WORKLOAD EVALUATION: LESSONS LEARNED FROM MONTANA PROBATION AND PAROLE

The Montana Probation and Parole Division (MPPD) was selected for assistance through a cooperative agreement with the Bureau of Justice Assistance (BJA) under the Second Chance Act – SMART Probation initiative. This project, which also includes technical assistance from the Council of State Governments (CSG) Justice Center (JC) and American Probation and Parole Association (APPA), included adoption of the Ohio Risk Assessment System (ORAS), motivational interviewing (MI), and Static 99. In addition to these advancements, the division requested an updated evaluation of their workload assessment, most recently conducted by Hardyman (2001). This workshop will cover the implications of the study results and lessons learned that should prove informative to future studies and other sites interested in examining workload parameters of their staff.

Training/Learning Objectives

- Recognize the many purposes and benefits of a workload evaluation.
- Summarize the literature on probation/parole workload studies.
- Construct a basic plan for a workload evaluation.
- Recognize practical implications of a workload study.
- Summarize lessons learned.

Presenters

Megan Coy, Program Manager, Montana Department of Corrections (MT)
Adam K. Matz, Research Associate, American Probation and Parole Association (KY)
Daisy Diallo, Program Associate, Reentry, Council of State Governments Justice Center (MD)
FROM BLACK BOX TO CLEAR BOX: USING QUALITY ASSURANCE AND CONTINUOUS QUALITY IMPROVEMENT TOOLS TO MEASURE PERFORMANCE

Defining and measuring quality in probation is a tricky and difficult process. Quality is often measured using client outcomes or through audits of officer compliance with agency reporting requirements. This workshop will present a brief look at the theory behind quality assurance and continuous quality improvement practices. It will provide a short overview of an alternative process for measuring quality in the use of assessment and case planning following the Risk, Need, Responsivity model. Presenters will introduce innovative tools developed by the Colorado Division of Probation Services to dynamically measure quality and provide engaging strength-based feedback to staff. Participants will practice evaluating a case plan using a Case Plan Quality Assurance Tool and experience first-hand how these tools can engage staff in developing their professional skills.

Training/Learning Objectives

- Discuss the basic constructs of quality in probation supervision.
- Describe Colorado Probation’s assessment and case planning quality assurance and continuous quality improvement tools.
- Detail how to evaluate a case plan utilizing a Case Plan Quality Assurance Tool.

Presenters

Josh Dunkle, Probation Analyst II, Colorado, Division of Probation Services (CO)
Erin Crites, Probation Analyst II, Colorado, Division of Probation Services (CO)

PRACTICING THE PRACTICE – A LOOK INSIDE COMMUNITIES OF PRACTICE IN CORRECTIONS

Ever wondered what really goes on in those Communities of Practice (CoP) and if they are beneficial? Why is it that some CoP’s are full while others are struggling to have participants? Come find out how Colorado Corrections is using CoP’s to not only sustain Motivational Interviewing but to begin to support the implementation of other evidence practices and creating cultural change.

Training/Learning Objectives

- Define a Community of Practice and demonstrate how participants can incorporate one in their agency.
- Describe exercises and examples to use in communities of practice.
- List obstacles of implementing communities of practice and how to overcome them.
- Outline ideas of how to support the culture change of implementing evidence based practices.

Presenters

Susan Jones, Probation Supervisor, First Judicial District Probation (CO)
Cory Flummerfelt, Probation Supervisor, 13th Judicial District Probation (CO)
Kristen Heath, Program Director, Intervention Community Corrections Services (CO)
SOVEREIGN CITIZENS...FREEDOM AT A COST

This presentation illustrates methods of identifying offenders supporting this belief system that may present officer safety issues in the office and field in regards to domestic terrorism, paper terrorism, and violence. Offenders on probation, community supervision, pretrial, or in contact with criminal justice personnel at all levels from street to incarceration are actively supporting and adhering to the Sovereign Citizen Ideology, and are active on your caseloads, in your jails, and in your communities today. The PowerPoint provides actual pictures and videos of these types of offenders. Simple identifiers such as license plates, driver’s licenses, and verbal communication are just a few of the related topics that will be illustrated. The presentation also contains several entertaining yet informative videos of actual Sovereign self recordings, Sovereign beliefs in a virtual video handbook, property crime and paper terrorism, as well as the tragic loss of two West Memphis Arkansas Police Officers conducting a “routine” traffic stop.

Training/Learning Objectives
- Provide clear indicators of the Sovereign Citizens for line officers / law enforcement.
- Provide visual and verbal indicators using handouts, an opening photo lineup quiz, and video (some content graphic).
- Demonstrate tactics used by Sovereign Citizens to include actual video-taped encounters.
- Promote a heightened awareness of Sovereign Citizens and their possible dangers to officers.

Presenters
Jeff Bacigalupi, Senior Probation Officer, Seminole County Probation/Police Officer, Town of Windermere (FL)
Allison Catalfamo, Senior Probation Officer Seminole County, Seminole County Probation (FL)

WITH OR WITHOUT BOXING GLOVES – RESOLVING CONFLICT IN THE WORKPLACE

Just about everyone prefers a peaceful and productive work environment. Unfortunately, the collaborative process is not something we can do alone! In this class you will reflect on your style of dealing with conflict and identify the inherent benefits and risks. Through the use of a scenario we will work through a conflict model allowing participants to defend the use of their style while comparing what it would be like to use an alternative approach.

Training/Learning Objectives
- Explain five conflict resolution modes.
- Identify which type of conflict resolution style you tend to use.
- List the benefits and risks of using only one technique when encountering differences with others.

Presenters
Amy Champeau, Arizona Supreme Court, Education Specialist (AZ)
Chad Kewish, Program Manager, Probation Education, Arizona Supreme Court (AZ)
LEADERS WITHIN THE CRIMINAL JUSTICE SYSTEM: INNOVATIVE APPROACHES TO PRETRIAL SUPERVISION OF DEFENDANTS WITH TREATMENT NEEDS IN THE NATION’S CAPITAL

Within the criminal justice field, problem-solving courts have become widespread and have shown increased promise in reducing substance use disorder issues and reducing drug-related crimes. In problem-solving courts, everyone has a role to play in helping solve problems—not just the judge, prosecutor, and defense attorney, but also social service and government agencies. Thousands of problem-solving courts are testing new approaches to difficult cases where social and legal problems intersect. The presenters have worked closely with the problem-solving courts within the District of Columbia Superior Court and will provide workshop participants with insight into the role played by the Pretrial Services Agency for the District of Columbia. This workshop will focus on PSA’s strategies as a premier law enforcement agency who utilizes evidence-based techniques and tools to address a defendant’s mental health, substance use disorder, and alcohol treatment needs. Upon participation in this workshop, individuals will not only be informed of many of the promising practices for problem solving courts but how we have applied them, as well as lessons learned and how they could be applied within their respective jurisdictions.

Training/Learning Objectives
- Provide an overview of PSA’s treatment services provided to defendants participating in the specialty courts.
- Discuss data and characteristics about the populations of DC and outcomes (failures to appear, rearrest rates, and reductions in drug use).
- Share lessons learned from a management perspective about the impact of providing treatment services for problem solving courts (judicial surveys and experiences).

Presenters
Tiffany Manley, Supervisory Pretrial Services Officer, Pretrial Services Agency for the District of Columbia, Traffic/D.C. Misdemeanor Unit (DC)
Kelly Crisp, Clinical Services Specialist, Superior Court Drug Intervention Program, Pretrial Services Agency for the District of Columbia (DC)
GEORGIA’S PRISON REENTRY INITIATIVE, HE’S BAAAACK!!! ‘GETTING READY – GOING HOME – STAYING HOME’

Georgia’s Prison Reentry Initiative (GA-PRI) was adopted by the Governor’s Council on Criminal Justice Reform to respond to the challenges facing returning citizens in Georgia. The GA-PRI is a state/local partnership managed by the Governor’s Office of Transition, Support and Reentry and comprised of Georgia’s justice agencies—the Georgia Department of Corrections (facilities and probation operations) and the State Board of Pardons and Paroles—and other state departments, statewide human service organizations, and faith based groups whose missions are critical to prisoner reentry reform. The State of Georgia is committed to several principles of evidence based practice that are incorporated into the design of the Georgia Prisoner Reentry Initiative (GA-PRI) and our approach for recidivism reduction. The presentation, as designed, will provide detailed information, and respond to trainee interests and inquiries concerning the objectives approved by the Governor’s Council on Criminal Justice Reform.

Training/Learning Objectives
- Describe Georgia Governor’s Criminal Justice Reform initiatives that target the returning citizen’s transition, support and positive sustainment within Georgia’s communities.
- Identify how the GA PRI model is being used to manage a large correctional population.
- Discuss the Strategic Planning Framework for Prisoner Reentry which guides the GA PRI, and shall become capable of replicating the GA PRI model within participants’ respective jurisdictions.

Presenters
Mark Morris, Assistant Director, Georgia Department of Corrections (GA)
Jay Sanders, Deputy Director, Governor’s Office of Transition, Support and Reentry (GA)
Jay Neal, Executive Director, Governor’s Office of Transition, Support and Reentry (GA)

FROM VICTIM TO OFFENDER: THE RESPONSE TO HUMAN TRAFFICKING IN PROBATION AND PAROLE

This workshop will provide an overview of a specialized approach to the supervision of individuals who may be victims of trafficking. This includes a focus on identifying the influences, forces, and other factors that might impact a person to sell their bodies to strangers, and present the amazing statistics behind the truth. Instead of continually cycling soliciting defendants through the system as criminals who break the law willingly, this session will present programs such as CATCH Court (“Changing Actions to Change Habits”) in order to recognize those individuals who are being supervised as victims in need of help. Issues that these individuals are facing include homelessness, lack job skills, the shame and guilt our society places on them that comes along with the label of being a part of the “World’s oldest profession.” This workshop presents a great challenge the supervision profession faces and opens up dialogue in order to suggest ways to treat these individuals differently. In this approach there is gender specific, trauma based counseling, along with drug and alcohol treatment. It is important to be familiar with the experiences of this population and create a best practices or policies and procedures to deal with their issues as they come into the Criminal Justice System and Transition out.

Training/Learning Objectives
- Discuss what human trafficking is and why it exists.
- Explain the role that law enforcement and probation and parole plays in identifying supervising these individuals.
- Develop strategies for communicating with and supervising trafficked victims.
- Identify key research findings related to responses to victims’ noncompliant behavior.

Presenters
Eric J. Higgins, Detective, Covington Police Department, Criminal Investigations Bureau (KY)
Sarah J. Kolks, M.S., Affiliate Faculty School of Criminal Justice, Ph.D. Candidate: Public Policy and Social Justice (OH)
USING VALIDATED RISK AND NEEDS ASSESSMENTS TO MAKE SUPERVISION, SERVICE, AND RESOURCE-ALLOCATION DECISIONS

Course participants will learn about the principles of risk, need, and responsivity (RNR). The RNR principles can help juvenile probation and parole agencies to reduce recidivism for youth in the juvenile justice system and allocate supervision resources more efficiently. Participants will learn about the use of validated assessments and other structured decision making tools to make supervision decisions, match youth to services that address their primary needs, and guide residential placement and community supervision decisions. This course will also identify critical quality assurance policies and practices for ensuring that assessments are conducted with fidelity and the results are used appropriately. Finally, participants will learn from examples of jurisdictions that have successfully implemented these tools and translated the RNR principles into practice.

Training/Learning Objectives

- Demonstrate a fundamental understanding of the RNR principles to reduce recidivism and improve outcomes for youth in the juvenile justice system.
- Apply the RNR principles to participants’ own agencies through the use of validated risk assessments, structured decision-making tools, and quality assurance practices.

Presenters

Joshua Weber, Program Director, Juvenile Justice, Council of State Governments Justice Center (MD)
Mark J. Ferrante, Senior Policy Analyst, Juvenile Justice, Council of State Governments Justice Center (MD)
Cynthia Thaler, Program Associate, Juvenile Justice, Council of State Governments Justice Center (NY)
COMMUNITY CORRECTIONS RESPONSE TO ELDER ABUSE

Community corrections professionals may have the opportunity to prevent, identify, and respond to elder abuse during the course of their supervision of offenders through case planning, observation during field contacts, victim disclosure, reports by others in the community, discovery that offenders have unearned funds, and other means. Community corrections professionals, therefore, should be attentive to potential elder abuse indicators when supervising offenders. The heightened attention to elder abuse and the potential role of community corrections professionals in addressing it necessitates ongoing education in order to effectively prevent, identify, respond to, and coordinate with other service providers in elder abuse cases. This workshop will build on the previously OVC-funded project where APPA, in partnership with the American Bar Association on Law and Aging, developed a training curriculum to provide community corrections professionals with knowledge and skills to identify and respond to victims of elder abuse. This workshop will continue to educate and raise the awareness of community corrections professionals about the relevance of this topic to their work, as well as the importance of appropriate responses and referrals. This workshop is sponsored by the Office for Victims of Crime.

Training/Learning Objectives

- Discuss why it is important for community corrections professionals to be knowledgeable about this topic.
- Detail how to communicate with older victims of elder abuse.
- Identify indicators and risk factors of elder abuse.
- Describe how to effectively respond and provide appropriate referrals and resources to elder abuse victims.

Presenter

Dr. Shelly Jackson, OVC Fellow, U.S. Department of Justice, Office of Justice Programs (DC)

PRACTICE AND POLICY GUIDELINES FOR THE USE OF SOCIAL MEDIA IN COMMUNITY SUPERVISION

In recent years, the use of social media in community supervision has become an important topic for policy and practice. Monitoring the activity of clients under supervision on social media can add value to investigation and supervision processes. However, community corrections agencies continue to face challenges with the use of social media. This workshop will highlight the importance of establishing policies around the use of social media and identify some of the issues community corrections agencies may encounter as they incorporate social media in their case management and supervision practices. Faculty will also provide perspective on agencies that have implemented related policies and the impact they have had on practices. Lastly, this workshop will provide both managers and line officers with training resources and lessons learned.

This workshop is sponsored by the Bureau of Justice Assistance.

Training/Learning Objectives

- Describe the most common issues that participants may encounter with respect to use of social media.
- Discuss how to develop policies around the use of social media.
- Identify tools and other resources to assist participants in monitoring the activities of clients on social media.

Presenters

Joe Russo, Director, NLECTC Corrections Technology Center of Excellence (CO)
Les Schultz, Director, Brown County Probation Department (MN)
Nathan Lowe, Research Associate, American Probation and Parole Association (KY)
MERGING YOUR OMS DATA WITH GIS MAPPING – ENHANCE PROBATION AND PAROLE OPERATIONS, IMPROVE SAFETY AND INCREASE EFFICIENCY UTILIZING THE LATEST GEOSPATIAL VISUALIZATION TECHNOLOGY!

Leveraging new technology has enabled probation and parole administrators to significantly broaden their IT footprint across organizations. However, enhanced technology also provides the challenge of data overload to staff and management. Applying the latest Geospatial Technology to advanced Offender Management Systems offers a significant boost to consuming this data influx while improving safety and efficiency. Offenders have a residence, a work place, relationships, victims, programs, etc. Community maps, coupled with layers of offender data, provide a complete overview of an agency’s community supervised offender population. This workshop is sponsored by Marquis Software, an APPA Corporate Member.

Training/Learning Objectives

- Discuss the challenges of identifying operational issues.
- Describe how geospatial software integrates with OMS data.
- List the benefits of geospacially mapping OMS data.
- Explain the challenges of achieving GIS mapping.

Presenters
Nicolas Stewart, Information Systems Coordinator, Arkansas Community Correction (AR)
Fred Roesel, Business Architect, Marquis Software (FL)

OFFENDER INCENTIVES TO SUCCESS: WHAT THEY WANT & HOW TO DELIVER IT

Community supervision agencies have numerous policies and procedures in place for responding to violations with swiftness and certainty. But how does your agency provide rewards or incentives? Evidence based practice continues to show that incentives can be a powerful tool to enhance individual motivation in meeting case plan goals and for promoting behavioral change. This workshop will provide an overview of a pilot project in Multnomah County to support offenders with positive reinforcement. Topics include: 1) The results of a series of focus groups with offenders in which they share when and how they prefer to receive incentives; 2) An overview of two methods for delivering incentives that your jurisdiction can adopt, and 3) Practical guidance on how to develop a structured incentives system that can be tailored to individual needs.

Training/Learning Objectives

- Discuss how to systematically collect feedback from participants’ clients to better tailor program development and incentives.
- Identify recurring issues raised by offenders that participants can explore in their own jurisdiction.
- Review model to match incentives to a client’s risk level, and discuss the correlation of the targeted domain to risk and client’s motivation level.
- Review two models used to deliver incentives to clients based upon agreed upon targeted behaviors or skill acquisition.

Presenters
Kimberly Bernard, Research & Planning Manager, Multnomah County Department of Community Justice (OR)
John McVay, Community Justice Manager, Multnomah County Department of Community Justice (OR)
John Bailey, Parole/Probation Officer, Multnomah County Department of Community Justice (OR)
WORKING SMARTER NOT HARDER WITH THE USE OF TECHNOLOGY

The Department of Corrections has an intranet system called Captiva and within that system is an offender document management system known as SCRIBE. With the use of technology the Department uses a GDC on the Go mobile App to access this system while in the field. This App allows officers to enter case notes, update pictures and much more. It also has a unique off-line feature that allows officers to continue working without wireless access without having to re-enter anything when wireless access returns. The use of a Probation Reporting Contact Center (PRCC) allows low risk stable offenders to report their current residence, employment and continuing compliance with court orders by telephone. The GDC on the Go App will be demonstrated as will the use of the PRCC and the Rapid ID Machine, which is a Mobile Biometric Identification System which searches the data base of the GBI. Attendees will be able to navigate in all of the systems.

Training/Learning Objectives
- Discuss the technological advancements made by the Georgia Department of Corrections.
- Describe how each advancement works and makes the job of a probation officer more efficient.
- Explain how the Rapid ID Machine works and utilize it on attendees.
- Examine how the GDC on the Go App works and navigate through the App with the use of Ipdas during the training.

Presenters
- Michael Kraft, Director, Probation Operations, Georgia Department of Corrections (GA)
- Betsy Thomas, Field Services Manager, Georgia Department of Corrections (GA)

THE HEART OF AN OFFICER: INCORPORATING NEUROSCIENCE AND TECHNOLOGY INTO OFFICER SAFETY TRAINING

In 2014, Maricopa County Adult and Juvenile Probation Departments conducted a cutting edge firearms training that utilized heart rate monitors and helmet-mounted cameras to measure stress and performance in officers. Prior to engaging in the reality-based training with non-lethal training ammunition, officers were provided with a brief overview of the neurophysiological effects of stress and participated in tactical breathing and visualization exercises. During the judgment drills and field scenarios, officers’ heart rates were documented and cameras were recording from both the officer and role players’ perspectives. After the drills, students were provided with individualized debriefings where they observed their performance on videos alongside charts that recorded their stress reactions and heart rates during the exercises. The feedback from officers regarding the training was extremely positive and the actuarial data demonstrated significant drops in elevated heart rates when tactical breathing was employed between use-of-force drills.

Training/Learning Objectives
- Outline the neurophysiological effects of stress and the impact on officer performance.
- List 3 brain structures that are highly involved in a fight or flight response and 3 common reactions that impact performance under high stress.
- Engage in a visualization exercise and practice tactical breathing techniques.
- Describe the technology utilized in the use-of-force training drills.

Presenters
- Gary S. Streeter, Safety Supervisor, Maricopa County Adult Probation (AZ)
- Michele Butcher, Safety Trainer, Maricopa County Adult Probation (AZ)
- Kirsten Lewis, Probation Officer, Maricopa County Adult Probation (AZ)
THE OPIOID EPIDEMIC: HOW PROBATION AND PAROLE AGENCIES CAN USE DATA TO MAKE A DIFFERENCE

The abuse of opioids, a group of drugs that includes heroin and prescription painkillers, has had a devastating impact on public health and safety in this country. This workshop will demonstrate how supervision agencies can make use of various data sources and collaborate with their law enforcement counterparts to create opportunities for prevention and for improving mental health, substance abuse, and reentry outcomes. The workshop will present information on the potential of using data gathered through a state’s BJA-sponsored Harold Rogers Prescription Drug Monitoring Program to combat communities’ struggles with opioid use. Attendees will also have the opportunity to learn about existing partnerships in Maryland between law enforcement and the parole and probation community. The workshop will also provide an opportunity for participants to create plans for how they might collaborate holistically with their law enforcement counterparts to use these data. This workshop is sponsored by the Bureau of Justice Assistance.

Training/Learning Objectives
- Discuss the data that may be available through participants’ states’ prescription drug monitoring program.
- List examples of how data maintained by parole and probation agencies has been presented in a manner that is useful and encourages collaboration with law enforcement.
- Describe how participants can partner holistically with their law enforcement counterparts to combat opioid use among their clients.

Presenters
Andrew Wright, GIS Project Manager, Washington College (MD)
Martha Danner, Deputy Director, Maryland DPSCS – Parole and Probation Headquarters (MD)
Tara Kunkel, BJA Fellow/NCSC Principal Court Management Consultant (DC)

Moderator
Juliene James, Senior Policy Advisor, Bureau of Justice Assistance (DC)

LANDING YOUR JET: SURVIVING (AND THRIVING!) AS A LEADER THROUGH AN EBP IMPLEMENTATION

Research shows that organizational climate plays a critical role in an effective implementation and that leadership is crucial in developing and supporting this environment. In addition to training and coaching, effective implementation requires solid management support, systems and policy alignment, and data-informed decision making. So how do managers in community corrections operationalize these tenets to create a climate that is conducive to good implementation? Drawing from our experiences supporting implementations in Colorado criminal justice agencies, we will present three things you can do as a leader to get the implementation science jetliner out of the clouds and on the ground: create and support a learning culture, value and achieve innovation fidelity, and align your organization’s infrastructure to support new ways of doing business.

Training/Learning Objectives
- Discuss the role that management plays in implementation.
- Identify 3 things leaders can do to create and maintain a learning climate that supports innovation fidelity.
- Increase participants’ ability to use the framework of technical and adaptive leadership to recognize and mitigate at least 3 policy and procedure pitfalls during implementation.

Presenters
Johanna Leal, Implementation Specialist, Colorado Dept of Public Safety - Division of Criminal Justice (CO)
William Cash, Implementation Specialist, Colorado Department of Public Safety - Division of Criminal Justice (CO)
Shelley Siman, Implementation Specialist, Colorado Department of Public Safety - Division of Criminal Justice (CO)
MISSION POSSIBLE: ENGAGING AND MOTIVATING PROBATIONERS AND STAFF THROUGH EVIDENCE BASED PRACTICES (ON A BUDGET)

This informative, interactive workshop is designed for community corrections officers and administrators. There will be a brief overview of the Maine Intergraded Risk Reduction Model (MIRRM), followed by an outline of an officer initiated pilot project that was designed to further enhance probationers’ intrinsic motivation, skill train with directed practice, and increase structuring and relationship skills between officers and probationers. This workshop will cover the techniques, practices, and methods used by officers during routine meetings with probationers. An overview of structuring skills, thinking assignments, and skill training techniques will be highlighted and discussed. Probationers’ work, feedback, and interactions with officers will be incorporated into the training through the use of visual media.

Training/Learning Objectives
- Identify the three phases of the Maine Intergraded Risk Reduction Model (MIRRM).
- Explain the advantages of targeted structuring interventions to stimulate internal change for probationers.
- List three thinking assignments that can be used to increase a probationers’ intrinsic motivation to reduce thinking errors and risky behaviors.
- Identify three benefits of utilizing natural resources (staff) in creating, developing and implementing a curriculum that aids in the reduction of recidivism.

Presenters
Amy Burnham Garcia, Probation and Parole Officer, Maine Department of Corrections (ME)
Ruth Fethke, Probation and Parole Officer, Maine Department of Corrections (ME)
Matt Magnusson, Regional Correctional Manager, Maine Department of Corrections (ME)

EDUCATION, THE CAPITOL “E” IN REENTRY

This session will present a parolee reentry initiative collaboration (CA State University San Bernardino Reentry Initiative (CSRI)) between the CA Dept of Corrections, CA State University, San Bernardino, San Bernardino Community College, Victor Valley Community College, San Bernardino Adult School and other community organizations. The foundation for the multiservice center is correctional education and prison reform. Parolee students are provided a wide range of services under one roof. The University is the fiscal agent as well as providing research, intern and volunteer efforts. It takes correctional education to the outside and matches it to Risk, Needs, and Responsivity model of programming. The foundations of successful prison reform efforts form the culture of the CSRI.

Training/Learning Objectives
- Describe the central role education has played in reentry.
- Discuss how to engage local institutions into reentry partnerships.
- Review the central role prison reform has played in reentry.

Presenters
Carolyn Eggleston, Ph.D., Executive Director, Cal State Reentry Initiative (CA)
Elaine Zucco, Director of Program Operations, Cal State Reentry Initiative (CA)
Ric Lugo, Center Manager, San Bernardino, Cal State Reentry Initiative (CA)
EVALUATING ONGOING ADULT PROBATION PROGRAMS OR SHOOTING AT A MOVING TARGET FROM A MOVING HIGH-SPEED TRAIN

This workshop will discuss program evaluation in the Nebraska Department of Probation aimed at both specific interventions and global programing efforts. The presenters will describe their combined qualitative and quantitative work to capture the nature of “relapse treatment” and “pretreatment” interventions with adult offenders. We will discuss the challenges that we encountered in setting up an evaluation study with ongoing and diverse programs, the measures that we constructed, and the participant observations that preceded the more structured evaluation work. The team will present preliminary results and discuss how this work reinforces the evidenced-based practice approach that the Nebraska Department of Probation has adopted to improve the process and outcomes of assessment and intervention efforts. The team, which includes academics, graduate students, and probation officers will discuss the choices that they made to balance scientific rigor with the overriding need to offer ongoing client services to adult probationers.

Training/Learning Objectives

- Describe how to create flexible research designs to measure the factors that lead to success in probation programs that are in a state of flux.
- Identify how to use Goal Attainment Scaling for the purpose of conducting overall assessments of offender progress.
- Explain how to use program evaluation to demonstrate that programs are evidence based.
- Discuss how to use evaluation data to improve the quality of adult probation programs.

Presenters

Richard L. Wiener, Professor, University of Nebraska/Lincoln (NE)
Deborah Minardi, Deputy Probation Administrator, Nebraska Supreme Court (NE)
Julie Micek, Program and Service Specialist, Nebraska Probation Administration (NE)
Rosa Delgado, Doctoral Student in Psychology, University of Nebraska/Lincoln (NE)

ADOPTING AND EFFECTIVELY IMPLEMENTING SERVICES DEMONSTRATED TO REDUCE RECIDIVISM AND EMPLOY A COORDINATED APPROACH ACROSS SERVICE SYSTEMS TO ADDRESS YOUTH’S NEEDS

Supervision managers and staff can best promote public safety and use resources efficiently by connecting youth with services demonstrated by research to reduce recidivism and improve other youth outcomes. Participants will learn about the key elements of effective community-based and residential services, how to best match youth to services, how to accurately assess the quality of these services and which merit continued funding and use. Participants will also learn about strategies for working in partnership with service providers to engage youth and families and effectively meet their needs. While supervision agencies can help to fund and direct youth to evidence-based programming, no juvenile justice system has the resources or expertise, on its own, to successfully address the multifaceted needs of youth under its supervision. Participants will learn concrete strategies for working across systems and branches of government to produce better outcomes for youth with behavioral health, child welfare, and educational needs. This course will also review examples of jurisdictions that have successfully implemented a more coordinated, evidence-based approach that has resulted in better outcomes for youth and more efficient use of limited resources.

Training/Learning Objectives

- Demonstrate a fundamental understanding of programs and services demonstrated to reduce recidivism and improve outcomes for youth in the juvenile justice system as well as how to best assess and promote the high-quality implementation of these programs and services.
- Apply a cross-systems approach in participants’ own jurisdiction to meeting youth’s behavioral health, child welfare, and educational needs.

Presenters

Joshua Weber, Program Director, Juvenile Justice, Council of State Governments Justice Center (MD)
Mark J. Ferrante, Senior Policy Analyst, Juvenile Justice, Council of State Governments Justice Center (MD)
Cynthia Thaler, Program Associate, Juvenile Justice, Council of State Governments Justice Center (NY)
NEW FINDINGS FROM THE BUREAU OF JUSTICE STATISTICS: ADULT PROBATION AGENCIES IN THE UNITED STATES, VETERANS WITH MENTAL HEALTH PROBLEMS UNDER COMMUNITY SUPERVISION, AND RECIDIVISM

The Bureau of Justice Statistics (BJS) will host and deliver a workshop that focuses on research initiatives and new findings in the areas of community corrections and recidivism. The first presentation will provide an overview and findings from the Census of Adult Probation Supervising Agencies (CAPSA), a new study that BJS collaborated on with Westat and APPA and fielded in 2014. The objective of this study was to describe the structure of adult probation in the United States and the various policies and practices agencies have established for the purposes of supervision. The second presentation will focus on the mental health characteristics of veterans under community supervision. Findings will demonstrate that as is the case with veterans incarcerated, those under community supervision have rates of serious psychological distress that are several times higher than veterans not involved in the criminal justice system. The last presentation will discuss some of the recidivism research recently completed or currently underway by BJS and will provide some results from those efforts. This workshop is sponsored by the Bureau of Justice Statistics.

Training/Learning Objectives

- Discuss the current organization of adult probation in the United States and differences in the administration (i.e., policies and practices) at the national, federal, and state/local levels.
- Identify the prevalence of serious psychological distress among veterans under community supervision.
- Describe current and future BJS recidivism studies and results from some of those initiatives.

Presenters
Ann Carson, Statistician, Bureau of Justice Statistics (DC)
Alexia Cooper, Statistician, Bureau of Justice Statistics (DC)
Lauren Glaze, Statistician, Bureau of Justice Statistics (DC)

Moderator
William J. Sabol, Ph.D., Acting Director, Bureau of Justice Statistics (DC)

ADDRESSING THE GAP: IMPROVING KNOWLEDGE/SKILLS RELATED TO COMMUNITY CORRECTIONS OF GRADUATES OF CRIMINAL JUSTICE PROGRAMS

As the current workforce ages and retirement rates for baby boomers increases, leaders in the community corrections field are recognizing the need to develop strategies to attract new talent to the field and sustain the community corrections workforce. However, a challenge that community corrections leaders have uncovered is that colleges and universities offering studies in criminal justice offer a smaller concentration of coursework in community corrections than other concentrations of study. Therefore, NIC is working in partnership with APPA and the NIC Academic and Corrections Advisory Committee to provide universities and colleges a way to raise awareness of community corrections as a viable profession within corrections and provide model resources that will assist professors in educating undergraduate students on this aspect of the field. Please join us in this workshop to learn about the work being done in this important project and provide input related to the resources being developed. This workshop is sponsored by the National Institute of Corrections.

Training/Learning Objectives

- Describe the purpose and process of the NIC Model Criminal Justice Curriculum project.
- List at least 6 gaps in knowledge and/or skills that community corrections practitioners identify, and that new graduates of criminal justice programs have related to community corrections.
- Identify up to 4 resources that NIC and APPA are developing for colleges and universities that can be used in criminal justice programs to address the identified gaps in knowledge/skills.

Presenters
Tracy Mullins, Deputy Director, American Probation and Parole Association (KY)
Brett Garland, Associate Professor, Missouri State University (MO)
Adam Matz, Research Associate, American Probation and Parole Association (KY)

Moderator
Katie W. Green, Correctional Program Specialist, National Institute of Corrections (DC)
ALCOHOL MONITORING BASED UPON RISK ASSESSMENT: WHICH TOOL IS RIGHT

This presentation will set forth and briefly describe some of the more popular and currently used Alcohol-Related Risk Assessment Instruments across the U.S. including Driver Risk Inventory-II (DRI-II); MacAndrew Alcoholism Scale (MAC); Alcohol Use Inventory (AUI); Michigan Assessment Screening Test for Alcohol and Drugs (MAST/AD), etc. It will next discuss the use of science and technology including portable alcohol monitoring devices, ETG, ETGS, IIDS, blood, urine in monitoring the low, medium and high risk alcohol offender. It will conclude with matching the science and technology tools to the risk designation. This workshop is sponsored by Smart Start, an APPA Corporate Member.

Training/Learning Objectives
- Identify many available alcohol risk assessment tools.
- Identify all of the available science and technology to detect and monitor alcohol use.
- Determine alcohol risk levels.
- Identify which alcohol detection and monitor science and technology tools apply to which alcohol use risk levels.

Presenter
Judge Mary A. Celeste (Ret.) (CO)

WHAT’S WORKING IN LOS ANGELES: AN INTEGRATED MODEL FOR SUPERVISION AND STRENGTH-BASED CASE MANAGEMENT

In 2009, California enacted the Community Corrections Performance Incentives Act through the passage of Senate Bill 678 (SB 678). Resulting from the passage of this legislation, the Los Angeles County Probation Department designed and implemented the Alternative Treatment Caseload (ATC) program, which currently provides evidence-based supervision and case management services to adult felony probationers. In addition, in 2011, California enacted Public Safety Realignment through the passage of Assembly Bill 109 (AB 109). This legislation created Post-Release Community Supervision (PRCS) which allows for non-violent, non-serious, and non-sex offenders to be supervised by Probation at the County level. This workshop will include an overview of both Los Angeles County programs with focus placed on the “lessons we learned” while implementing risk-driven supervision and case management programming. Participants will also engage in experiential learning through practice sessions, actual ATC and AB 109 cases will be presented, along with risk assessment results.

Training/Learning Objectives
- Utilize the results of an actuarial risk assessment to assist in the development of an individualized, strength-based, collaborative case plan.
- Create a balanced supervision and case management plan that prepares clients for successful community integration.
- Discuss the importance of utilizing an integrated framework that balances probation supervision practices and evidence-based interventions to reduce risk and recidivism.

Presenters
Brian Ford, Supervising Program Analyst, County of Los Angeles Probation Department (CA)
Keith Christian, Program Analyst, County of Los Angeles Probation Department (CA)
Dawn Weinberg, Senior Director, County of Los Angeles Probation Department (CA)
GENDER SPECIFIC SUPERVISION: IMPACTING CHANGE IN FEMALE OFFENDERS

The increase in the percentage of women entering the criminal justice system challenges community supervision agencies to implement gender specific strategies to address unique issues that have significant impact on the successful re-entry and supervision of female offenders. Research supports the need for a female-centered and holistic approach to case management that incorporates a multi-agency collaborative effort to address the disconnect between the services female offenders need to facilitate successful community supervision and re-entry, and the services they receive. This workshop will review best practices and present CSOSA’s model for implementing gender specific programming in community supervision to successfully manage female offenders, and improve supervision and public safety outcomes.

Training/Learning Objectives
- Review the characteristics of female offenders.
- Discuss gender responsive interventions.
- Review treatment and program interventions for female offenders.
- Present CSOSA gender specific program model.
- Discuss behavioral health collaborations with community partners and the releasing authority.

Presenters
LaKisha Copeland, Day Reporting Center Coordinator, Court Services and Offender Supervision (DC)
Marcia Davis, Supervisory Community Supervision Officer, Court Services and Offender Supervision (DC)
Walter Hagins, Day Reporting Program Manager, Court Services and Offender Supervision (DC)

THREAT PRECURSORS: WHAT HAPPENS BEFORE IT HAPPENS

This class will introduce students to the precursor behavior of assailants who have assaulted peace officers. Through the use of videos and photos depicting actual physical attacks on officers, students will recognize face and body cues, mental states, and triggering events suggesting an assault is possible. Statistics from the FBI Law Enforcement Officers Killed or Assaulted (FBI LEOKA) studies, Gavin De Becker’s intuition and presence concepts, human reaction time, and officer physiological and psychological factors will also be reviewed. Instruction will be provided on how officers can prevent being targeted for assault.

Training/Learning Objectives
- Identify the physical and psychological limits of human reaction time and threat recognition.
- Recognize verbal indicators, body/facial signals, and mental states suggesting a physical attack is possible.
- Recognize pre-assault body land facial cues.
- Discuss the connection between participants’ behavior and preventing assault.
- Explain three methods participants can employ to avoid assault.

Presenters
Mike Paganini, Force Options Coordinator, San Bernardino County Probation (CA)
Roger Fansler, Range Master, San Bernardino County Probation (CA)
WHY CHANGE? HELPING OFFENDERS RETHINK THEIR THINKING

The presentation will provide participants information regarding cognitive behavioral interventions (CBI) and its use in community supervision. The presentation will provide a brief theoretical overview of CBI and how it relates to understanding the offender populations criminological thinking and promoting behavioral changes. The focus of the workshop will be on application of intervention strategies. Participants will have opportunities to learn new skills and/or refresh their skill set in CBI. Participants will gain insight into how CBI can enhance the effectiveness of community supervision processes and promote offender awareness and accountability.

Training/Learning Objectives

- Develop a theoretical understanding of Cognitive Behavioral Intervention in the context of offender supervision.
- Identify cognitions that typically underlie criminal behavior.
- Capitalize on the recurring relationship between cognitions and behaviors when working with offenders.
- Identify and use cognitive disputation strategies during offender assessment and supervision processes.

Presenters
Mikhail Piper, Supervisory Community Supervision Officer, CSOSA (DC)
Sheri Lewis, Supervisory Treatment Specialist, CSOSA (DC)

COACHING SKILLS FOR TODAY’S LEADERS

As a leader in your organization, you are expected to help people meet or exceed expectations and to help ensure productivity and efficiency for the organization. Coaching is a leadership tool that is effective in improving performance and contributing to the goals of the organization. In this course, you will explore the benefits of coaching, coaching approaches, how to develop an action plan, and methods for ensuring the coaching process is successful. Experiential activities include small and large group discussions, demonstrations, pairs practicing, and workplace examples.

Training/Learning Objectives

- State four benefits of good coaching.
- Define six characteristics of a good coach.
- Explain the difference between coaching and mentoring.
- Identify the steps necessary to conduct an effective coaching session.
- Explain how to give constructive feedback.

Presenter
Jackie Newsom, Senior Instructor, Creative Solution (CA)
ASKING “WHAT HAPPENED TO YOU?” 
LESSONS LEARNED FROM THE NCTSN 
JUVENILE PROBATION OFFICER SURVEY

More than 2,200 juvenile probation officers from 40 states have responded to a national survey created and distributed by the presenters as part of their as members of the National Child Traumatic Stress Network (NCTSN) Justice Consortium. Results from this Juvenile Probation Officer Survey will be shared as a back drop to a broader discussion about childhood traumatic stress: what it is, how it impacts youth attitudes and behaviors, along with strategies for implementing trauma-informed practices (TIPS) in community corrections settings. This course will address the questions: What are TIPS? Why would we implement TIPS in justice settings? Where would we implement TIPS? How would we implement TIPS? Will adding TIPS to the toolkit of juvenile probation officers make their work easier, safer, and more effective?

Training/Learning Objectives

- Explain the extent to which participants’ peers (juvenile probation officers throughout the country) understand and use trauma-informed practices with youth in the juvenile justice system.
- Identify the fundamentals of child traumatic stress (CTS): what it is and is not; how it impacts the brain and development; and how it affects attitudes and behavior.
- List trauma-informed practices that work with youth in juvenile justice settings.

Presenters

Chris Bray, Ph.D., LP, Co-Director, Translational Research in Children’s Mental Health, University of Minnesota (MN)
Erna Olafson, Ph.D., Psy.D., Associate Professor of Clinical Psychiatry & Pediatrics and Co-Director Center for Trauma Recovery and Juvenile Justice, Cincinnati Children’s Hospital (OH)

RECENT FINDINGS OF FEDERAL SUPERVISION PROGRAMS – THE SOUTH CAROLINA APPROACH

The United States Probation Office in the district of South Carolina has focused on offering financial literacy classes and employment classes to assist our offender population. These classes are offered in an effort to educate our offenders in the areas of maintaining stable employment and financial responsibility. This workshop will discuss the impact that these programs were having on our offender population. Data collection included referrals to the programs from January 2010 until August 2013. The South Carolina program model for employment and financial literacy classes will be reviewed with an overview of the data collected to include revocation rates on successful program completions and an assessment of the RPI (risk prediction index scores).

Training/Learning Objectives

- Discuss employment and financial literacy programs in the district of South Carolina.
- Discuss the importance of evaluation and assessing these programs.
- Discuss the findings of the evaluation of each program.

Presenters

Brent Metcalf, United States Probation Officer, U.S. Probation- South Carolina (SC)

Moderator

Bernard Steadman, Supervising United States Probation Officer, U.S. Probation, District of South Carolina (SC)
LIVE FROM NEBRASKA...
VIDEOCONFERENCING STRATEGIES
EASY AS 1, 2, 3: CLOSING THE DISTANCE AND THE SERVICE GAP

Is your probation or parole agency struggling to connect clients with programs and services? Do you want to expand your supervision capabilities to meet clients’ needs and ease the demand on your officers? This workshop is designed to present probation and parole professionals with concrete tools to assist with videoconferencing strategies and techniques. Advancement in video conferencing has opened many avenues to the utilization, ease and convenience of the technology. This workshop will offer agencies the much needed support to expand supervision services. This instruction will highlight innovative ways that video conferencing can be utilized and be an added benefit to an officer’s “tool box”. Included in the workshop is a live demonstration of how Nebraska is currently utilizing videoconferencing in a wide variety of ways. Participants will have an opportunity to have a real time look at how videoconferencing is utilized in the investigation stage, during supervision, with a variety of group programs and to complete behavioral health assessments.

Training/Learning Objectives
- Discuss how video conferencing technology can be used in a variety of settings with probation and parole agencies.
- Identify how the development of videoconferencing can be tailored to meet any jurisdiction’s needs and unique settings (rural/urban).
- Discuss how the technology can prove to be a cost and time savings tool within the daily work of probation and parole officers.
- Highlight successful videoconferencing strategies that are currently being utilized on a daily basis and have immediate impact in the supervision of clients.

Presenters
Julie Micek, Programs and Services Specialist, Nebraska State Probation (NE)
Joe Budnick, Chief Probation Officer District 10, Nebraska State Probation (NE)

TAILORING SYSTEM POLICIES, PROGRAMS AND SUPERVISION TO REFLECT THE DISTINCT DEVELOPMENTAL NEEDS OF ADOLESCENTS

Both science and practice are increasingly demonstrating that supervision agencies can achieve the best outcomes for youth by employing supervision and accountability policies and practices that are tailored to the distinct developmental differences between youth and adults. Participants will learn about proven strategies for tailoring conditions of probation, the type and nature of supervision contacts, and graduated response policies to effectively engaging with youth and their families and promoting positive behavior change. The course will detail models used by other jurisdictions to equip probation officers to employ cognitive behavioral and motivational approaches and the training, quality assurance, and staff support needed to employ these approaches with fidelity. Finally, participants will also learn about effective methods for holding youth accountable and for developing incentive and sanction systems appropriate to youth’s risk level and the nature of their behavior.

Training/Learning Objectives
- Demonstrate a fundamental understanding of developmentally appropriate approaches to juvenile justice supervision.
- Apply developmentally appropriate approaches in participants’ own agencies through the use of family engagement, graduated responses, and a restorative justice approach.

Presenters
Joshua Weber, Program Director, Juvenile Justice, Council of State Governments Justice Center (MD)
Mark J. Ferrante, Senior Policy Analyst, Juvenile Justice, Council of State Governments Justice Center (MD)
Cynthia Thaler, Program Associate, Juvenile Justice, Council of State Governments Justice Center (NY)
OJJDP – ACTUALIZING THE COMMITMENT TO “RARE, FAIR AND BENEFICIAL”

“The Office of Juvenile Justice and Delinquency Prevention (OJJDP) envisions a nation where our children are healthy, educated, and free from violence. If they come into contact with the juvenile justice system, the contact should be rare, fair, and beneficial to them.” What does OJJDP’s vision statement mean for you and how are we putting it into practice? This workshop will provide an overview of several OJJDP initiatives and programs – including the Smart on Juvenile Justice Initiative and the Supportive School Discipline Initiative (SSDI) – and will emphasize how OJJDP’s efforts are focused on ending racial and ethnic disparities in the juvenile justice system. This workshop is sponsored by the Office of Juvenile Justice and Delinquency Prevention.

Training/Learning Objectives

- Provide an overview of OJJDP’s initiatives and programs: Smart on Juvenile Justice and the Supportive School Discipline Initiative.
- Describe the new OJJDP RED Training and Technical Assistance.
- Detail the four components of the Correctional Education Guidance Package released by the U.S. Departments of Justice and Education in December 2014.
- Discuss OJJDP’s School Justice Collaboration Program and how participants can work across systems to keep kids actively engaged in learning and out of court.

Presenters

Michael Finley, Director of Site Management, The Haywood W. Burns Institute (CA)
Jaime Koppel, Senior Fellow, Supportive School Discipline Initiative, Office of Juvenile Justice & Delinquency Prevention (DC)

Moderator

Robert Listenbee, Administrator, Office of Juvenile Justice and Delinquency Prevention (DC)

MEASURING DAY REPORTING CENTER OUTCOMES

Evidence-based practice principles suggest that providing fidelity-based interventions designed to reduce criminogenic and practical need factors can improve outcomes for offenders by reducing arrests, convictions and returns to custody. Emerging empirical research on two Day Reporting Centers in California that pair evidence based interventions with traditional supervision and monitoring techniques, including drug testing and mandatory check-ins, provide preliminary evidence of improved outcomes. Research from Kern and Orange counties will be presented along with a template that can be used by any jurisdiction wanting to track and report on offenders who utilize day reporting centers. This workshop is sponsored by BI Incorporated, an APPA Corporate Member.

Training/Learning Objectives

- Discuss how process and outcome measures are important to understanding the impact of the Day Reporting Centers.
- Discuss the link between program elements to needs faced by the jurisdiction.
- Describe how to build tracking strategies from individual characteristics of the participants to program use through intermediate outcomes.
- List the pros and cons of the best longer term outcome measures and determine which is the best fit for participants’ jurisdictions.

Presenters

Steven Sentman, Chief Probation Officer, Orange County Probation (CA)
T.R. Merickel, Chief Probation Officer, Kern County Probation (CA)
Natalie Pearl, Ph.D., Research Director, GEO Care (FL)
HOW COLLABORATION CAN CONNECT JUSTICE IN NEW WAYS

Cutting costs, increasing safety and improving probation are all critical needs and concerns for today’s correctional administrations. The need to streamline processes and increase safety and security throughout the system – while controlling costs – is critical. Collaborative technologies are becoming a proven and reliable way to connect incarcerated individuals with law enforcement and other government and non-government entities, and are crucial to maintaining security levels beyond incarceration. In this presentation, Daniel Stewart will review the technology roadmap needed to meet the changing requirements in the correctional system. Working with the audience, he will explore the ways technology can be used to improve community supervision for those who have been released from prison or are in varying correctional circumstances. Some of the collaborative solutions that will be discussed include video technology, which deliver a multitude of applications, ranging from providing families with visitation to helping inmates return to society. This workshop is sponsored by Cisco Systems, an APPA Corporate Member.

Training/Learning Objectives

- Better facilitate probation meetings through technology.
- Achieve administrative cost savings as related to community supervision.
- Discuss the impact of collaborative solutions and their applications within parole and probation.

Presenter

Daniel Stewart, Senior Justice Advisor, Cisco Systems (CA)

A MAP, COMPASS, & HIKING BOOTS – LESSONS LEARNED NAVIGATING THE JOURNEY FROM EVIDENCE TO APPLICATION

Colorado Probation’s Strategies for Behavior Change (SBC) initiative is a statewide effort designed to impact probationer’s behavior through the structured use of sanctions and reinforcements, with the ultimate goal of recidivism reduction. The initiative is grounded in research-based principles for behavior change (Carey, 2009; Kellogg, Stitzer, Petry, & Kreek, unpublished chapter; Taxman, Soule, & Gelb, 1999) and provides officers with a web-based, decision-making tool that incorporates probationer risk and the significance of displayed behaviors to determine a range of appropriate responses. The presentation will include an overview of the program’s unique data reporting system, which provides real-time quality assurance information to all probation officers and managers. Presenters will share critical components of the SBC development and implementation process, and real-world experiences at a local implementation site.

Training/Learning Objectives

- Discuss basic behavior change principles for use in community-based supervision.
- Identify a model for development, planning, and implementation for a system-wide initiative that operationalizes evidence-based principles.
- Acknowledge the need for both administrative and local support during the development and implementation process.
- Identify the importance of having a data collection mechanism to facilitate quality assurance, continuous quality improvement, and outcome evaluation.

Presenters

Erin Crites, Management Analyst II, Colorado State Court Administrator’s Office / Division of Probation Services (CO)
Heather Garwood, Management Analyst III, Colorado State Court Administrator’s Office / Division of Probation Services (CO)
Marni Kraemer, Probation Supervisor, 4th Judicial District Probation Department (CO)
IMPLEMENTING GENDER-INFORMED STRATEGIES AT THE PRETRIAL STAGE: RESEARCH TO PRACTICE

Research has identified specific risk and need factors that put women at higher risk of pretrial misconduct. Professionals that serve pretrial populations are afforded a unique opportunity to address this issue at the “gateway” of the criminal justice system. Identifying and addressing women’s needs at the pretrial stage impacts outcomes such as failure to appear and new criminal activity. This session will present the risk and needs specific to justice-involved women and review the emerging research on risk/needs assessment for women offenders at key criminal justice decision points, with a specific emphasis on pretrial. It will include an introduction to gender-responsive risk/needs assessments designed for use in various settings and will review the results of recent validation studies. A practitioner will share her experience implementing the Inventory of Need (ION) in Dutchess County, New York, as part of a pilot effort to implement gender-responsive approaches to pretrial screening and services.

Training/Learning Objectives

- Distinguish between women’s risk factors and needs in different populations/settings.
- Demonstrate an increased awareness of gender-informed strategies they can use at the pretrial stage when screening justice involved women for risk, release, and needs.
- Assess participant’s current pretrial decision making as it relates to justice-involved women, and identify areas within their agencies/organizations that they may be able to employ gender-responsive strategies.

Presenters
Patricia Van Voorhis, Ph.D., Professor Emerita, University of Cincinnati, School of Criminal Justice (OH)
Mary Ellen Still, Director, Dutchess County Office of Probation and Community Correction (NY)

Presenter/ Moderator
Becki Ney, Principal, Center for Effective Public Policy (PA)

KEY ELEMENTS IN SUPERVISING THE MENTALLY ILL OFFENDER

This workshop will examine the fact that mental illness in offenders is not a risk factor to recidivate in itself, however, it is a critical need factor to be addressed. Current effective practices in offender supervision will be reviewed and promising practices for supervising the mentally ill offender will be presented and discussed. Participants will learn officer strategies/techniques that are EBP’s and those which are showing promise for the MI client. Participants will Identify key issues for stakeholders and policymakers to establish a program targeting the mentally ill offender. Group discussions will include: feedback and a response to the question: Do mentally ill offenders require any different techniques to supervise effectively? And if so, what techniques are useful with this population? Groups will be given questions related to the task of developing an offender supervision model that targets the mentally-ill offender, including those with dual or multiple disorders.

Training/Learning Objectives

- Discuss the risk factors for the CJ involved, mentally ill population.
- Describe evidence-based practices for the general population and promising MH treatment practices with improved (or show promise for improved) results.
- List officer strategies/techniques that are EBP’s and those which are showing promise for the MI client.
- Identify key issues for stakeholders and policymakers to establish a program targeting the mentally ill offender.

Presenters
Paul H. Brown, M.S., Executive Director, Montgomery County Community Corrections Dept. (AL)
YOUTH MENTAL HEALTH FIRST AID FOR JUVENILE COURT COUNSELORS
Youth Mental Health First Aid (YMHFA) is an evidence-based training program designed to help recognize the signs and symptoms of mental illness and substance use disorders, deescalate a person in crisis and refer to professional help. This workshop will outline the structure and methodology of the course and model many of the interactive exercises and scenarios. In addition we will focus on a case study from North Carolina where all Juvenile Court Counselors are being certified.

Training/Learning Objectives
- Describe the pedagogical structure of Mental Health First Aid and its unique action plan.
- Identify common signs and symptoms of depression and anxiety in young people.
- Implement a Mental Health program at participant’s agency, community, and state that supports the learning goals of juvenile justice professionals.
- Experience reduced stigma associated with mental illness and substance use disorders.

Presenter/Moderator
Bryan V. Gibb, Director of Public Education, National Council for Behavioral Health (DC)

BECOME A (BETTER) LEADER IN YOUR ORGANIZATION: GRADUATES OF THE APPA LEADERSHIP INSTITUTE SPEAK OUT!
This workshop presents an overview of the APPA Leadership Institute through the experience of a cross section of class graduates. Learn about this incredible program designed to improve leadership skills for the community corrections professional through training sessions provided by field experts and collaborative partners. These skills are further refined with the assistance of a mentor strategically matched with each participant. Learn the benefits of working with a mentor and the value of networking through the panel of graduates. They describe their successful involvement including what they learned about leadership, what they took back to their organization (personally and professionally) and the impact of the lifelong contacts from the program.

Training/Learning Objectives
- List at least 3 APPA Leadership Institute goals and/or course objectives.
- Identify at least 5 benefits of networking opportunities available through the LI.
- Describe the process for applying for the LI.
- Takeaway: Three key leadership skills.

Presenters
Kristi Ward, Division Director, Maricopa County Adult Probation (AZ)
Sarah Douthit, Deputy Chief, Coconino County Adult Probation (AZ)
WANT A CHOCOLATE?? USING VIRTUAL CARROTS AND STICKS TO EFFECT LONG-TERM BEHAVIOR CHANGE

Colorado Probation's Strategies for Behavior Change (SBC) initiative is a statewide effort designed to impact probationer's behavior through the structured use of sanctions (i.e., “sticks”) and reinforcements (i.e., “carrots”), with the ultimate goal of recidivism reduction. The project incorporates probationer risk and the significance of the displayed behaviors to determine a range of appropriate responses. This presentation will provide an overview of how the SBC initiative’s web-based decision-making tool guides the use of behavior change principles while balancing the need for officer discretion and case management documentation. Participants will see how assessment, criminogenic needs, case planning, and target behaviors link together to allow officers to make informed decisions about what behaviors to reinforce and / or sanction. Finally, participants will hear from a trained officer as he discusses how he has incorporated SBC into his caseload and case management practices.

Training/Learning Objectives

- Identify the necessity of offenders becoming “experts” in their own lives and what can be done as professional staff to facilitate this process.
- List the three core aspects of “becoming a lifeline”.
- Develop a clear perspective on the validity of engaging offenders in multisensory learning.
- Review why the use of sanctions and reinforcements is important and how to do both simultaneously.

Presenters
Russha Knauer, Management Analyst III, Colorado State Court Administrator's Office/Division of Probation Services (CO)
Brandy Lewis, Education Specialist, Colorado State Court Administrator's Office / Division of Probation Services (CO)
Clay McKisson, Probation Officer, 3rd Judicial District Probation Department (CO)

HELPING OFFENDERS ANSWER THE QUESTION, “WHY TRY?” AND HOW TO BECOME EXPERTS IN THEIR OWN LIVES

This session challenges participants to reexamine the all-too-common “sit down and pay attention to what I have to say” lecture modality. The principles taught in this session are based on a multisensory, interactive, and engaging platform aimed at helping offenders become “experts” in their own lives in several key areas, including the criminogenic factors of criminal thinking, criminal peer associates, dysfunctional family relations, substance abuse issues, and self-control. Participants will learn specific strategies to help clients increase their understanding of their motivations, triggers, potential support systems, and more. Additionally, these strategies not only target offender behavior, but also address essential staff dynamics that can help corrections professionals establish a non-threatening, non-confrontational language and environment.

Training/Learning Objectives

- Identify the necessity of offenders becoming “experts” in their own lives and what can be done as professional staff to facilitate this process.
- List the three core aspects of “becoming a lifeline”.
- Develop a clear perspective on the validity of engaging offenders in multisensory learning.

Presenter
David Murray, Training Consultant, WhyTry (UT)
NIJ’S STUDY OF EMERGING ISSUES
This panel will discuss National Institute of Justice’s innovative research on emerging issues to help guide the field in developing solutions to these evolving problems. The first topic will cover the impact of California Realignment (AB109) on community corrections. The panel will discuss trends and likelihood of future adoptions of realignment policies across the country. The second topic will introduce the National Inventory of Collateral Consequences of Conviction (NICCC). This first-of-its kind inventory documents over 45,000 separate collateral consequences. The resource will be presented so that probation and parole officers can make this resource available to their clients. This workshop is sponsored by the National Institute of Justice.

Training/Learning Objectives
• Discuss NIJ’s research on emerging issues in the field, including California Realignment (AB109) and the National Inventory of Collateral Consequences of Conviction (NICCC).
• Detail trends and likelihood of future adoptions of realignment policies across the country.

Presenters
Mia Bird, Research Fellow, Public Policy Institute of California (CA)
Jonathan Gitlen, Project Director and Lead Attorney, American Bar Association (DC)
Eric Martin, Social Science Analyst, National Institute of Justice (DC)

PROBATION SYSTEM REVIEW – MOVING FROM RESEARCH TO REFORM
Juvenile probation departments, like a number of other long-standing agencies, function within a framework of statutes, policies and practices built up over the course of many years. Typically, there has been little time or effort to reflect on that framework to determine how well it is working and whether it functions in a manner that is optimal. A probation review is an opportunity for the principals involved in the management and day-to-day operation of a probation department to assess how they are doing in relation to their goals and objectives. It is an opportunity to enhance practice by making sure that policy and procedure, corresponding training, departmental management, and supervision of probationers are all lined up to reflect what works in reducing recidivism and improving youth outcomes. In this workshop, participants are provided with an overview of the probation review process and will engage in discussion to identify how the methodologies and strategies used in a probation system review can benefit their local probation or court services department.

Training/Learning Objectives
• Identify the purpose of a probation system review.
• Explain what methodologies assist jurisdictions to carry out a successful review.
• Identify common issues, challenges, and short-term wins involved with a probation system review.
• Describe how a probation system review and its implementation can lead to improved outcomes.
• Reference current tools and resources available to assist in probation system review.
• Identify key issues that might be the subject of a review in participants’ jurisdictions.

Presenters
John A. Tuell, Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)
Jessica Heldman, Associate Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)
IMPROVE OFFENDER MANAGEMENT IN THE CLOUD WITH BIG DATA

The job of managing offenders ensuring they are fulfilling their obligations is a demanding one which relies on information to be successful. Making use of Big Data residing in the Cloud holds a great deal of potential to provide valuable information that can be used in conjunction with more traditional sources of data to improve management outcomes. Come to this session to hear about the kinds of information that can be harvested and how it can become a new tool in the challenging world of probation and parole.

Training/Learning Objectives
- Provide a decision-maker level overview of the technology to participants such that they can be conversant in what the technology is, how it is being used and in what ways it can be used to support the specific business objectives of APPA related agency roles.
- Describe how to apply this technology to participants’ strategic plans and initiatives.
- Discuss use cases, scenario based ‘what if’s’ and best practices that can help attendees develop models for the application of technology in their agencies.

Presenters
Matt D’Alessandro, Senior Business Development Manager, Enterprise Services, Justice & Public Safety, Microsoft Corporation (UT)
Iveta Topalova, Principal Architect, Justice & Public Safety, Justice and Public Safety Practice, Microsoft Corporation (WA)
Carl Wicklund, Executive Director, American Probation and Parole Association (KY)

GLOBAL POSITIONING SYSTEM (GPS) MONITORING – THE TEXAS APPROACH

This presentation will examine the Texas Department of Criminal Justice – Parole Division’s Global Positioning System (GPS) program. We will discuss how GPS technology is used as a tool to supervise our highest risk and predatory offenders. We will illustrate the types of GPS equipment used, functions of the equipment, and supervision levels. Schedules, authorized activities, offender tracking information, and conducting investigations will be explored to assist in proper supervision of this population. We will explain the policies used in relation to GPS offenders to include requirements for sex offenders and residential placements. We will review our home confinement requirements and program hours. Finally, we will describe how TDCJ manages natural disasters or emergencies and the relationship we maintain with the GPS vendor. This workshop is sponsored by 3M, an APPA Corporate Member.

Training/Learning Objectives
- Describe the Texas Department of Criminal Justice – Parole Division’s GPS program.
- Explain the types of equipment and when utilized.
- List the policies associated with the GPS program.
- Describe the management oversight of the GPS program.
- Discuss actions taken during an emergency such as a natural disaster.

Presenters
Marcus Ramirez, Deputy Director – Support Operations, Texas Department of Criminal Justice – Parole Division (TX)
Tom Garey, Director, Warrants Section, Texas Department of Criminal Justice – Parole Division (TX)
Cynthia Stout, Program Supervisor III – Super Intensive Supervision Program (SISP), Texas Department of Criminal Justice – Parole Division (TX)
WHAT ABOUT US?
The trend in probation over the past several years has been implementing evidence based practices to provide the best outcomes for success for our clients. But what about the PO’s; the support staff; and even management. This workshop takes evidence based practices a step further. Wouldn’t it make sense that if Probation/Parole officers work in an environment that fosters healthy relationships and leadership that, in turn, would increase the success of the clientele we serve? Additionally, fostering leadership throughout an organization, not just in management positions, is key to a positive and productive agency. The presenters in this workshop will offer personal experiences and exercises that demonstrate how EBP practices can be applied in the workplace, not just with clientele. They will review the Eight Principles of evidence based practices and apply them to the organization and its employees.

Training/Learning Objectives
- Discuss the importance of inter-professional relationships throughout all levels of the agency.
- Describe how to effectively deal with challenges between peers using EBP strategies.
- Detail how to develop leadership skills throughout the agencies, building the future administrators of the organization.

Presenters
Michelle Hart, Probation Supervisor, Coconino County Adult Probation (AZ)
Paul Ventura, Senior Probation Officer, Yavapai County Adult Probation (AZ)

OFFENDER SUPERVISION IN CRISIS MODE! EXPLORING THE CHALLENGES OF PERFORMING OFFENDER SUPERVISION DURING A DISASTER

Effective offender supervision is a tough job, even on a good day. But what happens when there is a disaster, like Katrina, Sandy, or 9-11? Do we simply place the “Closed” sign on the door and save ourselves and our families? Do our offenders know what to do or where to go? What is our responsibility to them? These are questions to which we, as probation and parole practitioners, should have answers. Unfortunately, too often these questions are never raised, much less answered. In April 2014 the Court Services and Offender Supervision Agency, in Washington, DC, expanded its Continuity of Operations exercise to include nearly 50 Agency personnel in an off-site, improvised environment to more fully explore the answers to these and many other questions. This workshop will provide participants with exercise lessons learned, a chance to explore the topic through an activity, and tips for creating a Continuity of Operations program.

Training/Learning Objectives
- Discuss basic concepts of a viable Continuity of Operation program.
- List some probation and parole-specific program considerations.
- Discuss the need and the capabilities of inter-departmental collaborations.
- Describe several Continuity of Operations exercise planning and execution considerations.

Presenters
Yolanda Bethea, Deputy Associate Director – Operations, Court Services and Offender Supervision Agency (DC)
Lori Huff-Herald, Supervisory Community Supervision Officer, Court Services and Offender Supervision Agency (DC)
Richard A. Magners, Continuity of Operations Program Manager, Court Services and Offender Supervision Agency (DC)
BREAKING THE BARRIERS AND DISPELLING THE MYTHS: UNDERSTANDING THE TRANSGENDER OFFENDER POPULATION

The presentation will provide information on promoting and understanding the transgender presence in the offender population. The presentation will give a historical perspective of the myths and stereotypical issues surrounding the transgender community and create a dialogue on transgender issues. The presentation will also acknowledge the Prison Rape Elimination Act (PREA) and the implications it has on institutional community operations. Insight and strategies on building better communication between criminal justice personnel and transgender offenders using evidence based practices will also be discussed. Participants will share their professional understanding of interacting with transgender offenders, learn new ways of fostering positive professional relationships with the transgender offender and receive resources pertinent to working with the transgender community.

Training/Learning Objectives
- Increase participants’ knowledge and awareness of the transgender offender population.
- Identify and improve communication barriers between criminal justice personnel and transgender offenders.
- Discuss ways to address the needs of transgender offenders.
- Discuss how PREA implications impact the transgender population.

Presenters
Mikhail Piper, Supervisory Community Supervision Officer, CSOSA (DC)
Tiffany Younger Banks, Community Supervision Officer, CSOSA (DC)
Amelia-Nicole Martin, Community Supervision Officer, CSOSA (DC)

Moderator
Miguel Jorge, Community Supervision Officer, CSOSA (DC)

WHAT WEAPONS DO I HAVE FREE

I have designed this Professional Development training presentation, “What Weapons Do I Have Free”, specifically to empower individuals with the confidence, the skills, and the mind-set that are so vital should one be placed in a compromising situation. This Lesson plan is currently presented to every recruit class at the Camden and Gloucester County Police Academies in New Jersey. In addition, I will include several Crisis Intervention Prevention techniques that have proven to be highly effective for law enforcement, school, court and probation personnel.

Training/Learning Objectives
- Identify your own Personal Weapons.
- Develop self empowerment, self esteem and confidence.
- Change one’s mindset regarding self defence.

Presenter
James Thornton, Retired Chief of School Security Camden NJ, Thornton Security and Consulting (NJ)
“IN THROUGH THE OUT DOOR”: HELPING PEOPLE WHO DON’T WANT YOUR HELP

Those of us who work in corrections have all had the experience of trying to help people who don’t want our help. We often recognize these moments by our tendency to lean forward in our chairs, talk more than the offender, or feel frustrated, resentful and sometimes just plain exhausted. Offender pathways to criminality are often influenced by addiction and mental health issues. Using case examples, this workshop will explore ways of working with pre-contemplative offenders creatively and effectively. By combining stages of change, motivational interviewing, relational theory and rapport building; participants will come away from this workshop with new tools to engage offenders differently, whether leading to lasting change or “planting a beginning seed”. The workshop is also intended to support correctional staff in feeling less frustrated, less resentful and less exhausted with the nature of their work.

Training/Learning Objectives

- Discuss various ways of working with pre-contemplative offenders.
- Develop new tools to better engage offenders.
- Gain insight on how to feel less frustrated and exhausted in participants’ work.

Presenter
Heather Kerr, Executive Director, Stonehenge Therapeutic Community (ON)

NO ONE’S LOOKING – WHAT WILL YOU DO? ETHICAL ISSUES IN COMMUNITY CORRECTIONS

Many lawsuits, disciplinary actions and complaints against an individual or agency are a result of failed ethics. The monetary costs are extraordinary. This program examines illegal and unethical behaviors on the part of probation and parole personnel, many of which have found their way into the electronic and print media, and research conducted by Community Corrections Institute. The program examines responses to unethical behavior, both on the part of the agency and the individual officer and characteristics of organizational cultures that foster ethical behavior are also explored. Participants will evaluate what is really important to them, both in themselves and others. Through the use of an audience response system, participants will examine specific cases and provide feedback for discussion regarding ethical issues they may perceive and decide how they would respond to the various situations.

Training/Learning Objectives

- Describe the growing ethical problem within the probation and parole profession.
- Examine ethical situations that have occurred within probation and parole and discuss how such situations can be averted within participants’ own organizations.
- Identify strategies to address the problem of unethical and illegal behaviors within the profession.
- Discuss the importance of leadership, irrespective of your position within the agency, in crafting an organizational culture that fosters ethical behavior.

Presenters
Robert L. Thornton, Director, Community Corrections Institute (WA)
Ronald G. Schweer, Chief U.S. Probation Officer, U.S Probation, U. S Probation Office (KS)
BEYOND ANGER AND VIOLENCE: OVERVIEW OF A NEW ANGER MANAGEMENT CURRICULUM FOR WOMEN

This workshop introduces and provides a concise overview of Beyond Anger & Violence, a new manualized curriculum for women who struggle with the issue of anger and are in community settings (on probation or parole, in outpatient and residential substance abuse treatment programs, domestic violence shelters, etc.). Beyond Anger & Violence is the first manualized intervention for women that focuses on anger, as well as the trauma they may have experienced. It utilizes a variety of evidence-based therapeutic strategies (i.e., psycho-education, role playing, mindfulness activities, cognitive behavioral restructuring and grounding skills for trauma triggers). This workshop provides an overview of this new intervention in terms of the guiding theory, structure, and content needed for running groups. This workshop is an opportunity for conference participants to learn about this new intervention, as well as experience hands-on select specific activities included in Beyond Anger and Violence.

Training/Learning Objectives

- Define gender-responsive and trauma-informed services for women involved in the criminal justice system.
- Discuss the differences between women and men in their feelings, expression of, and use of anger.
- Describe a variety of therapeutic techniques for a new anger management program for women.
- Describe the variety of risk factors for violence as they pertain to women’s lives.

Presenters

Stephanie Covington, Ph.D., LCSW, Co-Director, Center for Gender and Justice (CA)
Gina Fedock, M.S.W., Trainer, Ph.D., Michigan State University, School of Social Work (MI)

BUILDING BRIDGES BETWEEN ICE AND COMMUNITY CORRECTIONS

Subject matter experts from ICE and the Law Enforcement Support Center (LESC) will give an interactive presentation regarding the life cycle (and utilization) of the query process. The LESC has continually worked to improve the quality and timeliness of responses to Immigration Alien Queries (IAQ’s), and wishes to engage in discussions with the APPA after the presentation in order to determine what other options may be available to provide the APPA with an appropriate and timely product that may be more useful to both ICE’s enforcement policies and the APPA’s mission and goals. This briefing may result in improved responses from ICE for parole and probation officers.

Training/Learning Objectives

- Describe the life cycle of the query process at the LESC.
- Utilize alternative query submissions to request an IAQ.
- Identify how to improve ICE’s response to a parole and probation query.
- List specific identifiers within the NLETS and/or TECS systems.
- Inform stakeholders of what happens to a subject once parole and probation turns them over to ICE.

Presenter

Scott T. Kirby, Unit Chief, US Department of Homeland Security (DC)
SHOW ME THE DATA: ONE STATE’S EXPERIENCE WITH USING DATA TO INFORM IMPLEMENTATION OF EVIDENCE BASED PRACTICES

Establishing formal mechanisms for measuring outcomes is a key component of NIC’s Principles of Effective Intervention. This workshop will discuss Virginia’s efforts, over the last two years, to establish a comprehensive assessment of EBP implementation statewide by systematically gathering probationer perspectives through probationer surveys, surveying probation officers and agency directors statewide and soliciting feedback from stakeholders, including treatment partners. Qualitative data has been integrated with recidivism data and other key measures to form the basis of performance monitoring. Key findings from this effort and lessons learned will be provided as part of the workshop.

Training/Learning Objectives
- Discuss methods of gathering probationer feedback and strategies for ensuring participation in surveys.
- Discuss how various data points have been integrated into a comprehensive view of agency-level performance and statewide implementation.
- Examine the primary findings and outcomes from the implementation evaluation.
- Identify lessons learned and provide tips for replication of key project components.

Presenters
Tara Kunkel, Principal Court Consultant, National Center for State Courts (VA)
Ross Carew III, OAR-Jefferson Area Community Corrections (VA)
Rebecca Thompson McNees, Evidence-Based Practices Program Coordinator, Virginia Department of Criminal Justice Services (VA)

Presenter/Moderator
Michelle White, Principal Court Consultant, National Center for State Courts (CO)

ADVANCING REFORM IN YOUR JUVENILE PROBATION DEPARTMENT – THE PROBATION SYSTEM REVIEW PROCESS, PART I

A Probation System Review provides an opportunity for juvenile probation departments to identify the most critical issues that confront their department and engage in steps to create a carefully tailored work plan to address them. The Probation System Review process organizes these critical issues into four core elements that guide the review. In this workshop, participants will learn about the first two of these core elements. Participants will first be introduced to Element A, which explores how a department can examine its policies, procedures and operations to determine if they effectively guide probation practice and whether services to probationers are effectively delivered. Presenters will then introduce Element B, which provides strategies for determining how well a department understands, employs, and measures the use of promising and evidence-based practices in decision-making, assessment, and programming. Participants may attend Part I only, or can learn about all four elements by attending Part I and Part II.

Training/Learning Objectives
- Identify and understand two of the core elements of a probation system review (Elements A and B).
- Identify methodologies used in exploring the effectiveness of department operations.
- Reference current tools and resources available to assist in exploring the first two core elements of a probation system review.
- Identify how activities associated with Element A and Element B can support reform goals for his or her local department.

Presenters
John A. Tuell, Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)
Jessica Heldman, Associate Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)
RETURNING RUNAWAYS...THE INTERSTATE COMPACT FOR JUVENILES

The Rules of the Interstate Compact for Juveniles carry the full force and effect of federal law. The Interstate Commission for Juveniles is the only legal authority for returning juveniles who have run away, escaped, or absconded. Due to the complex nature of runaway cases, the Commission must manage these cases judiciously. Several factors must be considered in effecting the return of a juvenile including allegations of abuse and neglect, right to hold juveniles in secure detention, human trafficking, etc. This workshop will look at how to return juvenile runaways and special cases for returns.

Training/Learning Objectives
- Distinguish between voluntary and non-voluntary returns.
- Identify the differences in procedure for non-delinquent runaways versus escapees, absconders and accused delinquents.
- Discuss how ICJ and ICPC work concurrently in dual jurisdiction cases.
- Describe the correlation in runaways and human trafficking victims.

Presenter
Anne Connor, Commissioner, Vice Chair of the Interstate Commission for Juveniles, Division of Child and Family Services (NV)

ASSESSING EBP PROGRESS: HOW DO YOU KNOW HOW FAR YOU HAVE LEFT TO GO?

More and more, community based correctional agencies are feeling the pressure to ensure that they are incorporating 'what works' into their day-to-day programming. A survey tool, called the EBP Progress Report, has now been used to help other community based correctional program administrators identify EBP related strengths and gaps as well as to provide a roadmap for future planning and development. In this workshop, participants will review the EBP Progress Report survey tool and gain insight into how to evaluate their own program. In addition, we will discuss helpful and strategic planning ideas to assist program administrators and staff identify gaps and develop a plan for addressing and implementing evidence-based practices into their programming. Participants will receive a weblink to take a portion of the EBP Progress Report for their own program. Within 30 days, aggregate results of the surveys taken will be sent out to all who completed a survey.

This workshop is sponsored by CorrectTech, an APPA Corporate Member.

Training/Learning Objectives
- Discuss mechanisms for measuring EBP Progress at an agency.
- Detail strategies that can be used to identify gaps.
- List practical examples for addressing and implementing changes to address gaps.

Presenters
Alexandra Walker, M.A., Director of Program Development, CorrectTech (CO)
Dr. Evan Crist, Owner, CorrectTech (CO)
A VOICE OF COMMUNITY CORRECTIONS

The National Institute of Corrections (NIC) Community Corrections Collaborative Network (CCCN) comprises the leading associations representing probation, parole, pretrial, diversion and treatment professionals around the country: including the American Probation and Parole (APPA), the American Paroling Authorities International (APAI), the Federal Probation and Pretrial Officers Association (FPPOA), the International Community Corrections Association (ICCA), the National Association of Drug Court Professionals (NADCP), the National Association of Probation Executives (NAPE), and the National Association of Pretrial Service Agencies (NAPSA). CCCN wants to introduce you to the network, and its position paper on “Safe and Smart Ways to Solve America’s Correctional Challenges.” This workshop is an opportunity for professionals from around the world to get to know the network and have a discussion about critical issues facing the field.

Training/Learning Objectives

- Explain the benefits of having one unified voice in community corrections.
- List the policy positions on critical issues facing the community corrections field.
- Describe the Community Corrections Collaborative Network.

Presenters
Scott Taylor, Past-President, APPA, Director, Multnomah County (OR)
Greg Crawford, Correctional Program Specialist, National Institute of Corrections (DC)

Presenter/Moderator
Carmen Rodriguez, APPA President, Senior Training Specialist, Cook County Adult Probation Department (IL)

OK, I KNOW HOW TO DO AN ASSESSMENT...NOW, HOW THE HECK DO YOU USE AN ASSESSMENT??

Many agencies have been doing assessments for some time. BUT, are you USING THEM the way they are suppose to be used? Texas recently adopted, validated and implemented a new assessment system which challenged the way the old assessment model was used in the state. For the first time officers are focusing on criminogenic risk factors and using information from assessments used throughout the system—from probation, to prison, to reentry to parole. In this workshop participants will learn the process Texas took to implement this new system, with a focus on how to ultimately USE an assessment. This dynamic workshop will explore interviewing as a method to draw out offender information, then identify how to use such information in case management planning and supervision. Discussion and activities will assist participants to be more effective regardless of the model used within their respective jurisdictions.

Training/Learning Objectives

- Identify strengths and gaps of current assessment models within the states.
- Develop effective ways to use interviewing techniques to strengthen assessment systems.
- Identify strategies for case supervision.
- Outline a practical approach to solving supervision problems in participants states, beginning on the state level and working through their local jurisdiction.

Presenters
Debbie Schroeder, Training Specialist, Tarrant County Community Supervision and Corrections Department (TX)
Carey Welebob, Director of the Community Justice Assistance Division, Texas Department of Criminal Justice (TX)

Moderator
Manny Rodriguez, Deputy Director, Community Justice Assistance Division, Texas Department of Criminal Justice (TX)
TRAIN TO DRILL OR TRAIN FOR REAL
Break away from the same old training! Do the lectures bore you? Do your attendees fall asleep? Do seasoned officers tell the new officers, “Forget what you learned in Academy, it isn’t like that in the real world!”? Well it is time to stop training for drills and start training for real! Learn some innovative ways to bring the real world into your training. See some examples of how simplifying curriculum, adding in scenarios and creating real life scenes help in preparing your employees for the work and interactions they will be doing every day. Additionally, these training techniques will re-energize your seasoned staff and engage them in continuous learning and skill improvement.

Training/Learning Objectives
- Enhance training opportunities for the field.
- Demonstrate effective training tools.
- Engage employees in continuous learning.

Presenters
Holly Dorman, Community Corrections Manager, AZ DOC - Community Corrections (AZ)
Danielle Ortiz, Training Officer, AZ DOC - Community Corrections (AZ)

SYSTEM DISPARITY AND ACTUARIAL RISK ASSESSMENT: NOT SO DAMNED IF YOU DO, BUT DAMNED IF YOU DON’T
System bias is a longstanding and deeply troubling problem in policing and community supervision practices. A recent argument that sentencing decision-making based on actuarial risk assessment instruments is probably unconstitutional and likely to be discriminatory reflects such concern. However, emerging research suggests that risk assessment has much to offer the criminal justice system, including the efficient use of scarce resources as well as enhanced fairness in judicial decision-making. This workshop demonstrates how risk assessment tools can help identify high-risk offenders for intensive services and make operational decision-making more equitable and fair to offenders. Participants will learn about the proper development and use of risk assessment tools and ways to articulate how empirically validated, judiciously applied risk assessment tools can enhance fairness and organizational efficiency for pretrial and correctional agencies.

Training/Learning Objectives
- Review current issues with actuarial risk assessment.
- List the pros and cons of actuarial risk assessment versus clinical judgment in offender management.
- Discuss new research evidence on the use of risk assessment tools and system bias.

Presenter
KiDeuk Kim, Senior Research Associate, The Urban Institute (DC)
PRENATAL ALCOHOL EXPOSURE AND JUVENILE JUSTICE: CORRECTIONAL HEALTHCARE’S ROLE

Individuals with FASD are over represented in the juvenile justice and foster care populations. This presentation describes a unique collaboration between a probation department, public defender’s office, and pediatric healthcare system. The aim of this partnership is to screen, identify, diagnose and improve services for youth affected by FASD. Participants will walk away with an understanding of the significant impact that prenatal alcohol exposure has on the juvenile justice and correctional healthcare systems. Content will include a high profile case study of FAS youth represented by one of the presenters, organizational descriptions and roles, referral process, FASD informed interventions, practical strategies and community supports. This presentation will include research statistics published in the peer reviewed literature on the estimated FASD prevalence in correctional and general populations, and provide updated data from the FASD screening program in San Diego.

Training/Learning Objectives
- Describe what Fetal Alcohol Spectrum Disorders are and how they can be recognized by correctional healthcare providers.
- Describe the prevalence and underlying vulnerabilities of Fetal Alcohol Spectrum Disorders.
- Recognize an effective approach to collaborating on the screening, identification, and diagnosis of Fetal Alcohol Spectrum Disorders in the juvenile justice system.

Presenters
Carolyn Shaputnic R.N., M.P.H., Clinical Coordinator, Institute for Fetal Alcohol Spectrum Disorders Discovery, Univ. of Calif. San Diego Department of Pediatrics (CA)
Marian Gaston, J.D., Juvenile Delinquency Division, Assistant Supervisor, Office of the Primary Public Defender (CA)
Yvette D. Klepin, Assistant Chief Probation Officer, County of San Diego Probation Department (CA)

SUPERVISION OF SEX OFFENDERS WITH SERIOUS MENTAL ILLNESS: ARE WE SEEING THE WHOLE PICTURE

This session will demonstrate some of the risks and needs of the specialized population of those convicted of sexual offenses that are diagnosed with a serious mental illness. Participants will hear about the role of probation in supervising this population and the interagency collaboration that occurs to effectively enforce the containment model utilized by probation in monitoring convicted sex offenders with serious mental illness. They will learn about the varying organizations involved and the roles and limitations in supervision and treatment delivery. An overview of specialized caseloads and specialty Courts will be included to demonstrate how conditions of probation are enforced with a focus on evidence based practices and the assessments utilized to best maximize community safety without perpetuating the large population of incarcerated offenders with mental illness.

Training/Learning Objectives
- Identify three ways that specialized supervision for this population is beneficial for community safety and supervision.
- Identify a range of services used by Maricopa County Adult Probation in the supervision of convicted sex offenders with serious mental illness.
- Verbalize what is meant by mental illness and identify one way supervision is similar and different from other offenders.

Presenters
Enrique García, Adult Probation Surveillance Officer, Maricopa County Adult Probation (AZ)
Bethaney Hames, Adult Probation Officer, Maricopa County Adult Probation (AZ)
Andrea Romano, Adult Probation Supervisor, Maricopa County Adult Probation (AZ)
Holly Girgenti, Adult Probation Surveillance Officer, Maricopa County Adult Probation (AZ)

Moderator
Manuel Barron, Adult Probation Officer Supervisor, Adult Probation (AZ)
FAMILY MATTERS: A FAMILY FOCUSED APPROACH TO REENTRY

Research tells us that informal mechanisms of social control, such as families and friends, are often more powerful than formal agents of control (e.g., law enforcement) in helping individuals change their lives and avoid criminal behavior. Despite the importance of family influences on behavior, family members are often not included in the reentry and supervision process. To harness this potentially powerful resource, The Center for Court Innovation’s Harlem Community Justice Center has created the Reentry Family and Faith Circles of Support Initiative, a project that utilizes family engagement strategies and tools to gain a deeper understanding of family dynamics, use family members as allies in the reentry process, and to provide the family members of individuals under supervision with the support they need so that they can help their loved ones break the cycle of dysfunction, crime and incarceration.

Training/Learning Objectives

- Identify why incorporating a family focused approach to reentry improves engagement of individuals under supervision.
- Identify strategies to deepen engagement with families of individuals under supervision.
- Construct a family genogram with individuals under supervision and why the tool is helpful in identifying potential problems and capitalizing on family strengths.

Presenters
Debbie Boar, Deputy Project Director, Harlem Community Justice Center (NY)
Amanda Levering, Program Coordinator, Reentry Family and Faith Circles of Support, Harlem Community Justice Center (NY)
Lee Tennyson, Bureau Chief, New York State Department of Corrections and Community Supervision (NY)

FEDERAL RISK ASSESSMENT BY THE NUMBERS: AN EMPIRICAL OVERVIEW OF THE FEDERAL POST CONVICTON RISK ASSESSMENT INSTRUMENT

The Federal Post Conviction Risk Assessment (PCRA) is a fourth-generation risk assessment tool developed for the United States Probation System. The PCRA identifies offenders on federal supervision who are most likely to recidivate, ascertains which dynamic criminogenic characteristics need addressing, provides information on treatment barriers, and measures an offender’s criminal thinking styles. This workshop will cover several aspects of the PCRA. Specifically, details about the development and validation of the PCRA will be provided along with information showing the PCRA’s efficacy at recidivism prediction among a cohort of more than 100,000 offenders. Additionally, we will explore the extent to which the PCRA risk levels for supervised offenders change and the relationship between these changes and an offender’s reoffending behavior. Last, we will highlight what the PCRA tells us about the types of criminal thinking styles prevalent among supervised offenders and the ability of these styles to predict offender recidivism patterns.

Training/Learning Objectives

- Explain the background, development, and validation of the PCRA.
- Describe what the PCRA results tell us about change in an offender’s dynamic risk characteristics over time.
- Discuss what the PCRA results say about the prevalence of criminal thinking styles among federally supervised offenders.
- Provide a descriptive baseline on the presence of treatment barriers (e.g., responsivity factors) for offenders under federal post-conviction supervision.

Presenter
Christopher T. Lowenkamp, Social Science Analyst, Administrative Office of the U.S. Courts – Probation and Pretrial Services Office (OH)
WHO ARE YOU WORKING WITH? THE INTERSECTION OF SEX TRAFFICKING AND DOMESTIC VIOLENCE

Most domestic violence offenders do not engage in sex trafficking, but almost all sex traffickers engage in physical abuse and other behaviors that mirror the domestic violence offender. In this presentation we will discuss similarities and differences of the crimes, the offenders, and victims. Using case studies and examples we will compare and contrast behaviors, motivations, and criminal history’s to help probation officers determine who they are working with. We will share best practices and helpful partnerships to address these crimes with a victim-centered approach.

Training/Learning Objectives
- Explain the differences between the two types of crimes, and why these differences are important.
- Compare and contrast offender and victim behavior and histories to determine if they have a sex trafficking or domestic violence case.
- Review victim-centered approaches to address these crimes within participants’ own jurisdictions.

Presenters
Denise Pena, Community Justice Manager, Multnomah County (OR)
Sarah Ohlsen, CSEC Sr. Program Specialist, Multnomah County (OR)

ADVANCING REFORM IN YOUR JUVENILE PROBATION DEPARTMENT – THE PROBATION SYSTEM REVIEW PROCESS, PART II

The achievement of successful outcomes for probationers should be the main business of any probation department and the gravitational point around which all of the probation officers’ activities center. A Probation System Review provides a structure through which departments can identify what outcomes are sought as well as examine and address the factors that affect achievement. This examination is undertaken as part of Element C of the Probation System Review, which will be explored in this workshop. In addition, participants will learn about Element D of the Probation System Review Process, which addresses how a department can determine the effectiveness of case flow processes within the department and between the department and partner agencies. The exploration of the strategies and methodologies used in these elements of the review process provide a guide to how departments can implement practices and policies that contribute to improved client outcomes and community safety.

Training/Learning Objectives
- Identify and understand two of the core elements of a probation system review (Elements C and D).
- Identify potentially desired intermediate client outcomes in addition to recidivism.
- Describe methodologies used to assess intra- and interagency processes and how linkages between partner agencies can be strengthened.
- Reference current tools and resources available to assist in exploring Elements C and D of a probation system review.
- Identify how activities associated with Element C and Element D can support reform goals for participants’ local department.

Presenters
John A. Tuell, Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)
Jessica Heldman, Associate Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)
THE "T" WORD: TRAUMA

Is there anyone out there that hasn’t at some point in their life witnessed, experienced or heard in graphic details about troubling events? How does it go from being troubling to traumatic? Trauma is "equal opportunity" with the potential to devastate anyone in its path, regardless of age, race and ethnicity, gender, economic circumstances, family, educational and vocational background. It has no boundaries - it is well-acquainted with justice involved individuals as well children, men and women who have never had an encounter with the criminal justice system. The workshop will provide an overview of trauma and its effects including information on the prevalence and characteristics of trauma experienced by children and adults; the impact of trauma on child victims and their families; and a discussion of evidence supported treatments and non-clinical interventions for trauma victims and their families.

Training/Learning Objectives

- Describe how events can go from troubling to traumatic.
- List some of the effects of trauma on both children and adults and their families.
- Discuss evidence-supported treatments and non-clinical interventions for trauma victims and their families.

Facilitators

Carmen Rodriguez, APPA President, Senior Training Specialist, Cook County Adult Probation Department (IL)
Maureen Buell, Correctional Program Specialist, National Institute of Corrections (DC)
More facilitators to be added.

HOW TO LOWER RECIDIVISM WITH PERFORMANCE MEASUREMENTS/EBP, AND PREDICTIVE TECHNOLOGY

Probation is the last line of defense for offender management and public safety. Recidivism is too high; prisons are overcrowded and releasing offenders. Selecting the most effective officers, service providers and programs which are critical to improving rehabilitation of the offender, this presentation will discuss the performance metrics, demographic, criminogenic, risk factors and other data that is needed and how this data can be collected and managed and then used for various performance reports for management, and for predictive models to dynamically select the optimum programs for each offender. Although each offender is unique, classification techniques and modeling can be applied to see what has historically worked for similar offenders. Having a standardized process to utilize best practices provides the greatest chance for improving recidivism results. This workshop is sponsored by Capita, an APPA Corporate Member.

Training/Learning Objectives

- Discuss performance measurements (What should be measured and how do you determine the performance ranking).
- Discuss Predictive Technology and how it can be applied for probation problems.

Presenter

Charles Granville, CEO, Capita Technologies (CA)
DECISION POINTS
This workshop will provide an overview of Decision Points, a cognitive behavior intervention program designed for delivery with youth and adult populations in contact with the justice system. Built on the principle of the “Strategy of Choices”, Decision Points equips participants with alternative ways to examine their thinking and the actions that lead them into trouble. The program is structured so that it accommodates open-entry and exit from the program which maximizes program utility and effect. Decision Points can be delivered as a short-term intervention or as a longer duration program based on participants’ needs. The workshop will focus on how the Decision Points can be facilitated in-group and how the skills can be supported by an array of professionals working with participants to support pro-social change.

Training/Learning Objectives
• Describe the four Decision Points steps.
• Describe how Decision Points addresses key dynamic risk factors.
• Apply the Decision Points steps to a common risk situation faced by participant’s clientele.
• Identify three ways Decision Points skills can be supported by diverse professionals working to support pro-social change.

Presenters
Juliana Taymans, Ph.D., Program Author & University Professor, George Washington University (MD)
Charles Robinson, Program Author & Director/Chief Probation Officer, Travis County Pretrial and Probation Department (TX)
Douglas Sanger, Probation Division Director, Orange County Probation Department (CA)

COMMUNITY SUPERVISION OF THE DOMESTIC VIOLENCE OFFENDER
This study is the first step for determining if an effective means for probation officers to supervise domestic violence offenders in the community exists. The ability to quantify and measure DVO supervision methods becomes the first step in determining an effective community solution for deterring ongoing domestic violence. In 2000, PCADV funded by the Pennsylvania Commission on Crime and Delinquency (PCCD), took the lead in developing the Model for Domestic Violence Intervention and Supervision for Pennsylvania County Adult Probation and Parole Departments (Model) (PCADV, 2003). Findings from this study indicate that although the majority of the probation officers were not aware of the Model they used the techniques detailed in the Model to supervise the DVOs on their caseload. Findings demonstrate that gender, training focused on DVO training, specialized probation and a probation officer’s belief that probation reduces recidivism were statistically significant in predicting supervision techniques described in the Model.

Training/Learning Objectives
• List the guidelines that support a proactive community supervision of the domestic violence offender as presented by Pennsylvania Coalition Against Domestic Violence (PCADV) and American Probation and Parole Association (APPA).
• Discuss the current theories and models regarding DVO supervision.
• Define DVO Intervention and describe its five key dimensions.
• Identify areas of improvement in participants’ supervision of the DVO.

Presenter
Mathilda Spencer, Assistant Professor of Sociology, University of Pittsburgh at Titusville (PA)
RECLAIM YOUR PERSONAL LIFE WHILE ACHIEVING GREATER PROFESSIONAL SATISFACTION

Probation and parole officers, like their counterparts in law enforcement and corrections, can experience a great deal of job-related stress. The aforementioned stress can be so pervasive that it often filters over into many officers’ personal lives, thereby disturbing work life balance. If your answer is yes to any of the questions below, chances are you feel fragmented, pulled in too many directions at once, frustrated. Do you stay late at the office trying to empty your inbox that never seems to diminish? Do you have difficulty dealing with cantankerous bosses or passive aggressive coworkers? Do you find yourself checking your blackberry almost against your will during dates, family dinners or while attending your children’s sporting events? This session will demonstrate how our failure to maintain a unified life with good boundaries at the office not only blurs the line between the professional and the personal, but leaves us less equipped to deal with the problems of today’s workplace. It will also provide information and recommendations that will assist attendees with reclaiming their personal life while achieving greater professional satisfaction and success.

Training/Learning Objectives

- Identify the problem and the solution activity.
- Identify participants’ vision and boundaries.
- Discuss how to rebuild boundaries.
- Describe how to establish boundaries on the job.
- List helpful hints to maintain structure and boundaries in participants’ professional and personal life.

Presenter
Lorenzo G. Hopkins, SCSO, CSOSA (DC)

INNOVATIVE SEX OFFENDER MANAGEMENT: SEX OFFENSE COURT AND PROBATION COLLABORATION

Created to promote justice by providing a comprehensive approach to case resolution, increase sex offender accountability, enhance community safety and ensure victim safety while protecting the rights of all litigants, sex offense courts have institutionalized several evidence based best practice strategies. Suffolk County Sex Offense Court, operational since 2007, through collaboration with probation and other stakeholders, created innovative approaches to sex offender management that have led to a reduction in probation violations and increased information flow to the court about offender compliance. Using case studies and specific court documents, this presentation will provide an overview of the sex offense court model, including administrative and procedural overview of the planning and operations; discuss the evidence based best practice strategies of the sex offense court, including the creation of Suffolk County Probation Department’s Digital and Media Forensics Lab, compliance monitoring calendaring, the role of victim services and procedural fairness enhancements.

Training/Learning Objectives

- Explain the Sex Offense Court model and place within the context of problem solving courts.
- List the evidence based best practice strategies and their implementation into the sex offense court model.
- Discuss the role of probation and the court in creating sex offender management innovations.

Presenters
Barbara Kahn, Honorable, Suffolk County Sex Offense Court (NY)
Stephen Larsen, Officer, Suffolk County Probation Department (NY)

Presenter/Moderator
Rebecca Thomforde Hauser, Associate Director, Domestic Violence Programs, Center for Court Innovation (NY)
UNDER CONSTRUCTION – IMPACT OF SCHOOLS – JUVENILE JUSTICE ON YOUTH

From the probation perspective, an ounce of prevention reaps positive rewards. From the education system, helping students become engaged learners is essential to their success. Wright County Court Services and Buffalo High School have done just that through an initiative they started twenty years ago called “Safe Schools”. A place to share ideas, engage in problem solving, and build relationships, Safe Schools has been invaluable in keeping pace with the needs of our youth. Accomplishments from this shared initiative include a “Pay-It-Forward Academy”, a concentrated effort on educating all Jr. High Students on responsible use of technology/smart phones, and most recently an award winning alternative to out-of-school suspension program called Right Choice. Kris, Mike, and Abe share about the success of “Safe Schools” and the key ingredients for building lasting relationships between school and county partners.

Training/Learning Objectives
- Discuss the importance of collaboration/partnerships in working with youth.
- Explain the power and value of a shared common goal.
- Develop strategies to enhance communication between schools and county partners.
- Describe the practical use of evidence based practices in program development.

Presenters
Kris Thompson, Assistant Principal, Buffalo High School (MN)
Michael MacMillan, Director of Court Services, Wright County (MN)

Moderator
B. "Abe" Abrahamson, Juvenile Supervisor, Wright County Court Services (MN)

SUPERVISING THOSE WHO DON’T BELIEVE IN WHAT YOU DO: TRADITIONAL AND MOORISH SOVEREIGN CITIZENS

We will review the basic beliefs and ideas of the sovereign citizens and Moorish sovereign citizens. We will discuss some of the ways to identify those who subscribe to sovereign ideologies, including the use of fraudulent paperwork and identifications, and explore how traditional, rural based sovereigns can differ from up and coming urban groups such as the Moorish sovereigns. We will then discuss the unique issues these belief systems present for interview and supervision purposes and some of the dangers they pose. Lastly, we will discuss some supervision approaches that may aid in supervising these individuals and techniques officers can use to protect themselves.

Training/Learning Objectives
- Discuss the basic belief systems of sovereign citizens and Moorish sovereign citizens.
- Explain how to identify sovereign citizens and Moorish sovereign citizens.
- Describe some of the interview and supervision issues/roadblocks those who subscribe to these belief systems may pose.
- Discuss some supervision tactics that may be useful when supervising self-proclaimed sovereign citizens and Moorish sovereign citizens.

Presenters
Shannon McAllister, Senior U.S. Pretrial Services Officer-Location Monitoring Specialist, U.S. Pretrial Services Office (MO)
Anthony Byrd, U.S. Pretrial Services Officer, U.S. Pretrial Services Office (MO)
IMPLEMENTING AND MEASURING EVIDENCE-BASED REENTRY PRACTICES IN PAROLE AND PROBATION PARTNERSHIPS

Research points to a specific set of core correctional practices central to effective reentry. These evidence-based practices (EBPs) must be implemented with fidelity to reduce recidivism, yet many jurisdictions struggle to monitor and assess performance. This session reviews core correctional practices and identifies practical steps practitioners can take to monitor and assess reentry and supervision practices (i.e., self-evaluation) in order to maximize the impact of these EBPs. Lessons learned from reentry efforts in Allegheny County, Pennsylvania will be shared. A recent Urban Institute study (Buck Willison et al. 2014) found that Allegheny County’s reentry efforts reduced recidivism by a remarkable 24 percentage points. These findings are supported by ample evidence of implementation fidelity around the use of core correctional practices and principles of effective intervention (Domurad et al. 2010; Matthews et al. 2001).

Training/Learning Objectives
- Examine the link between implementation and outcomes.
- Review how to use performance indicators and quality assurance (QA) processes to monitor the implementation of EBPs and measure performance.
- Identify steps participants can take to monitor and measure performance.

Presenters
Janeen Buck Willison, Senior Research Associate, Urban Institute (DC)
Ronald J. Seyko, Director, Allegheny County Adult Probation and Parole (PA)

ONE SIZE DOES NOT FIT ALL: EMPLOYMENT & EMPOWERMENT STRATEGIES FOR A DIVERSE CASELOAD

Discover an innovated approach to working with ex-offenders who face multiple barriers to employment such as: criminal record, substance abuse, disability, homelessness, veterans, youth and mature workers. This workshop will discuss strategies and tools on how to empower ex-offenders to secure employment through a successful collaboration between community corrections programs, One-Stop Career Centers, and community organizations in your area. Participants will be given the tools that they can immediately put to use in helping their job seekers obtain employment.

Training/Learning Objectives
- Identity the needs and barriers ex-offenders face while job searching and how to overcome them.
- Create a customized “Employment Portfolio” that will ensure job seekers are successful in obtaining employment.
- Discuss how a One-Stop Career Center works and how best to utilize them.
- Review how to empower job seekers by creating a strong job search action plan.

Presenters
Ramona Rivera-Reno, Regional Re-entry Program Manager, CareerPoint- One Stop Career Center (MA)
David Gadaire, Executive Director, CareerPoint- One Stop Career Center (MA)
THE SEQUENTIAL INTERCEPT MODEL IN ACTION: UNDERSTANDING AND MAXIMIZING DIVERSION PROGRAMS

The Sequential Intercept Model is a national best practice in the identification and assessment of jail diversion programs. It is a framework for thinking about how and where diversionary alternatives might best fit a community. The model incorporates components of forward thinking on diversion opportunities and re-entry possibilities that are consistent with the criminal justice and behavioral healthcare systems. The model also reflects the significant points where interventions can take place rather than restrictions. This workshop will highlight the crucial role of probation and parole in this model and the significant impact officers play.

Training/Learning Objectives
- Discuss the definition of diversion and why it is important for communities.
- Describe how community corrections can impact diversionary efforts.
- Explain the impact diversion can have on individuals as well as stakeholders.
- Identify areas in participants’ communities where diversions are possible.
- Identify impacts of society, communities and individuals of incarceration.

Presenter
Leah Vail, Forensic Program Director, Meridian Behavioral Healthcare (FL)

IMPROVING OUTCOMES FOR YOUTH – ACTION PLANNING

Participants will review the core principles demonstrated by research to reduce recidivism and improving other youth outcomes as well as the probation systems review process. Participants will then develop work plans for applying these tools in their respective jurisdictions and determine achievable short-term next steps. These work plans will serve as a tool to guide follow-up technical assistance activities implementation.

Training/Learning Objectives
- Demonstrate a fundamental understanding of the core principles demonstrated by research to reduce recidivism and the probation systems review process.
- Apply the core principles demonstrated by research to reduce recidivism and improve other youth outcomes.
- Develop an action plan to engage in a probation systems review process in participants’ jurisdictions.

Presenters
Joshua Weber, Program Director, Juvenile Justice, Council of State Governments Justice Center (MD)
Mark J. Ferrante, Senior Policy Analyst, Juvenile Justice, Council of State Governments Justice Center (MD)
Cynthia Thaler, Program Associate, Juvenile Justice, Council of State Governments Justice Center (NY)
John A. Tuell, Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)
Jessica Heldman, Associate Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice (MA)