



ALS Prison Safety 2021

Annual In Service 2021

Course ID: AISPS072021

AIS Prison Safety 2021

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Revision Date 12/5/2019

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	Approvals Approved by: _____ Date: _____
	Revisions 7/2020: Created

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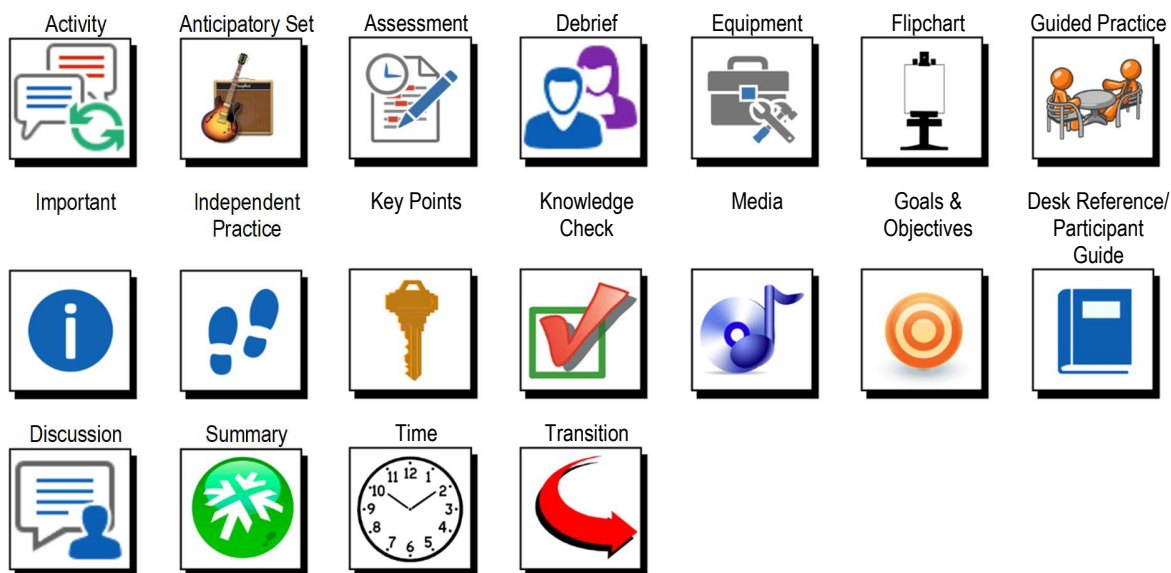
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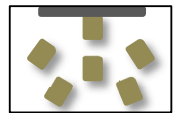


Topic Blocks



The Program in Perspective	
	Why an “AIS Prison Safety 2021” lesson? Per the Engrossed Senate Bill 5907, Section 4: (1) The department shall develop training curriculum regarding staff safety issues at total confinement correctional facilities. At a minimum, the training shall address the following issues: (a) Security routines; (b) Physical plant layout; (c) Offender movement and program area coverage; and (d) Situational awareness and de-escalation techniques. (2) The department shall seek the input of both the statewide security and local advisory committee in developing the curriculum. This lesson satisfies the requirements for the annual in-service training.
	Lesson Overview: Goals & Objectives The use of Dynamic Security can increase safety and security in our facilities by enabling prison employees to promote good practices and model pro-social behaviors. Learning Objectives After completing this lesson, participants will be able to: ■ Explain the concepts and importance of Dynamic Security and how they relate to the other elements of security. ■ Define how positive daily communication with incarcerated individuals helps to shape a safer environment and improves the wellness of our workforce. ■ Demonstrate professional daily interactions with incarcerated individuals. ■ Use Dynamic Security principles in their daily work.
	Connections Prison Safety 2020 CWC Principles of Containment Lesson
	Program Timing Requires: 0 hours, 13 minutes

The Program in Perspective	
	Number of Participants Minimum: 12 Maximum: 24 Optimum: 18 Facilitator to Student Ratio: N/A
	Facilitator Qualifications Completion of the AIS Prison Safety 2021 T4T Workshop
	Definitions <u>Answer:</u> A specific answer is required. <u>Possible Responses:</u> A list of responses will be provided. <u>Answers will vary:</u> No specific responses are necessary. <u>Answers should include:</u> A variety of answers are anticipated but should always include something specific. Say: The content must be delivered as written. Delivering the content as it is written supports legally defensibility. Say Something Like: Content following the “Say Something Like” prompt may be delivered with greater flexibility since it does not impact legal defensibility of the content. For example, an intro is not typically content that needs to be legally defensible. Ask: This content is always in the form of a question

Program Preparation	
	Participant Pre-Work N/A
	Facilitator Pre-Work
	Required Materials, Equipment and Preparation Materials ■ Chart paper/dry erase board & markers ■ Writing supplies (index cards, sticky notes, pens, highlighters, etc.) ■ Desk References (Must be collected at the end of class) ■ Participant Guides Preparation ■ Print enough copies of the Participant Guide for each person to have their own. ■ Print enough copies of the Desk Reference to allow two per table. PRINT THESE IN COLOR.
	Room Set Up Depending on group size, use either a U-shape or table groups to create an environment open to conversation. Place writing supplies (index cards, sticky notes, pens, highlighters, etc.) on the tables. 

Training at a Glance

Time	Module	Description
0 hours, 13 minutes	Prison Safety	In this lesson, learners will complete activities which will assist them in implementing the Dynamic Security concept in our prisons. They will also discuss pro-social modeling.

Prison Safety

	Lesson Goal To increase safety and security in our facilities by enabling prison staff to promote good practice in the use of Dynamic Security and pro-social modeling.
	Time to complete: 0 hours, 13 minutes Number of lessons: 4
	Overview In this lesson, learners will complete activities which will assist them in implementing the Dynamic Security concept in our prisons. They will also discuss pro-social modeling.

Welcome, Overview & Review		
	Facilitator	Notes
	Cumulative time: 0 hours, 0 minutes Time to complete this lesson: 13 minutes	
	FACILITATOR NOTE: Before class starts, write the following: “Physical Security”, “Procedural Security” and “Dynamic Security” on separate pieces of chart paper and post each one in a different part of the room. Also, write: You cannot NOT communicate.” On a piece of chart paper or dry erase board where everyone can see it.	
 Time: 1 min	Facilitator Introductions Hello! Welcome to this year’s Prison Safety Annual In-Service class. My name is _____, and I will be your Facilitator today. I am interested or excited to facilitate this class because _____. (Do not give years of service in DOC.)	
 Time: 8 min	Anticipatory Set Read the statement aloud that you have written on the dry erase board or chart paper: “You cannot NOT communicate.” Say something like: Please get into groups of 3-5 and discuss your thoughts about this statement. (Allow time for discussion) Ask: Who would like to share something that you discussed? <u>Responses will vary.</u>	

Welcome, Overview & Review

	Facilitator	Notes
	Say something like: Everything we do is communication. Even if I refuse to talk to you, I am communicating a message.	
 Time: 1 min	Lesson Overview: Goals & Objectives The use of Dynamic Security can increase safety and security in our facilities by enabling prison employees to promote good practices and model pro-social behaviors. Learning Objectives After completing this lesson, you will be able to: ■ Explain the concepts and importance of Dynamic Security and how they relate to the other elements of security. ■ Define how consistent, positive communication with incarcerated individuals helps to shape a safer environment and improves the wellness of our workforce. ■ Demonstrate professional daily interactions with incarcerated individuals. ■ Use Dynamic Security principles in your daily work.	
 Time: 3 min	Activity: Review Former Prison Safety Topics Ask: What are some of the topics that we've covered in Prison Safety in the last few years? (Chart Answers) <u>Answers:</u> ■ Drug identification ■ Methods of introduction of drugs/contraband	

Welcome, Overview & Review		
	Facilitator	Notes
	■ Mitigating the introduction of drugs/contraband ■ Detection of drugs/contraband and safe handling ■ Signs & symptoms of drug use ■ Crime scene containment & preservation ■ Report writing/discipline ■ De-escalation techniques/TVS ■ Security inspections ■ Critical Incident Reviews	
	Transition We will come back to these topics in a couple of minutes, but first let's talk a little bit about the components of prison safety.	

Prison Safety		
	Facilitator	Notes
	Cumulative time: 0 hours, 13 minutes Time to complete this lesson: 0 minutes	
	Discussion: Components of Prison Security Ask: What do you think the main security objectives of prisons are? <u>Answers should include:</u> ■ Safety of employees, incarcerated individuals, visitors, and the public ■ To prevent escapes ■ Minimize violence and crime ■ Search and discovery of contraband ■ Conducting and clearing counts ■ Maintaining control Say something like: Prison security refers not only to the means by which we prevent escapes, account for individuals, conduct searches and inspections, and keep people safe, but also refers to stopping criminal activity in the community from being orchestrated from within our facilities. Ask: What are some examples of potential criminal activity that could be taking place outside the prison? <u>Possible Answers:</u> ■ Drug trafficking ■ Human trafficking ■ Harassment and intimidation	

Prison Safety		
	Facilitator	Notes
	■ Planning crimes against employees, lawyers, judges, etc. ■ Security Threat Group activities such as violence and murder Say something like: We all know it is important to keep control and stability inside and outside of the prison. Although there are many security measures that can be put into place, it is a balance of the physical design of the prison, adherence to policy and procedure and the skilled prison employees that make the difference in safety and security. Security consists of three elements: physical security, procedural security, and dynamic security. All three elements are necessary for achieving prison security objectives. Ask: What are some examples of physical security? (Ask for 2-3 response – do NOT chart here) <u>Possible Answers:</u> ■ Walls and fences ■ Cameras ■ Gates, Doors, Locks Say something like: Physical security: The main purpose of this security type is to prevent incarcerated individuals from escaping and to keep unauthorized people from accessing the facility. The presence of physical barriers and security features act as a deterrent against incarcerated individuals who are considering escape. The outer walls and fences also prevent contact from those that are outside the prison area, acting as a high barrier.	

Prison Safety		
	Facilitator	Notes
	Prisons tend to be well lit and architecturally open, so there is no obscurity or grey areas that are hidden from sight. Physical barriers are the initial part of security that keeps incarcerated individuals secure and in authorized areas of the facility. People, vehicles and objects moving in and out must also be searched thoroughly. Ask: What are some examples of procedural security? (Ask for 2-3 response – do NOT chart here) <u>Possible Answers:</u> ■ Security inspections ■ Searches (Area, cell, pat, strip, body scan, vehicle, visitor, employee, etc.) ■ Movement schedules ■ Callouts Say something like: Procedural security: Procedural security measures involve a policy, procedure, process or routine that must be followed. They are in place to mitigate identified risks and to manage how services are provided within the facility. Procedural security can also involve the detection of possible issues and problems, and responding to them. This also includes the gathering of and acting on information and intelligence. This type of system is very important because it defines a facility's operating standards, allows for organized movements, and defines security inspection routines.	

Prison Safety		
	Facilitator	Notes
	Procedural security also includes the classification and security level of individuals, sentencing and release planning, and work and programming assignments. Ask: If physical security has to do with the facility and procedural security has to do with process, what do you think Dynamic security is? <u>Answers will vary.</u> Say something like: Dynamic security: Dynamic security includes regular and consistent interaction with incarcerated individuals. These consistent interactions allow for timely analysis of information and sharing through observations and communication. Ask: What might be some examples of "information and sharing through observations and communication"? ■ e.g. rapport building, ■ training, ■ networking, ■ pass down ■ log book entries ■ behavior observation entries (BOEs) ■ intelligence gathering ■ strategic analysis. Say something like: Dynamic security is a key communication tool for assessing an incarcerated individual's adjustment and stability to the environment and provides valuable information associated with the overall	

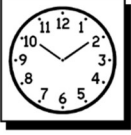
Prison Safety		
	Facilitator	Notes
	assessment of the of the culture and tone of the facility. Ask: How can dynamic security contribute to a safe working environment for employees? <u>Answers should include:</u> The benefit of Dynamic Security is it helps us become aware before incidents occur and allows us the opportunity to take action to prevent hazards from occurring such as violence, drug introduction, gang activity, security threats, safety concerns etc. Ask: Now that we have talked about what dynamic security is, what is dynamic security NOT? <u>Answers should include:</u> ■ Dynamic security is not about reducing security measures. ■ It is not “hug-a-thug”. ■ It is not “Us” vs. “Them”.	
	Transition Here to Activity? Ask: What are some examples of dynamic security? <u>Possible Answers:</u> LIST POSSIBLE EXAMPLES HERE	
	Activity: Prison Safety Say something like: Everyone please take at least 3 sticky notes. Use the sticky notes to write one example of each: physical security, procedural security, and dynamic security. Then put your examples on the corresponding chart paper. (Allow time for this)	

Prison Safety		
	Facilitator	Notes
	Debrief: Prison Safety Activity As a large group, go through the answers that participants have posted on the sticky notes. <u>Possible Answers:</u> Physical Security: ■ Bars ■ Cells ■ Keys ■ Alarms ■ Movement Detectors & Other Technological Devices ■ Perimeter Sterile Areas (between 2 fences, or between a fence and a wall) ■ Walls and fences ■ Cameras ■ Control points ■ Signage ■ Electronic control and detection systems ■ Gates, doors, and locks ■ Lighting ■ X-rays and body scanners Procedural Security: ■ Accounting for Incarcerated individuals ■ Security inspections ■ Searches (Area, cell, pat, strip, body scan, vehicle, visitor, employee, etc.) ■ Multi-Disciplinary Teams (MDTs) and Facility Risk Management Teams (FRMTs)	

Prison Safety		
	Facilitator	Notes
	■ Records/Sentencing reviews ■ Movement schedules ■ Callouts ■ Post Orders ■ Policy/Operational Memorandum ■ Random drug testing Dynamic Security: ■ Respect ■ Professionalism ■ Neutrality ■ Relationship	
	Discussion: Former Prison Safety Topics Say something like: Now that we've identified some examples of the different security measures, let's look at the list we made of topics discussed in recent prison safety classes, and identify which kind of security they are: physical, procedural, or dynamic. <u>Answers:</u> Physical Security: ■ Drug identification (testing) Procedural Security: ■ Mitigating the introduction of drugs/contraband ■ Detection of drugs/contraband and safe handling ■ Methods of introduction of drugs/contraband	

Prison Safety		
	Facilitator	Notes
	■ Crime scene containment & preservation ■ Report writing/ discipline ■ Critical Incident Reviews Dynamic Security: ■ De-escalation techniques ■ Signs & symptoms of drug use ■ Security inspections Say something about how we already use dynamic security in our work??? Dynamic security is simply a term that describes the interpersonal skills we rely on as a professional in our line of work	
	Discussion: Elements of Prison Safety Say something like: Of course, there is more than one system of controlling incarcerated individuals; in the USA our tendency is to strengthen the prison perimeter with watchtowers, searchlights, armed sentries, every conceivable mechanical aid and constant riot control standby teams. High walls or fences and detection systems are essential when building a prison, the layout, design and age and level of maintenance of prisons have a direct impact on the level of security. Ask: What are some other ways that we also achieve security? <u>Answers should include:</u> ■ By diverting incarcerated individuals' energy into constructive work and activity ■ By developing positive relationships with incarcerated individuals ■ By offering vocational, educational and trade programs for incarcerated individuals	

Prison Safety		
	Facilitator	Notes
	Say something like: In other jurisdictions, security is founded upon the nature and quality of relationship between staff and incarcerated individuals, staff with each other, their professionalism, systems and procedures in place combined with effective physical defenses. Maintaining a secure prison involves: having the right physical security measures; ensuring that effective procedural security processes are in place and consistently incorporating 'dynamic security' principles in our interactions. The success of the prison in meeting its security objectives depends upon a system of security which keeps these elements of security in balance in order to prevent an over reliance in any one aspect. It is imperative to ensure that all staff are aware of the concepts covered in the implementation of dynamic security and to create the necessary structures to train and enable staff to feel supported in the exercise of their authority. The credibility of any prison system rests on its ability to keep incarcerated individuals in custody – in other words, to prevent them from escaping, and from committing further crimes while in custody.	

Dynamic Security		
	Facilitator	Notes
	Cumulative time: 0 hours, 13 minutes Time to complete this lesson: 0 minutes	
	Discussion: Procedural Justice Say something like: Physical and procedural security arrangements are essential features of prison life, but on their own they are not sufficient to ensure order. Security also depends on an alert staff who interact with incarcerated individuals, who have an awareness of what is going on in the prison and who make sure that incarcerated individuals are kept active in a positive way. This is the basic concept of dynamic security and is much more qualitative than one which is entirely dependent on static security measures. The strength of dynamic security is that it is likely to be proactive in a way which recognizes a threat to security at a very early stage. Where there is regular contact between staff and incarcerated individuals, an alert member of staff will be responsive to situations which are different from the norm and which may present a threat to security, and thus will be able to prevent escapes more effectively. Changing mind-sets is the most difficult barrier to prison reform. Dynamic security is an approach that heavily relies on the relationship between staff and incarcerated individuals to create the security. Ask: Raise your hand if you have heard of procedural justice? <u>Show of hands</u>	

Dynamic Security

	Facilitator	Notes
	Say something like: Procedural Justice is a framework for how we interact with people. Let's watch a video to learn more about Procedural Justice. Show Procedural Justice Video (10:35) Ask: What thoughts or comments do you have about the video? <u>Answers will vary</u> Ask: What are the four tenets of procedural justice? <u>Answers:</u> ■ Voice: So they are heard ■ Explain: So they understand the process/transparency ■ Neutrality: Being non-judgmental ■ Respect: Be on their level and not overly authoritative Ask: What are some of the other key concepts of procedural justice? <u>Answers:</u> ■ Fairness: When a person feels that something is fair then they'll accept the outcome ■ Recover the relationship: Repairing the relationship that may have been broken by the system; Reconnecting after a disciplinary process, and maintaining professionalism ■ Reasonable resistance: Expect some resistance ■ Not planting the seeds of resentment Ask: Considering all of the components that we just discussed from the video, what are the benefits to	

Dynamic Security		
	Facilitator	Notes
	us as prison staff to understanding and incorporating Procedural Justice into our interactions with incarcerated individuals? <u>Answers should include:</u> ■ Procedural Justice and safety are not mutually exclusive ■ Positive professional relationships ■ Promotes long-term pro-social change Say something like: Our pro-social modeling, coupled with the respect that's necessary in procedural justice, connects with the way we speak both to and about those under our jurisdiction. Ask: What should we keep in mind when we are speaking to each other about incarcerated individuals? <u>Answers should include:</u> ■ Be behaviorally specific "P stated that he was clean, however, the UA was positive" vs. "P is a liar" ■ Avoid slurs, slang, or demeaning terms when discussing incarcerated individuals	
	Run the activity. Ask: Do you remember a staff member who really stood out when they first started work? What was it about that staff member that made them really stand out? Put in positive attitude p. 32, include trainer explains/discussion/studies language.	

Dynamic Security

	Facilitator	Notes
	Discussion: Pro-Social Modeling Ask: What do we call it when staff have a positive attitude and set a good example in order to bring out the best in people? <u>Answer:</u> Pro-social modeling. Say something like: Pro-social modeling theory started from studies carried out on Probation officers in Australia and Canada. It was noted that prisoners of some probation officers were less likely to reoffend than others. Tape recordings were made of interviews between Probation officers and their supervised individuals. It was found that those Probation officers were: ■ Consistently pro-social in their interactions; ■ Had higher degrees of empathy; ■ Reinforced pro-social expressions and actions. Ask: What do you think Pro-Social Modeling means? <u>Answers should include:</u> ■ Actively reinforcing pro-social behavior AND discouraging anti-social behavior & attitudes ■ Positively influencing incarcerated individuals towards anti-crime behaviors & attitudes ■ Positively modeling what you want others to do ■ Actively encouraging appropriate behavior ■ Actively helping incarcerated individuals to learn new behavior & understand how their thoughts and feelings influence the ways in which they behave	

Dynamic Security		
	Facilitator	Notes
	Say something like: Pro-Social Modeling involves building relationships. The initial contact is critical to building relationships. Ask: Why should we worry about our initial contact with people? <u>Answers should include:</u> ■ You never get a second chance to make a first impression. ■ Your initial interaction can set the tone for the entire time you know the person. Staff professionalism requires that we interact with incarcerated individuals in a decent and humane manner while paying attention to matters of security and order. The development of constructive and positive relations between staff and incarcerated individuals will not only reduce the risk of ill-treatment but also enhance control and security. In turn, it will make the work of prison staff far more rewarding.	
	Run the activity. Insert trainer activity p. 32 along with the emphasis section on the debrief.	

Callouts/Movement		
	Facilitator	Notes
	Cumulative time: xxx Time to complete this lesson: ### minutes	
	Discussion: Callouts/Movement	
	Activity: Callouts/Movement	
	Debrief: Callouts/Movement Activity	

Closing & Summary		
	Facilitator	Notes
	Cumulative time: 0 hours, 13 minutes Time to complete this lesson: 0 minutes	
	Knowledge Check Maybe do as a handout with written questions to reflect on and write about individually?? Ask: Something about the difference between physical, procedural and dynamic security? Ask: List at least 3 ways you can build positive, professional relationships with incarcerated individuals. Ask: Something about Callouts/Movement??	
	Summary & Closing Summarize what was discussed today... Ask: Are there any additional thoughts, or questions? <u>Responses will vary</u> Say: Thank you for your participation in class today!	

Lewis, Tina J. (DOC)

From: Allison, Laura M. (DOC)
Sent: Tuesday, February 25, 2020 3:39 PM
To: Russell, Bobbi A. (DOC)
Subject: AIS Prison Safety 2021 Leader Guide (002) 2.25.2020



AIS Prison Safety
2021 Leader ...



Lewis, Tina J. (DOC)

From: Aldana, Jason R. (DOC)
Sent: Monday, December 14, 2020 11:28 AM
To: Allison, Laura M. (DOC)
Subject: RE: Dynamic Security PPT.pptx

This is a great start. Well done!

From: Allison, Laura M. (DOC)
Sent: Monday, December 14, 2020 11:14 AM
To: Aldana, Jason R. (DOC) <jraldana@DOC1.WA.GOV>
Subject: FW: Dynamic Security PPT.pptx

Here is the PPT I sent to Dianne.
Very early work, but a start.
Some slides have additional information in the notes section.
I am going to finish up and log off at 11:30.
Have a great rest of your day!
😊

From: Allison, Laura M. (DOC)
Sent: Monday, December 14, 2020 7:31 AM
To: Lee, Dianne M. (DOC) <dmlee@DOC1.WA.GOV>
Subject: Dynamic Security PPT.pptx

<< File: Dynamic Security PPT.pptx >>

Good Morning, Dianne!
I hope you had a great weekend.
I sent you some information on Friday about Dynamic Security, including a graphic that Charlotte had created.
I compared some of the sections and found that I had included about 50% of them in the course already!
This is really a big brain dump of ideas and information – a work in progress.

I am excited to see a framework come together we continue to refine.
I am meeting with Jason at 8, and will check in before I continue with my RDO!
😊
Happy Monday!
Lori

Lewis, Tina J. (DOC)

From: Headley, Charlotte K. (DOC)
Sent: Monday, April 20, 2020 7:28 AM
To: Russell, Bobbi A. (DOC); Salvaggi, Joseph D. (DOC); DeFlitch, Keith L. (DOC)
Subject: RE: Prison Safety FY 2021

I completely agree. I was thinking this, but had assumed it would just be too late in the year to think about changing. I don't think this is a good time to start a conversation about dynamic security at all. Thank you, how do we start?

From: Russell, Bobbi A. (DOC)
Sent: Monday, April 20, 2020 7:03 AM
To: Headley, Charlotte K. (DOC) <ckheadley@DOC1.WA.GOV>; Salvaggi, Joseph D. (DOC) <jdsalvaggi@DOC1.WA.GOV>; DeFlitch, Keith L. (DOC) <kdeflitch@DOC1.WA.GOV>
Subject: FW: Prison Safety FY 2021

Good Morning Charlotte, Joe and Keith!

I know that you all are working hard to keep all of us in DOC safe during this difficult time, thank you so much for that!

I am wondering if we should save the Dynamic Security topic for a future Prison Safety (or stand alone?) class and do a "pandemic-related" topic for this coming year while we are still in/coming out of this immediate crisis?

I am guessing that you have learned a lot through this process and you may want to head in a different direction for Prison Safety?

I think the next 30 days are really going to be telling as to the direction that we move for AIS training next year!?!

What do you think?

~Bobbi

Lewis, Tina J. (DOC)

From: Thrasher, Timothy M. (DOC)
Sent: Thursday, February 6, 2020 11:33 AM
To: Headley, Charlotte K. (DOC)
Subject: Next Week

Are you going to be at the meeting next Tuesday? Are we going to be able to reference your dynamic security model document?

Tim Thrasher
Mission Housing Administrator
WA State Department of Corrections
360.725.8739 Office
360.239.9713 Cell

Lewis, Tina J. (DOC)

From: svcEVDONOTREPLYDOC1@doc1.wa.gov
Sent: Monday, April 26, 2021 9:50 AM
To: DOC Learning Center
Subject: New Service Request Submitted SR395242

Request: SR395242 has been Opened with the following Details:

Open Date: 4/26/2021 9:42:54 am (UTC - 7)

Recipient (Person in Need of Request): Pendergrass, Sherry L

Requestor (Person Placing Request): Pendergrass, Sherry L

Service Topic: Learning Center Support

Service Request Details:

I have tried all your troubleshooting guide tips and am still unable to forward in the

AIS FY21PS Dynamic Security once I get to the below page. (professionalism summery page) The slide will not allow me to click next to continue training course.

Summary

We are What We Do

Managing incarcerated individuals present all staff with a major challenge.

Only when we have demonstrated our ability to both control and care for people, do we start to earn trust and respect from incarcerated individuals and our colleagues.

Our behavior directly reflects our commitment to professional conduct and to the values we uphold as an agency.



N/A

[Click Here to View Request](#)

Summary

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