

SB24-029 Alternative Metrics Working Group

Meeting Minutes

January 20, 2026 | 9:00am-11:00pm

Location: Hybrid - Zoom & 700 Kipling, 3rd Floor DCJ Conference Room

AMWG MINUTES for 1/20/26

ATTENDANCE

Appointed Members: Jon Caudill (University of Colorado, Colorado Springs), Aaron Stewart (Division of Probation Services, Judicial), Kate LeMasters (University of Colorado, Anschutz), Whitney Leeds (Above Waters Project/Growing Home), Jack Reed (Division of Criminal Justice)

Staff: Erin Crites (Division of Criminal Justice), Linda Harris (Division of Criminal Justice)

Absent: Kelli Burmeister (Division of Youth Services), Kito Bess (Department of Corrections-Parole), Christie Donner (Colorado Criminal Justice Reform Coalition)

Guests: Ellen Graham (Latino Coalition), Jennifer Rhatigan (Member of the Public), John Bogner (Department of Corrections-Parole for Kito Bess)

OVERVIEW

Working group convened for their monthly meeting. The meeting began with brief introductions and a review of the previous month's meeting. Group members continued fine tuning a plan to disseminate surveys within the Department of Corrections (DOC) and explored ways to overcome logistical challenges in this data collection. The group discussed the efforts made by the Council of State Governors (CSG) under the ReEntry 2030 national campaign to identify alternative metrics to recidivism. ReEntry 2030 framework and North Carolina's objectives and dashboard were reviewed as a model to learn from. The group then delved into the evidence from annotated bibliographies related to family support and financial factors. The group deliberated on identifying key metrics to prioritize from these two topics. Discussions highlighted financial stability, systemic barriers, family engagement, broader pro-social networks, and nuanced interpretations of employment and debt. The meeting closed with next steps to refine metric prioritization, finalize the DOC participant survey, future meeting dates, administrative approval of working group documents, and allotted time for public comment.

NOTES

Introductions and Meeting Setup

- Meeting began with introductions from all participants
- Previous minutes from December will be sent out in a few days and will need approval
- Recap of last few meetings was presented

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DOC Survey Method for Incarcerated Individuals and Logistics

- Survey framework and DOC capabilities and logistics were discussed
- The group emphasized designing a feasible survey method to gather feedback, while balancing logistical constraints
- Decision to pursue electronic survey deployment via tablets to avoid resource-heavy in-person data collection across 21 facilities was discussed, pending technical feasibility and access limitations
 - Concerns were raised about excluding individuals without tablet access and the impact on trust and credibility with incarcerated participants
 - If tablets prove infeasible, paper surveys remain a backup option, though they require significant travel and staffing resources
- Survey language and questions will be developed for the group to provide feedback and input
 - Google Docs will be used to provide asynchronous feedback and maximize group input
 - The group concluded that a shorter survey that focuses on priority topics is ideal to reduce participant burden and improve simplicity
 - The goal is to finalize the survey structure within the next week-10 days
 - A short follow-up meeting will be scheduled to finalize survey content

Alignment with Council of State Governments (CSG) ReEntry 2030 Metrics

- The group explored adapting the CSG ReEntry 2030 framework
- North Carolina's dashboard was reviewed
 - Features four broad goals and 26 objectives with approximately 100 specific metrics, emphasizing economic mobility, health, social reintegration, and local reentry council engagement
 - The dashboard integrates data from multiple state agencies, showcasing the value of cross-sector partnerships
 - The group noted that some metrics remain "coming soon," reflecting universal challenges in operationalizing complex measures
- The framework from CSG ReEntry 2030 serves as a model for organizing and prioritizing metrics, with room for state specific goals, demographics, and system structure

Financial Stability Metrics and Their Complexities

- The group opened discussion on evidence drawn from the annotated bibliography around financial factors
- Group members metrics discussed the role of debt, income, and employment quality as systemic barriers to financial stability
- Consensus emerged around prioritizing metrics such as criminal justice-related debt, income, banking access, and employment quality.

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- Group members underscored the importance of distinguishing personal debt from criminal justice fines and fees
- Banking access was highlighted as a crucial system-level metric for identifying barriers to financial stability, especially for those incarcerated or in community corrections
- Quality employment was highlighted as a significant factor for financial stability
 - Group agreed on the importance of tracking employment progression over time, including job retention at 90, 180, and 365 days, recognizing that initial “survival” jobs are steps toward career employment
 - It was noted that most parole agreements require employment unless exceptions apply, with individualized case management and employment navigators supporting releasees
- Concerns around employment restrictions in privatized community corrections facilities were raised
 - Limited internet access and job application opportunities, often funneling residents into low-quality jobs associated with less successful reentry outcomes
- The group recognized the importance of integrating best practices into metric interpretation, clarifying that metrics reflect desired outcomes and strategies rather than mere data points
- Additional considerations for disability and access to public benefits was noted as an alternate pathway to financial stability.

Family Influence and Pro-Social Relationships

- The group recognized that many individuals with criminal justice system involvement lack family support
- Emotional support from family, while important, is difficult measure accurately
- Instrumental family support (e.g., money, housing, transportation) emerged as a key, more objective, metric linked to successful reentry
- System level metrics like that of reunification programs and family visitation opportunities were emphasized
- Gender differences in family roles were noted as critical, ensuring measures reflect differing parental responsibilities and societal expectations
- The group discussed the need to consider pro-social relationships beyond family, such as peer networks and gang disengagement, which may require a separate metric category
 - The group agreed to add pro-social supports beyond family to the research scope, potentially leveraging CSG's social reintegration framework

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NEXT STEPS

- Next meeting scheduled for February 12th to continue progress with expectations to continue metric prioritization for report drafting
- Meeting minutes approval will continue outside meetings to maximize discussion time
- The March meeting requires rescheduling or alternate leadership since Erin Crites and Jack Reed will be out of the country simultaneously; options include rescheduling or delegating meeting management
 - Decision will be made during the next meeting in February
- Survey design progress is ongoing, with survey execution anticipated within approximately one month once finalized

ACTION ITEMS

- **Erin Crites**
 - Follow up with group to schedule survey feedback session, potentially supplemented by a Google Doc for asynchronous input
 - Investigate viability and logistics of deploying survey on tablets in DOC; collaborate with Morgan Jackson to finalize survey draft
 - Coordinate March meeting rescheduling or alternative facilitation due to planned absence
 - Gather abbreviated research on disability/public benefits metrics and pro-social support beyond family ahead of next meeting
 - Send meeting minutes for approval or feedback via email
- **John Bogner**
 - Provide information to Morgan regarding tablet access and related concerns raised about survey distribution equity
- **All Working Group Members**
 - Review annotated bibliographies and prepare to discuss specific metric proposals in upcoming meetings, focusing on prioritization
 - Prepare to prioritize key metrics for report drafting
 - Approve previous meeting minutes via email

ADJOURN

- [Alternative Metrics Working Group website](#) houses information, agendas, minutes, and meeting links for this working group. Feel free to share this site with any interested stakeholders so they can stay informed.

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- Meeting adjourned at 11am.
- **Next Meeting: Tuesday, February 12, 2026, 9:00 - 11:00am**
Future 2026 meetings, as necessary: Mar. 12, Apr. 9, May 14, & Jun. 11

MANDATES

Pursuant to 24-33.5-535, C.R.S. (Senate Bill 2024-029) the working group shall:

- Be appointed no later than November 30, 2024.
- Convene first meeting by February 1, 2025
- Meetings shall allow for remote participation
- Submit a report by July 1, 2025, that summarizes the efforts of the working group and any recommendations

The working group is required to:

- Study metrics and methods, other than recidivism, to:
 - Supplement current measures including those related to desistance (severity and timing) and risk reduction.
 - Comprehensively measure successful outcomes that consider various aspects of life (e.g. employment, housing, education, mental health, personal well-being, social supports, and civic and community engagement).
 - Enhance measures of criminal justice system performance and adherence to best practices in supervision program design and implementation.
- Identify methods to obtain information from those involved or recently involved in the system regarding supervision experiences.
- Identify gaps or barriers in data collection, measurement and data matching, and recommendations on addressing these gaps or barriers.
- Create an implementation timeline for these metrics and methods that addresses any data limitations and necessary resources.
- Identify customization of measures to account for age, gender, race, ethnicity, or risk of a cohort.