



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

DEPARTMENT OF CORRECTIONS

ANNUAL PLAN

FY2026

Executive Summary

The Montana Department of Corrections is the third largest department in Montana state government, with services touching every community in Big Sky Country. From lending a caring ear to victims of crime; to providing support to offenders under supervision in Montana communities; to ensuring our incarcerated population is prepared to re-enter society successfully; our work is wide, varied and conducted with the utmost compassion and professionalism. Our commitment is to provide evidence-based programming in all aspects of our work as we move toward our goal of reducing recidivism and disrupting the cycle of incarceration.

Mission

Creating a safer Montana through accountability, rehabilitation, & empowerment.

Vision

To promote and contribute to the success of individuals engaged within the criminal justice system while providing safety and security for victims and Montana communities.

Director's Office

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

Rehabilitative and Enterprise Division

The Rehabilitative and Enterprise Division provides department-wide support services. This team's priorities include Human Resources, Information Technology, and Facilities Management. Additionally, this division focuses include Community Corrections Facilities and Programs; Education Services; Health Services; Montana Correctional Enterprises; Program Services; and Victim Services.

Public Safety Division

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.

Montana Board of Pardons and Parole

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.

In the coming year, the Montana Department of Corrections is committed to enhancing public safety and community well-being by focusing on three core priorities: building institutional and community capacity, improving desistance outcomes, and supporting successful reentry. Through targeted investments in staff development, evidence-based programming, and cross-agency collaboration, the Department aims to reduce recidivism, foster long-term behavioral change, and ensure that individuals transitioning from incarceration to the community are equipped with the tools, support, and opportunities necessary to thrive.



Strategic Outcome

#1

Expand infrastructure to increase correctional bed capacity

To expand the Department of Corrections' infrastructure and increase bed capacity through the construction, renovation, and modernization of correctional facilities—ensuring the system can safely accommodate population growth, reduce overcrowding, and support operational efficiency while upholding safety and constitutional standards. Update technology utilization as necessary.

Key Measures

- Maintain jail holds at less than 350
- 95% of total community corrections bed capacity utilized
- 100% schedule attainment on new construction projects in process
- Complete 60% of COMPASS development work
- Identify plan for increased female capacity



Strategic Outcome

#2

Expand education and programs to reduce reoffending behavior

Expand and diversify educational and rehabilitative programming within correctional facilities to promote cognitive transformation, skill development, and long-term desistance. This includes increasing access to academic, vocational, and life skills education; integrating evidence-based behavioral interventions; and fostering partnerships with community organizations and educational institutions to support continuity of care and successful reentry.

Key Measures

- Expand desistance plan for program measurement to our community corrections partners – include at least 2 partners in measuring desistance
- Achieve HiSet testing pass rate of 75%
- Increase enrollment in Adult Basic Education, Post Secondary Education, and Vocational Education programs by 10%
- Partner with DLI in the establishment of Office of Reentry
- Expand trade/career training options for offenders

 Strategic Outcome #3	Prioritize wellness to strengthen retention and workforce resilience	
	Cultivate a workplace culture that prioritizes employee wellness as a foundation for long-term retention—by promoting physical, mental, and emotional well-being, supporting professional growth, and fostering a sense of purpose and belonging that drives sustained engagement and organizational excellence	
	Key Measures	• Improve 6-month employee retention rate by 10% • Maintain correctional officer vacancy rate at less than 10% • Increase employee participation rate in wellness programs by 10% • Increase access/awareness to mental health resources • Increase training participation and completion rates

 Strategic Outcome #4	Strategize implementation of identified appropriate adjustments to Guideline Scores	
	The Montana Board of Pardons and Parole will analyze the current environment and implement appropriate action plans to meet defined standards.	
	Key Measures	• Submit revised A.R.M. 20.25.507 Parole Guidelines to Montana Administrative Procedure. • Preserve/Present applicable data to support the recommended adjustments through the Montana Administrative Procedure.