



# Iowa Board of Parole Performance Report FY2025

Dear Colleagues and Stakeholders,

I am writing to share our renewed strategic direction, which reinforces our commitment to public safety, successful offender re-entry, and organizational excellence. Our path forward is guided by clear principles and measurable goals for the fiscal years 2025 through 2030.

Our Mission Statement is: To enhance overall public safety by making evidence-based, data informed parole decisions for the successful re-entry of offenders into the community to become productive and responsible citizens.

This mission is supported by our Vision Statement: To make evidence-based release and revocation decisions that prioritize public safety while also being conscious of managing prison population, in addition to creating consistent data-informed board operation procedures that foster collaboration between all stakeholders.

This report is not merely a document; it is a promise to the community we serve and to the professionals who execute our mission every day. I look forward to working together to achieve these strategic priorities and deliver on our commitment to public safety and justice.

Sincerely,

Renee Schulte, MA, LMHC

Chair, Iowa Board of Parole

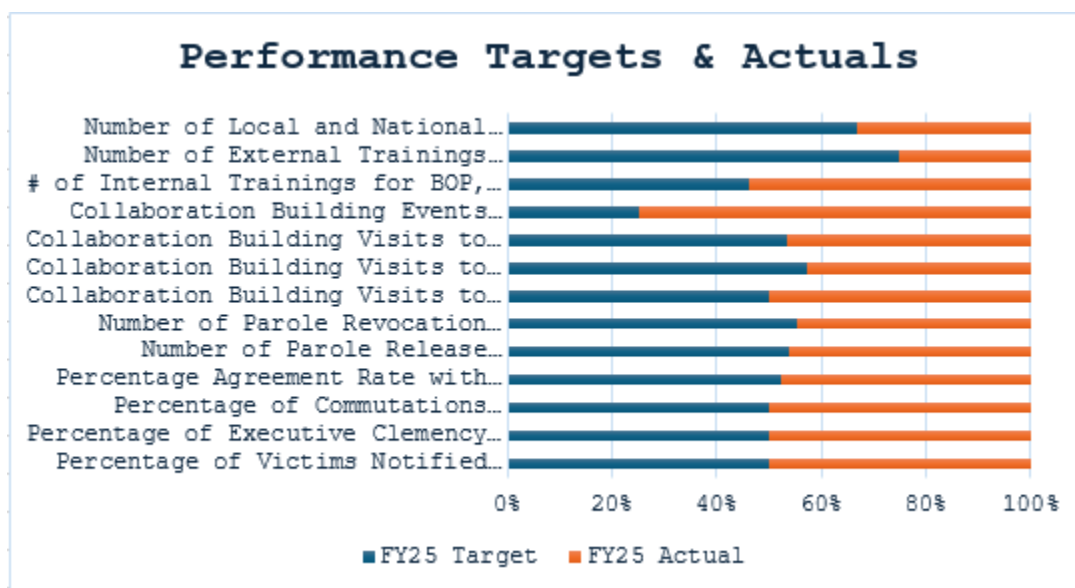
## Executive Summary

This report outlines the Board of Parole's (the Board's) progress toward its goals for the fiscal year in 2025 (FY2025).

The Board tracked thirteen performance measures, six of which are in collaboration with the Department of Corrections and not solely set by the Board.

Seven measures were new to FY2025 and tracked for the first time by the Board. Some of this data was incorrectly tracked. A new tracking system was created for FY2026 to alleviate the confusion in future reporting.

The Board met six of the thirteen performance measures in FY2025.



More impressive, the report outlines many accomplishments since the realignment including professionalizing the new full-time board, increasing training and collaborations, and reducing the total number of revocations back to prison while being fiscally responsible.

Specific performance measures and data are included for review.

## **Progress Made in FY2025 on Overall Improvement Efforts**

In FY2024, the Board of Parole (BOP) was realigned.

Prior to that time, there was a full time Chair and Vice Chair on salary and three full time, per diem members who worked approximately three days a week. In addition, there were three Alternate members who were part time, working only a few days a month. The Chair and Vice Chair were the only members to have benefits.

As of realignment July 1, 2023, all five members of the board are full time with benefits. The alternate member board was dissolved. The Chair serves as the Director of the Board and a full time voting member of the Board.

Efforts have been made to reduce the office footprint and in state travel reduction to assist in paying the increase in salaries. This is all in alignment with the goal of Holding Government Accountable and Increasing Government Efficiency.

The Initial Strategic Plan and Operational Plan for the Iowa Board of Parole were created in FY2025 with the new alignment and a full time Board in place.

Many of the goals set prior to FY2025 were not in control of the Parole Board. Even in this fiscal year several metrics are still not fully under the control of the Board including: Agreement Rate with Department of Corrections; Number of Parole Release Deliberations; and Number of Parole Revocation hearings conducted. Details are noted in the final section of this report.

Collaboration goals require cooperation of the Department of Corrections to complete including all visits to institutions and corrections districts by the Board or Administrative Law Judge (ALJ) team.

The goals of serving every registered victim and processing every commutation and clemency request in a timely manner was successfully completed as they are metrics fully under the Board's purview.

The goals regarding professionalizing the Board and training were added as new metrics in FY2025. It is evident by the measurements that not all goals were achieved. Some were likely not reported correctly.

In FY2026, a monthly process was created to align all goals and report on them monthly within the agency in order to create a more accurate tracking system for future progress reporting.

In addition, we found some of the performance targets in the FY2025 operational report were wrong. They are edited and updated in the FY2026 operational plan.

## **Major Accomplishments in FY 2025**

Administrative Rules – Our ALJ team created an administrative rule package to update the Iowa Administrative Code to reflect realignment changes.

APAI Presentation – The Chair was asked to present on behavioral health at the Association of Paroling Authorities International and participated in an international panel on safe paroling.

Building Improvements – The Board relocated and maintained operations for health and safety purposes without financial burden to the BOP budget. The BOP also maintained security of the building and staff using law enforcement professionals to stand up to ill-informed plans to move felons on the Capitol complex.

Clemency Efficiency – Our district liaison worked with the Department of Management and the Department of Public Safety to create a way to share files digitally rather than manually on paper.

Community Outreach – The BOP team increased community partner outreach and education to include behavioral health providers, college classes, law enforcement groups and attorney conferences.

Housing for Sex Offenders – The Board met with multiple nursing facilities about potentially opening facilities in Iowa to house our medically needy clients.

Parole Revocations – The ALJ team revoked fewer persons to prison in FY 2025 than in FY 2024.

Quality Team – The BOP team with the appointments made by the Governor has a fully functioning and professional team including a new Board member, new ALJ and new administrative assistant.

Staff Morale – The BOP team continues to build comradery and professionalism through use of external trainers and internal social activities.

Staff Policies – Our ALJs and Vice Chair worked to develop new staff policies to create stability and consistence across Board appointments to ensure professional working relationships with the DOC.

Staff Training Manual – Our institution liaison modernized our training by adding video components for special sentences and other detailed votes.

Strategic and Operational Plan – The BOP team created and implemented the strategic and operational plans including creation of mission and vision statements, relevant goals, and data metrics.

Victim Registration – Our victim liaison took over the registration of BOP victims to assure accuracy and timely notification of victims for hearings.

## **FY2025 Performance Indicators**

### 1. Percentage of BOP Victims Notified as Designated

FY2025 Total: 100%

Performance Target: 100%

Strategic Initiative: Ensure that victims' interests are considered in the deliberation process.  
This metric is fully under control of the Board

### 2. Percentage of Executive Clemency applications reviewed and processed

FY2025 Total: 100%

Performance Target: 100%

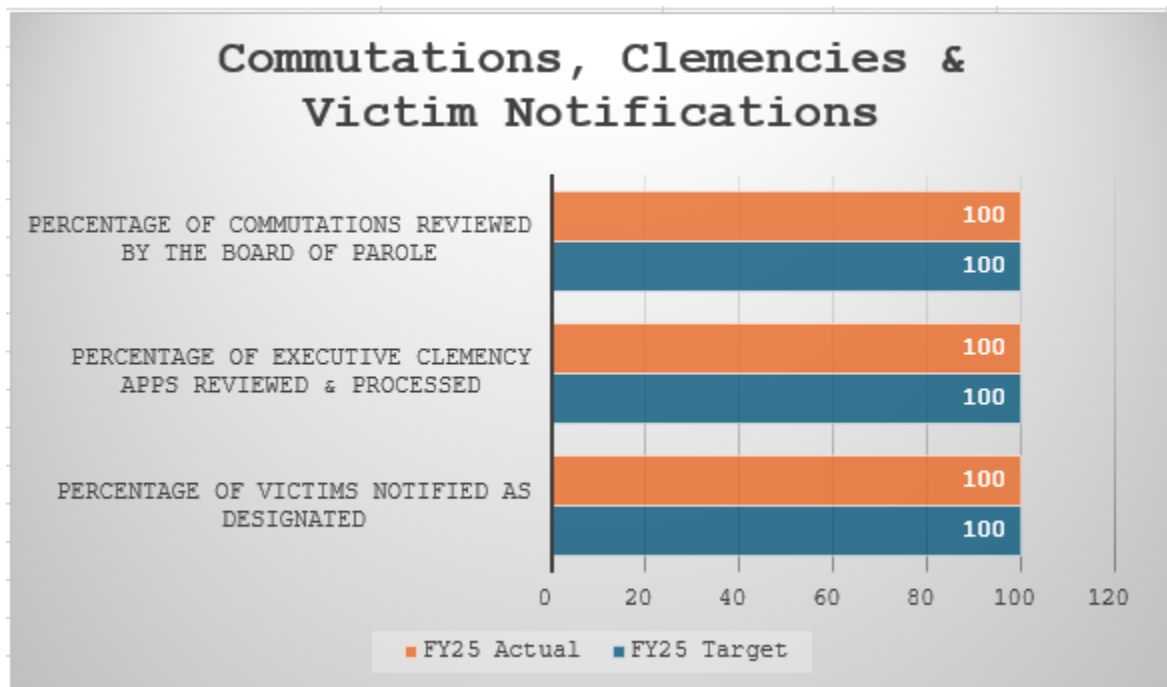
Strategic Initiative: Base decisions on evidence-based practices that prioritize public safety.  
This metric is fully under control of the Board.

### 3. Percentage of Commutations reviewed by the Board of Parole

FY2025 Total: 100%

Performance Target: 100%

Strategic Initiative: Base decisions on evidence-based practices that prioritize public safety.  
This metric is fully under control of the Board.



#### 4. Agreement Rate with Department of Corrections (DOC) Recommendations

FY2025 Rate: 73%

Performance Target: 80%

Strategic Initiative: Base decisions on evidence-based practices that prioritize public safety. And Strategic Initiative: Remain fiscally conscious of the financial impact of decisions. This metric is based on quality and quantity of case recommendations by the DOC.

#### 5. Number of Parole Release Deliberations

FY2025 Total: 10,279

Performance Target: 12,000

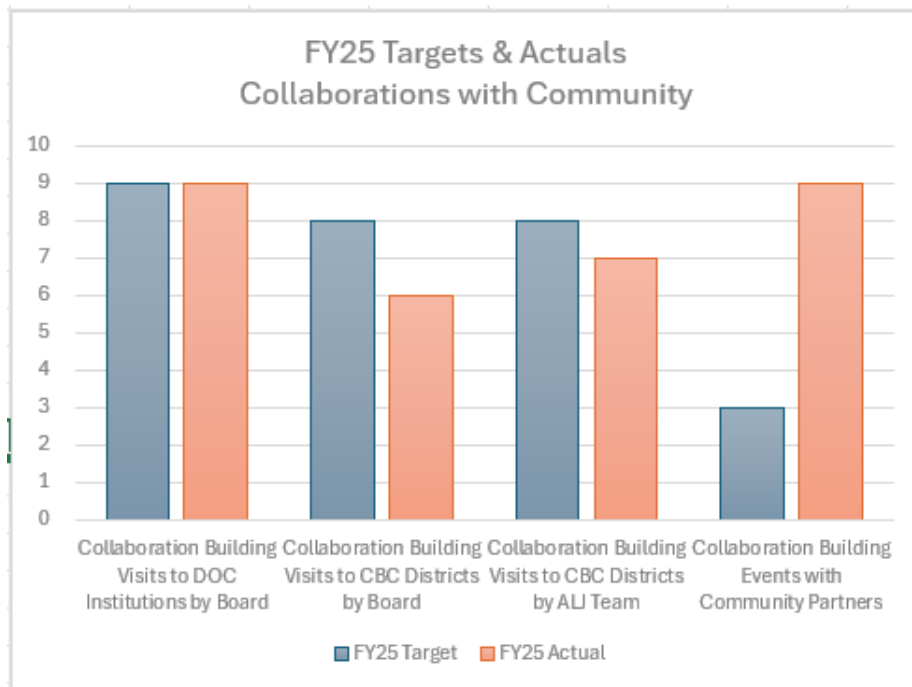
Strategic Initiative: Base decisions on evidence-based practices that prioritize public safety. This metric is based on the number of case recommendations made by the DOC. This metric was also lowered to 10,500 in FY2026 to mirror changes made in the data tracking system.

#### 5. Number of Parole Revocation Hearings Conducted

FY2025 Total: 2416

Performance Target: 3000

Strategic Initiative: Base decisions on evidence-based practices that prioritize public safety. This metric is based on the number of clients who revoke parole and cannot be predicted annually.



#### 6. Collaboration Building visits to DOC Institutions by Board

FY2025 Total: 9 Performance Target: 12

Strategic Initiative: Forge collaborative relationships with stakeholders. This metric is collected and made possible by the hospitality and scheduling limitations of the DOC and is not fully under control of the Board.

#### 7. Collaboration Building visits with Community Based Corrections (CBC) Districts by Board

FY2025 Total: 6 Performance Target: 8

Strategic Initiative: Forge collaborative relationships with stakeholders. This metric is collected and made possible by the hospitality and scheduling limitations of the DOC and is not fully under control of the Board.

#### Collaboration Building with CBC Districts by Administrative Law Judge (ALJ) team

FY2025 Total: 7 Performance Target: 6

Strategic Initiative: Forge collaborative relationships with stakeholders. This metric is collected and made possible by the hospitality and scheduling limitations of the DOC and is not fully under control of the Board.



## 8. Collaboration Building Events with Community Partners

FY2025 Total: 9 (corrected)                      Performance Target: 3

Strategic Initiative: Forge collaborative relationships with stakeholders. This metric is fully under control of the Board. Our data entered into the FY2026 operational plan was incorrect and corrected here. As the board begins meeting with community providers, this number will appear large for the target. After initial meetings, the number of visits will reduce to a regular rhythm requiring fewer meetings per fiscal year.

Three specific groups of collaboration are outlined in the operational plan:

### A. Internal Training - BOP, DOC and other state partners

FY2025 Total: 14                                      Performance Target: 12

Strategic Initiatives: Utilize updated and relevant evidence-based practices in the decision-making process. And, develop a quality assurance process that utilizes data effectively. This is a new metric for the Board that is fully under control of the Board.

### B. External Training - National Training Groups

FY2025 Total: 2                                      Performance Target: 6

Strategic Initiative: Collaborate with nationally recognized experts to improve system effectiveness. This is a new metric for the Board that is fully under control of the Board.

### C. Conferences - Local and National specialist conferences

FY2025 Total: 3                                      Performance Target: 6

Strategic Initiative: Collaborate with nationally recognized experts to improve system effectiveness. This is a new metric for the Board that is fully under control of the Board. The intent was to measure this per member/per event. The operational plan noted only individual conferences. Performance target would have been met if collected correctly.