

## INTENSIVE SESSIONS (SUNDAY)

Sunday, January 21, 2018

8:00 am – 12:00 pm

### **Introduction to Windows Forensic Environment (WinFE): How to Search Clients' Computers in the Field in a Forensically Sound Way**

WinFE is a new bootable forensic environment that provides officers the ability to conduct a forensically sound examination of computers in the field. WinFE does not mount the hard drive of the computer being checked and hence does not alter the evidence drive. Moreover, it allows investigators to operate in a traditional Windows environment and run preview tools such as Field Search or osTriage that allow them to assess the computer activity of a suspect or an individual under supervision. This lecture and lab will provide participants the skills and software necessary to create a WinFE image that boots by either CD or USB device. Participants will have the opportunity to practice booting a "suspect computer" with their WinFE and to utilize preview tools.

Note: Due to Windows licensing rules, participants will create their CD and USB thumb drives using a 30-day evaluation copy of Windows. ***Laptops will be provided by presenters.***

#### **Training Objectives:**

- Provide community supervision professionals with the ability to examine and triage computers in the field in a forensically sound manner
- Teach skills for effectively monitoring the computer activity of those assigned to caseloads in a traditional Windows environment while preserving the data
- Give participants the ability to examine "live" systems to ensure that data is not lost if they need to seize the client's machine

#### **Presenter:**

Dean Chatfield, High-Tech Crime Training Specialist, SEARCH Group, Inc. (CA)

#### **Presenter/Moderator:**

Timothy M. Lott, Director, High-Tech Crime Training Services, SEARCH Group, Inc. (CA)

***Technology  
Supervision***

Sunday, January 21, 2018

8:00 am – 12:00 pm

### **Method to the Madness: Sequencing Agency Initiatives into a Comprehensive Strategic Plan**

Correctional agencies must remain on top of current best practices and at the same time must determine how best to integrate these approaches into their systems. Given all the demands placed on agencies, oftentimes new practices and policies are implemented piecemeal rather than being part of a cohesive, planned, and systematic approach aimed at achieving correctional success. Inevitably, this results in ineffective, costly, duplicative, and poorly executed outcomes. This session is designed to give those in positions of agency leadership the tools needed to organize, develop, and implement a comprehensive strategic plan that will put their agency on the path to correctional excellence.

#### **Training Objectives:**

- Clarify how policies, practices, and procedures connect to an agency's overall strategic plan
- Enable the workshop participants to more effectively analyze existing agency policies, practices, and procedures through an organizational lens
- Improve the ability of participants to evaluate agency initiatives and timelines
- Help participants create a base strategic plan for further development within their own agencies

#### **Presenter:**

Jamie Vaske, Associate Professor, Western Carolina University (NC)

#### **Presenter/Moderator:**

Ashley Bauman, President, Bauman Consulting Group (OH)

### ***Leadership and Management***

Sunday, January 21, 2018

1:00 pm – 5:00 pm

## **Utilizing Evidence-Based, Gender Responsive Models for Skill Building, Reducing Delinquency, and Improving Outcomes**

Girls Circle® and The Council for Boys and Young Men® equip probation staff with gender-responsive strategies to support them in dealing with youth. These group models are deeply rooted in evidence-based principles such as empathic listening and motivational interviewing as well as other trauma-informed, strength-based, relational, and culturally responsive approaches being implemented within juvenile justice settings across the country. Both programs have an effective six-step circle format to promote respect and skill building as the basis for forming healthy and safe relationships.

This workshop will provide an explanation of both models and the corresponding theoretical framework, to include relational-cultural theory, masculinity research practices, brain development, resiliency principles, trauma issues, and culturally responsive practices. Participants will learn how the models can be utilized to achieve a multi-system public and private sector approach to improve child services, juvenile justice, court and community engagement.

### **Training Objectives:**

- Provide an overview of both models and their corresponding theoretical framework
- Clarify the emphasis in these programs of unique gendered pathways into systems of care, their use of culturally responsive practices, and their strengths-based and motivational interviewing approach
- Describe how the models can be utilized to achieve a multi-system approach across public and private sectors, resulting in broad-ranging positive impacts
- Provide participants with experience in using the models' six-step circle format to promote respect, empathic listening, and skill-building

### **Presenter/Moderator:**

Victoria Mahand, National Training Specialist, One Circle Foundation (CA)

***Mental Health and Substance Abuse  
Prevention  
Research/EBP***

## **WORKSHOPS (MONDAY – WEDNESDAY)**

### **A Closer Look on the Ground: The Daily Struggles of Introducing and Using Risk Assessments by Pretrial and Probation Staff**

The field has evolved to recognize that risk assessments cannot replace human decision-making but can inform and improve these processes. There is a recent surge of interest in the widespread use of pretrial risk assessments separate from those used for probation. The distinctions between these tools are not always clearly defined, regardless of whether one agency is responsible for administering both or separate agencies or assessments are utilized. Reducing the risk of reoffending is common to each, but other risks and needs are not. Assessment tools generally differ in their purpose, sources of data, and application—and these considerations can make the investment in risk assessments difficult. Another factor is that multi-agency data sharing—necessary for accurate assessments—is also challenging. This session will compare pretrial and probation risk assessments, address the nuances of using risk assessments, and share insights into challenges and solutions on the ground.

#### **Training Objectives:**

- Review the differences in measuring risk for pretrial and probation populations
- Examine the nuances of introducing or restructuring the use of risk assessments across the country
- Describe the different purposes of using risk assessments, such as for high-level leadership, case planning and management, and interpretation for line staff
- Address how to most effectively use risk assessments for fidelity and to ensure ongoing quality

#### **Presenters:**

Marina Duane, Research Associate I, Urban Institute (DC)

Kathryn Collins, Manager, Research and Quality Assurance (PA)

#### **Presenter/Moderator:**

Kelly Roberts Freeman, Research Associate I, Urban Institute (DC)

***Supervision***

***Pretrial***

***Technology***

## **A New Approach to the Supervision of Domestic Violence Offenders-The Development and Implementation of the DVRNA Tool**

This workshop will give an overview of the development of the Domestic Violence Risk/Needs Assessment (DVRNA) used in Colorado and other states. The DVRNA is a risk assessment tool using both static and dynamic factors to measure risk/needs of convicted DV offenders. This tool was developed as part of an evaluation process to help with offender placement in a differentiated treatment model based on risk-needs-responsivity principles. The tool has been used in Colorado since 2010 and has drawn the attention of other states, including Ohio, where a pilot program utilizing the DVNRA was developed in Columbus (Franklin County). Staff from the Franklin County Municipal Court's Domestic Violence Unit will discuss their efforts to find the "right" tool to complement their general risk assessment and their decision to use the DVRNA. They will discuss how this tool has aided in their risk-based supervision response and how they have collaborated with their local treatment providers to design and implement a complementary treatment response. They will also share data they have collected since implementation as well as their plans for continued program enhancement.

### **Training Objectives:**

- Discuss criminogenic risk factors specific to domestic violence offenders
- Help participants understand how specific risk factors can be addressed in order to reduce recidivism
- Teach how a differentiated level of treatment is more effective than a one-size-fits-all approach

### **Presenters:**

A. Mervyn Davis, President, Davies & Associates (CO)

Cassandra Munoz, Domestic Violence Unit Supervisor, Franklin County Municipal Court Department of Probation Services (OH)

### **Moderator:**

Molly Gauntner, Chief Probation Officer, Franklin County Municipal Court Department of Probation Services (OH)

***Supervision***

***Reentry***

***Research/EBP***

## **A Warm-Hand Off: Alameda County's Transition Center, an Innovative Juvenile Justice Reentry Model**

During the summer of 2009, the Alameda County Probation Department, in partnership with the local Health Care Services Agency, implemented an innovative juvenile justice reentry model referred to as the Transition Center. The Transition Center, which is located on site where youth are released from a short-term detention facility to their caregivers, is a one-stop resource and referral center that seeks to providing warm hand-offs. Key factors in the success of the Transition Center are the effective reentry practices provided through a collaborative team comprised of eight county agencies and departments. The presenters will share the juvenile reentry model in detail while also highlighting lessons learned. Workshop participants will improve their understanding of exemplary juvenile justice reentry practices and will be aided in developing their own transition planning strategies to improve juvenile reentry within their own systems.

### **Training Objectives:**

- Articulate key components of ensuring an effective transition of juvenile justice system-involved youth from detention back to the community
- Describe juvenile reentry best practices utilized by Transition Center Model
- Demonstrate the Transition Center daily reentry process with participant interaction
- Provide transition planning strategies to assist participants in developing juvenile reentry processes within their own systems

### **Presenters:**

Dr. Erica D. Arana, Assistant Professor, University of San Francisco (CA)

Corrine Lee, Behavioral Health Clinician II, Alameda County BCHS Guidance Clinic (CA)

Peter Kim, Oakland Unite Manager, City of Oakland (CA)

### **Moderator:**

Jessica Fort, Division Director SB 1004/Transition Center and Detention Alternatives, Alameda County Probation Department (CA)

***Juvenile Justice  
Reentry  
Prevention***

## **Assessing Housing Need and Risk of Homelessness**

Individuals under supervision face many challenges, and finding adequate housing can be one of the most difficult of these. This session will review the recently released “Assessing Housing Needs and Risks Screening Questionnaire.” The presenters will give an overview of the information gleaned from the questionnaire and will go on to engage with participants in an interactive discussion of how community corrections professionals can effectively screen for housing instability. They will also offer strategies for linking clients to the most appropriate housing services and for developing high-quality working relationships with affordable housing providers.

### **Training Objectives:**

- Articulate and clarify the challenges and opportunities related to housing for people in the criminal justice system
- Review the importance of screening for risk of homelessness and assessing housing needs to match people to appropriate services
- Help participants identify ways to incorporate housing-specific screening and assessment questions into existing case planning processes

### **Presenter/Moderator:**

Maureen Richey, Policy Analyst, Council of State Governments Justice Center (NY)

***Reentry***  
**Supervision**

## **Body Cameras and Offender Supervision**

Across the country, many community corrections agencies are searching for the latest technology to enhance offender supervision, officer safety, and department operations. One technology agencies should consider is body cameras. This workshop will focus on how the Department of Community Supervision (DCS) utilizes body cameras to improve training, increase transparency, and enhance offender supervision. The presenter will also discuss the challenges (and impending challenges) presented by implementing body cameras. As an added bonus, the audience will view multiple offender interactions to see first-hand the many ways DCS has been using footage to improve operations. Participants will leave this interesting workshop much better informed and more prepared to make decisions about the applicability of this technology in their own districts.

### **Training Objectives:**

- Discuss how body cameras can be used to improve officer training
- Explain how body cameras can incorporate evidence-based practices
- Discuss the potential benefits for officers, offenders, and interested stakeholders
- Identify strategies to introduce body cameras to the field

### **Presenter/Moderator:**

David Morrison, Director of Field Operations, Georgia Department of Community Supervision (GA)

***Supervision***

***Technology***

## **Bringing Down the Walls Between Us: Raising Change Through Self-Affirmation**

Do you want to increase your clients' openness to information and resources you have to offer? Do you ever feel like your best efforts are met with defensiveness? This fast-paced and highly interactive workshop will introduce you to the tools of self-affirmation: quick self-exploration tasks you can do with clients that enhance receptivity to new or challenging information without raising their defensive biases. Self-affirmation acts like psychological immunization, removing communication walls and allowing clients to embrace change conversations and resources...and making our jobs easier.

### **Training Objectives:**

- Discuss the benefits of using self-affirmation activities with clients, and help participants appreciate and identify such benefits
- Help participants increase their ability to conduct a self-affirmation activity
- Ensure that participants are able to identify three different kinds of self-affirmation activities to use in client conversations

### **Presenter/Moderator:**

Ali Hall, Independent Trainer and Consultant, Ali Hall Training and Consulting (CA)

*Supervision*

*Mental Health and Substance Abuse*

*Reentry*

## **Bureau of Diplomatic Security, Criminal Investigative Liaison Branch—A Global Reach**

Defense Security Services (DSS) is the security and law enforcement arm of the U.S. Department of State and provides a safe and secure environment for the conduct of U.S. foreign policy. With Special Agents assigned to 31 U.S. cities and approximately 275 diplomatic missions in more than 170 countries, DSS is in a unique position to assist other law enforcement organizations with its broad investigative reach. The DSS Criminal Investigative Liaison Branch (CIL) serves as a clearing house for the coordination of requests to engage DSS international assets to support outside agency investigations. In this presentation, CIL representatives will provide an overview on DSS operations and how CIL can assist in criminal investigations with an international nexus. These investigations include locating fugitives, locating noncompliant sex offenders, and coordinating with the Bureau of Consular Affairs for U.S. passport revocations. Notifications can also be provided when a wanted felon, parolee, or probationer attempts to obtain a U.S. passport.

### **Training Objectives:**

- Provide overview on DSS worldwide operations and how to request DSS international assistance
- Explain DSS/CIL role in locating international fugitives
- Describe steps to request revocation of the U.S. passport of a probationer or parolee or prevent issuance of a new U.S. passport

### **Presenters:**

Paul C. Starke, Investigative Analyst, Diplomatic Security Service – U.S. Department of State (VA)

### **Moderator:**

Blake D. Hayes, Special Agent, Diplomatic Security Service – U.S. Department of State (VA)

***Supervision  
International  
Pretrial***

## **Cannabis and Driving: The Changing Roadways**

As more states legalize marijuana, the criminal justice system is seeing more marijuana driving cases. In fact, drugged driving has now surpassed drunken driving on the roadways. Those working in corrections need to become up to date on this topic. Do you know how marijuana affects driving? Is there a specific THC concentration that establishes marijuana impairment? What do scientists say—and what data has been produced by scientific studies? The presenters will make use of high quality graphics in a slide show that sets forth data related to marijuana laws, use, and attitudes across the country, with an interesting graphic of the NADS driving stimulator included as well. They will then use an informal lecture format--open to questions from participants--to present and discuss studies on how and why marijuana affects driving. This presentation will close with coverage of some hot topics!

### **Training Objectives:**

- Help participants understand how marijuana is metabolized in the body and how marijuana use affects driving
- Discuss marijuana and driving in the larger context of drugged and impaired driving, with clarification of the distinction between alcohol and marijuana use when driving
- Outline the current status of marijuana driving laws across the country and the extent to which they may differ from state to state
- Explain how standard field sobriety tests apply in cases of marijuana/THC driving impairment

### **Presenter/Moderator:**

Mary A. Celeste, retired Judge, Judge Mary A. Celeste, LLC (CO)

*Supervision*

*Judicial*

*Research/EBP*

## **Charting the Probationer's Experience: Identifying Themes in Community Supervision and Leveraging Data to Quantify Them**

This workshop is for those community supervision professionals who want to explore the probationer's user experience and common challenges in a group setting. Through a small group ideation exercise, we will examine text messages between probation officers and probationers to find themes and share solutions on both individual and structural levels. Participants will also learn about how we can use qualitative data such as text messages to make data-driven research for probation departments through machine learning and natural language processing. The workshop will be interactive, and participants will leave with new connections with community supervision professionals, exposure to evidence-based research currently in process, and new technology applied to probation. No tech skills are needed—just your expertise in the field!

### **Training Objectives:**

- Share new data-gathering techniques applied to a probationer's user experience, including real life examples from Code for America's probation department partners (Baltimore, Multnomah, and Salt Lake County)
- Familiarize participants with the ways in which technology is developed through agile development, by participating in an ideation session to begin the problem-solving and feature-building process
- Explore the benefits of using a new form of communication (texting) in probation. This will include ClientComm, a Code for America tool, which allows case managers to text their clients from a computer or mobile device

### **Presenters:**

Manya Scheps, Senior Product Manager, Code for America (CA)

Meilani Santillan, Senior Manager for Partnerships & Growth, Code for America (CA)

### **Presenter/Moderator:**

Jenny Montoya Tansey, Director of Safety & Justice, Code for America (CA)

***Supervision***

***Prevention***

***Technology***

## **Circles of Support and Accountability: An Innovative Approach to Managing People with Sexual Offenses**

When returning home after incarceration, people convicted of sexual offenses face many obstacles that prevent them from securing housing and accessing employment and educational opportunities. These obstacles are also often compounded by additional barriers, including limited access to prosocial activities and restrictions on reuniting with family, among others. Circles of Support and Accountability (CoSA) have emerged as one of the most effective sex offender management strategies in recent years, and in Vermont they have been expanded to effectively lower the recidivism of other high-risk offenders. The CoSA model focuses on the safe reintegration of people returning home from incarceration through community involvement and collaboration. In this workshop, panelists will provide an overview of the CoSA model and describe what implementation looks like across the country. They will also review Vermont's CoSA model, which has seen effective results in community reintegration and recidivism reduction, and will discuss how evidence-based programming can help improve outcomes and better integrate people with sexual offense convictions into broader reentry strategies.

### **Training Objectives:**

- Describe how the CoSA model supports successful reentry for people with sexual offenses
- Share lessons learned from Vermont's CoSA model, which has seen effective results in community reintegration and recidivism reduction
- Identify training and resources available to support correctional professionals tasked with managing specialized caseloads of people with sexual offenses

### **Presenter:**

Lahiz P. Tavarez, Policy Analyst, Council of State Governments Justice Center (NY)

### **Presenter/Moderator:**

David A. D'Amora, Director of Special Projects/Senior Advisor, Council of State Governments Justice Center (NY)

***Prevention***

***Reentry***

***Supervision***

## **Continuous Quality Improvement (CQI): Leadership's Commitment to Excellence**

Continuous Quality Improvement (CQI) is an approach to quality management that promotes the use of analyzed objective data to improve system processes within an organization. It focuses on the "process" rather than the individual and recognizes both internal and external customers. This interactive peer learning session will include information and "discussion stations" for participants to move through in order to identify the challenges and strengths of implementing CQI within community supervision operations. Topics will include maintaining fidelity to implementation science, identifying data collection strategies, changing organizational culture, and developing tools and support for staff at every level. This session is especially recommended for executive leadership, mid-level managers, and quality assurance specialists.

### **Training Objectives:**

- Identify the building blocks of a continuous quality improvement approach to ensure stakeholder buy-in
- Discuss lessons learned from Second Chance Act grantees through a peer breakout focused on fidelity to implementation science, identifying data collection strategies, changing organizational culture, and developing tools and support for staff at every level
- Discuss what continuity means for agencies working to effectively instill CQI

### **Presenters:**

Heather Tubman-Carbon, Senior Policy Analyst, Bureau of Justice Assistance (DC)

Mary Heidel Haight, Corrections Project Manager, Council of State Governments (MD)

Bethany LaPierre, Chief Probation Officer I, State of Connecticut Judicial Branch, Court Support Services Division (CT)

### **Moderator:**

Lahiz Tavarez, Policy Analyst, Council of State Governments (NY)

### ***Leadership***

## **Culturally Responsive Intervention for Black Males**

White participants on probation or parole are more likely to successfully complete the conditions of their probation and parole than their black counterparts, and developing ways of addressing and reducing or eliminating this disparity is extremely important. This workshop focuses on H.E.A.T. (Habilitation, Empowerment, and Accountability Therapy), a holistic, culturally relevant/responsive, strength-based, and trauma-informed therapy program designed to help young Black males involved in the criminal justice system. We will discuss the underpinnings of this model and make the case for greater use of interventions such as this—interventions that address post-traumatic stress, anxiety, and depression within Black populations in criminal justice. One goal, for example, is to prevent self-medication through drug use as a way of survival. We will explore the core components of how H.E.A.T. intervention is culturally responsive and engaging for young, trauma-impacted African American male populations. In addition to a PowerPoint presentation to aid in the program overview, the presenters will review outcomes of studies on two pilot programs showing this intervention to be a promising practice.

### **Training Objectives:**

- Describe what makes a culturally responsive intervention and clarify why culturally responsive and trauma-informed interventions are important
- Describe the components of H.E.A.T. and how it has been implemented
- Present data from two studies that show this form of intervention is a promising practice with the potential to lead to better future outcomes

### **Presenter/Moderator:**

Darryl Turpin, Co-Principal, The Pinwheel Group (KY)

***Mental Health and Substance Abuse  
Diversity***

## **Domestic Violence – Safer Releases, Safer Communities**

Domestic violence events continue to be the leading cause of fatal shootings for responding law enforcement. In this highly volatile and dangerous environment, what can we do to mitigate the risk to our staff, the victims, the offenders we supervise, and the community? A proactive and planned approach to high threat cases can have a significant impact for the safer release of domestic violence offenders—an approach that is possible when corrections and supervision staff work together with community stakeholders. The presenters will discuss programs that identify high threat cases while the offenders are incarcerated, what screening tools are being used and why, and how the victim and the community can prepare for these releases to maximize available resources. This interactive workshop will also go over methods used to identify on-going abuse and stalking behaviors while an offender is incarcerated. Informed staff and proactive measures increase safety for everyone concerned.

### **Training Objectives:**

- Explain the steps being taken to identify high-threat cases and issues related to this process
- Cover the issues involved when abuse and stalking continues during incarceration and the impact of such behaviors
- Teach attendees how to identify collaborative relationships/connections that could support a more proactive response and safer releases in domestic violence cases
- Ensure that attendees can identify at least three action steps toward safer releases

### **Presenters:**

Jeralita Costa, Community Victim Liaison, Washington Department of Corrections (WA)

Safia Khan, Community Response Program Director, End Domestic Abuse Wisconsin (WI)

### **Moderator:**

Lorie Brisbin, Correctional Program Specialist, National Institute of Corrections (DC)

***Health & Safety***

***Victims' Issues***

## **Electronic Monitoring/House Arrest (EMHA): Confinement or Not?**

This workshop provides an overview of the Warren County Court Services Electronic Monitoring Division. Located in southwest Ohio, Warren County monitors on average 935 people a year on GPS/Alcohol Monitors, the largest number of EM cases in the state. Warren County has been running a 24/7/365 operation with nine staff members while maintaining an 80% successful termination rate. How does this happen? We attribute it to our utilization of evidence-based practices, formation of partnerships with different law enforcement entities across Ohio, moving training in-house, building rapport with our clients, having hands-on managers, holding staff accountable, and ensuring a positive working environment through incentives, appreciation, etc. This workshop will present our approach and discuss our experiences in implementation. We will also devote a portion of this workshop to an important discussion regarding a ruling from the 12th Appellate District Court of Appeals that allows the awarding of jail time credit for those placed onto EMHA post-conviction. We have seen a decline in the number of referrals due to this ruling. Is house arrest really the same as incarceration in jail? What is the best approach?

### **Training Objectives:**

- Identify the challenges associated with electronic monitoring
- Share how collaborations with outside sources have benefited our department
- Explain how we have utilized electronic monitoring with drug court clients to maximize client accountability
- Share with participants how jail time credit has reduced referrals

### **Presenter:**

Shayne Shackleford, Electronic Monitoring Probation Officer, Warren County Community Corrections (OH)

### **Presenter/Moderator:**

Matt Campbell, Electronic Monitoring Supervisor, Warren County Community Corrections (OH)

***Community Supervision  
Technology***

## **Global Positioning System Monitoring-The Texas Approach**

Global positioning system monitoring has been effectively utilized with the Texas Department of Criminal Justice Parole Division, and the presenters are eager to share all aspects of this program with the workshop participants. They will cover the types of equipment utilized, program policies, and experiences in implementation. Also included will be useful tips on ensuring appropriate management/oversight of the monitoring program and, importantly, how to prepare for emergency situations such as a natural disaster.

### **Training Objectives:**

- Describe the Texas Department of Criminal Justice-Parole Division's GPS program
- Explain the types of equipment and when utilized.
- Describe the management and oversight components of the GPS program
- Discuss actions taken during an emergency such as a disaster

### **Presenters:**

Lela Smith, Section Director, TDCJ-Parole Division (TX)

Cynthia Stout, Program Supervisor, TDCJ-Parole Division (TX)

### **Moderator:**

Kerry Gaddis, Deputy Director, TDCJ-Parole Division (TX)

***Programming  
Technology***

## **High on Our Highways: The Challenge of Drugged Driving and Probation Supervision**

In 2015, 43% of fatally injured drivers with a known test result tested positive for drugs, outpacing the percentage of cases where alcohol was detected. The growing number of states that have legalized recreational marijuana and the increased abuse of prescription drugs have combined to create an increased threat on our roadways. Given that over two thirds of our probation population is drug and/or alcohol involved, probation officers need to understand the challenge we face with drugged drivers. This interactive presentation will provide the audience with information on the scope of our drugged driving problem, the use of assessment tools to determine risk, and practical evidence-based supervision strategies to address these behaviors.

### **Training Objectives:**

- Provide an overview of drugged driving trends and challenges
- Instruct participants on assessment tools that can help them determine risk for drugged driving
- Enhance the skills of participants by discussing supervision countermeasures and research-based practices that jurisdictions can and should be using to reduce the possibility of re-offense by drugged drivers

### **Presenter/Moderator:**

Mark Stodola, Probation Fellow, American Probation and Parole Associations (AZ)

***Community Supervision***

***Prevention***

***Research/EBP***

## **How Analytics Is Changing the Way We Look at Drug and Alcohol Testing**

There is no doubt that drug and alcohol testing is a fundamental tool for probation, parole, and community correction agencies. But is it just the test results that drive supervision strategies, rehabilitation choices, and sanctions, or, by using an Information Management System (IMS) are we able to extrapolate additional data that help us better serve our clients and communities? There is an enormous potential of knowledge available for officers that have access to IMS. For example, IMS's Analytics and Predictive Behavior Data can be analyzed to provide officers statistical information on patterns, behaviors, and trends. By utilizing these additional details, officers are now able to make decisions with more pertinent information. Expected outcomes are more effective supervision, reduced recidivism, and appropriate allocation of resources to assist in changing behaviors. This workshop will highlight trends and capabilities of drug testing technology that, when combined with behavioral interventions and supervision strategies, will enhance the busy officer's ability to be more effective and efficient.

### **Training Objectives:**

- Define Data Analytics and Predictive Analytics from IMS
- Show how to combine CBI, MI, MRT techniques with analytical information
- Discuss the impact of IMS on developing supervision strategies that address increases in risk

### **Presenters:**

Paula Keating, Retired, Massachusetts Probation Service (MA)

Justin Manni, Director of Business Development, Averhealth (VA)

### **Moderator:**

John (Jack) McGrimley, Probation Officer II, Falmouth District Court (MA)

***Supervision  
Technology***

## **How Probation Can Lead in Being Part of the Solution to America's Opioid Epidemic**

Community efforts led by criminal justice professionals such as law enforcement and others are an important component of nationwide endeavors to help people suffering from addiction. One example is the establishment of the Police, Treatment and Community (PTAC) by leading national justice, behavioral health, and community organizations. The presenters in this session will provide useful information on PTAC's role and efforts, but they will emphasize that the work of saving lives through naloxone and rapid connection to treatment is not limited to the police—and those in the field of probation and other forms of community supervision are in a key position to become active players in our nation's fight against opioids. Parole and probation staff already have the impetus to respond to the life-threatening abuse of opioids, given the increase in opiate abuse/dependence, overdoses, and opiate-related criminal offenses within the probationer population. What staff need are training and tools. This interactive workshop will discuss strategies and solicit ideas from the audience on how probation departments can take the lead in convening criminal justice systems to work together to save lives by engaging probationers in community-based treatment services and recovery support.

### **Training Objectives:**

- Discuss pre-arrest diversion and the role of probation at this decision point
- Explain the Naloxone Plus Framework for responding to opioids in the community setting
- Train participants so that they become familiar with the five critical elements of preventing opioid overdoses and overdose deaths
- Present strategies for creating a Safe Reentry/Strategic Response Intervention Team (SRIT) within each probation department

### **Presenter:**

Jac Charlier, Director for Justice Initiatives for the Center of Health and Justice, TASC (IL)

### **Presenter/Moderator:**

Katie Green, Correctional Program Specialist, National Institute of Corrections (DC)

***Substance Abuse***

***Supervision***

***Treatment***

## **How to Cope with Reactions to Traumatic Events**

It is a tough time to be in law enforcement. Every day on the job can mean exposure to events that can be serious and traumatic in nature. When a critical incident happens, it can cause a tremendous amount of work-related and family stress, which in turn can pose a serious threat to the well-being of our probation and parole personnel. This presentation will bring about greater understanding of what traumatic events/critical incidents are, as well as the possible symptoms that affected individuals may be experiencing after a traumatic event. Those participating in this training session will also learn about the stages of trauma symptoms and how to help a fellow co-worker who may be suffering. The goal of the session is to provide each participant with the tools and resources needed to effectively manage the stress relating to a traumatic event.

### **Training Objectives:**

- Clarify what incidents are critical, traumatic incidents
- Explain the negative impact a traumatic event can have on a person, both physically and mentally, if left untreated
- Teach participants about the possible symptoms they or someone else may be experiencing once a traumatic event happens
- Describe the different stages of trauma symptoms and how to help a fellow-co-worker who may be suffering
- Provide trainees with tools and resources necessary to effectively manage stress associated with a traumatic event

### **Presenters:**

Nancy Bohl-Penrod, Director, The Counseling Team International (CA)

Kathleen Wellbrock, Assistant Director, The Counseling Team International (CA)

### **Moderator:**

Milissa Crossman, Training Supervisor, The Counseling Team International (CA)

***Health & Safety  
Research/EBP***

## **Human Trafficking and the Criminal Justice System: The Defendant vs. Victim Paradigm Shift**

Victims of human trafficking are a hidden and often disguised population who present with a myriad of issues directly related to their victimization. This workshop will focus on education for line officers who come in contact with human trafficking victims on their caseloads. It will definitely help attendees increase their skills when it comes to identifying possible victims, determining appropriate responses, and following through with case planning/treatment recommendations that correlate with assessment results. Challenges, including the Defendant vs. Victim paradigm, will be discussed in conjunction with supervision responses. In addition, the presenters will cover the basics of a trauma competent courtroom (i.e., judicial interactions and appropriate victim language).

### **Training Objectives:**

- Instruct participants in how to identify human trafficking victims in the criminal justice system
- Discuss appropriate responses to these individuals that fit into an evidence-based and trauma competent criminal justice framework
- Ensure that workshop attendees can recognize what a trauma competent courtroom looks like and how they can potentially contribute to this

### **Presenters:**

Hannah Estabrook, C.A.T.C.H. Court Coordinator, Franklin County Municipal Court (OH)

Paul M. Herbert, Judge, Franklin County Municipal Court (OH)

### **Presenter/Moderator:**

Gwen England, C.A.T.C.H. Court Probation Officer, Franklin Municipal Court (OH)

***Supervision***

***Judicial***

***Victims' Issues***

## **Human Trafficking Victims with Disabilities: Identification, Prevention, and Restoration**

Individuals with special needs are increasingly recognized as a population vulnerable to human trafficking, particularly commercial sexual exploitation. This workshop will explore why this population is at risk for trafficking victimization. We will review known cases of human trafficking cases involving victims with disabilities from Harris County and throughout the country. Next, we will cover some of the challenges of identifying these victims and successfully prosecuting their cases. We will also consider best practices for when people with disabilities who are potential victims of trafficking are arrested and funneled through the criminal justice system, focusing on outcomes that take into consideration their individual capacity for independence while still focusing on restoration and community reintegration.

### **Training Objectives:**

- Increase understanding of disabilities among crime victims and offenders
- Share best practices for working with arrestees with disabilities
- Explore arrestee culpability when people have diminished cognitive capacity and may be in exploitative situations

### **Presenter/Moderator:**

Rebecca Pfeffer, Assistant Professor, Criminal Justice, University of Houston – Downtown (TX)

### ***Victims' Issues***

## **Interstate Compact: Promoting a Single Standard of Supervision**

One of the main goals of the Interstate Compact for Adult Offender Supervision is to get offenders who are subject to supervision to the geographical location where the best chances for successful supervision exist. The compact provides a mechanism for supervision responsibilities to be transferred to a state other than the one where an offender is convicted. This workshop highlights recent amendments and enhancements to Interstate Compact Rules and Processes, including a provision that establishes an expectation that evidence-based practices will be used for supervision (with incentives for their use) when a state becomes responsible for supervision of an offender who was sentenced in different state. ICOTS (the Interstate Compact Offender Tracking System) has been long been used to facilitate transfers and communications pertaining to interstate compact offenders. Now that the presence or absence of acceptable supervision practices and graduated responses within receiving states is considered important, ICOTS will now capture and report such information for the first time. Workshop participants will certainly benefit from these updates on transfer policies and expectations.

### **Training Objectives:**

- Explain the compact transfer process and the recent changes requiring receiving states to document that they supervise compact offenders with the use of incentives and graduated responses
- Advise attendees regarding the important role of each state's compact office as the expert resource and advocate when dealing with interstate compact offenders
- Learn how states engage and educate stakeholders when imposing sanctions such as jail time or special programs on out-of-state offenders

### **Presenters:**

Mindy Spring, Training Coordinator, ICAOS (KY)

Anne Precythe, Director of Corrections, Missouri Department of Corrections (MO)

***Supervision***

***Research/EBP***

## **It's a Risky Conversation to Talk about Risk: Using Risk Communication and PDSA to Improve Risk-Need-Responsivity**

Most justice agencies use a risk/need instrument to guide case planning decisions and supervision strategies for clients. However, research and experience tell us that these tools are not always implemented as intended, impacting how the officer and client discuss the case plan and how—or even if—it is used throughout supervision. In this presentation, we discuss the Quality Improvement model of Plan-Do-Study-Act (PDSA) and how it helps solve local concerns and empower line staff to improve how they are using research in daily practice. Using case study data, we show how one district used PDSA to identify and solve a concern about effective communication of risk/need principles by line staff. Specifically, the presentation considers the data used to inform the concern and the interdisciplinary research used to solve the issue. Findings have broad implications for how offices can make data-informed decisions to innovate locally, while at the same time enriching the officer-client relationship.

### **Training Objectives:**

- Describe how detailing the use of EBPs as a series of smaller tasks can help improve the specificity of solving office problems, inform data collection measures and focus fidelity concerns
- Share how interdisciplinary lessons from health risk communication literature can improve probation/parole officer communication strategies
- Describe the value of Quality Improvement models and PDSA to solve local issues
- Identify and describe nuances contributing to fidelity concerns

### **Presenters:**

Shannon Magnuson, Research Assistant, Center for Advancing Correctional Excellence, George Mason University (VA)

Kimberly R. Kras, Assistant Professor of Criminology and Justice Studies, University of Massachusetts-Lowell (MA)

Holly Aleandro, District 19 Deputy Chief, Virginia Department of Corrections (VA)

Tecora Johnson, Regional Programs Manager for Community Corrections (VA)

### **Moderator:**

Faye S. Taxman, University Professor, Criminology, Law and Society Department, George Mason University (VA)

### ***Supervision***

## **It's My Job! Social Identity and Explicit Bias in Criminal Justice Decision-Making**

High stakes criminal justice decisions are made every day across the U.S. It is therefore of critical importance to manage just how much bias and subjectivity is involved in decision-making processes. This workshop focuses on explicit biases that jeopardize fairness. Such biases exist on a conscious level and are known to the bias holder, but they're often rationalized as acceptable due to perceptions about social identity. As justice practitioners, we hold identities grounding us to the organizations where we work. It is these very identities that allow our explicit biases to persist when making criminal justice decisions such as supervision level overrides, parole releases, early terminations, and revocations. Attendees will engage in a lively exercise that highlights the impact of bias throughout the system, and this will frame a larger discussion of how to address bias at critical decision-making points. They will walk away with new knowledge about the impact of social identity on explicit bias, the impact of explicit bias in decision-making, and strategies to manage explicit bias at the individual and organizational levels.

### **Training Objectives:**

- To introduce participants to the concept of explicit bias
- To introduce participants to structured decision-making and its use in subjective decision-making processes
- Describe the impact explicit biases have on fairness and justice in community corrections

### **Presenter:**

Alexandra Walker, Principal Consultant/Researcher, Alliance for Criminal Justice Innovation (CO)

### **Presenter/Moderator:**

Dr. Brandon Mathews, Principal Consultant/Researcher, Alliance for Criminal Justice Innovation (CO)

***Supervision***

***Diversity***

***Leadership and Management***

## **JIDS for Kids: Tracking Interstate Movement with the Juvenile Interstate Data System**

What is the Juvenile Interstate Data System (JIDS)? Since November 2012, states have used this web-based application to transfer juvenile supervision across state lines and return runaways. Using five years of standardized data that have been collected and analyzed, the Interstate Commission for Juveniles will present trends in interstate juvenile movement and explore compliance issues. Attendees of this workshop will have an opportunity to become better informed regarding pertinent issues and policies related to this special type of supervision transfer.

This workshop examines the issue of returning juvenile runaways, including juvenile victims of human trafficking. According to 2015 data from the National Human Trafficking Resource Center, minors or juveniles make up around 33% of sex trafficking cases in this country, and it is estimated that 55% of girls who live on the street are engaged in sexual slavery. Moreover, up to 300,000 children are believed to be in environments at risk for sexual exploitation each year. Arranging for the return of juveniles can be especially difficult when dealing with special populations such as human trafficking victims. Several factors must be considered in effecting their transfer and placement, including allegations of abuse and neglect, the right to hold juveniles in secure detention, and human trafficking issues.

### **Training Objectives:**

- Describe JIDS, how it works, and who uses it
- Present an overview of what has been learned from JIDS
- Describe how JIDS has impacted the Interstate Commission for Juveniles
- Engage in a discussion with participants on the future of JIDS

### **Presenter:**

Jenny Adkins, Project Manager, Interstate Commission for Juveniles (KY)

### **Presenter/Moderator:**

Traci Marchand, Juvenile Court Services Administrator, North Carolina Department of Public Safety (NC)

***Juvenile Justice***

***Victims' Issues***

***Technology***

## **Keeping Families Together**

Quoting a 2007 National Coalition for Child Protection Reform Study, "On measure after measure of comparably maltreated children, children left in their own home do better than those placed in foster care." In this session, a panel of four practitioners will discuss challenges for the Department of Children and Families in Massachusetts as it strives to provide adequate parenting resources for clients, the high costs of foster care, and the obstacles in providing care for children in their custody. With the goal of teaching parents to be more effective and able to retain/regain custody of their children, Massachusetts developed an effective curriculum of two programs, MPOWER and Triple P (Positive Parenting Program). MPOWER is an 11-week program designed for mothers who are at risk or have temporarily lost custody of their children. Since inception in 2013, 29 of the 49 graduates presently have physical custody of their children. Triple P, an evidence-based program endorsed by the World Health Organization, focuses on teaching parents to manage children with mild to moderate behavior issues due to trauma or lack of structure. The panel will go over the curriculum and successes of both programs, and there will be an opportunity for interactive role play.

### **Training Objectives:**

- Make the case, backed by statistics, for the importance—and cost effectiveness—of keeping families together
- Provide instruction on how to effectively implement a parenting program
- Introduce and provide resources on the evidence-based Triple P Positive Parenting Program.
- Demonstrate how effective agency, community, and client collaboration leads to success

### **Presenters:**

Tracey Clogher, Probation Officer, Norfolk County Juvenile Court (MA)

Teresa Plante, Assistant Chief Probation Officer, Norfolk County Juvenile Court (MA)

Jennifer Garrity, Social Worker, Department of Children and Families (MA)

### **Moderator:**

Mark Prisco, Chief Probation Officer, Norfolk County Juvenile Court (MA)

## ***Supervision***

## ***Juvenile Justice***

## **Leading the Way Through Learning: How to Support and Challenge Staff Through the Process of Change**

The Virginia Department of Corrections has endeavored to become a true learning organization. One of the foundational tenets of the shift within our organization was the creation of learning teams (communities of practice). Such learning teams provide a safe environment for staff to voice attitudes and beliefs about the implementation of evidence-based practices and to practice the skills necessary to promote long-term public safety for those individuals under the care of the VADOC. This workshop endeavors to explain the purpose of learning teams, the evolution of the shared learning process within Virginia Department of Corrections, and the impact on our organization.

### **Training Objectives:**

- Discuss the important role that communities of practice play in supporting staff through the process of change
- Explain the structure of learning teams in the Virginia Department of Corrections
- Define the Safe Container and how to establish one within your organization
- Review the utilization of structured and unstructured learning plans to foster professional growth for the team members

### **Presenter:**

Susan Conner, Statewide EBP Manager, Virginia Department of Corrections (VA)

### **Presenter/Moderator:**

Denise Hayes, Statewide EBP Manager, Virginia Department of Corrections (VA)

***Community Supervision***

***Leadership and Management***

***Research/EBP***

## **Living, Breathing Supervision Plans - the Individual Action Plan and Effective Client Engagement as Supervision Strategy**

Evidence-based practices show that intrinsic motivation, i.e., empowering clients to tap into their own motivation for a better life, has the most success in preventing recidivism. Yet many supervision plans don't pay attention to what the client can DO and instead focus solely on what NOT to do while under supervision. The Individual Action Plan, or IAP, is an effective supervision plan created by the client with a probation officer. Comprised of a Motivational Statement, Needs resulting from a validated risk/needs assessment, Goals, and Action Steps, a well-designed IAP is the roadmap for getting out of the justice system and leading a more fulfilling life. It allows the officer and probation client to prioritize and focus on areas of higher risk, while remaining connected to the client's intrinsic motivation and stage of change. Come learn how NYC Probation has embedded the IAP throughout its community supervision work and create an IAP of your own!

### **Training Objectives:**

- Describe the importance of the IAP for effective and meaningful client engagement within an agency's probation practice
- Show how the Motivational Statement, Needs, Goals, and Action Steps work together to create an effective path out of the justice system
- Go over techniques for ensuring the IAP is a client-driven and developed plan
- Teach strategies for embedding large scale change, such as the IAP, throughout a large probation agency in regard to training, messaging, implementation, and staff buy-in and ownership

### **Presenter:**

Robert Eusebio, Advisor on Agency Practice, NYC Department of Probation (NY)

### **Presenter/Moderator:**

Ana M. Bermudez, Commissioner, NYC Department of Probation (NY)

***Supervision***

***Prevention***

***Research/EBP***

## **Man versus Machine: Practical Guides on How to Overcome Staff Reluctance in the Use of Risk Assessment**

Numerous criminal justice agencies across the country are using risk and needs assessments as an evidence-based practice. Despite strong research support for the use of risk and needs assessments, however, there continues to be reluctance on the part of numerous practitioners to fully buy in to the practice. Risk assessments can be seen as undermining professional expertise and replacing human decision-making, as well as presenting an additional burden for officers who are already overworked. This workshop offers practical guidance on how to overcome this challenge. Workshop participants will be provided with a change readiness assessment toolkit and communication strategies to promote staff buy-in, as well as implementation checklists that ensure the high-fidelity implementation of risk and needs assessments.

### **Training Objectives:**

- Discuss causes of staff concerns and challenges associated with the use of risk assessments
- Review lessons from a national survey on the use of risk assessments and staff challenges
- Identify promising practices for increasing organizational and staff capacity to use risk assessments in their everyday decision making
- Teach how to apply a change readiness assessment toolkit and implementation checklists to various challenges in one's own jurisdiction

### **Presenters:**

KiDeuk Kim, Senior Research Associate, The Urban Institute (DC)

Cathy Hu, Project Associate, The Urban Institute (DC)

### **Presenter/Moderator:**

Edward Mohr, Project Associate, The Urban Institute (DC)

***Leadership and Management***

***Local Issues***

***Research/EBP***

## **Maneuvering the Jurisdictional Maze When Planning for Reentry in Tribal Jurisdictions**

There are 565 federally recognized tribes that must navigate a jurisdictional maze at many different justice system levels when trying to plan for home reentry for tribal members who have been incarcerated. Unique challenges for tribes exist in several areas, including considerable shortcomings in the sharing of information about tribal members who are incarcerated in non-tribal facilities. There is no formal process in place to notify authorities in the Nations of pending releases. In addition, successful transitions are hampered by the lack of appropriate strategies and a well-planned and structured reentry process. Inadequate reentry services and conditions of release also can impede the ability to establish safeguards for victims and for the family. This workshop will provide participants with an understanding of these challenges as well as some potential solutions.

### **Training Objectives:**

- Discuss goals and strategies pertaining to information-sharing
- Describe the disciplines involved in reentry planning
- Make the case for a holistic approach between tribes and detention facilities
- Discuss training of personnel who run tribal programs and opportunities to enhance their ability to access virtual resources

### **Presenters:**

Nan Benally, Tribal Program Grants Manager, American Probation and Parole Association (KY)

### **Moderator:**

Megan Foster, Program Associate, American Probation and Parole Association (KY)

***Diversity***

***Supervision***

***Reentry***

## **Natural Response Control Tactics for Dealing with Aggressive Behavior (Parts 1 & 2)**

Numerous defensive tactics programs are available today. However, many of these programs are designed for police officers and do not take into consideration the diverse make-up and unique role of parole, probation, and community corrections staff. This program examines the circumstances in which parole, probation, and community corrections officers are most likely to confront aggressive behavior, both in the office and in the field. It then provides tactics that officers can apply that will increase their ability to successfully avoid or control these situations. During this dynamic training program, officers will learn how to employ control tactics in a manner that minimizes risk of injury to both the officer and the aggressor--techniques that are also effective and appropriate at all levels of the use-of-force continuum. These techniques are based upon the Natural Response Control Tactics (N.R.C.T) system, which was specifically developed for use by parole, probation, and community corrections personnel. They are designed to be quickly learned, easily retained and applied, and effective for use by officers of varying size, strength, experience, and age, irrespective of gender.

### **Training Objectives:**

- Explain and demonstrate how to control a resistive offender in any situation
- Explain and demonstrate jamming and transitioning techniques
- Explain and demonstrate how to break chokeholds
- Explain and demonstrate four ground fighting techniques
- Demonstrate how to control confrontations with knives and guns

### **Presenters:**

Robert L. Thornton, Director, Community Corrections Institute (WA)

Ron Scheidt, Lead Natural Resource Control Tactics Instructor, Community Corrections Institute (NE)

***Community Supervision***

***Health & Safety***

## **Needs and Pretrial Outcomes: A Gender-Informed Approach for Male and Female Defendants**

Since the 1980s, increasing numbers of individuals entering into the criminal justice system have caused criminal justice professionals and researchers to focus with increased concern about the phenomenon of individuals continually returning to the system. While current pretrial practices have begun to identify defendants' risk of pretrial failure, it is possible that identifying and addressing needs in the pretrial stage of the criminal justice system could contribute to pretrial success. Furthermore, addressing gender-informed needs during the pretrial phase may prove beneficial for both male and female pretrial defendants and interrupt their continual cycling through the system. This workshop will (1) discuss pretrial needs that are prevalent for defendants, (2) examine research that suggests needs affect pretrial outcomes, and (3) highlight evidence-based practices that pretrial agencies can implement to address these needs.

### **Training Objectives:**

- Discuss how the needs of male and female defendants can be related to pretrial outcomes
- Help attendees identify areas in their own agencies that could benefit from adopting gender-informed practices
- Facilitate the ability of attendees to list community partners they can utilize to address the needs of the pretrial population during the pretrial phase

### **Presenter:**

Ashley Bauman, President, Bauman Consulting Group, LLC (OH))

### **Presenter/Moderator:**

Krista Gehring, Associate Professor, University of Houston – Downtown (TX)

***Pretrial  
EBP***

## **Overcoming Sexual Trauma and Celebrating Recovery**

As more knowledge is gained regarding women with a history of significant sexual trauma, it has become clearer that such trauma histories can contribute to their involvement in the criminal justice system. The Reaching Independence through Self-Empowerment (RISE) Program in Tarrant County, Texas, is an intervention/specialty court program designed to identify and engage such women. RISE incorporates successful strategies that have been shown to help empower such individuals, making it more likely they will lead a crime free, substance abuse free, and mentally stable lifestyle that is productive and sustainable. This workshop will hopefully shed light on the special circumstances of this segment of justice-involved women while also outlining how RISE is designed and is functioning.

### **Training Objectives:**

- Explain how the RISE program identifies women who have a history of trauma in their past which contributes to involvement in the criminal justice system
- Describe how attorneys, courts, probation staff, and community resources work together to assist the participants
- Convey the importance of utilizing evidence-based practices and identifying mental health issues of each participant

### **Presenters:**

Honorable Brent A. Carr, Criminal Court Judge, Tarrant County (TX)

Megan Delfraisse, Case Manager/Supervision Officer, Tarrant County CSCD (TX)

George Ateek, Mental Health Unit Supervisor, Tarrant County CSCD (TX)

### **Presenter/Moderator:**

Britannia Broostrom, Program Manager/Assistant Unit Supervisor, Tarrant County CSCD (TX)

### ***Supervision***

### ***Mental Health and Substance Abuse***

### ***Victims' Issues***

## **Peek-a-Boo, I See You ... The Use of Social Media in Community Corrections**

For better or for worse, social media is a large and growing part of modern life. Community corrections agencies need to recognize that their defendants and probationers maintain a virtual presence and what happens online is very important. This workshop will highlight how Maricopa County Adult Probation created a social media policy designed to establish the parameters by which officers conduct social media research for valid compliance, investigative, and enforcement purposes. This session will walk through legal considerations, sanctioned use of alias accounts, discrete and covert interaction, documentation of social media monitoring, and parameters of use in court evidence and reports. Participants will also be provided with tips on how to use social media as a useful tool in a safe and responsible manner. This workshop will incorporate video clips from our social media training to highlight potential ways to provide staff with social media training.

### **Training Objectives:**

- Describe the history and philosophy of the use of social media in community corrections
- Provide guidelines for using social media as a useful investigative and supervision tool in a safe and responsible manner
- Teach practical applications of social media, including account set up, parameters of use, documentation, and court allowances

### **Presenters:**

Susan Savoy, Supervisor, Maricopa County Adult Probation Department (AZ)

Zarina Enriquez, Adult Probation Officer, Maricopa County Adult Probation Department (AZ)

Cassandra Dobbs, Adult Probation Officer, Maricopa County Adult Probation Department (AZ)

### **Moderator:**

Ryan Valley, Supervisor, Maricopa County Adult Probation Department (AZ)

***Supervision***

***Technology***

## **Protecting Our Kids from "That Life"- DMST!**

“Protecting our youth” has become a catch phrase used in many parts of our communities to solicit support of youth activities, but it is not just a catch phrase—it is an important goal, especially when it comes to domestic minor sex trafficking, or DMST. Protecting our youth begins with heightening our awareness of crimes committed against youth such as human trafficking targeted at minors. This type of sex trafficking is a more common occurrence than many people are willing to admit. In this course, we will review what is known about the prevalence of DMST and, importantly, go over risk factors, intervention, and prevention strategies for truly protecting this most vulnerable part of our population.

### **Training Objectives:**

- Differentiate Between human trafficking and human smuggling
- Discuss national statistics regarding human trafficking
- Identify juvenile risk factors
- Identify intervention and preventive strategies

### **Presenters:**

Lalita Appling, Program Coordinator, GA Department of Juvenile Justice (GA)

DeBaja Coleman, Academy Director, GA Department of Juvenile Justice (GA)

### **Presenter/Moderator:**

Tania Appling, Leadership/Professional Development Unit Manager, GA Department of Juvenile Justice (GA)

*Juvenile Justice*

*Mental Health and Substance Abuse*

*Victims' Issues*

## **Reducing Overutilization of Jail: Innovative Probation Initiatives Emerging from the Safety and Justice Challenge**

The MacArthur Foundation's Safety and Justice Challenge (SJC) is based on the belief that communities can safely reduce the use of local incarceration while reserving valuable jail resources for offenders who pose real risks to public safety. SJC seeks fairer and more effective alternatives to excessive jail incarceration by reducing the flow of people into jail, shortening lengths of stay, and decreasing racial and ethnic disparities in justice systems. SJC sites are using data-based decision making and cross-system collaboration to develop innovative strategies to reduce jail utilization. This workshop highlights sites in which probation departments are taking a lead role in that work. Presenters will describe their strategies, offer lessons learned from planning and implementation, and share preliminary results from Harris County (TX), Multnomah County (OR), and St. Louis County (MO). Attendees will also be able to actively participate during the workshop to reflect their local practices.

### **Training Objectives:**

- Explain how jurisdictions are taking a systems approach to criminal justice reform through the SJC, and the key role probation plays in safely reducing the use of jails
- Help attendees understand the steps for planning and implementing these innovative probation initiatives
- Present preliminary results

### **Presenters:**

Dr. Teresa May, Director, Harris County Community Supervision and Corrections Department (TX)

Beth Huebner, Professor, University of Missouri-St. Louis (MO)

Scott Taylor, Director, Multnomah County Department of Community Justice (OR)

### **Presenter/Moderator:**

Lore Joplin, Principal, Justice System Partners (MA)

***Supervision***

***Reentry***

***Research/EBP***

## **Risk Screeners: Checking in on the Validity of Risk Tools and their Use with a Third-Generation Risk Tool**

Many probation and parole agencies use a risk screener to determine who should receive a full assessment, typically using a third-generation tool such as the Level of Service Inventory-Revised (LSI-R). Little is known about the effectiveness of this approach or the impact on case planning. This workshop is devoted to: (1) describing the validity of a short risk screener; (2) presenting outcomes from an experiment to test the utility of a short risk screener; and (3) examining how a third-generation risk tool can influence case plans. The workshop will also provide participants some insight into the operational issues embedded in using a risk screener.

### **Training Objectives:**

- Outline the procedure for validating a short risk screener using statistical models
- Identify the goals of using a short risk screener to determine who should receive a third-generation tool such as the LSI-R
- Identify implementation issues of using short risk screeners with LSI-R or other third-generation tools to develop case plans

### **Presenters:**

Alex Breno, Research Associate, Center for Advancing Correctional Excellence (VA)

Sharmistha Chowdhury, Research Associate, Center for Advancing Correctional Excellence (VA)

Taneshia Thurman, Graduate Research Assistant, Center for Advancing Correctional Excellence (VA)

### **Moderator:**

Faye Taxman, Director and University Professor, Center for Advancing Correctional Excellence (VA)

***Supervision***

***Research/EBP***

***Technology***

## **Shaping Juvenile Justice: Transforming the Risk Assessment Experience for All Actors**

Do you want to make risk assessment easier for your staff? Are you tired of hearing that staff see risk assessment as another burdensome task they “just have to get done”? Do you notice staff completing a risk assessment and then putting it away in a client’s file, never to look at it again? This workshop will describe an innovative partnership that took place between researchers, information technology staff, and practitioners to try to “alleviate the pain” of the risk assessment process in one state. During the session, we will share the process we went through to develop a statewide risk assessment database. We will also discuss how the data helps line staff, administrators, and judges alike to make decisions about the clients under their supervision and care.

### **Training Objectives:**

- Review the importance of risk assessment data and how they are key to making evidence-based practices work in an organization
- Discuss how partnering with agencies across multiple disciplines may enhance risk assessment implementation
- Help participants learn how to address challenges to successfully implementing a risk assessment system statewide
- Discuss possible future opportunities for information technology-practitioner-research partners to collaborate further

### **Presenters:**

Jennifer Lux, Research Associate, University of Cincinnati Corrections Institute (OH)

Hazem Said, Director, University of Cincinnati Information Technology Solutions Center (OH)

Hannah Thomas, Assessment and Quality Improvement Administrator, Office of Quality Assurance and Improvement, Ohio Department of Youth Services (OH)

### **Presenter/Moderator:**

Myrinda Schweitzer Smith, Deputy Director, University of Cincinnati Corrections Institute (OH)

***Research/EBP  
Technology***

## **SmartPhone Apps: The Latest Innovation in Electronic Supervision Technology**

The technology used by community corrections agencies to supervise clients has evolved over the years. For example, the field has come a long way from basic house arrest systems and breathalyzers. Agencies are now able to track client location and alcohol use continuously. These advances have relied on significant technology investments, but the next major innovation on the horizon may simply be a matter of leveraging an existing and somewhat ubiquitous technological tool—the smartphone. SmartPhone applications offer direct connection between the client and the officer and other resources along with some monitoring capabilities. This workshop, informed by a Journal of Offender Monitoring survey of technology providers, will outline the overall capabilities of these systems and their limitations and costs. The presenters will also cover implementation issues that agencies need to consider.

### **Training Objectives:**

- Explain why smartphone apps are a useful community supervision tool.
- Discuss the capabilities and limitations of these systems
- Present considerations an agency must make when deciding whether and how to use this technology

### **Presenter:**

George Drake, Community Corrections Technology Lead, Justice Information Technology Center (CO)

### **Presenter/Moderator:**

Joe Russo, Corrections Technology Lead, Justice Information Technology Center (CO)

***Health & Safety  
Technology***

## **Strengthening Recidivism-Reduction Initiatives Through Agency Culture Change: What Community Supervision Leaders Need to Know**

Community supervision agencies aim to provide the most up-to-date training and support for their staff, but how do we ensure fidelity of programming and services and develop quality assurance? This interactive and useful session will provide an opportunity for community supervision leaders to learn about effective strategies for implementing culture change. Participants will hear from peers and develop a plan of action for their own jurisdiction. This session is recommended for executive leadership.

### **Training Objectives:**

- Discuss effective strategies for implementing culture change
- Discuss lessons learned from Second Chance Act grantees working on culture change strategies
- Provide space for community supervision leaders to brainstorm/develop a culture change plan for their respective jurisdictions

### **Presenter:**

Dr. Heather Tubman-Carbone, Senior Policy Analyst, Bureau of Justice Assistance (DC)

### **Presenter/Moderator:**

Mary Heidel Haight, Corrections Project Manager, Council of State Governments (MD)

***Leadership  
Programming***

## **Students in Reentry—Connecting Research on Enrollment in College After Prison with Community Supervision Practice**

Post-secondary education for individuals under community supervision can open the door to a better future and has an impact on recidivism. However, both beginning or continuing studies can be difficult for those who were formerly incarcerated. Moderated by the Vera Institute of Justice, this interactive dialogue between a researcher, a college program director, and a community supervision officer will focus on reentry challenges faced by people seeking to enroll in college after prison or jail and strategies to overcome them. National context will be provided by the Bureau of Justice Assistance.

### **Training Objectives:**

- Present what is known about the impact of postsecondary education on recidivism
- Clarify the key challenges that formerly incarcerated college students must overcome to begin or continue their educations in the community
- Describe the types of programs and services colleges offer on their campuses that may provide stability during reentry and promote crime desistance
- Educate participants on the ways in which community supervision staff can support college enrollment among supervisees

### **Presenters:**

Chris Agans, Director, Mountainview Communities of NJ-STEP (NJ)

Andre Bethea, Policy Advisor, Bureau of Justice Assistance (DC)

Lindsey Livingston Runnel, Assistant Professor, University of Kutztown (PA)

### **Moderator:**

Ruth Delaney, Program Manager, Vera Institute of Justice (NY)

## ***Reentry***

## **Supervisees with Mental Health Needs and Officer Psychological Well-Being**

Although supervising individuals with a serious mental illness (SMI) can pose special challenges for community supervision officers, few studies have investigated whether the number of offenders with SMI on an officer's caseload increases the risk for emotional exhaustion and poor mental health. This workshop will discuss the research process and address the question of whether the number of offenders with SMI on an officer's caseload is associated with depressive symptoms and, if so, whether or not this relationship is a result of emotional exhaustion. In addition, the presenters will examine both preventive and intervention efforts. This includes evaluating the potential mitigating role of offenders receiving mental health services and, on a separate front, of providing appropriate mental health training to the officers being tasked with supervision. This interesting session will conclude with an overview of the available research findings to date.

### **Training Objectives:**

- Define emotional exhaustion
- Teach workshop participants how to identify emotional exhaustion in staff
- Explain the causes of emotional exhaustion and identify possible remedies
- Explain the connection between number of cases with SMI and depressive symptoms

### **Presenter/Moderator:**

Nick Powell, Research and Development Specialist, Georgia Department of Community Supervision (GA)

***Health & Safety***

***Mental Health and Substance Abuse***

***Research/EBP***

## **Take Back Control of Your Agency - Empower Your Staff**

This workshop is based on the principle that agency transformation starts within and that it is best to look internally to design/develop, implement, and maintain innovative tactics and strategies. Each agency can use its most valuable resource—its staff—and can also take advantage of its understanding of existing administrative practices, local data, and locally pertinent codes and regulations in order to generate ideas from within to make any necessary changes. Your staff has DYNAMIC access to the outcomes of all supervision techniques, caseloads, programs, policies, and operational themes impacting your populations. This workshop will clarify how to use this access, coupled with appropriate operational staff input, to assess outcomes and, where required, take the appropriate corrective action, perhaps minor or perhaps requiring significant changes. You don't need to rely on outside studies—studies that may have been based on results from programs and policies that were three years old when published—to help direct the operation of your agency. Let future researchers celebrate YOUR success!

### **Training Objectives:**

- Provide participants with an impetus to seek a better understanding of their own operations and develop a better appreciation of the core strength(s) of their organization
- Help participants develop an internal operational review concept to bring back to staff/supervisors for consideration
- Explore the benefits of becoming knowledgeable about operations practiced by agencies in other states while still keeping a local focus in deciding whether to selectively borrow and adapt these
- Provide specific examples of how manageable internal operational change can have significant long-term results

### **Presenter/Moderator:**

Lenny Ward, CEO, Community Corrections, LLC (NJ)

***Community Supervision***

***Leadership and Management***

***Research/EBP***

## **The Benefits of Developing a Peer Support Program**

The goal of a peer support program is to provide all law enforcement personnel with the opportunity to receive emotional and tangible support through times of personal or professional crisis, to assist them with resolving their problems on their own, and to provide the resources necessary to get them the help they need. During this presentation trainees will understand the purpose and importance of developing a peer support program. They will learn about creating selection criteria to nominate individuals as potential peer supporters and will be able to identify the personal characteristics of effective peer supporters to aid in their selection process. They will also learn about the proper training each newly-elected peer supporter needs and the importance that updated training will provide to promote a strong and resilient peer support team.

### **Training Objectives:**

- Describe the characteristics of a peer support program and the benefits of developing such programs
- Instruct participants on the proper methods to follow to select your Peer Support team and the type of training to put peer supporters through
- Describe how peer supporters are part of the Helping Triad and how the Helping Triad provides successful intervention strategies for a crisis situation
- Ensure that participants understand the goal of a successful peer support program and how to keep it strong

### **Presenters:**

Nancy Bohl-Penrod, Director, The Counseling Team International (CA)

Kathleen Wellbrock, Assistant Director, The Counseling Team International (CA)

### **Moderator:**

Milissa Crossman, Training Supervisor, The Counseling Team International (CA)

***Health & Safety***

***Research/EBP***

## **The IF Project: A Reentry Program That Works for Women Who Work**

The IF Project is a Seattle-based women's reentry program providing cognitive behavioral, mentoring, and wellness services. As a Bureau of Justice Assistance Second Chance Act grantee, the program expanded its work to partner with labor unions to provide in-custody pre-apprentice and job placement opportunities. This panel will include one of the founders of the If Project, a union labor partner, a former IF Project participant, and a representative from the Council of State Governments. We will discuss how correctional-based programs can partner with labor unions and employment professionals to develop in-custody programs that lead to significant and substantial careers for participants.

### **Training Objectives:**

- Educate audience on responsivity needs of women in the justice system
- Discuss how unions have stepped forward to respond to re-entry needs
- Discuss wage disparities after re-entry and potential solutions
- Share real life experience of re-entry and union involvement

### **Presenters:**

Kim Bogucki, Detective, Seattle Police Department (WA)

Steve Petermann, Trades Related Apprenticeship Credit Instructor-Union Carpenter, WA Department of Corrections – Correctional Industries (WA)

### **Presenter/Moderator:**

Bonnie Sultan, Grantee Tech Manager for Second Chance Re-entry, Council of State Governments Justice Center (NY)

***Gender Issues and Diversity***

***Reentry***

***Research/EBP***

## **The Importance of Using Risk-Needs Assessments When Supervising Victims of Intimate Partner Violence**

Domestic violence cuts across boundaries of race, age, social class, and even sexual orientation—and, to add further complexity, the roles of victim and offender are not always mutually exclusive. What is known is that a substantial number of women in prison, jail, or on probation supervision have reported experiencing physical or sexual abuse prior to their sentence. Because of this, community corrections agencies and professionals are increasingly aware of the need to deal effectively with intimate partner violence (IPV) cases, and it is vital for them to have the appropriate skill set to do so. This workshop will provide useful insights into the experiences of IPV survivors on supervision. It will also outline how the use of adequate and comprehensive risk and needs assessments by probation, parole, and pretrial services professionals can play an important role in addressing the needs of this population.

### **Training Objectives:**

- Identify supervision strategies that officers can use to help protect the safety and address risks and needs of individuals on supervision who are victims of IPV
- List a variety of risk-needs assessment tools that are appropriate to use for IPV cases
- Emphasize the importance of developing strong partnerships with victim advocacy organizations

### **Presenters:**

James Henderson, TA Provider/Trainer, Battered Women's Justice Project (MI)

Connie Neal, Executive Director, NYS Coalition Against Domestic Violence (NY)

### **Moderator:**

Megan Foster, Program Associate, American Probation and Parole Association (KY)

*Supervision*

*Gender Issues and Diversity*

*Victims' Issues*

## **The Value of Core Values Today**

This workshop focuses on core values and why they are important in today's culture. The work environment has changed over the past 30+ years, and leaders and administrators must understand how to actively foster a workplace environment where employees can develop trust in working relationships with their supervisors. Employees who have such trust are happier, more productive, and can be depended upon to work alone and achieve stated mission goals. The workshop includes a presentation/discussion that centers on instituting a core values program and understanding how a core values program helps to engage employees and supervisors in achieving productive work.

### **Training Objectives:**

- Present an overview of how cultural changes have impacted the workplace and how culture affects a work environment
- Discuss the nature of values and the role they serve in a work setting
- Explain what is necessary to create a good work environment and the importance of ensuring an atmosphere of trust

### **Presenter:**

C.F. Hazelwood Jr., Training Specialist VI, Texas Department of Criminal Justice (TX)

### **Moderator:**

Pam Thielke, Division Director Parole, Texas Department of Criminal Justice (TX)

### ***Leadership***

## **Understanding the Deportation Life Cycle**

The purpose of this workshop is to provide information on Immigration and Customs Enforcement (ICE) and Enforcement and Removal Operations (ERO), including a fundamental description of their operations and priorities and clarification of their relationship to community corrections. This survey of the “deportation life cycle” will be very useful to participants by ensuring that they have a full understanding of ICE priorities, the ICE Fugitive Operations mission, and the role of probation officers in enforcing immigration. Importantly, the presenters will also cover how ICE can work for probation agencies and others in community corrections.

### **Training Objectives:**

- Outline the mission of ICE/ERO fugitive operations
- Provide an overview of recent changes in ICE priorities
- Explain how to effectively work with fugitive operations
- Instruct attendees on ICE interagency notification systems

### **Presenter:**

Thomas Bartos, DDO, DHA/ICE/ERO (DC)

### **Presenter/Moderator:**

Caleb Vitello, Unit Chief, DSH/ICE/ERO (DC)

*Supervision*

*Prevention*

## **Understanding the Evaluation Highway: Using Data in Real Time to Support Juvenile Justice Programs**

The use of evidence-based practices in community corrections has become a gold standard. Clearinghouses such as Blueprints for Healthy Youth Development have been developed to help organizations easily identify and adapt evidence-based programs. However, programs developed “in the field” have also demonstrated success. With funding from the Annie E. Casey Foundation, Southwest Key Programs sought to evaluate the effectiveness of its Community Connections program at multiple phases, and this workshop will share this experience. Using retrospective data, successful outcomes were found when youth stayed in the program longer and at various “time to event” points when compared to similar programs. While conducting the prospective evaluation, some issues arose that appeared complicated or “messy”—but the presenters will make the case that such messiness is exactly what good evaluations can help to address. This session will include a useful discussion of the real-time evaluation of programs/interventions within the multifaceted world of an urban juvenile probation department.

### **Training Objectives:**

- Present key considerations for evaluating programming or interventions within the infrastructure of an active probation agency
- Identify the key components for conducting a real-time evaluation
- Pinpoint key outcomes that can be applied to diversion programs
- Outline the need and methods for using data pertaining to a real-time program or model adjustment as a part of a Continuous Quality Improvement (CQI) effort

### **Presenters:**

Erin M. Espinosa, Research Associate, The Institute for Implementation and Innovation, The University of Maryland Baltimore, School of Social Work (MD)

Cassandra Harper, Data Integration and Research Specialist, Southwest Key Programs (TX)

### **Presenter/Moderator:**

Johanna Creswell Báez, Director of Research and Evaluation, Southwest Key Programs (TX)

***Juvenile Justice  
Community Supervision  
Research/EBP***

## **Unleashing the Power of Compassion**

Elevate yourself, your staff and your organization by tapping into the power of compassion in the workplace! Yes, it sounds corny, perhaps impossible, maybe even like a bad idea. Nonetheless, if you want some cost-effective strategies to overcome stress and distress in your workplace, it's worth serious consideration. This fast-paced and highly interactive workshop will introduce you to the positive outcomes from unleashing compassion. You will have the opportunity to make a short organizational assessment, and the presenters will then help you identify a handful of practical and immediate things you can do within the workplace to help you--and your coworkers and staff--become more adaptable, responsive, and effective in the face of your many daily and persistent challenges.

### **Training Objectives:**

- Present and discuss some of the most common barriers to compassion and ensure that participants can identify at least three of these barriers
- Emphasize the benefits of a compassionate workplace and ensure that participants are knowledgeable about at least three of these benefits
- Help participants identify three things they can do for themselves or their organization to increase compassion in the workplace

### **Presenter/Moderator:**

Ali Hall, Independent Trainer and Consultant, Ali Hall Training and Consulting (CA)

***Health & Safety***

***Leadership and Management***

## **Using Data and Business Analytics to Improve Recidivism Rates in the State of Nebraska**

This workshop will discuss how the State of Nebraska embarked on creating a comprehensive data warehouse and reporting methodology to improve its recidivism analysis, decision-making, and reporting throughout all levels of management and personnel in the state. The presenters will show how Nebraska identified its data needs and data quality standards to maximize the usefulness of its data. Among the goals was to ensure that reports could be produced that included an analysis of real-time and historical recidivism data at the state, district, and county levels, including a capability to view individual probationer data. Examples of the data warehouse, reporting methods, and dashboards will be shown. The presenters will also go over various pain points that had to be addressed throughout the process. The session will wrap up with a discussion on how this has expanded into other areas of probation.

### **Training Objectives:**

- Show how to identify key metrics and goals regarding your recidivism analysis needs
- Show how to identify challenges and pitfalls in your data
- Explain the process of cleansing and integrating your data to meet your goals
- Assist participants in understanding how to perform discovery and requirements for their reporting needs

### **Presenters:**

Kyle Romell, Senior Manager, EKSH Consulting (CO)

Chris Framel, Senior Consultant, EKSH consulting (CO)

### **Presenter/Moderator:**

Gene Cotter, Deputy Administrator, Administration and Operations Division, Office of Probation Administration (NE)

***Supervision***

***Prevention***

***Technology***

## **Using Technology for Quality Assurance, Key Performance Indicators, and Better Decision Making in the Era of Evidence-Based Practices.**

Implementing evidence-based practices and changing the culture of community corrections requires strong leadership and effective supervision, but it is also essential to have good data. Without data, front line supervisors and managers can be in the dark when it comes to how policies and evidence-based practices (case plans, graduated responses, assessment etc.) are being implemented and carried out on the streets and during interactions. Participants in this workshop will learn how Pima County, Arizona, uses software that provides comprehensive evidence-based practice system integration to help officers make more informed decisions while giving supervisors and managers tools to conduct real-time review of decisions and outcomes. By setting Key Performance Indicators (KPIs) for officers, units, and the department as a whole and at the same time having access to push-button quality assurance data, officers and reviewers are able to have informed coaching discussions and staff can be rewarded for achievements in the use of EBPs. The insights that participants will gain from understanding the Pima County experiences will definitely be beneficial in their own jurisdictions.

### **Training Objectives:**

- Enable participants to identify how and why to set a key performance indicator
- Discuss what data must be trackable in order to view progress
- Illustrate the ways an integrated case management system can help officers and supervisors/managers evaluate all known data to make more informed EBP decisions

### **Presenter:**

Zac Rood, Field Probation Supervisor, Pima County Juvenile Court (AZ)

### **Presenter/Moderator:**

John Jackson, Assistant Division Director/Probation, Pima County Juvenile Court (AZ)

***EBP***

***Technology***

## **Using the Science of Change to Create More Successes in Implementation Initiatives**

The science of change leads us to tried and true techniques that we can use to improve our success in creating long-term organizational change, building capacity and improved outcomes. In this interactive workshop, we'll:

- explore proactive tools to enhance infrastructure supports before, during, and after the change process
- identify barriers and proactive steps to mitigate their impact
- design change processes that respect our history and recognize the challenges of new competencies
- create mechanisms that use data-driven processes to support continuous quality improvement
- identify mechanisms to engage stakeholders
- ensure incremental celebrations

The workshop will also capture “lessons learned” from participants’ experiences. Participants will identify implementation challenges they face and begin to develop action plans to help their organizations move forward.

### **Training Objectives:**

- Demonstrate understanding about failures of organizational change initiatives and how to support stronger implementation of EBP and change initiatives
- Create a list of “take-aways” designed to guide action planning when they return to their work environment.
- Have an opportunity to create a ‘network’ with peers to support longer-term resources

### **Presenters:**

Stephanie Garrison, Regional Program Manager, Virginia Department of Juvenile Justice (VA)

Valerie Boykin, Deputy Director, Virginia Department of Juvenile Justice (VA)

### **Presenter/Moderator:**

Mike Collins, Associate, Justice System Partners (MA)

### ***Supervision***

### ***Leadership and Management***

## **Utilizing Social Workers in Community Corrections**

Since 2014 the Bell/Lampasas Counties (TX) Community Supervision and Corrections Department has had a social worker on staff and has been using social work interns to assist supervision officers. They have provided invaluable assistance in addressing the needs of offenders, conducting assessments (including the Adverse Childhood Experiences assessment), preparing treatment plans, providing counseling services. and making referrals to outside agencies in the community. Bell County Court at Law #3 has also been having social workers and intern social workers assist defense counsel in representing defendants with serious mental health problems. Moreover, the Bell County Veterans Treatment Court has been utilizing social workers at the VA along with having a social worker on staff to assist participants and their families. It further utilizes a social worker on staff to assist the Bell/Lampasas Counties Drug Court Program. This workshop will explain how community corrections can draw upon the skills of social workers and how to optimally utilize them to assist individuals involved in the justice system and achieve better outcomes.

### **Training Objectives:**

- Make the participants aware of the benefits of utilizing social workers
- Describe how social workers are being used and what duties they perform in Bell County, Texas
- Explain the benefits of working with colleges and universities to sponsor social worker intern programs
- Clarify how social workers can assist with persons involved in the justice system who have suffered from trauma, have a mental health issue, or have a substance abuse problem

### **Presenters:**

Tony Johnson, Veterans Caseload Officer, Bell/Lampasas Counties Community Supervision and Corrections Department (TX)

Katherine Martin, Staff Social Worker, Bell/Lampasas Counties Community Supervision and Corrections Department (TX)

Heidi Quashie-Mckie, Counselor, Killeen/Harker Heights Vet Center (TX)

### **Moderator:**

The Honorable Rebecca DePew, Judge, Bell County Court at Law #3 (TX)

***Local***

***Supervision***

***Health & Safety***

## **We Built a Portal: How Multnomah Leveraged Technology to Better Connect Victims to the Support They Need**

As offenders move through the criminal justice system, so do their victims. “It’s not done just because the case is done” is a common challenge we hear in interviews with crime victims. In 2017 Multnomah County partnered with Code for America to create a better experience for victims of crime as they navigate this complex system. Working together, we took a holistic approach in looking at all the touchpoints and interactions a victim may encounter. Victim advocacy tends to be front-loaded, so we built technology to fill in the gaps, with a focus on post-conviction efforts. Our web portal aims to give crime victims the information they need and to ensure it is timely and available when they need it. In this presentation we’ll share our approach to creating victim-centered digital services, provide a demonstration, go over the outcomes we have seen, and discuss what we have learned both during the design process and after.

### **Training Objectives:**

- Help participants take a familiar journey along the justice system while looking through a new lens, with the aim of building a deeper understanding of the victim experience and where technology can help
- Ensure that participants take away knowledge and insight from the research that inspired the technology we built
- Facilitate an ideation workshop to put inspiration into practice
- Provide participants with tactical approaches and ideas on how they might improve the crime victim experience back home

### **Presenter:**

Pam Dineva, Design Fellow, Safety & Justice, Code for American (CA)

### **Presenter/Moderator:**

Denise Pena, Community Justice Manager, Department of Community Justice, Multnomah County (OR)

### ***Victims’ Issues Technology***

## **What Is the Plan?**

Today's goal-driven agencies are using a variety of tools to assess clients, develop case plans, and assist clients in their path to success and goal achievement. Developing assessment tools that can be validated and studied for reliability is crucial. The case planning process must become more standard, with case plans individualized to each client and his or her specific treatment needs. This session will review available assessment tools and how to utilize them in creating case plans. We will use an interactive presentation to involve attendees in a simulated case planning session. Client scenarios will be presented and group participation will be used to find underlying drivers to client behaviors. Those drivers will then be addressed in case plans the group develops. By using group participation, different experiences can be utilized to help all attendees better understand the process of case planning.

### **Training Objectives:**

- Provide a quick overview of assessment tools and their utilization in development of a case plan
- Work with the attendees to create some limited case plans based on the underlying drivers of client behaviors
- Discuss the process of individualizing case plans to obtain client buy-in and provide for better success

### **Presenters:**

Jessica Ethington, Supervisor, Maricopa County Adult Probation Department (AZ)

Shanan Aven, Adult Probation Officer, Maricopa County Adult Probation Department (AZ)

Fred Wilhalme, Adult Probation Officer, Maricopa County Adult Probation Department (AZ)

### **Moderator:**

Ryan Valley, Supervisor, Maricopa County Adult Probation Department (AZ)

***Supervision***

***Technology***

## **Winning the War Against High-Risk Impaired Drivers Through Assessment-Driven Supervision**

In 2015 there were over 4.7 million individuals in the United States on probation, parole, or other forms of community supervision. Of this population, approximately 350,000 men and women have been convicted more than once for driving while intoxicated (DWI). Given high caseloads, competing interests, and priorities in community corrections, it can be particularly challenging to determine how to best supervise the DWI offender, determine risk level, and understand treatment needs. This interactive presentation will provide the latest information on validated DWI assessment tools including the Impaired Driver Assessment (IDA) and the Computerized Assessment Referral System (CARS). Participants will understand the vital role these tools can play in determining community risk and assisting criminal justice professionals in developing supervision plans that reflect criminogenic factors.

### **Training Objectives:**

- Clarify how DWI assessments impact supervision strategies
- Teach workshop attendees how to capture DWI assessment information at the pre and post-sentence levels
- Help participants become adept at identifying the characteristics and profiles of DWI offenders and the criminogenic risk factors that increase their likelihood of recidivating

### **Presenter:**

Erin Holmes, Director of Traffic Safety, Responsibility.org (VA)

### **Presenter/Moderator:**

Mark Stodola, Probation Fellow, American Probation and Parole Association (AZ)

***Supervision***

***Judicial***

***Research/EBP***

## **Women Are Different**

Innovative approaches are needed to address the growing number of women in prisons and on probation. The increase in female prison inmates and probationers has been substantial over the last 20 years, and we are also seeing more women with serious mental illnesses becoming involved in the criminal justice system. Officers are recognizing that the old “one size fits all” approach is not the most effective, and specific case plans that are tailored to face gender-specific problems need to be developed. The presenters will provide an interesting overview of many of these issues, and we will also discuss how the growth of female clients has led us to look for new partnerships in the community to help meet each client’s needs. We have explored gender-specific counseling and trauma-informed care as treatment modalities. In addition, our evidence-based practice approach requires us to look at what works and to evaluate the practices being utilized while working with other stakeholders to ensure our clients' success while on probation. We will give a useful overview of our findings.

### **Training Objectives:**

- Discuss why females are showing up in greater numbers in prison and on probation and mental health caseloads
- Describe the specific needs that need to be addressed with this female population to ensure optimal results
- Share information on specific programs we are utilizing to address the needs of this population

### **Presenters:**

Jessica Ethington, Supervisor, Maricopa County Adult Probation Department (AZ)

Shanan Aven, Adult Probation Officer, Maricopa County Adult Probation Department (AZ)

Fred Wilhalme, Adult Probation Officer, Maricopa County Adult Probation Department (AZ)

### **Moderator:**

Ryan Valley, Supervisor, Maricopa County Adult Probation Department (AZ)

***Community Supervision***

***Gender Issues and Diversity***

***EBP***

## **Women's Leadership: The Good, the Bad, and the Ugly**

This program presents the thoughts and perspectives of women who have had impressive careers and have risen through the ranks of an organization. They will each share some significant parts of the journeys they have traveled to achieve a position of leadership. Each woman's story is a chronicle of her leadership development, management style, and personal experiences in negotiating and growing with an evolving, changing workplace. Learning about these different perspectives on career development will contribute to our personal and collective knowledge and has a broad application for others working in the community corrections field today as well as for those working outside the field of corrections. This workshop is sponsored by the APPA Committee for Justice-Involved Women and Girls and the Association of Women Executives in Corrections (AWEC). This session has been ongoing for a number of years and is one of the best attended at an institute and noted as a back by popular demand session.

### **Training Objectives:**

- Review the fundamentals of women's leadership theories
- Discuss the research on women's leadership development
- Recognize the importance of mentoring, networking and coaching, and motivation of staff

### **Presenters:**

Francine Perretta, Executive Director, Association of Women Executives in Corrections (NY)

Teresa May, Director, Harris County Community Supervision & Corrections Department (TX)

### **Moderator:**

Kathy Waters, Director, Adult Probation Services Division, Arizona Supreme Court (AZ)

***Gender Issues and Diversity***

***Leadership and Management***

## **Workplace Ethics**

This workshop will explore the principles that govern ethical attitudes and conduct in the workplace. We will also analyze good and bad behavior, moral duties and professional obligations. We will survey the various ethical guidelines that employers and employees are required to know and adhere to. In addition, this workshop will discuss historical ethical dilemmas and concerns that have resurfaced with a new twist. Participants will also explore ways of minimizing unethical conduct and issues surrounding employee's discretions.

### **Training Objectives:**

- Define two working definitions of ethics
- Identify seven ethical dilemmas in the workplace
- Name at least five symptoms of ethical failure
- Distinguish between rule base and value base ethical programs

### **Presenter:**

Keith Branch, Assistant Director, Harris County Juvenile Probation (TX)

## **Leadership**