



ANNUAL PLAN FY2025

*Creating a safer
Montana through
accountability,
rehabilitation, and
empowerment.*

The Montana Department of Corrections is comprised of the following divisions:

Director's Office

Director Brian Gootkin, Deputy Director Cynthia Wolken

The Director's Office is responsible for providing leadership to the department and serving as liaison with the Governor's Office. In addition, the bureaus within this office include Communications, Financial Services, and Legal.

Central Services Division

Chief Executive Officer John Daugherty

The Central Services Division provides department-wide support services. Bureaus within this division include Human Resources; Information Technology; Project Management; Records Management; and Research, Analytics, and Planning. In addition, the division is responsible for facility maintenance, policy management, and public safety technology.

Public Safety Division

Chief Executive Officer Jim Anderson

The Public Safety Division focuses its efforts on the care and supervision of offenders in prisons and in Montana communities. In addition, it manages support services associated with those tasks. Bureaus within this division include Investigations; Montana State Prison; Montana Women's Prison; Pine Hills Correctional Facility; Probation and Parole; Public Safety Support Services; and Secure Contract Facilities.

Rehabilitation and Programs Division

Chief Executive Officer Scott Eychner

The Rehabilitation and Programs Division is responsible for providing health care for offenders while incarcerated and programs to make sure they have the skills they need to be successful when they return to Montana communities. In addition, this division provides support to the victims of crime. Bureaus within this division include Community Corrections Facilities and Programs; Education Services; Health Services; Montana Correctional Enterprises; Quality Assurance of Evidence-based Practices and Programs; and Victim Services.

Montana Board of Pardons and Parole

Chairman Steven Hurd

The board is an autonomous, quasi-judicial body administratively attached to the DOC for budgetary purposes. It is committed to a parole and pardon system that promotes fair and consistent decisions based on public safety, victim concerns, successful inmate re-entry and sensible use of state resources.



Strategic
Outcome

#1

IMPROVE INFRASTRUCTURE

The DOC's goal at MSP is to maximize staffing efficiency and leverage technology to deliver recidivism-reducing program opportunities to inmates. To achieve this goal, the Montana Legislature appropriated \$211 million in the 2023 session.

Key
Measures

Meet 100% statutory and internal project milestones in FY25.

- Finalize design work for low-side housing units, emergency notifications system, checkpoint enhancements, and perimeter security by May 2025.
- Complete roofing projects at MSP (RHU, SAU, Infirmary, Unit F) by August 2025.
- Heating/cooling projects at MWP complete by July 2025



Strategic
Outcome

#2

EXPAND COMMUNITY CORRECTIONS PROGRAMS (HB 5, HB 817)

The DOC's goal for expanding community corrections programs is to ensure adequate, appropriate housing and treatment options for individuals transitioning from prison into the community. The legislature appropriated approximately \$17 million for this in the 2023 session.

Key
Measures

- Open a prerelease center in the Flathead area by June 2025 (creates up to 90 offender beds).
- Begin placing offenders in a special services community treatment center by July 2025 (create 68 offender beds).

ENHANCE DATA COLLECTION AND ANALYTICS



Strategic
Outcome

#3

The DOC received almost \$18 million to procure a new offender management system (OMS). This system will help staff perform their jobs more efficiently, will move the agency away from an unsupportable system, and bring the agency in line with the goals of SB 11.

Key
Measures

- Begin configuration of new OMS
 - Hold agency-wide project kick-off - September 2024
 - Launch internal project communication channels - October 2024
 - Begin system configuration process via iterative development sprints in conjunction with software vendor - December 2024
- Implement new OMS by December 2026 including:
 - 27 major functional areas
 - 779 core functional and technical requirements
 - 950 non-core functional and technical requirements
- Develop data repositories in Snowflake
 - Migration of operational and warehouse data to Snowflake Data Lake
 - Plan for additional data needed for SB 11 project - data architecture in place, ready for first share



Strategic
Outcome

#4

EXPAND PROGRAMMING & DEFINE PERFORMANCE MEASUREMENTS

The DOC is committed to providing inmates in its facilities with the tools and skills to never return once they are released. The department works to accomplish that by offering relevant, equitable vocational and educational opportunities to ensure offender success when they return to Montana communities.

Key Measures

- Adopt policy for addition of new programs and measurement of performance.
- Implement annual outcome measurement process for educational programming.
- Implement two new vocational programs available at all Montana correctional facilities.
 - Identify industry champions for each
- Develop target levels for population engagement in general, vocational, and industry programs by December 2025 and add to this report.
 - % of population assessed at intake for interest, need of educational programming
 - % of populations actively engaged in educational programming
 - % of population waiting to engage in educational programming
- Implement dashboard representing above statistics - March 2025



BOPP

Strategic
Outcome

#5

ANALYZE GUIDELINE SCORE DATA, OVERALL EFFECTS

The Montana Board of Pardons and Parole will analyze the data surrounding the implementation of guideline scores to determine the effects on the parole process and recidivism.

Key
Measures

- CJI draft summary by August 2024, final assessment/report by November 2024.
 - Assess data with CJI, identify areas of opportunity to improve outcomes.
 - Identify appropriate adjustments, strategize implementation.



BOPP

Strategic
Outcome

#6

ATTAIN ACCREDITATION BY AMERICAN CORRECTIONAL ASSOCIATION

The BOPP will become accredited by the ACA, a designation recognized as the professional benchmark for correctional management.

Key
Measures

- Complete and attain American Correctional Association accreditation.
 - Accreditation audit - Sept. 17-18, 2024
 - Corrective action period to address identified deficiencies.
 - Final ACA accreditation hearing - January 2025.