

# BOP Launches First-Ever National Resource Team

Victorville was only the beginning.

The Bureau of Prisons is committed to fostering safer, more professional environments across all institutions.



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**(BOP)-** Last week, at the direction of Deputy Director Joshua J. Smith, the Bureau of Prisons launched its first-ever National Resource Team. The team's mission is to identify key factors that will strengthen institutional culture and promote a safe, professional, and accountable environment across the agency.

The National Resource Team (NRT) is composed of senior leadership from across the Bureau, including Assistant Directors, Regional Directors, and Wardens, along with internal and external subject matter experts. Using a standardized assessment model, the team worked to establish baseline measures, evaluate risk, and assess leadership competency. This process included one-on-one discussions with staff to identify operational challenges and resource needs. Key areas of focus included infrastructure, staffing and workforce development, population management, training, and data collection and sharing. The team also assessed inmate needs to identify opportunities for fostering a safer, more positive, and professional environment across Bureau institutions.

This initiative was launched at FCC Victorville, with the USP serving as the first site. It will expand to all United States Penitentiaries, with the goal of standardizing environments, implementing best-practice strategies, improving working conditions, and boosting morale. By promoting healthy living conditions, the Bureau aims to enhance the well-being of both staff and inmates, creating a safer, more positive environment that supports effective operations.

Deputy Director Smith began the visit at USP Victorville by meeting with members of the National Resource Team and facility leadership. He outlined the purpose and expectations of this important initiative and encouraged participants to think creatively and without limits to foster genuine, sustainable change across Bureau institutions.

As part of the visit, Deputy Director Smith facilitated town hall meetings with inmates across the Victorville complex. He began by introducing special guests, including a live call with Pardon Czar Alice Johnson, along with several formerly incarcerated leaders who have turned their lives around, some who have been pardoned by President Donald J. Trump and are now volunteering to help change the trajectory of others in prison. Following these introductions, the Deputy Director shared personal experiences and asked inmates to consider, 'What would this environment need to eliminate prison politics?' Feedback included suggestions such as providing state-of-the-art tablets, increased leadership support with judicial recommendations, and expanded programming opportunities.

Inmates voiced concerns about the calculation of their FSA time credits, citing issues of accuracy and timeliness. In response, the Deputy Director encouraged institution leadership to apply credits at the warden's discretion. This action produced immediate results, including changes to several security designations, extended RRC placements, and even an immediate release. The initiative was communicated directly during town hall meetings, and word spread quickly as inmates witnessed real-time outcomes.

The week concluded with Deputy Director Smith conducting staff recalls at FCC Victorville to share findings and outline both immediate and future corrective actions based directly on staff input. These measures included assessing and repairing roofs in the Special Housing Unit (SHU) and Food Service areas, funding the replacement of commercial washers and dryers in the SHU, procuring inoperable food service equipment, addressing sewer maintenance needs, repairing three housing units closed due to electrical and plumbing issues, and allocating more than a dozen positions to strengthen operational and security efficiencies.

USP Victorville was the first step in a nationwide effort to strengthen our institutions. Moving forward, these new initiatives will position our facilities to better support safety, rehabilitation, and operational excellence. The Bureau of Prisons is grateful for the collaboration of the National Resource Team and the staff at FCC Victorville, whose dedication and professionalism helped set the foundation for future success.