisis in the country further impacts the consumer's ability to purchase these homes or make improvements to the ones they currently own. Lead based paint is another continuing concern within our county

With the departure of such companies as DHL, Johnson Controls, Calmar and loss of jobs from Weastec along with numerous other companies within 25 miles of the county, over the last year, housing conditions continue to worsen. Sheriff's Sales dominate the local newspapers, with 266 in 2008 and 322 in 2009, a 21% increase.

As foreclosures continue and the economy remains poor—we will continue to face overcrowding in housing units as more and more families live together in order to make ends meet. When people lose their jobs and lose their homes, they often have to reside with other family members or friends which results in overcrowding. These conditions could lead to violent and criminal activity given the effect of different personalities residing under one roof and the added burden of inability to pay for general living needs. Rising utility costs continue to be an impediment in housing. Rates for water, electric and gas continue to rise and further increases are projected.

Another continuing impediment is the high cost of housing for renters. Many renters cannot afford to pay the rent on a safe and healthy home. For renters, particularly those with limited or no incomes acquiring the deposit on a rental along with application fees can be difficult enough. Local agencies which help with rent payments are often forbidden by funding sources to use their dollars for deposits.

A phone survey was done with numerous local apartment complexes. These complexes quite frequently receive funding from the federal government which prohibits the rental of units to individuals with felonies/and are misdemeanors that are sexual in nature, drug related, or violence against another person. (See stipulations below). Montrose Square Apartments in Hillsboro was the only property contacted that indicated they do a credit check, but not a background check. However if they are informed of such offenses, they do check.

When persons who have been in prison return to their communities, they are often forbidden to reside with their families if the family unit. Quite frequently, these persons move in with the family anyway and if the owner finds out could indeed evict the whole household for failure to comply with the terms of the lease.

While private landlords may accept persons returning from prison, quite frequently, these persons cannot afford the rent and deposits as required. Many renters do not understand that living away from family includes more than paying rent on time. Responsibility in choosing the right place to rent, understanding not only his or her own obligations to the landlord and the property while residing there, as well as understanding their rights in

terms of a healthy and safe place to call home are just a few of the things people need to understand fully as they transition from homes with family to living on their own.

While there are plenty of vacant rental properties, several have waiting lists. Most indicate they have frequent applicants; however, many applicants cannot pass the financial or criminal background check in order to lease the property.

The Highland County Homeless Shelter does not conduct background checks. Many of their residents past and present have been in the prison system. However, they do not take sexual offenders due to there being children residing at the center.

For those desiring to own a home, many find they cannot afford the rising mortgage rates and upkeep of the property. There is not enough affordable new housing in the range of \$80,000-\$140,000. Even if enough affordable housing was available, with the current economic market, many may still not want to take the risk of purchasing a new home.

FAMILY SUPPORT SYSTEMS AND SERVICES

Families of returning offenders face challenges that are not typical to most families. In addition, family support systems are critical to successful reentry and to preventing recidivism. Faced with that reality, the Highland County Reentry Coalition sought to determine what specific resources are available to offenders and their families.

Unfortunately, family support systems in Highland County are those typically provided to any family facing economic or health issues. Highland County Jobs and Family Services and Highland County Community Action Agency provide assistance with food stamps, subsidized child care and transportation, Early Head Start and Head Start, weatherization, WIC and PRC. All of these services are income dependent. None of these services is tailored to meet the unique needs of families of returning offenders.

The Alternatives to Violence Center in Highland County offers an array of services to help both victims and perpetrators of domestic violence. However, Highland County does not have a domestic violence shelter available for victims of domestic violence and Advocates must transport victims and their families to outside county shelters and/or use limited funds to house victims in hotels for emergencies.

Record high unemployment in Highland County leads to increased stress which may lead to an increase in crime and domestic violence. Financial stresses related to high unemployment may cause persons with no prior history of domestic violence to become involved in the criminal justice system.

MENTORING AND COMMUNITY ENGAGEMENT

In Highland County we are aware of only one program offered that is a faith or community based program (not supported by grants funds). It is the Recovery Anonymous program offered by the Bible Baptist Church and several pastors that volunteer. Beyond that there is very little if any community involvement outside of the church. There is a program called “Celebrate Recovery that is offered to incarcerated persons. In addition, several pastors visit the Highland County Justice Center inmates on a voluntarily basis. There are numerous AA program meetings offered throughout the county on a daily basis. These is also a Reformers Unanimous program that little is known about.

TRANSPORTATION

Offenders need transportation to successfully reintegrate into society. Access to probation appointments, court appearances, and supportive services such as counseling, anger management classes, AA meetings, HCDJFS, job training, educational training, medical appointments, housing services, job Interviews, employment, basic living needs, and legal services is critical. Highland County is a rural county with limited access to public transportation. Transportation services currently available in Highland County include Hillsboro Taxi Service, Highland County Community Action, FRS Transportation which includes the HARTS Fare Program.

Hillsboro Taxi Service	<ul style="list-style-type: none"> a. Fare cost for local transportation within Hillsboro b. Cost per mile (CPM) for trips outside of Hillsboro City Limits c. Medical Transportation through the Medicaid Managed Care Companies
Highland County Community Action	<ul style="list-style-type: none"> a. Title III B for those 60 and over b. Non-emergency medical transportation (NET) as a sub-contractor with FRS Transportation c. Various other small transportation grants such as: cancer, Veterans
FRS Transportation	<ul style="list-style-type: none"> 1. NET Transportation (non-emergency medical transportation) through a contract with HCDJFS for transportation to any Medicaid billable service for any Highland County Medicaid recipient. <ul style="list-style-type: none"> a. TANF/OWF employment or educational training through contract with HCDJFS for any eligible Highland County TANF/OWF clients as scheduled by HCDJFS case managers. b. Transportation of any type deemed necessary by the Area Agency on Aging for their clients who are 60 and over. c. HARTS Fare Program 1. Hillsboro City Limits Fare Card <ul style="list-style-type: none"> a. Those 55 and over can purchase a \$20.00 fare card for 10 one way trips as long as they live in the Hillsboro City Limits and are going to a life necessity type of transportation within the Hillsboro City Limits b. Those 54 and under can purchase a \$20.00 fare card good

	<p>for 5 one way trips as long as they live with the Hillsboro City Limits and are going to a life necessity type of apt. within the Hillsboro City Limits</p> <ol style="list-style-type: none"> 2. Five Mile Fare Card <ol style="list-style-type: none"> a. Anyone of any age living within five miles of Hillsboro City limits may purchase a \$25.00 fare card good for 5 one way trips. 3. HARTS Cost per Mile (CPM) – Based on current per mile rate of FRS Transportation
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HEALTH

Returning offenders have a variety of health issues beyond mental health and substance abuse.

Highland County faces a shortage of health care providers. As of June 30, 2008, Highland County was designated as a PC HPSA with a population to physician ratio of 3,237:1. The designation indicates that an area or population is underserved for primary medical care, i.e., there are not a sufficient number of providers serving the area or population.

- In 2000, 9 percent of Highland County residents had incomes below the poverty level.
- Of the residents living in Highland County in 2004, 17.1 percent of adults 18 years and older and 11.2 percent of children 17 years and younger did not have health insurance. With the recent mass plant closings and layoffs it is likely that these numbers have increased.
- Diseases of the heart, cancer, stroke, lower respiratory disease, diabetes mellitus, and unintentional injuries accounted for 71.0 percent of the resident deaths during 2004-2006.
- In Highland County, 23.7 percent of adult residents currently smoke cigarettes, 34.7 percent are overweight and 25.8 percent are obese. Each of these behaviors increase the risk of developing a chronic disease.
- 36.9 percent of Highland County adult residents had been told by their doctors that their cholesterol was high during 2004, 2006 and 2007.
- Heart disease was the leading cause of death for Highland County residents in 2004-2006. 4.7 percent of residents reported they previously suffered a heart attack, while 4.7 percent had angina or coronary heart disease during 2004, 2006 and 2007.
- In Highland County, 25 residents died from a stroke annually during 2004-2006. 26.6 percent of the adult residents reported having high blood pressure and 2.9 percent had previously had a stroke during 2004, 2006 and 2007.

- 90.0 percent of Highland County adult residents knew to call 911 in response to someone having a heart attack or a stroke in 2004, 2006 and 2007.
- During 2004-2006, cancer was the second-leading cause of death for residents of Highland County.
- In Highland County during 2004-2007, 52.4 percent of all residents age 50 and older had a colonoscopy/sigmoidoscopy in the past five years, 74.7 percent of females age 40 and older had a mammogram in the past three years and 60.7 percent of males age 50 and older had a prostate specific antigen test in the past year.
- The estimated prevalence of diabetes among Highland County residents was 8.1 percent during 2004-2007. Annually, diabetes killed 15 Highland County residents.
- 31.4 percent of Highland County adult residents reported having arthritis.
- 23 Highland County residents died annually during 2004-2006 as a result of an unintentional injury.
- In Highland County during 2004-2006, an average of 0 residents died from homicide and 9 residents died from suicide annually.
- In Highland County during 2004-2006, 29.2 percent of mothers reported smoking during their pregnancy, 7.3 percent of babies born were considered to be low birth weight babies and 5 infants died before their 1st birthday.
- 32.5 percent of third-grade children were considered to be overweight in Highland County during 2004-2005.
- Annually during 2003-2005, 17 children ages 1 to 19 years died in Highland County. In Ohio, the leading cause of death for Ohio children was unintentional injuries.

Each of these statistics is equal to or higher than the state or national average.

*Ohio Department of Health. Healthy Ohio Community Profiles.
Office of Healthy Ohio, Columbus, Ohio. December, 2008*

SWOT ANALYSIS

HIGHLAND COUNTY CRIMINAL JUSTICE ADVISORY COMMITTEE RE ENTRY SUBCOMMITTEE OCTOBER 15, 2009

STRENGTHS

1. Committed professionals who care to improve the system
2. Collaboration is strong
3. Resourceful staff and departments
4. Within the county we hold offenders accountable; reward good behavior and sanction those in violation
5. Experienced professionals sheriff, municipal and county court judges, probation, parole; we don't have large turnover
6. The court system is becoming more efficient
7. Communication between court and criminal justice
8. Assessment tools are used to identify offender needs to determine appropriate responses by system
9. Turning Point has programming that is unique

WEAKNESSES

1. Funding
2. Lack of intensive treatment programs for mental health or substance abuse; day reporting, etc.,
3. Jail overcrowding
4. Indigency; legal aid; closest legal aid is satellite in Wilmington; no public defender's office
5. Crisis intervention from agencies or other community resources; mediation programs at misdemeanor level
6. Lack of a Prosecutorial Diversion program
7. Understaffing
8. Lack of employment opportunities for offenders
9. Transportation for treatment or reporting or employment

10. Lack of buy in/empathy from the community on the needs of the offenders
11. Lack of awareness in the community about the issues and the extent of the problem
12. Legislative limitations and mandates placed on court and community

OPPORTUNITIES

1. To educate the community about the issues facing offenders in reentry and the increased costs associated with criminal activity and re entry
2. To educate the youth about the consequences of criminal justice involvement on their future
3. Use the benefits bank system more effectively
4. Educate and support offenders in their reentry
5. To inform community (private sector) of their role in helping with reentry
6. Expand training and education for offenders
7. Opportunity to employ or re-employ some displaced workers
8. Reduce the financial burden on the general public by enabling offenders to be employed and contributing; increased revenues and taxes, child support, discretionary income; reduced public costs
9. Provide more flexibility and options in the existing system
10. Opportunity to access federal, state and other resources; opportunity to create or replicate a model program that can generate additional resources

THREATS

1. Economy is weak locally and regionally limiting opportunities
2. Budget cuts and understaffing limits ability to respond to needs
3. Declining revenues to serve an increase in the population needing services
4. Resistance to change

5. Unforeseen legislative barriers; unfunded state mandates
6. Local resource allocation
7. Community fear
8. Increased crime due to lack of resources
9. Reporting may not accurately reflect the local situation (dark figure of crime)

	<p><u>WEAKNESSES</u></p> <ol style="list-style-type: none"> 1. Limited or no transportation for treatment or reporting or employment 2. Lack of crisis intervention resources; 3. Lack of residential and/or daily intensive treatment programs for mental health or substance abuse 4. Lack of a formal mediation programs at misdemeanor level 5. Lack of a formal Prosecutorial Diversion program 	<p><u>STRENGTHS</u></p> <ol style="list-style-type: none"> 1. Strong collaboration among partners and community 2. Systems within the county in which we hold offenders accountable 3. Good communication between court and criminal justice system stakeholders 4. Assessment tools are appropriately and effectively used
<p><u>OPPORTUNITIES</u></p> <ol style="list-style-type: none"> 1. Local business retention and attraction efforts 2. An increased community awareness of the issues and costs associated with criminal activity and recidivism 3. Make effective use of available resources to divert youth from the lifelong consequences of criminal justice involvement 5. Availability of federal, state and other resources to address reentry issues 6. Apply existing Best Practices to create or replicate a model program 	<p>Highland County needs to DECIDE if it wants to...</p> <ol style="list-style-type: none"> 1. Take a proactive approach to crime prevention, management and adjudication 2. Identify and eliminate barriers to efficiency and collaboration 	<p>Highland County needs to INVEST its resources to</p> <ol style="list-style-type: none"> 1. Link community safety to economic development efforts 2. Establish an office of reentry services 2. Implement a Systems Approach to juvenile crime prevention 3. Inventory and integrate existing programs and resources to ensure efficiency and effectiveness 4. Establish a “matching funds account” to facilitate access to available resources
<p><u>THREATS</u></p> <ol style="list-style-type: none"> 1. Weak local and regional economy limits employment opportunities 2. Traditional resistance from, and lack of awareness in, the community about the issues and the extent of the problem 3. Reduced resources 4. Increased need for services 5. Unintended consequences of unfunded and restrictive legislative mandates and barriers 6. Increased crime and fear in the community 	<p>Highland County needs to MINIMIZE DAMAGE to the community as a result of our institutional weaknesses faced with external threats...</p> <ol style="list-style-type: none"> 1. Educate the public on the benefits of alternative strategies 	<p>Highland County needs to use its strengths to DEFEND against external threats....</p> <ol style="list-style-type: none"> 1. Local officials should prioritize services and funding 2. Invest in facilities and services in high crime areas to build upon our existing community assets 3. Stay informed of Best Practices and trends in criminal justice

PRIORITIZED ISSUES, GOALS AND OBJECTIVES

I. PUBLIC POLICY AND INFRASTRUCTURE

A. Problem Statement: According to Ohio Department of Rehabilitation and Correction, Highland County's rate of recidivism is over 36%. Data on locally incarcerated individuals is incomplete.

	2005 DRC EXITS 3 YEAR RECIDIVISM RATE			TOTAL 3 YEAR RECIDIVISM RATE
	NO RECIDIVISM	TECHNICAL VIOLATION	NEW CRIME	
Highland	63.3%	10.0%	26.7%	36.7%

Goal: Highland County will reduce recidivism by 50% over 5 years (10% annually).

Objective: Local officials, stakeholders and residents will have access to accurate and complete statistics on crime and recidivism to assist in decision-making.

Strategies	Responsible Party	Timeline
Utilize local data to support choice and implementation of best practices <ul style="list-style-type: none"> • Define recidivism on the local level • Identify baseline statistics • Develop or enhance a database linked to the county GIS system that will track and map crime • Gather, analyze and use data as a crime prevention tool 	HC CJ Advisory Committee, HC Sheriff Dept., HC GIS Dept.	9/1/2010

B. Problem Statement: Highland County is experiencing an economic crisis that is characterized by an increased need for public services coinciding with reduced public revenues. The Sheriff's Department accounts for approximately 26% of all general revenue spending. For 2009, revenues were estimated to be \$10.4 M but are approximately \$9M to date. For 2010, revenues are forecasted to be approximately \$7.9M. Funding for criminal justice services has been cut by 12% to the Sheriff's Department and 62% to the Probation Department. Given the future reduction in anticipated revenue, it is expected that these departments may see additional budget cuts.

Highland County Department of Community Corrections has 4.5 FTE staff persons who supervise a caseload of 1500, a 300:1 ratio. According to the American Probation and Parole Association, a ratio of 50:1 is the suggested caseload to change anti-social, criminal behavior.

Goal: Staffing levels for law enforcement and corrections in Highland County will be adequate to maintain public safety.

Objective: Highland County will budget to create or maintain positions related to public safety and/or offender reentry.

Strategies	Responsible Party	Timeline
Local officials will prioritize services and funding across all county departments	HCC,	1/1/2010
Local officials will link community safety to economic development efforts <ul style="list-style-type: none"> • Use local data to track the true cost of crime • Conduct a cost/benefit analysis for alternatives to incarceration • Conduct research on the effect of crime on attracting new business and creating jobs 	HCC, HC Econ Dev, Chamber of Commerce, Hillsboro and Greenfield City officials, local Courts, HC Prosecutor, HC ORS	Ongoing
The community will invest in facilities and services in high crime areas to capitalize on, and build upon, our existing community assets <ul style="list-style-type: none"> • Obtain and implement a system for county-wide crime mapping • Select appropriate sites and conduct estimates of annual operating costs • Secure funding to operate satellite facilities 	HC Commissioners	9/1/2010

C. Problem Statement-Pre Release: In FY 2009, Highland County had 127 commitments to state correctional facilities. Over half (54.2%) of all commitments in state facilities are lower level offenders, Felony 4 or 5. The average length of sentence for these offenders is 12 to 16 months at a cost of \$67.52 per day.

The Highland County Common Pleas Court has limited options regarding community alternatives to incarceration. Highland County offenders frequently exhaust all existing community sanctions and still continue to offend. The only alternative may be a 6-18 month sentence as a Felony 4 or 5, the lowest level. ***65.8 % of all Highland County offenders sent to state facilities are Felony 4 and 5.***

A prison sentence interrupts and disrupts support networks such as employment, housing and family. Highland County lacks intermediate sanctions such as a day reporting program. Day reporting is a cost effective alternative to incarceration and has been shown to reduce recidivism.

Goal: Highland County will reduce recidivism by employing intermediate sanctions.

Objective 1. To establish and implement intermediate sanctions that will focus on repeat non violent offenders.

Strategies	Responsible Party	Timeline
<p>Create a day reporting center in Highland County</p> <ul style="list-style-type: none"> • Secure grant funding to support creating a day reporting center • Develop positions and recruit qualified staff • Secure appropriate facility • Establish institutional framework necessary to operate the center 	<p>HC Commissioners</p>	<p>12/31/2010</p>
<p>Stay current on Best Practices and trends in criminal justice related to intermediate sanctions</p> <ul style="list-style-type: none"> • Conduct research on best practices and report findings to reentry coalition • Prepare recommendations for implementation • Secure funding to implement promising practices 	<p>Office of Reentry Services</p>	<p>4/1/2010</p>

D. Problem Statement-Post Release: In Ohio, more than 50% of the adult offender population serves less than one year.

In 2007, 132 offenders were released into Highland County. Of these, over 50% required some type of supervision or control. In 2008, seventy-one Highland County offenders released from state institutions served less than 12 months. In FY 2009 Highland County had a total of 150 commitments. Of these, 97 (65%) were level 4 or 5 felony offenders.

The combination of required supervision post release, short sentences and low level of offense has multiple implications. Short sentences inhibit offenders from participating in institutional programming; Incarceration of low level offenders is expensive and disruptive to support systems and the high numbers of returning offenders needing supervision places a strain on a local system already impacted by staffing cuts. It is imperative that community partners and mentors be engaged to coordinate and offer extended services and support subsequent to release.

Goal: Offenders released into Highland County will have access to an array of supportive services that will enhance their successful transition from incarceration to law abiding productive citizens.

Objective 1. Utilize a holistic evidence-based approach that starts at the point of contact with law enforcement and includes an emphasis on education, families, health services, alcohol and other drug treatment, employment, mentorship and housing.

Strategies	Responsible Party	Timeline
Establish an office of reentry services <ul style="list-style-type: none"> • Secure grant funding to support creation of office of reentry services • Develop position descriptions and recruit qualified staff • Secure appropriate facility • Establish institutional framework necessary to operate the department 	HC Commissioners	4/1/2010
Stay current on Best Practices and trends in criminal justice and utilize the most effective practices <ul style="list-style-type: none"> • Conduct research on best practices and report findings to reentry coalition, prepare recommendations for implementation • Secure funding to implement promising practices 	Office of Reentry Services	4/1/2010
Identify and adequately fund collaborative partnerships with government entities, faith and community-based organizations, and other stakeholders <ul style="list-style-type: none"> • Conduct local needs analysis and update strategic plan as necessary • Consistently research available funding resources • Assist community partners in obtaining and administering grant funding, licensing and certifications related to reentry services • Provide training and technical support to FBCOs to define performance measures, collect data and quantify results 	Office of Reentry Services	4/1/2010

E. Problem Statement: The Highland County Justice Center is designed to house 72 offenders. With the recent budget cuts, the center has been forced to cut staff. To maintain jail safety, capacity at the jail has been reduced to 60. The Justice Center has been at or above capacity eight of the past eleven months and at 97% capacity the remaining three months. Crime prevention and diversion programs prevent individuals from ever entering into the criminal justice system. Keeping individuals from entering the system allows a community to make effective use of limited resources and target high risk offenders for intensive programming and services. Highland County lacks resources to implement crime prevention and diversion programming.

Goal: Highland County will reduce the number of persons entering into the criminal justice system by 5 % annually.

Objective: Highland County will take a proactive approach to crime prevention, management and adjudication

Strategies	Responsible Party	Timeline
Implement a prosecutorial diversion program <ul style="list-style-type: none"> Administer CCA Grant 	HC Prosecutor, HC Probation	1/1/2010
Implement a jail case management program <ul style="list-style-type: none"> Administer CCA Grant 	HC Probation, HC Courts and Sheriff	1/1/2010
Implement a Systems Approach to juvenile crime prevention <ul style="list-style-type: none"> Identify key stakeholders/partners in area of juvenile crime prevention Research promising practices in the area of Juvenile Crime Prevention Make recommendations for programming and or services to reduce or prevent juvenile crime. 	HC Juvenile Court, Schools, FRS,	9/1/2010
Implement a formal mediation program at the misdemeanor level	Municipal Court	9/1/2010
Support and/or expand existing victim assistance programs	Office of Victim's Advocates	1/1/2010

II. EMPLOYMENT

A. Problem Statement: The absence of adequate employment opportunities increases the risk of crime and recidivism. For the month of November 2009, Highland County's unemployment rate was 16.1%, nearly 50% higher than state (10.5%) or national (10.2%) averages and the highest of any county in the state. Recent plant closings and mass layoffs have negatively impacted persons with offender status who were "grandfathered" into employment situations and are now facing seeking employment with a criminal record. With unemployment at record levels, non-offenders will have an advantage over ex-offenders for the few jobs that are available. Most available job openings will require a minimum of a high school diploma or GED. In-demand occupations will require some advanced training or education.

Goal: Highland County will be a safe community with access to employment opportunities for its workforce.

Objective: Ex-offenders will have the educational, employment, and life skills necessary to obtain and retain a job.

Strategies	Responsible Party	Timeline
Adequately fund and utilize the certified reentry program at Turning Point to provide transitional employment and supportive services to ex-offenders	TP Board of Trustees	1/1/2010
Broaden the range and accessibility of employment opportunities	HC Economic Development, HC Commissioners;	7/1/2010

	Office of Reentry Services	
Identify and improve access to education and training opportunities such as WIA programs	HC WIA Board, HC One Stop,	4/1/2010

III. MARKETING AND PUBLIC RELATIONS

A. Problem Statement: In Highland County there exists traditional resistance from, and lack of awareness in, the community about the issues and the extent of the problems and costs associated with crime and recidivism. Resistance and lack of awareness creates inefficiency and duplication of efforts. Innovative programs can be perceived by the public as being soft on crime due to the process.

Goal: Highland County residents will support local agency efforts to ensure successful offender reentry, reduce recidivism and enhance public safety.

Objective: Highland County will take a proactive approach to crime prevention, management and adjudication including pre-and post-conviction activities and reentry services.

Strategies	Responsible Party	Timeline
Identify and eliminate barriers to efficiency and collaboration <ul style="list-style-type: none"> • Conduct survey of existing services, target populations and gaps in services and funding • Update reentry plan to address gaps and inefficiencies • Integrate programs and resources to ensure efficiency and effectiveness 	HCCC, Courts, HC Sheriff, Prosecutor, APA	4/1/2010
Educate the public on the benefits of alternative strategies <ul style="list-style-type: none"> • Develop and implement a marketing and education and outreach plan 	Office of Re-Entry Services	7/1/2010
Adequate information will be provided to facilitate community understanding of the importance of reducing crime and recidivism. <ul style="list-style-type: none"> • Conduct a cost/benefit analysis of alternatives to incarceration • Provide information to the public to facilitate informed decision-making by local officials and voters 	Office of Reentry Services	12/31/2010

IV. SUPPORTIVE SERVICES

A. Problem Statement: Highland County is a rural area with limited or no public transportation. Lack of public transportation limits or prohibits ex-offenders from seeking treatment, meeting reporting requirements and obtaining and retaining employment. Offenders need transportation to successfully reintegrate into society. We are a **rural** community with a long distance between pickup points of passengers. Our cities and towns are not big enough to support a transit system. The local taxi service has smaller towns/cities to serve and therefore the volume of trips is less which raises the fare rate. In addition, the taxi service has to cover a lot of rural miles to pickup and drop off clients thus CPM rate is much higher than in larger cities. Finally, funding streams for transportation services are targeted to certain groups, such as elderly and disabled and those riding to employment, employment training or educational training.

Goal: Highland County residents will have access to low cost public transportation alternatives.

Objective: Transportation will not be a barrier to obtaining medical care, employment and reduced recidivism.

Strategies	Responsible Party	Timeline
Expand or enhance existing transportation services to non-Medicaid eligible residents.	FRS Transportation	4/30/2011
Secure match funding for the ODOT grant	FRS Transportation	6/1/2010

B. Problem Statement: Mental illness, coupled with the high-co-occurrence of criminogenic needs, impede the offender's ability to function in society and leads to increased recidivism.

Goal: Reduce recidivism that is directly related to mental illness.

Objective: Increase access to residential and/or daily intensive treatment programs to treat mental illness.

Strategies	Responsible Party	Timeline
Seek and use alternative payer sources	SPVMH, FRS	4/1/2010
Develop or expand crisis intervention resources/services	HC Sheriff, FRS, SPVMH, HDH	9/1/2010
Implement a Mental Health Court	HC Courts	4/30/2011

C. Problem Statement: Approximately 70% of offenders are in need of some form of substance abuse services. Substance abuse, coupled with the high-co-occurrence of criminogenic needs impede ability to function in society and lead to increased recidivism. The rate of substance abuse or dependence among adult offenders on probation or parole supervision is more than four times that of the general population (38.5% vs. 9%). Many of the AOD services that are necessary for successful reentry are not available for the offender population upon release. The cost to provide intensive substance abuse

treatment (\$8098 annually) or mental health out patient treatment (\$6000 annually) is much less than incarceration in a state facility (\$23,422) or the Highland County Justice Center (\$15,330) for one year.

Goal: Reduce recidivism that is directly related to substance abuse.

Objective: Provide intensive substance abuse treatment or mental health treatment as an alternative to incarceration.

Strategies	Responsible Party	Timeline
Increase access to residential and/or daily intensive treatment programs to substance abuse disorders	FRS	12/31/2010
Seek and use alternative payer sources	FRS	4/1/2010
Develop or expand crisis intervention resources/services	HC Sheriff, FRS, SPVMH, HDH	9/1/2010
Implement a Drug Court	HC Courts	4/30/2011
Increase drug testing at reporting activities	APA, HC Probation	7/1/2010

D. Problem Statement: Ex-offenders in Highland County lack adequate transitional and permanent housing options. There is no transitional housing program in the county. The Homeless Shelter prohibits sex-offenders from residing at the shelter. Persons with a felony record are prohibited from renting low income Section Eight housing units. In Ohio, it is necessary to provide a permanent address to obtain a valid driver's license. Stability in housing plays a role in obtaining and retaining employment. Stable housing may be a condition of parole or supervision.

Goal: Highland County will have adequate and diverse housing options for all of its residents.

Objective: Ex-offenders in Highland County will have access to transitional housing.

Strategy	Responsible Party	Timeline
Develop and Implement a transitional housing program in Highland County	Office of Re-Entry Services	12/31/2010
Identify and inventory private housing options that are available to ex-offenders	Office of Re-Entry Services	12/31/2010
Provide referral services to ex-offenders	Office of Re-Entry Services	6/1/2010

E. Problem Statement: Record high unemployment in Highland County leads to increased stress which may lead to an increase in crime and domestic violence. Financial stresses related to high unemployment may cause persons with no prior history of domestic violence to become involved in the criminal justice system.

Goal: Promote a safe family environment for all residents of Highland County

Objective: Reduce the number of domestic violence incidents, arrests and convictions in Highland County by 10% annually.

Strategy	Responsible Party	Timeline
Fund a crisis intervention team to respond to domestic violence calls.	ORS	4/1/2011
First time offenders will receive intensive treatment including Batters Intervention, Anger Management and Parenting Skills classes	Alternatives to Violence Center	4/1/2010
Provide domestic violence prevention classes and services to youth	Alternatives to Violence Center	4/1/2010
Provide families with intense safety planning, information and referrals	Alternatives to Violence Center	4/1/2010
Enhance victims assistance services in Highland County	Alternatives to Violence Center	1/1/2011

F. Problem Statement: Community mentoring and engagement programs enhance the ability of an ex-offender to transition successfully from incarceration to law abiding, productive citizen. Highland County lacks a network of faith based and or community based resources. While pockets of assistance may exist, they have not been formally identified, inventoried and made accessible to the target population.

Goal: Returning Offenders will have access to mentoring and other faith based and community based services to aid their transition.

Objective: Create a network of support systems in Highland County to maximize reach and efficiency.

Identify and adequately fund collaborative partnerships with faith and community-based organizations <ul style="list-style-type: none"> • Conduct local needs analysis and update strategic plan as necessary • Consistently research available funding resources • Assist community partners in obtaining and administering grant funding, licensing and certifications related to reentry services • Provide training and technical support to FBCOs to define performance measures, collect data and quantify results 	Office of Reentry Services	4/1/2010
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