

# SCF DATA REPORT

## STAFF SURVEY RESULTS COMPARISON 2021-2023

### REPORT HIGHLIGHTS



Better Communication from Management



Staff Feel More Valued



Mixed Feelings About Safety



Declining Trust in Other Staff



Concerns about Meeting Needs



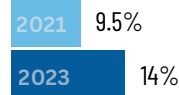
Greater Purpose at Work

### IMPROVED PERCEPTIONS OF COMMUNICATION PRACTICES

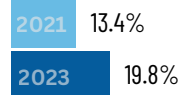
On the 2023 survey, SCF staff were 4.5% more likely to say that management communicates clearly with staff, 6.4% more likely to say they are given a chance to understand policy decisions, and 7.4% more likely to say that management values their knowledge as correctional professionals.

While the results still indicate room for growth, they point to a trend of improvement in staff perceptions of communication practices in the facility.

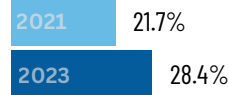
Management communicates clearly.



Policy decisions are explained.



Management values staff knowledge.



### ABOUT THIS REPORT

This report was prepared by an external research team at the University of Denver as part of Sterling Correctional Facility's commitment to transparency and data-driven decision-making. The report compares data from staff surveys conducted at SCF in 2021 (n=303), and again in 2023 (n=123).

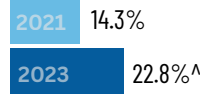
It is important to note that those who completed the survey are not necessarily the same people. Therefore, the findings represent changes across time as well as differences in those who chose to complete the survey each year. Each survey is best viewed as a "screenshot" of how the current staff feel at that moment in time.

## IMPROVED PERCEPTIONS OF STAFF APPRECIATION AND REWARDS

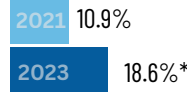
On the 2023 survey, SCF staff were 8.5% more likely to say that management acknowledges when they do their job well, 7.7% more likely to say they are adequately rewarded through pay and promotion, and 16.8% less likely to say management is too quick to discipline staff.

These directionally consistent shifts suggest that staff respondents in 2023 feel acknowledged, valued, and rewarded for their work at greater levels than staff in 2021.

Management acknowledges a job well done.



I am adequately rewarded via pay, promotion.



Management is too quick to discipline.

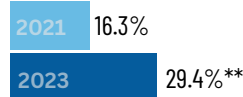


## MIXED FEELINGS ABOUT SAFETY

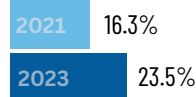
On the 2023 survey, SCF staff were 13.4% more likely to feel that SCF's policies and practices support staff well-being and 7.5% more likely to feel leadership does everything possible to keep them safe. However, the percentage of staff reporting that they feel their lives are in danger at work remained high, increasing slightly.

This data suggest a complicated reality. While staff in 2023 feel more supported and protected than those in 2021, they are equally or more likely to feel unsafe at work.

SCF's policies support staff well-being.



Leadership does all possible to keep staff safe.



I feel my life is in danger at work.



## DECLINING CONFIDENCE IN OTHER STAFF

In 2023, staff were 18% more likely to feel that their coworkers were adding to the stress of the job. Further, they were 10.5% less likely to say that their peers treat incarcerated people with respect. These findings suggest decreased confidence among 2023 staff in their fellow correctional officers, as compared to 2021 staff.

My coworkers make the job more stressful.



Staff treat incarcerated people with respect.



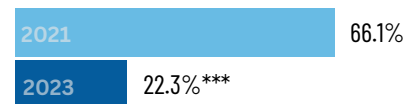
## CONCERNS ABOUT MEETING THE NEEDS OF INCARCERATED PEOPLE

In 2023, staff were 43.8% less likely to feel that it is easy for IP to access programs (with similar changes in the perceived availability of case management), and 16.1% less likely to say it is easy to access substance use treatment.

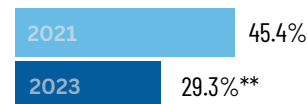
Further, staff were 8.4% more likely to say they are unsure how to help incarcerated people in the facility, and 13.5% less likely to feel the Basic Training Academic prepared them for what is expected in their job.

While other factors may also be present, these data suggest declining confidence among staff in their ability to meet the needs of incarcerated people with available resources.

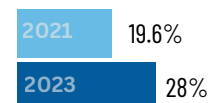
It's easy for incarcerated people to access programs.



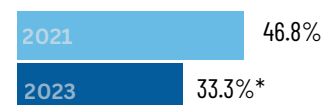
It's easy for IP to access substance use treatment.



I feel unsure how to help incarcerated people.



Basic Training Academy prepared me for my job.



## GREATER SENSE OF PURPOSE

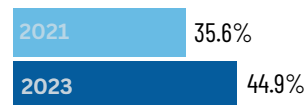
In 2023, staff were 5.3% more likely to say their work in the facility has a purpose, and 9.9% more likely to say they look forward to coming to work.

Together with the prior section, these data suggest that while some staff feel a greater sense of purpose in their work, they may also sense less opportunity to fulfill that purpose, or less clarity on how to do so.

My work here has a purpose.



I look forward to coming to work.



## FOR MORE INFORMATION

This research brief summarizes the key areas of interest and the most significant findings based on a side-by-side analysis of 2021 and 2023 surveys. The surveys also show other differences. To review complete tables of all survey results, please visit <https://tinyurl.com/2wnka6a9>.

*In 2023, 44% of staff survey respondents said they believe this research is making a difference at SCF.*

To discuss these findings further, please contact the research team at the University of Denver:

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