



## Washington Way Impact Report January 2025

### Statewide Training

- 2,076 of 9,086 total WADOC Staff trained since 2022
  - o 23% of all WA DOC staff

### Trainings by Facility (April 2022 – December 2024)

\*Note: the number of training participants does not represent unique individuals and may include people who participated in more than one training.

WA Way-Amend Trainings by Facility (2022-2024)	Total # of Training Participants	% of Total
SCCC	305 of 619 total facility	49%
WCCW	441 of 458 total facility	96%
MCCCW	81 of 99 total facility	81%
WSP	231 of 1,131 total facility	20%
CRCC	254 of 750 total facility	34%
MCC	221 of 1054 total facility	21%
CCCC	127 of 133 total facility	95%
CBCC	83 of 371 total facility	22 %
AHCC	20 of 761 total facility	3 %
Reentry Division *# doesn't include CI	245 of 377 total division	65 %
PREA Specialists, Staff Psychologists & Resilience Support Team	68	N/A

### Trainings by Topic (April 2022 – December 2024)

WA Way-Amend Trainings by Topic	Total # of Training Participants
Introduction to WA Way-Amend Workshops	1,421
Leadership Trainings	151
Resource & Activity Team Trainings	194
Contact Officer Training	185
Change Agent Training	95
PREA Specialist Training	30

### WA Way-TDU Trainings

Amend Immersion Programs	Total # of WA Participants
TDU WA Way CORE Training	914
TDU Staff Health & Wellness	7,221
TDU WA Way AIS (began July 2024 T4T)	1,400



## Staff Survey Feedback of WA Way-Amend Introductory Trainings

\*Please note that the numbers below are based on a total of 809 submitted staff surveys, with blank responses excluded from the final counts.

Survey Statement	Agree or Strongly Agree	Neutral	Disagree/ Strongly Disagree
I learned something valuable at this workshop.	91% (698 of 771)	8%	1%
My colleagues would benefit from this training.	92% (709 of 771)	7%	1%
Working with WA Way-Amend would be good for my job satisfaction.	86% (609 of 704)	13%	1%
Working with WA Way-Amend will be good for my overall health and wellness.	86% (653 of 762)	13%	1%
Working with WA Way-Amend will help my prison improve outcomes for incarcerated people.	91% (631 of 696)	8%	1%
I want to participate in more WA Way-Amend trainings.	84% (631 of 747)	14%	2%

### Highlights from Descriptive Feedback

#### What Participants Liked Most:

- WA Way-Amend principles, working models, and programmatic goals.
- Staff health and wellness, job satisfaction, and creating a safer work environment.
- Different ideas, testimonials, and success stories from trainers in WA facilities, other state DOCs and international prisons (e.g., Norway and Iceland).
- Published research and data that support the program.
- Culture change ideas from staff.

#### Suggestions for Improvement:

- More dedicated training time to engage with the training concepts and to practice applying them.
- Provide the information more frequently to all staff.
- Offer more training on the Contact Officer and Resource/Activity Team models.
- More time needed to cover all the topics and questions adequately.
- More opportunities for staff participation, interaction, and group activities.



**Application to Work:**

- Advocate for more normalized and humane interactions with incarcerated individuals – use personal connections to support and relate better with I/Is.
- Be more supportive of fellow staff members and create a culture of collaboration.
- Foster a more open and understanding environment to encourage change.
- Some staff report feeling validated and encouraged to continue applying these principles in their daily work.
- Brainstorm new ideas on how to improve facility culture and submit proposals.

**Feedback Implications:**

- WADOC prison staff are eager to learn about international health-focused best practices in prisons.
- WADOC prison staff are willing to change the way that they work, and they want to contribute to changing their work environment.
- Connecting the health and well-being of prison staff to international best practices can be a powerful approach to driving culture change in US prisons.
- Ongoing research is needed to track the widespread, long-term impacts of each stage of Amend’s prison culture change interventions in partnering prisons.

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**Working Models by WADOC Facility**

\*Please note that these figures include staff previously and currently engaged in models.

WADOC Facility	Contact Staff	Resource/ Activity Team Staff	WA Way Change Agents
MCCCW	32	0	36
WCCW	13	13	57
SCCC	15	12	34
WSP	3	14	13
CBCC	0	6	6

**Key Performance Indicators (KPIs)**

1. Pre/post training evaluation shows positive Behavior Observation Entries (BOE) increased by 75% for all working models.
2. Pre/post Resource/Activity Team intervention shows positive BOE entries increased by 100%, no negative BOE’s entered.
3. Resource and Activity Teams shows a decrease in infractions by an average of 71%.
4. Data shows a 31% reduction in use of force by permanent staff participating in the Resource/Activity Team models.
5. Data shows a 16.6% decline in resolutions submitted since 2021.
6. How many transitions out of Restrictive Housing Unit environments have there been for all past and current RT/ATs in WA?
  - a. 52 transitions from RHUs in Men’s Prison Division
  - b. 8 transitions from RHUs or Closed Custody in Women’s Prison Division

## WADOC Staff Ideas

- Over 370 staff ideas came from 2024 Washington Way-Amend Workshops in 4 facilities (MCC, CBCC, CRCC, CCCC) to improve facility culture.
- Themes of Staff Ideas organized by frequency, highest to lowest:
  1. Facilities and Environment Improvements
  2. Activities, Recreation, and Sports
  3. Education and Skills Development
  4. Food and Cooking Programs
  5. Staff Mental Health and Wellness
  6. Normalizing Resident Routines
  7. Peer Support and Community Building
  8. Communication and Access to Resources
  9. Arts and Creative Expression
  10. Incentive and Motivational Programs
  11. Health and Wellness
  12. Staff Support and Interaction
  13. Family and Community Engagement

### 1. 56 staff ideas were collected from WA Way Surveys from December 2024:

WADOC Facility	# of submitted Staff Proposals	# of supported Staff Proposals
CBCC	8	0
CCCC	18	0
CRCC	33	0
MCC	8	0
MCCCW	20	11
SCCC	14	5
WCCW	18	16
WSP	52	34

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## Amend Immersion Programs (May 2022 – December 2024)

- 110 total WADOC staff, leaders, and stakeholders have participated in Amend-sponsored Immersion Programs in Norway, Sweden, Scotland, Republic of Ireland and Northern Ireland.

Amend Immersion Programs	Total # of WA Participants	% of all Programs
Contact Officer	35	32%
Resource Team	32	29%
Leadership Program	29	26%
Women’s Prison Program	8	7%
Amend Ambassadors	6	6%

#### Professional Development for Staff

- 31 WA DOC staff and leaders have supported Washington Way trainings in other WA facilities, state DOCs, and countries
- These staff have hosted presentations or facilitated learning experiences on the WA Way (virtually or in-person) to 18 other prison systems between 2023-2024:
  - o Thailand, Canada, N. Ireland, England, Norway, Romania, Poland, Hawaii, Oregon, Connecticut, California, Kentucky, Missouri, Vermont, Federal Bureau of Prisons, Virginia, Iowa, Idaho.

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#### Policy and Grant Achievements

- QA/QI BJA Grant: Successful grant application for three years of funding to support the Department in creating a Quality Assurance and Quality Improvement tool for the Resource/Activity Team model.
- 850.030 Policy ‘Relationships/Contacts with Individuals’: Successfully revised policy outlining the personal v. private concept and allowing limited and appropriate physical contact (e.g. shaking hands, fist bumps, etc.).
- OFM Temporary Waiver (SAAM 70.10 & 70.15): The two-year process to secure an OFM Waiver was approved for 6-months to pilot policy guidelines and criteria for WADOC staff to share food and beverages with residents during structured rapport-building interactions. Criteria being developed.
- Pending Policy Revisions/Suggestions:
  - o 420.110 Escorted Leaves & Furloughs; legislative fix needed for RCW 72.01.375
  - o 240.800 Meals/Beverages for Staff and Incarcerated Individuals; policy will be updated once criteria are developed
  - o Additional policies are forthcoming.

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#### Other Achievements:

- Updates to the commissary list for Restrictive Housing Unit Residents will include healthier options that can be purchased on a weekly basis as of January 2025.
  - o Health Shake, Mixed Nuts, Trail Mix, Nut & Yogurt Trail Mix, Cranberry Almond Delight, Corn Nuts