

12-5-2011

Teresa Chapman

Prison Rehabilitation Counselor

Programming Consultant

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**Cover Sheet**

This is a Summary of a Program Format

Collaborative Life Skills Programming

**Components:**

The Key to Successful Inmate Programming

Quality vs. Quantity

A Step – by – Step Education Skill Building Curriculum

Inmate Assessment Monitoring – Effective Education – Counsel – Pre-Release Steps

**Program for Inmates**

In-Custody, Pre-Release, or Parole Re-entry Status

Serving Prison – County Jail – Probation Agency

12-5-2011

**Cover Letter:**

My name is Teresa Chapman and I am a rehabilitation counselor – programming consultant. My present career goal is to help implement and coordinate an educational in-custody pre-release program department for inmates in prison or a county jail system. The program would work directly with the probation agency and help to maintain low recidivism rates. The program curriculum and structure can support evidence - based learning techniques, and will also be cost effective, streamlined, and measurable. This can benefit both the individual inmate and the department agency long term. I have 14 years experience working with male and female inmates ages 18-60 in the county jail system and community. For 2.5 of those years I have been working in the prison system as a case manager – counselor working with men ages 18-60. I immensely enjoy this particular kind of work because I find that each individual has the capacity to grow and reshape their life if given the chance. I believe that a successful outcome for the individual inmate can be achieved and maintained with a well put together program which includes consistency and stability. Having come directly from working on the inside of rehabilitation in the prison system there are some essential elements of programming that I believe are necessary for a program to be effective in long term operation. Attached is a summary of some key components I believe can be developed in the program foundation.

Thank you  
Teresa Chapman

### Summary of Key Components in Program

1. **The Key to Successful Inmate Programming** is to implement a department program which can serve specific areas of rehabilitation with a succession of steps. The steps would include life skills education sessions combined with regular assessment and screening, one – on – one counseling, program evaluation, and pre-release preparation. This can be achieved by assigning the inmate to one primary counselor for the duration of the program. Another important key is program compliance and how it works with the department facility or agency. The counselor should not have more than 15 inmates as a caseload in order to provide more frequent counseling sessions, and group therapy. It is a fact that the more time an inmate has to work with his counselor one – on – one in treatment, the better the outcome. A schedule can easily be constructed that benefits both the counselor and inmate about this issue. Adequate time in the course of the program length for programming in classes, counseling, and assessment screening is essential for a positive outcome regarding the rehabilitation process, and program audit review. The program goals and state audit deadlines can still be met if time to do quality work is not overshadowed by the number of inmates moving through the program. A small staff can still manage a significant amount of inmates if this important factor is implemented.
2. **Cost Effective** program operation can be very complex concerning state and county budget challenges. Some examples of a cost effective approach might be as follows. Make the program a permanent part of a department agency or facility because some contract companies may or may not remain stable due to the economy, or compliance issues, which then interrupts the whole process of long term success and program measure. Implement permanent positions for staff counselor, administrative assistant, or program coordinator. This allows for less turn-over rate among staff, and less cost to re-train new staff for the agency. This approach can create better working conditions, and it maintains staff incentive and builds moral. A small staff can go a long way in this type of specialty if they are equipped with the right operating systems, support from others, benefits, and reasonable work hours.
3. **Effective Program Streamlining** can be achieved on many levels. One important aspect is how long the program is set to operate for. Evidence based evaluation and recidivism rate can best be measured by at least 5 years or more. If a program stops and starts repeatedly it can cause disruption and it interferes with the inmate's ability to retain new life skills. How the inmate is monitored with his progress in cognitive behavior therapy skills, relapse prevention education, and preparing for re-entry is a top priority for measuring a really good program. The inmate needs time to develop or re-build his internal core beliefs which often dictate his behavior in criminal thinking patterns. Family relationships, and social skill building curriculum is essential for the inmate in order to remain motivated to stay out of prison. If this education process is cut short, it

may affect the inmate's learning capacity. The inmate may miss out on an excellent opportunity to become a responsible citizen. During enrollment a series of specific class sessions as mentioned above would be assigned to the inmate directly addressing his treatment needs and personal goals based on his first initial assessment screening. The program assessment screenings would continue to re-evaluate his progress during the middle and end of his program duration. If the program runs for 5 months at a time then he could be assessed and screened 3 times by his counselor. The classes would interlock with a succession of required education steps which would include his status with the probation agency, and his preparing for re-entry into society. The inmate and counselor would work together from the beginning of his enrollment until he has completed the re-entry preparation education, and the last evaluation assessment piece. This consistent process of events would support effective program streamlining.

This has been a summary of some of the programming components. This summary does not include a description of curriculum formats, assessment tools, or teaching tools also available.

Thank you for your time and review.

Teresa Chapman

Teresa Chapman  
Counselor Rehabilitation Corrections  
Programming Development Consultant  
Cell – 707-337-4704

2012

Objective: To work as a rehabilitation counselor – programming consultant with a prison rehabilitation agency, or probation agency population. To be employed or contracted with a specialized rehabilitation department program. My areas of expertise are working with male prisoners in rehabilitation treatment ages 18-60 for 14 years. As a counselor case manager I am certified in ASI screening assessment, cognitive behavior therapy, and motivational interviewing. My caseload in the prison 90 – day model treatment program included inmates who are incarcerated for criminal events, life sentences, alcohol and drug addiction many of who are dual diagnosed. I am accustomed to working with a caseload of 25 inmates per every 90 days. My work as a counselor includes individual treatment planning, weekly documentation, supervising inmates, and teaching life skills in therapy process groups. My present career goal as a counselor and program consultant is to help implement and coordinate an educational in-custody and pre-release program for inmates in prison or county jail. The program can support evidence - based learning and will also be cost effective, streamlined, and measurable. This can benefit both the individual enrolled and the department agency.

#### Counselor – Program Consultant Skills:

I believe the skills necessary for exceptional counsel and case management are, listening, empathy, objectivity, attention to detail, and commitment to the best outcome possible. I believe it is essential that each individual has the opportunity to learn or re-learn life skills and interdependence while preparing for re-entry into society. I am highly educated as a programming consultant having worked in the county jail system for 11 years maintaining a contract, and in the prison system for 2.5 years as a counselor – case manager. I am especially aware about the pros and cons that can occur when operating a rehabilitation program in a 90-day time frame. I believe that there can always be room for positive change and improvement in order to achieve a successful result.

#### Employment Experience:

1-2012 – CRC Health Azure Acres Recovery Center 707-823-5019

Utilization Coordinator F/T

Provide Client Assessments – Interviews – Insurance Case Reviews – Clinical Support

11-2011 - Current

Duffy's Rehab of Napa Valley

Calistoga, CA

707-942-6888

Duties: On-call Counselor rehabilitation program at a 24 - hour treatment and detox residential facility. .

CA State Prison Solano Vacaville, CA  
 (HPC) Human Potential Consultants Inc. Contract Agency Carson, CA  
 Counselor Rehabilitation SAP Program 90-Day Model for the state.  
 Reference: Lewis Wright -707-365-3832

Duties: Counselor – case manager, and inmate supervisor. Provided assessment screening, monthly treatment planning, and weekly progress notes documentation for each client. Maintained accountability reports for facility officer. Provided on site safety and security inside the prison-learning facility, and on the prison yard.  
 2010-2011.5

2008-2009

CA State Prison Solano SAP Program Vacaville, CA  
 Center Point Inc. Rehabilitation AB900 SAP Program Model for the state.  
 Center Point – 415-492-4444

Duties: Teacher in the SAP rehabilitation prison program. Provided educational class sessions to inmates in Psycho-Education, Relapse Prevention and Cognitive Behavior Therapy. Provided support services for staff, inmate supervision and on the prison yard.

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1997-2008

Napa County Department of Corrections  
 Napa, CA

Duties: Contracted County Adult Education Teacher – Provider of Collaborative Parenting Program class series. Provided program curriculum development with a variety of innovative weekly education classes for the inmates ages 18-60. Provided annual report statistics about the program progress including the recidivism rate. Implemented specialty class series topics about Parenting & Relationships, Birth Planning, and Family Mediation Skill Building. Each class series concluded with a certificate for the inmate.

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2008 - 2009 – 2010 Certificates: ASI Addiction Severity Index Screening SAP Counselor  
 University of California San Diego School of Medicine, Department of Psychiatry CA  
 Prison Cross Training SAP Program Counselor  
 Cognitive Behavioral Treatment  
 University of California San Diego  
 2011-CPR Certification

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Supplemental Education / State Teaching Credential:

1981 – 1988 Santa Rosa JC 42 Semester Units – General Education Associate Degree

1994 – 1996 Napa Valley College 10 Semester Units – General Education

2003-2007 - University of Wisconsin Independent Study in Family Mediation Skills

1994-1998- Napa Valley Adult Education–Non-Academic CA State Teaching Credential

2011 – Continuing education in studies related to wellness, and family social services

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Employment References: CRC Health: Rene M. 707-823-5019 extension 119

Lewis Wright-Prison Director Reference – 707-365-3832

Napa County Jail: DJ Johnson Assistant Director – 707-253-4401

Supplemental Education and State Teaching Credential:

1981 – 1988 Santa Rosa JC 42 Semester Units – General Education Associate Degree

1994 – 1996 Napa Valley College 10 Semester Units – General Education

1992 - Present Certified Childbirth Educator Certified Bereavement Counselor.

2003-2007 - University of Wisconsin Independent Study in Family Mediation Skills.

1994-1998- Napa Valley Adult Education – 5 Year Non-Academic CA State Teaching Credential. I initiated Napa County contracts in life skills education programs with teen parents, county jail, and community hospital in Napa, CA.

2011 – In process of continuing education in criminal justice, forensic psychology, and licensed social work.

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Employment References:

CRC Health Azure Acres Recovery Center – Rene 707-823-5019 Ext 119

Duffy's Rehab: Jennifer Golick Clinical Director – 707-942-6888

CA State Prison Solano: SAP Program– 707-454-0544

Lewis Wright-Prison Director Reference – 707-365-3832

Napa County Jail: DJ Johnson Assistant Director – 707-253-4401

Sol Irvin – 761-6965 CC3 Prison Counselor – Facility Captain

COUNTY	Double Year 1 base	ADJUSTED \$ on population (82.5%)	Status Quo @ 82.5%	\$ on revised weighted ADP	BEST OF Pop, SQ or weighted ADP (with Yr1x2 as min base)	High ADP adjustment	ESTIMATED ALLOCATION based on recommended formula (Years 2 and 3)	% share recommended approach Yrs 2 and 3
ALAMEDA	18,442,024	29,223,042	18,665,652	15,185,092	29,223,042		29,223,042	3.47%
ALPINE	153,766	21,726	35,674	25,448	153,766		153,766	0.02%
AMADOR	1,086,992	699,133	1,107,945	1,063,942	1,107,945	22,507	1,130,452	0.13%
BUTTE	5,471,809	4,132,693	5,558,537	5,557,099	5,558,537	43,294	5,601,830	0.66%
CALAVERAS	701,514	794,509	690,975	616,882	794,509		794,509	0.09%
COLUSA	428,703	371,293	432,059	397,961	432,059		432,059	0.05%
CONTRA COSTA	9,145,900	19,285,330	9,358,645	5,808,197	19,285,330		19,285,330	2.29%
DEL NORTE	442,875	544,959	447,492	446,653	544,959		544,959	0.06%
EL DORADO	2,421,286	3,329,308	2,397,956	1,936,776	3,329,308		3,329,308	0.39%
FRESNO	17,676,736	16,532,657	17,938,453	20,784,011	20,784,011		20,784,011	2.47%
GLENN	662,541	488,598	646,754	605,612	662,541		662,541	0.08%
HUMBOLDT	3,053,357	2,615,990	3,164,852	3,336,289	3,336,289	5,171	3,341,460	0.40%
IMPERIAL	2,592,767	3,126,692	2,704,919	2,537,246	3,126,692		3,126,692	0.37%
INYO	381,935	324,185	390,185	395,041	395,041		395,041	0.05%
KERN	21,668,279	15,069,531	22,655,048	22,963,131	22,963,131	488,844	23,451,975	2.78%
KINGS	5,724,071	2,908,181	5,858,328	5,150,960	5,858,328	182,544	6,040,871	0.72%
LAKE	1,641,826	1,158,434	1,669,101	1,701,411	1,701,411	29,754	1,731,165	0.21%
LASSEN	769,540	735,334	772,380	778,101	778,101		778,101	0.09%
LOS ANGELES	267,782,587	185,967,408	203,951,691	227,242,124	267,782,587		267,782,587	31.77%
MADERA	3,376,479	2,702,780	3,437,735	3,435,580	3,437,735	3,946	3,441,681	0.41%
MARIN	2,608,357	4,563,074	2,599,989	1,553,349	4,563,074		4,563,074	0.54%
MARIPOSA	330,916	328,159	338,530	317,627	338,530		338,530	0.04%
MENDOCINO	1,987,623	1,596,066	2,063,454	1,611,010	2,063,454		2,063,454	0.24%
MERCED	4,997,047	4,484,348	5,120,765	5,208,630	5,208,630		5,208,630	0.62%
MODOC	153,766	166,908	118,037	82,141	166,908		166,908	0.02%
MONO	200,534	289,289	217,258	128,574	289,289		289,289	0.03%
MONTEREY	7,693,979	7,576,550	7,858,348	7,931,442	7,931,442		7,931,442	0.94%
NAPA	2,103,833	2,467,357	2,144,019	1,786,051	2,467,357		2,467,357	0.29%
NEVADA	1,030,304	1,770,139	1,030,296	563,545	1,770,139		1,770,139	0.21%
ORANGE	46,156,787	56,302,998	46,669,701	41,814,723	56,302,998		56,302,998	6.68%
PLACER	5,972,789	6,186,755	6,018,443	5,219,148	6,186,755		6,186,755	0.73%
PLUMAS	307,532	355,919	307,684	271,706	355,919		355,919	0.04%
RIVERSIDE	42,148,945	38,950,451	43,036,418	43,183,181	43,183,181		43,183,181	5.12%
SACRAMENTO	26,280,557	26,286,057	26,900,420	28,075,510	28,075,510		28,075,510	3.33%
SAN BENITO	1,095,496	1,006,204	1,073,912	962,200	1,095,496		1,095,496	0.13%
SAN BERNARDINO	51,571,199	37,136,888	52,338,692	54,853,706	54,853,706	991,865	55,845,571	6.63%
SAN DIEGO	50,211,396	59,134,657	51,142,654	50,105,603	59,134,657		59,134,657	7.02%
SAN FRANCISCO	10,099,676	17,078,602	10,114,008	7,867,789	17,078,602		17,078,602	2.03%
SAN JOAQUIN	13,571,816	12,212,722	13,780,585	14,779,690	14,779,690		14,779,690	1.75%
SAN LUIS OBISPO	4,401,115	5,179,333	4,494,729	3,637,722	5,179,333		5,179,333	0.61%
SAN MATEO	8,445,803	13,453,508	8,311,488	7,217,658	13,453,508		13,453,508	1.60%
SANTA BARBARA	7,757,753	7,918,923	7,970,922	7,541,916	7,970,922		7,970,922	0.95%
SANTA CLARA	25,132,625	33,746,839	25,448,014	22,836,495	33,746,839		33,746,839	4.00%
SANTA CRUZ	3,325,460	5,174,169	3,444,378	1,995,720	5,174,169		5,174,169	0.61%
SHASTA	5,977,750	3,164,692	6,075,323	5,439,019	6,075,323	178,259	6,253,582	0.74%
SIERRA	153,766	58,044	37,698	29,925	153,766		153,766	0.02%
SISKIYOU	890,002	779,831	898,042	785,059	898,042		898,042	0.11%
SOLANO	7,615,324	7,766,200	7,747,992	8,449,389	8,449,389		8,449,389	1.00%
SONOMA	6,480,856	9,027,377	6,598,044	5,065,559	9,027,377		9,027,377	1.07%
STANISLAUS	12,021,399	9,206,787	12,183,027	12,084,736	12,183,027	60,241	12,243,268	1.45%
SUTTER	2,334,837	1,678,853	2,390,287	2,467,071	2,467,071	43,281	2,510,352	0.30%
TEHAMA	2,424,829	1,099,955	2,478,763	2,011,663	2,478,763	76,819	2,555,582	0.30%
TRINITY	289,109	250,246	297,469	238,981	297,469		297,469	0.04%
TULARE	11,315,633	7,598,915	11,571,640	10,739,824	11,571,640	143,580	11,715,220	1.39%
TUOLUMNE	1,197,534	1,001,534	1,198,616	1,021,908	1,198,616		1,198,616	0.14%
VENTURA	11,393,579	15,070,691	11,622,734	9,772,406	15,070,691		15,070,691	1.79%
YOLO	5,949,406	3,982,377	5,830,416	5,726,576	5,949,406	87,278	6,036,683	0.72%
YUBA	2,011,715	1,309,301	2,035,322	2,047,691	2,047,691	48,917	2,096,608	0.25%
TOTAL	751,266,036	695,392,500	695,392,500	695,392,500	840,493,701	2,406,299	842,900,000	
					2,406,299			
	Year 1 doubled/small co. outliers	5	8,014,975	1.0%				
	Population	22	286,271,455	34.0%				
	Status quo	15	61,470,391	7.3%				
	Adjusted ADP	15	219,360,593	26.0%				
	Los Angeles (ADP)	1	267,782,587	31.8%				
		58	842,900,000					

	ESTIMATED 2012-13 allocation for AB 109 DA/PD activities (revocation)	% share for Years 2 and 3 DA/PD activities (revocaion)
ALAMEDA	\$396,403	2.72%
ALPINE	\$3,103	0.02%
AMADOR	\$22,030	0.15%
BUTTE	\$110,697	0.76%
CALAVERAS	\$14,364	0.10%
COLUSA	\$8,657	0.06%
CONTRA COSTA	\$207,390	1.42%
DEL NORTE	\$9,166	0.06%
EL DORADO	\$50,901	0.35%
FRESNO	\$363,664	2.49%
GLENN	\$13,368	0.09%
HUMBOLDT	\$62,256	0.43%
IMPERIAL	\$53,517	0.37%
INYO	\$7,736	0.05%
KERN	\$441,217	3.02%
KINGS	\$116,207	0.80%
LAKE	\$33,328	0.23%
LASSEN	\$15,546	0.11%
LOS ANGELES	\$4,638,303	31.77%
MADERA	\$68,273	0.47%
MARIN	\$57,034	0.39%
MARIPOSA	\$6,694	0.05%
MENDOCINO	\$40,275	0.28%
MERCED	\$101,301	0.69%
MODOC	\$3,132	0.02%
MONO	\$4,246	0.03%
MONTEREY	\$155,775	1.07%
NAPA	\$43,268	0.30%
NEVADA	\$22,456	0.15%
ORANGE	\$954,166	6.54%
PLACER	\$120,994	0.83%
PLUMAS	\$6,314	0.04%
RIVERSIDE	\$852,762	5.84%
SACRAMENTO	\$534,303	3.66%
SAN BENITO	\$22,104	0.15%
SAN BERNARDINO	\$1,050,176	7.19%
SAN DIEGO	\$1,033,219	7.08%
SAN FRANCISCO	\$219,510	1.50%
SAN JOAQUIN	\$276,558	1.89%
SAN LUIS OBISPO	\$90,555	0.62%
SAN MATEO	\$181,697	1.24%
SANTA BARBARA	\$157,007	1.08%
SANTA CLARA	\$526,513	3.61%
SANTA CRUZ	\$71,264	0.49%
SHASTA	\$121,234	0.83%
SIERRA	\$3,103	0.02%
SISKIYOU	\$17,975	0.12%
SOLANO	\$155,533	1.07%
SONOMA	\$136,503	0.93%
STANISLAUS	\$243,053	1.66%
SUTTER	\$47,505	0.33%
TEHAMA	\$49,220	0.34%
TRINITY	\$5,852	0.04%
TULARE	\$229,214	1.57%
TUOLUMNE	\$24,165	0.17%
VENTURA	\$238,174	1.63%
YOLO	\$120,237	0.82%
YUBA	\$40,781	0.28%
TOTAL	\$14,600,000	