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Describe pathway DOC has chosen to change attitudes-behavior of inmates.

During the recent pandemic, our social conscious was transformed into what could be described as "relational aberration". We changed the way we relate to our circumstance in a more abbreviated behavior. What was considered a safe investment in our selves, job, career, and long term goals began to evaporate. Our present foothold in life was sliding towards a new direction. One of thought and transformation to the unknown. What was once a normal mode of operation in our daily life began to change. The illumination of a kaleidoscope of opportunity never before considered. We came to a conclusion. To survive I must diversify my thought platform to include challenges, stress, failure, and the uncomfortable feeling of starting over.

When we want to re-invent ourselves, tough decisions are in the making. Our emotions run rampant with anxiety communicating one path, enthusiasm another, and yet our emotional boundaries are confining us to our comfort zone. For any positive change to occur, five categories of consideration must be embraced.

① Consequences: What happens to me and my situation. The changes to my schedule of life.

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- ③ Outcome: What happens to my overall responsibilities. This addresses the restrictions to my schedule of life.
- ④ Cause and Effect: What are the influences that created this situation. Should have, would have, could have scenario.
- ④ Participants: Who will be effected by this change. What pattern of behavior must be adopted in my schedule of life.
- ⑤ Air of Circumstance: Were there outside influences that might have been avoidable. This deals with attention to detail.

I think back to a time when a challenger was asked to describe his train of thought when faced with opposition¹. DOL has been punched in the month. From an economic standpoint, DOL must streamline its policies regarding quality of prison life. Social responsibilities are the most important for any group or community to survive.

¹ Mike Tyson had it right when he said, "everybody has a plan until they get punched in the month".

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Moral codes from a social point of view foster loyalty, efficiency, and conduct conducive for the post-incarcerated integration back into society. DOC has the moral responsibility to change the ideology of prison encampment to one of social harmony in terms of life skill sets. This would include the need for education in vocational opportunities and for emotional stability by transforming each selected facility to an incentivized program camp. Altruism has made for social evolution, the main principle being cooperation by association. Incentivized facilities coordinate like minded inmates which desire change in attitude - behavior, and demonstrate the need for social and emotional learning. Incentivized facilities provide the chemistry needed to initiate three levels of communication,

- ① Discussion
- ② Moderated Debate
- ③ Negotiating Skills

The curriculum establishes principles of interaction within any given situation such as job interview, social and professional etiquette, relationship courtesies, and the ability to search out alternatives to stationary problems. To understand who you are consciously to the conditions that developed your personality. Incentivized programs encourage basic structure in social and emotional learning, SEL: these ideas are tuned to,

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- ① Anticipate for success by expressing response in the positive attitude-behavior.
- ② Search out understanding of parties involved to support each other towards a common goal.
- ③ L.P.E., conceive-plan-execute, ideas that communicate setbacks as personal development.
- ④ Stay on course through discussion of events past, present, and future.

We ^{are} all masters of control of our emotion and social responses until our wife, girlfriend or unreasonable boss utters a wrong word, a penetrating glare for too long, and suddenly everything goes down the gutter. If we adhere to our social and emotional skills, we will influence our performance at decisions, become better learners, parents, partners, and maintain a healthy well-being with life's roller coaster ride and achieve our dreams and goals.

Incentivized facilities support HEP, higher education in prison. These classes offer a variety of vocational skills, although somewhat limited at its inception, to give the inmate a basic understanding of the subject matter.

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A foundation which to build upon your career path and a feel for stability towards cooperation within a given system of learning social interaction. Some facilities offer college entry opportunities, such as the ones I am stationed, to pursue a more advanced skill set to diversify or concentrate on a more select area of learning. These programs are designed to stimulate creative thinking, critical planning, and responsible emotional responses to challenges. All these "incentives" were created in response to societies concerns of released inmates returning home with no resources to contribute to their communities well-being, economic advance ^{their} reliable social and emotional independence.

The single flaw, if you will, contains a certain amount of criticism from our correctional officers, legislation, and those citizens who oppose people convicted of a crime the chance at redemption. These arguments are varied but the same message. Why would we invest money on criminal reform when society ignores the basic needs of those in poverty, environmental deception, mental illness, job training, social and economic disasters, and an educational system that fails our youth in terms of preparedness for sustainable life skill sets. Valid points! Let's travel a path to future development of a community as a collective association within our species.

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We have evolved into a mutually corresponding conscious relationship with each other in the prospect of achieving the same goals, survival, security, and prosperity. Prison environment should reflect the same ideologies. However, we must start with the caretakers themselves.

To change prison statistics of recidivism, we need to change the mind set of correction officers. That would encompass better trained officers in the daily connection with inmates. One proposal is the initiation of a program designed for officer training that would participate in the inmates transition from DC #00123 to Mr. Smith, IRA, identify, intercede, resource, and assessment. Correction officers work in tense situations. A complex profession with a diverse range of challenges from inadequate wages, long hours, and administrators who are not always supportive of opinions or emotions². These are the qualities DOL must blend with the basic officers training in care, custody, and control.

² Rand corporation expresses that "technology advances so rapidly that companies don't hire workers solely on skills but are looking for people who are flexible, present new ideas, inspire cooperation in groups, manage and lead teams".

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The officer must identify a problem from an inmate and intercede in the above mentioned strategies to help the inmate correct the problem. If this fails, the officer can resource this inmate to a professional counselor as a psychologist, social worker or mental health expert. This would lead to an assessment of the underlying emotions or feelings to be addressed to stimulate cooperation with prison society. Theodore Roosevelt said it best, "no one cares how much you know, until they know how much you care."

After thirty years of mass incarceration we have yet yield a return on our investment. Or have we? Prisons create a community, town, where none existed. Supports job placement. Increases sales and productivity of goods and services. Places a moral conscious or respectability among employees of DOC that they are protecting citizens of our fair state of Florida from miscreants, outcasts, and the dregs of society.

Now that is something to write home about. For every problem solved, two more come into view. What happens to a community structure when returning inmates arrive unskilled, unreliable, unemployable, and dependent upon systems that are stretched to the breaking point. This is the set-up for failure which DOC has supported for 30 yrs until now!