

PERSPECTIVES

the journal of the American Probation and Parole Association

Volume 27

Number 1

Winter 2003



THE
FUTURE
LOOKS
BRIGHT

**Does Community
Justice Work?**

PRESIDENT'S MESSAGE

The annual and winter institutes of APPA are planned years in advance of the actual occurrence of the events. Much time and thought continually must go into these meetings to ensure all ends are covered. From keynote speakers to workshop tracks to all local logistics, these events take hundreds, if not more, man and woman hours to ensure everything comes together.

This year's annual institute in Denver proved to be one of the best by far. Beautiful downtown Denver was a great city, and the hotel was in a perfect location to accommodate the attendees' every need. The local host agencies in Denver, the Colorado Judicial Branch and the Division of Adult Parole and Community Corrections, and the co-sponsors, Colorado Chief Probation Officers Association and the Colorado Association of Probation Offices lead by Vern Fogg as the Institute Chair, outdid themselves for this "Mile High Perspective on Community Justice." There were many tough decisions to be made along the way and last minute changes that required continued flexibility and commitment. This group of individuals were as dedicated to the success of this institute as they are to their profession each day.

The program also proved to be one of the best. From the words of the futurist, Ed Barlow, to the touching and straight-forward message and challenges of Judge William O'Neil to the closing speech advising us how to cope with the future challenges we were confronted with throughout the institute, this event met all of my expectations and then some. When selecting just the right people to chair the institutes and place the future in their hands, you hope as President, that you are making the right selection and that they will share the same vision and insight as to what the program should and will be. Ginger Martin, who served as the National Program Chair, took a vision, nurtured that vision and never lost sight of the goals she had set for herself or her track leaders. They produced one of the best ever programs to carry on the tradition and benchmark APPA has become known for.

At a time when training and travel have been downsized by many agencies around the country, one can only hope that after all of the planning and organizing, things go well and the attendance will be good. I can tell you in these times, this Institute met all and more of my expectations. The energy throughout was at an all time high. After 27 years of challenges to executive committees, boards of directors, committee chairs and regional representatives, we have learned that the most important things to the attendees of the institutes is that people want to be together as much as possible, they want to network with each other, and they enjoy the time they have together. These are very simple demands and we are committed to ensuring these conferences continue to take place in the future.

Let's talk about the future. In the very near future, the nomination process for the future slate of officers for the APPA Executive Committee and Board of Directors will take place. I want to encourage each and every one of you to become involved in the process - if not to run for an elected position, then for the nomination of a worthy candidate to serve this organization. Lastly, if you cannot fulfill either of the first two options, please take the time to vote for those persons who are eventually nominated. This is your organization and you must remember it is a membership driven organization. You as the members have an obligation to participate in this process and to be an active member. You do have a say in what happens to the future of APPA.

As I close this message, I cannot believe I am beginning my second year as the president of this great organization. I cannot begin to tell you how privileged I have been to be able to represent all of the members in this capacity. I recently had the opportunity to visit Australia and travel to several locations speaking to staff and managers of community corrections agencies. What a beautiful country and dedicated staff. This trip only validated for me the things I already knew. We have much more in common with each other in this business than we have differences. We all share a common goal of helping to make this world a better place. We can learn so much from each other if we are willing to stop and listen rather than to talk and be heard. We need to continue to network with each other here at home and we need to also reach out to our brothers and sisters around the globe to teach and to learn from each other. As budgets decrease, we will have a greater need to collaborate with other organizations and agencies to ensure that the needs of community corrections continue to be heard. Now, more than ever, we have an opportunity to demonstrate the value of probation, parole and community corrections in the justice world.



Kathy Waters

Kathy Waters

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EDITOR'S NOTES

The decade of the 1990s saw community justice emerge as an exciting and viable alternative model for both juvenile and criminal justice. Many jurisdictions and organizations incorporated it into their philosophies and operations, including APPA. The values of community justice resonated well with our own, and we embraced it. As with many innovations in the justice systems, there was not a great deal of empirical evidence to support the adoption of community justice. We are pleased to be able to remedy that situation somewhat in this issue of Perspectives.

In our lead article, Professor David Karp describes his evaluation of one of the best known community justice program, the Reparative Probation Boards, established by the Vermont Department of Corrections. He shows that where victims are involved with the Board process, they have a very high satisfaction rate. Unfortunately, the victim involvement rate is low. The recidivism rate of the offenders is comparable to other programs. In terms of meeting one of the goals of community justice, the Boards seem to be very successful in satisfying victims, when they choose to get involved. Our challenge is to take the results and figure out how to improve upon them.

In their article, Melissa Hook and Anne Seymour explore victim issues in the context of the newest program on the block, offender reentry. They point out how victim concerns must be part of the "back end" of the sentencing and correctional process if the promise of the reentry concept is to be achieved. It is not sufficient to confine victim concerns to the front end of the criminal justice process, where traditionally, they have most often been addressed. For those of you who may not be very familiar with this area, the authors provide an excellent review of victim issues and concerns as they explore them in the context of reentry programming.

The challenge of dealing with drug and alcohol abusing offenders continues to affect all of us, every day. In his article about successful supervision of substance abuser, Alan Rasmussen describes the elements of an effective strategy and its implementation in one Virginia probation and parole office.

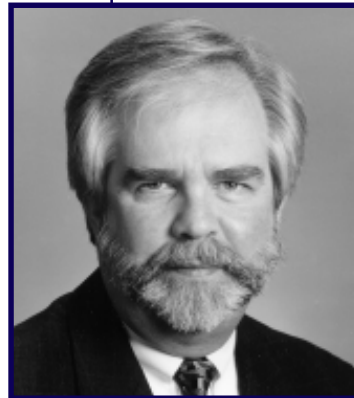
This issue contains one of our most positive and important features, the winners of our Association's annual awards. Recognition by your colleagues and peers is one of the highest honors one can receive. This year's honorees continue APPA's long and rich tradition of excellence. Please take time to read about these outstanding professionals, and then to think about submitting a nomination for one the awards. I am sure you know many individuals who are worthy of recognition.

We have taken the opportunity to call special attention to this year's media award winner. Not only was the Fresno Bee's article on the decrepit juvenile hall a powerful and hard-hitting expose, it led to a commitment by Fresno County to build a brand new facility. There are many lessons to be learned from this experience, especially for those who are media shy. Good things can result from talking to a reporter!

As usual, your Association has been busy on a number of fronts. We highlight a couple of these. The proposed position statement on communicable diseases is presented for your review and comment. The Standards Committee's work on the new performance-based accreditation standards has reached an important milestone, and is now available for your review, as well. I encourage you to take a look at these documents and provide your input.

In the NIC Update, we are introduced to several new staff who have recently joined the Community Corrections Division. These outstanding professionals and their accomplishments are well known to many of us in APPA. Their presence will further strengthen NIC's ability to be of assistance the community corrections professionals and organizations across the country. We welcome them all and look forward to working with them.

The Winter Institute in Salt Lake City is just around the corner. It promises to be another excellent training event. We hope to see you there!



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APPA *We see a fair, just and safe society*

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*where community partnerships are
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We seek to create a system of Community Justice where:

A full range of sanctions and services provides public safety by insuring humane, effective, and individualized sentences for offenders, and support and protection for victims;

Primary prevention initiatives are cultivated through our leadership and guidance;

Our communities are empowered to own and participate in solutions;

Results are measured and direct our service delivery;

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Partnerships with stakeholders lead to shared ownership of our vision.

APPA is an affiliate of and receives its secretariat services from the Council of State Governments (CSG). CSG, the multibranch association of the states and U.S. territories, works with state leaders across the nation and through its regions to put the best ideas and solutions into practice.



Instructions to authors. *PERSPECTIVES* disseminates information to the American Probation and Parole Association's members on relevant policy and program issues and provides updates on activities of the Association. The membership represents adult and juvenile probation, parole and community corrections agencies throughout the United States and Canada. Articles submitted for publication are screened by an editorial committee and, on occasion, selected reviewers, to determine acceptability based on relevance to the field of criminal justice, clarity of presentation, or research methodology. *PERSPECTIVES* does not reflect unsupported personal opinions. Submissions are encouraged following these procedures:

Articles should be submitted in MS Word or WordPerfect format on an IBM-compatible computer disk, along with a hard copy, to Production Coordinator, *PERSPECTIVES* Magazine, P.O. Box 11910, Lexington, KY, 40578-1910, or can be emailed to smeeks@csg.org in accordance with the following deadlines:

- Summer 2003 Issue – February 19, 2003
- Winter 2004 Issue – August 21, 2003
- Fall 2003 Issue – May 20, 2003
- Spring 2003 Issue – November 11, 2003

Unless previously discussed with the editors, submissions should not exceed 10 typed pages, numbered consecutively and double-spaced. All charts, graphs, tables and photographs must be of reproduction quality. Optional titles may be submitted and selected after review with the editors.

All submissions must be in English. Notes should be used only for clarification or substantive comments, and should appear at the end of the text. References to source documents should appear in the body of the text with the author's surname and the year of publication in parentheses, e.g., (Jackson, 1985: 162-165). Alphabetize each reference at the end of the text using the following format:

Anderson, Paul J. "Salary Survey of Juvenile Probation Officers." Criminal Justice Center, University of Michigan (1982).

Jackson, D.J. "Electronic Monitoring Devices." *Probation Quarterly* (Spring, 1985): 86-101.

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AMS-4C

What's New in Remote Alcohol Monitoring

Editor's Note: The following represents research conducted by the National Law Enforcement and Corrections Technology Center. Opinions expressed are those of the author and do not necessarily represent those of the American Probation and Parole Association. The American Probation and Parole Association does not endorse specific products or services.

Alcohol and Crime

With so much attention paid to the nexus of illicit drugs and crime, it is easy to forget the damaging effects that the legal drug of alcohol has on our community. The link between alcohol and crime should be obvious, but is best put into perspective when some key research findings are put forth. According to the Bureau of Justice Statistics, nearly four in ten violent victimizations involve the use of alcohol; about one-third of all persons under correctional supervision were under the influence of alcohol at the time of the offense; finally 41 percent of all violent offenders on probation were estimated to have been drinking when they committed the crime.

The tools available to a probation officer in monitoring an offender with an alcohol problem have been scarce. Officers can make referrals to treatment providers and conduct regular office and field visits to monitor their offenders, but they can't be everywhere at all times.

One New Technology Solution

Back in early 1998, representatives from Alcohol Monitoring Systems (AMS) came to my office to discuss their idea for a non-invasive, alcohol detection device that would provide continuous readings. I recall leaving the meeting thinking that this type of device would be of great utility in community corrections to more effectively supervise the alcohol abusing offender. I also recall hoping that the idea would reach fruition as a product and thus avoid the fate of some many other great notions that never reached the market. Well, I am happy to report that this technology is nearing release.

The technology has been developed and is being marketed as "SCRAM" (Secure Continuous Remote Alcohol Monitor). SCRAM utilizes an innovative technique for detecting alcohol use called transdermal analysis which measures ethanol migrating through the skin. A number of independent scientific studies have supported the strong correlation between the

more common methods of detection (breath and blood alcohol levels) and transdermal alcohol levels. One of the most important advantages that the transdermal technique has over the more conventional methods is that it lends itself to continuous monitoring of a subject.

System Components

The system consists of three components: a monitoring bracelet, a smart modem and the central monitoring station.

The SCRAM Bracelet is worn on the offender's ankle. A tamper-resistant strap secures two small modules, each weighing 4.4 ounces, against either side of the offender's ankle. These modules take and store transdermal alcohol level readings automatically throughout the day on a schedule determined by the supervising agency. Readings can be taken up to 48 times per day. The SCRAM Bracelet is designed with many of the features of those used for location and tracking systems and detects and records any attempts at tampering or removal. The SCRAM Bracelet also can detect and record any attempts by the offender to use an interferrant such as cleaning fluids to distort readings.

The SCRAM Modem, located in the offender's home, communicates information between the SCRAM Bracelet and the SCRAM Network. At pre-determined intervals the offender is directed to be at home and within 25 feet of the SCARM Modem. The data is transmitted from the SCRAM Bracelet to the SCRAM Modem via 900 mhz. radio frequency. The SCRAM Modem, in turn sends the encrypted data to the SCRAM Network via standard phone lines.

The Web-based SCRAM Network transmits alerts on a daily basis to each supervising officer regarding positive alcohol readings, tamper alerts and equipment malfunctions based upon the reporting preferences of each officer. Officers can access the readings of offenders at any time via the internet.

Part of a Comprehensive Approach

Like all technology, SCRAM is not the complete answer to the problem of alcohol-abusing offenders. The developers of this device want agencies to be clear that SCRAM is designed to work as part of a comprehensive plan which should include individual offender assessment, ongoing evaluation, treatment, a sure and swift response to infractions and a system of graduated sanctions.

Advantages of SCRAM

The SCRAM technology offers a number of advantages over other alcohol monitoring devices currently on the market. The clearest benefit is the ability to get a continuous look at an offender's alcohol use. There are no gaps for the offender to take advantage of to avoid detection.

Additionally, the system is basically a passive one. All readings are taken without the active participation of the offender or the agency. The offender is required to do nothing other than to be at his home at the designated times. The agency decides how it wants to receive notification of positive readings and tamper alerts.

Costs

An offender can be monitored with the SCRAM system for approximately \$6 per day. This includes the use of the hardware and access to the SCRAM Network web application, regular calibration service, access a toll free data collection network, repairs, maintenance and a service line.

If external call center monitoring is desired, additional costs are determined by service provider.

Current Status

The SCRAM technology is the final stages of a 60-day beta test at three sites. Evaluations are being conducted at the U.S. Pretrial Services - Central District of California, the Michigan

Department of Corrections and House Arrest Services, a service provider in Detroit, Michigan.

Early reports from the field are favorable. Steve Bock, Electronic Monitoring Center Program Manager, is managing the test at the Michigan Department of Corrections. According to Bock, "We have been actively participating in the AMS beta test program since mid-July. For the first two weeks, we installed the units on our own officers. This gave us the opportunity to become familiar with the operation of the SCRAM System, and to also test for positives, tampers, etc. We then proceeded to install the units on live offenders and we have been

monitoring those results. So far, everything is working according to specification."

If the beta testing continues to be successful, SCRAM has the potential to become the standard in remote alcohol monitoring. Many iterations or versions of a particular technology show incremental improvement upon its predecessors. SCRAM is truly one of those rare technologies that represent an exponential improvement, putting it in a class by itself.

Look for SCRAM to be released in October of this year. For more information on SCRAM and Alcohol Monitoring Systems visit their web site at www.alcoholmonitoring.com.

Now if someone can come up with a similar device that will detect drugs....

To learn more about the APPA Technology Committee or if you would like to become a member or propose a workshop at a future APPA institute, please contact Joe Russo, Program Manager, National Law Enforcement and Corrections Technology Center, 2050 East Iliff Avenue, Denver, CO 80208, Phone (800) 416-8086, email: jrusso@du.edu. □

Joe Russo is Corrections Program Manager for the NLECTC in Denver, Colorado and is chair of the APPA Technology Committee.



2002/2003 Professional Development Program

The American Probation and Parole Association (APPA) Professional Development Program provides selected training and technical assistance opportunities for APPA members as well as professionals in the field of probation, parole, community corrections and community justice.

APPA Training is:

- □ Accredited for Continuing Education
- □ Provided by Community Corrections Professionals
- □ Research-Based
- □ Specific to Community-Based Supervision
- □ Tailored to the Needs of the Community Justice Agency

If you are you are interested in bringing APPA specialized training to your area or for more information on the current training programs, contact: Karen L. Dunlap (859) 244-8211, or email at kdunlap@csg.org.

Topics Available For Training:

- □ Basic Field Officer Safety Training
- □ Advanced Field Officer Safety Training
- □ Strength-Based Practice for Community Corrections Practitioners
- □ Strength-Based Training II: Motivation and Movement: Becoming Change-Focused
- □ Survival Skills for Middle Managers
- □ Effective Strategies for Probation or Parole Supervision
- □ Performance Based Measures in Community Corrections
- □ Practicing Prevention: Contributing to the Safety and Vitality of Your Community

Scheduled Training Dates and Locations:

Monitoring Sex Offenders' Computer Use
Golden, CO
December 9-10, 2002
April 3-4, 2003

Survival Skills For Middle Managers: Out of the Frying Pan and Into the Fire
St. Petersburg, FL
April 22-23, 2003

Strength-Based Practice for Community Corrections Practitioners
Olathe, Kansas
December 9-10, 2002

Strength-Based Training II: Strength-Based Assessments: Increasing the Resources for Positive Behavior Change
Olathe, Kansas
December 11-12, 2002

Bend, OR
August 18-19, 2003

Survival Strategies for Officer Safety
Eugene, OR
January 27-28, 2003

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NIC Welcomes Three New Staff Members

The greatest resource that all of us in community corrections have available is the human resource, and we are also guilty for taking our staff for granted with our focus on the task that we must do. This is a celebration of three of the finest staff to serve the National Institute of Corrections (NIC) and our profession in general.

The Community Corrections Division of NIC welcomed three new staff members in 2002. Dorothy Faust is a new full time NIC employee and Maureen Buell and Mark Gornik are on loan to the NIC from the Vermont Department of Corrections and Idaho Department of Correction respectively under the Inter Personnel Agreement (IPA). This is a program which allows federal agencies to make a contractual agreement with state or local governments allowing a staff person to work for a federal agency, giving them the benefit of working on a national and federal level of government.

Dorothy Faust is a Correctional Program Specialist with the NIC, Community Corrections Division in Washington, DC. Dot comes to the NIC from Iowa where she was the Director of the 5th Judicial District Correctional Services in Des Moines, Iowa for the past four years. This agency has a staff of over 200 covering 16 counties, which provides community based correctional services (probation and parole), pretrial, residential services for convicted offenders for operating a motor vehicle while intoxicated, work release, and detention for males and females including accommodations for mothers with children. Prior to returning to Iowa, her birthplace, Dot was the Deputy Director of Maricopa County in Phoenix, Arizona and was with that department for 11 years supervising the Community Programs Division.

Dot is managing the Capacity Building Network made up of directors of state systems that have oversight capacity for county operated probation departments. She is also working on promoting the application of the "What Works" materials. Additionally, she is looking on the

outcomes and redefining the role of probation and parole officers who are using the "What Works" principles. Dot is studying the European practices dealing with community corrections and how those lessons may further good practices here in the U.S. She is project director for assisting Bulgaria to develop a probation mechanism.

Ms. Faust received her Bachelor's Degree from Westmar College and her Doctor of Jurisprudence from the University of Iowa.

Maureen Buell is a Correctional Program Specialist with the NIC, Community Corrections Division, on loan after 29 years with the Vermont Department of Corrections (DOC). Her most recent role with the Vermont DOC was as the Director of Women Offender and Family Services, which included institutional and community-based initiatives. Maureen's background includes intensive supervision practices, sex offender supervision, hearing officer and the state-wide supervision of community based treatment programs.

Maureen was a key staff person in the early 1980s creating a model for supervision of sex offenders in the community, utilizing a Relapse Prevention model. In 1996 she co-authored *Supervision of the Sex Offender* published by Safety Society Press. She has also co-authored other articles related to relapse prevention and sex offenders.

Ms. Buell received her Bachelor's Degree from Trinity College in Vermont and her Master's Degree in Administration and Management from St. Michael's College in Vermont. She will be responsible for several ongoing projects at NIC.

Mark Gornik is a Correctional Program Specialist for the NIC, Community Corrections Division in Washington, D.C. Mark coordinates nation-wide effort to implement best practice systems into community corrections organizations. He was formerly the Chief, Bureau of Offender Programs for the Idaho Department of Corrections where he managed offender programs

including substance abuse, sex offender, cognitive/behavioral, volunteer services and other treatment related programs for prisons, probation and parole. He has worked as the Inmate Substance Abuse and Volunteer Services Coordinator at the Idaho State Correctional Institution, where he coordinated the inmate treatment programs including substance abuse, cognitive restructuring, cognitive skills and volunteers.

Mark is a certified addictions counselor and certified clinical supervisor. He received his Master's degree in the Science of Interdisciplinary Studies at Boise State University. He was an adjunct faculty member of Boise State University, Boise, Idaho. □

Rick Faulkner is a Correctional Program Specialist at the National Institute of Corrections in Washington, DC.

BY RICK FAULKNER

Adult Performance-Based Standards - The New Benchmark For Community Corrections

The American Probation and Parole Association, working in collaboration with the American Correctional Association (ACA), has completed the final draft of the performance-based accreditation standards for Adult Probation and Parole Field Services. These standards are now ready to be reviewed and field tested by member jurisdictions in each organization to obtain the necessary feedback to create the final product.

The new standards are based on the following seven key guiding principles:

- Enhanced community and public safety through effective supervision;
- Collaborative problem-solving efforts with the community;
- Offender accountability;
- Offender assessment to clearly identify risk and needs;
- Assisting offenders to change;
- Advocacy, access and support to victims; and
- Properly trained and equipped staff to carry out core functions

The performance-based standards have undergone numerous revisions based upon input from the boards and memberships of both organizations. The format has changed substantially based on the identified guiding principles. The three sections of the draft fourth edition standards, Community, Offender and Administration, reflect the emphasis of community protection and community involvement in conjunction with offender accountability and offender reintegration.

The Next Steps

Probation and parole organizations can contribute to the further development and refinement of the standards in two ways. The first method would be to formally contract with ACA to field test and become accredited in these standards. Jurisdictions wishing to do this will pay a substantially reduced rate and receive technical assistance as part of the process. For

information on this process, please contact Diane Blenberg, Assistant Director, ACA Standards and Accreditation at (301) 918-1841 or e-mail: DianeB@ACA.ORG.

The second method would be less formal and allow organizations to provide feedback without going through the formal accreditation process. The standards can be obtained online at the APPA website at www.appa-net.org or by contacting the committees co-chairs or the APPA representative.

Interested agencies can then provide feedback on all or part of the standards. This feedback should be addressed to Karen Dunlap at APPA and submitted by December 15, 2002. This will enable us to compile the information for review by both Boards of Directors at the January meetings. Following those meetings, the results of the field tests and agency feedback will be incorporated into final recommendations for approval by the APPA Executive Committee in early summer and at the APPA and ACA Board meetings in August 2003. The final document will then be published.

To assist organizations in both their analysis of these standards and in providing feedback in key areas, we have listed some suggestions that have already been made and issues that could not be agreed upon by all members of the Standards Committee.

Suggestions

1. More emphasis should be placed on restorative justice and victim issues.
2. More emphasis on community justice.
3. The concepts of "what works," best practices and risk reduction strategies should be incorporated.
4. Sex offender supervision guidelines should be added.
5. Cognitive restructuring and life skills training should be stressed.

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BY TERRY BORGESON

Issues

1. Should measures be based on arrest vs. conviction?
2. Should measures be based on recidivism after the completion of probation or only during the period under supervision?
3. Qualifications of probation and parole officers - should a four-year college degree be mandatory or can completing a career development program be substituted for the degree?
4. In those jurisdictions where officers carry firearms, should mental health screenings be mandatory?
5. Should mandatory yearly safety inspections be conducted at all community corrections facilities?

The other key component that will need further work in the near future is the section dealing with the Interstate Compact. The new Compact has been passed by at least 38 states and a meeting was scheduled in Scottsdale, Arizona from November 18 - November 20 to discuss the make-up and rules of the new commission. Once the new rules are adopted, they will be incorporated into the new standards.

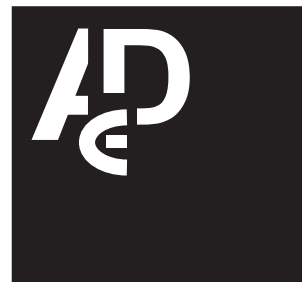
Please do not limit your self to these issues, feel free to comment on any and all parts of the report.

On To Juvenile!

Now that the adult standards have been released for field review, the committee has started to move forward on juvenile performance-based standards for community corrections. This very important work is being led by Cheryl Townsend of Arizona. Cheryl has created a work plan that was approved during the APPA Institute in Denver. The plan provides for simultaneous development of the juvenile standards during the field test and feedback process for adult. For more information, please contact Cheryl at (602) 506-2638.



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PROJECT ANNOUNCEMENTS

Impact Evaluation of the Rhode Island Probation Specialized Domestic Violence Supervision Unit

The American Probation and Parole Association (APPA) has been awarded a grant by the National Institute of Justice within the U.S. Department of Justice to conduct an impact evaluation of the Rhode Island Probation and Parole Department's specialized domestic violence supervision unit. Joining APPA in this endeavor will be BOTEC Analysis Corporation, the Rhode Island Coalition Against Domestic Violence, and the Adult Probation and Parole Department within Rhode Island's Department of Corrections.

Rhode Island provides a unique opportunity to examine the effectiveness of specialized domestic violence probation. The Rhode Island program replicates the Quincy, Massachusetts model domestic violence probation program, a national VAWO training site. The research intends to accomplish three purposes: examine the issues surrounding the replication of a model domestic violence program; determine the ability of a specialized program to maintain offender

accountability and reduce domestic abuse; and provide information on the administration and content of effective probation standards that should be part of domestic violence probation programs.

The Rhode Island Department of Corrections administers probation for domestic violence offenders in two programs in the northern and southern parts of the state. Probation officers with special domestic violence training administer the replicated program in the northern district. Offenders in this district with two or more domestic violence convictions are held accountable to more stringent probation standards, such as more frequent office and field contacts by probation officers with offenders and their victims. Offenders in the other half of the state, while they have the same mix of characteristics as in the specialized program, are subject to the general probation program in which the probation officers do not have specialized domestic violence training.

The courts require offenders in both programs to attend a batterer counseling program.

The evaluation will collect a random sample of file data on the probation standards applied to probationers and the resultant behavior of a sample of active probationers in the two areas of the state. Interviews will also be conducted with probation personnel and with domestic violence victims. Researchers will analyze both quantitative and qualitative data collected to determine the impact of the specialized supervision program.

For additional information, contact:
Ann Crowe, Project Director
American Probation and Parole Association
P. O. Box 11910
Lexington, KY 40578-1910
Phone: (859) 244-8198
Fax: (859) 244-8001
Email: acrowe@csg.org

Information System Planning for the Interstate Compact for Adult Offender Supervision

The American Probation and Parole Association (APPA) is pleased to announce that it has recently received a grant from the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance (BJA) to oversee a project to assist in planning an information system for the new Interstate Compact for Adult Offender Supervision (Interstate Compact). The new Interstate Compact replaces the antiquated Interstate Compact for the Transfer Of Probationers and Parolees and offers the opportunity to significantly improve the system for providing effective supervision for adult offenders who move from the States in which they were sentenced.

Key to effective interstate supervision of offenders is timely, accurate, efficient transfer of information, and to address this, the Interstate

Compact requires the creation of a national database utilizing current communications technology that will allow states to share critical offender information. To plan this information management system, APPA will assemble a working group composed of State Interstate Compact Administrators, State Chief Information Officers, and other content or technology experts to work in concert with the newly formed Interstate Compact Commission to identify the issues, challenges and goals to be achieved. The working group, assisted by a technology consultant, will complete a needs assessment that will form the basis for the development of standards and requirements for the information management system. Building on the collective experience and expertise of the members of the Working Group

and devoting adequate and appropriate attention to the planning stage of development is expected to yield a well-considered and well-designed plan to facilitate and enhance later steps in the implementation of the Interstate Compact information management system.

For further information about this project please contact:

Linda Sydney, Project Director
American Probation and Parole Association
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American Probation and Parole Association



Corporate Members

Corporations with an interest in the field of probation, parole and community corrections are invited to become APPA corporate members. Corporate members receive benefits such as enhanced visibility among APPA's nationwide network of community corrections professionals, as well as shared information on the latest trends and issues that specifically affect community corrections.



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APPA POSITION STATEMENT

Proposed Position Statement on Communicable Diseases

The following position statement was approved by the APPA Board of Directors at their meeting in Denver, Colorado on August 25, 2002. The APPA Constitution stipulates that positions and resolutions must next be submitted to the general membership for adoption at the membership meeting in Salt Lake City, Utah on January 5, 2003. The purpose of presenting this position statement in Perspectives is to seek comments and feedback from the membership before seeking such approval.

Introduction

Probation, parole and community corrections staff are at increased health risk for contracting certain communicable diseases. With the increase in the number of individuals on probation and parole, combined with the lack of meaningful health care available to many of them, we in community corrections must remain cognizant of the dangers of exposure to certain communicable diseases. Probation, parole and community corrections personnel work in and visit environments that may be conducive to the spread of these diseases. Therefore, community correctional agencies must do all they can to minimize the health risks to staff while still allowing personnel to perform their duties effectively.

Position

The American Probation and Parole Association considers the health of its members a critical issue and recommends that all probation, parole and community corrections agencies have programs in place to assess the risk of communicable diseases; to train staff about the risks of such diseases as well as how to avoid them and how to treat them; to maintain clear and decisive policies and procedures pertaining to potential exposures to communicable diseases; and to investigate and respond to all incidents involving exposure or potential exposure.

All probation, parole and community corrections departments should comply with OSHA's Bloodborne Pathogens Standard CFR 1910.1030, OSHA's Occupational Exposure to Tuberculosis Enforcement Guidelines and the U.S. Centers for Disease Control guidelines on Tuberculosis, Occupational Exposure to HIV and Hepatitis B and C.

Consistent with federal guidelines, APPA supports the mandatory purchase of any and all equipment necessary to protect staff and reduce the risk of exposure to communicable diseases.

Recommended Action

APPA recommends that each probation, parole and community corrections agency establish a Health and Safety Committee that includes all levels of staff to develop guidelines that meet the needs of their particular agency. The guidelines should include, but not be limited to the following:

1. Tuberculosis (TB)

Guidelines should include four elements to TB control:

- **Testing** - establish a comprehensive skin testing program with appropriate follow up of those who tested positive. The appropriate test is the Mantoux PPD. The test identifies those employees at risk of disease due to latent TB infection. Testing should be conducted on a yearly basis. As per OSHA Enforcement Directive, a two-step baseline shall be used for new employees whose initial PPD results are negative, but have not had a documented negative test during the preceding

twelve months. The test should be offered at a time and location convenient for employees. Follow up evaluation and treatment, where necessary, are to be offered at no cost to the employee.

- **Prevention** - prevent the spread of TB by encouraging the early identification, isolation and treatment of people with active TB as well as identifying new converters. Offenders released from jails and correctional facilities should be included if they are known or suspected to have active TB, as well as those who are on preventative or active TB therapy.
- **Education** - prevent exposure to TB through employee education. A training program should be established that includes but is not necessarily limited to explaining the differences between latent TB infection and TB disease, mode of transmission, signs and symptoms, history of TB, TB testing, TB control, the relationship between TB and HIV infection and Multi-drug Resistant (MDR) TB.
- **Building Examination** - conduct an examination of physical plants to determine proper design and maintenance of ventilation systems. A review to determine the need for a study of personal protective equipment should also be considered.

2. Hepatitis A, Hepatitis B (HBV) And Hepatitis C

Guidelines should include two elements for Hepatitis control:

- **Training** - Hepatitis A, B and C are bodily fluid viruses. The community corrections' population is classified as high risk due to the rate of drug abuse. Training curricula should include information about transmission of Hepatitis A, B and C (formerly known as non-A non-B Hepatitis), symptoms, who is at risk, personal protection, universal precautions, and an explanation of the HBV vaccine. There is currently no vaccine to prevent hepatitis C.
- **Vaccination A and HBV** - establish and encourage an agency sponsored vaccination program. The vaccine should be offered to all personnel who have the possibility of direct physical contact with the offender population. The vaccine should be offered on a voluntary basis with provisions to offer it periodically to those who may initially decline it but subsequently change their mind. An antibody test must be offered within two months following completion of the vaccination series. The vaccination and the antibody test should be offered at no cost to the employee.

3. AIDS/HIV

Guidelines should include four elements to AIDS/HIV control:

- **Training** - HIV is a virus carried in bodily fluid. As with HBV, the community corrections' population is classified as high risk. While

transmission does not occur from every contact with infected bodily fluid, the fact that infection frequently results in death makes HIV a serious threat. Training curriculums should include modes of transmission, post-exposure procedures, prevention, personal protection, who is at risk and universal precautions.

- Universal Precautions - all blood exposure is to be treated as if the blood is contaminated.
- Post Exposure Procedures - if someone is exposed to blood, i.e. stuck with a needle, it is to be assumed that it is contaminated. A post exposure plan must be in place that includes clean up, immediate medical treatment for exposed employees (to be strongly encouraged, but not mandatory), post exposure evaluation and a determination of source patient and counseling. A mechanism must be in place to provide post-exposure prophylaxis within two hours of exposure at no cost to the employee. Written agreements with local health care providers are an effective way to accomplish this.
- Confidentiality - jails and prisons must provide probation and parole agencies with information regarding the HIV status of offenders released to their supervision. Legislation that would allow probation and parole agencies to disclose HIV status to the offenders' victims and family or friends with whom an offender will reside should be supported. The federal Ryan White Act and various state laws should be considered.

Bibliography

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Human Services, Centers for Disease Control (CDC), Vol. 43/#RR 13.

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Prevention and Control of tuberculosis in Correctional Facilities / Recommendations of the Advisory Council for the Elimination of Tuberculosis, 1996 - Published by U.S. Department of Health & Human Services, Centers for Disease Control (CDC), Vol. 45/#RR-8.

Public Health Service Guidelines for the Management of Health-Care Worker Exposures to HIV and Recommendations for Postexposure Prophylaxis, 1998 - Published by U.S. Department of Health & Human Services, Centers for Disease Control (CDC), Vol. 47/#RR-7.

It is important that members wishing to comment on this position statement send any comments by December 31, 2002 to:

Issues, Positions and Resolutions Committee
c/o American Probation and Parole Association
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Lexington, KY 40578-1910
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SPOTLIGHT ON SAFETY

Make Time to Learn About Critical Incident Stress Management

On a recent trip into the bush country of Tanzania our twin engine charter plane crashed on a dirt strip upon landing, due to pilot error. While the plane was totally destroyed, all nine passengers and the pilot walked away without significant injury. During the next ten days that we were all together in camp, it was interesting to observe the various reactions to the incident by myself and the other members of our group. As we teach in the Critical Incident section of the APPA Survival Strategies Program, what is a critical incident for one person may not be for another. We can also predict that reactions will be varied and manifested in different ways.

My reaction was to be angry with the pilot, although I did not verbalize it to him. Having been a pilot, I knew the crash was the result of pilot error caused by his trying to land with the wind, at too high a speed, and failing to pull up when he realized

he could not land on the length of dirt runway available. A couple of the members of the party did not have much reaction at all. They said that accidents happen, and we should just be thankful that we all walked away uninjured. The other reactions included:

- Overindulgence in alcohol,
- Not wanting to talk about the incident and being somewhat withdrawn,
- Being unable to quit talking about the incident but speaking of it in a joking manner,
- Continuing to relive the incident, and
- Expressing the realization that the incident could have been much worse, e.g., the gas tanks that were ripped open as we crashed could have exploded.

Having an understanding of critical incident stress management and survivors' predictable and

varied reactions to such incidents helped me understand my own reactions and allowed me to give support to the others as they tried to understand and deal with their reactions.

As we marked the first year anniversary of the 9/11 tragedies, we observed survivors' reactions to a critical incident on a national level. I heard various responses to the news media coverage and events that marked the anniversary. Some individuals took time from work to remember friends and loved ones that died or were otherwise closely affected by the disaster. Others commented that they refused to watch any of the coverage of the event, offering that we need to put the events of that day behind us.

We as coworkers, administrators, friends and family members need to remember that when a critical event occurs it will be perceived and reacted upon differently by individuals. While a formal debriefing session or encouraging the survivors to informally talk about the situation usually is recommended and effective, not all will want to participate. People need to be empowered to respond and react to the incident in a manner that is comfortable for them. The reactions predictably will be varied and we need to understand that such diversity of reaction is normal. Also, depending upon the severity of the situation, different elements of critical incident stress management will need to be employed.

Make an effort to learn about critical incident stress management (CISM). When a critical incident occurs, you need to have the information to deal appropriately and effectively with the survivors' responses. Additional information about CISM can be obtained by contacting:

International Critical Incident Stress Foundation, Inc.
10176 Baltimore National Pike, Unit 201
Ellicott City, Maryland 21042
(410) 750-9600

If you are interested in obtaining training on Critical Incident Response Management, contact Karen Dunlap, APPA Research Associate at (859) 244-8211, Fax (859) 244-8001, or Email kdunlap@csg.org. □

Robert L. Thornton is the Director of the Community Corrections Institute in Eatonville, WA and Chair of the APPA Health and Safety Committee.


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CALL FOR NOMINATIONS

APPA Elections

Nomination for regional director positions:

All active individual, affiliate or agency members are encouraged to nominate individuals to serve as regional directors from the following regions for a period of six years.

According to the APPA Constitution, Article V, Section 9: To qualify for elected office in this association, the candidates must be:

(a) an active member in good standing, willing and able to fulfill the duties of the office for which nominated, and be willing and able to serve in the office for the length of time necessary to fulfill the duties of the office.

Region	State(s) Represented	Present Incumbent
Region 2	New York	Vincent J. Iaria
Region 3	Delaware, New Jersey, Pennsylvania	Michael Green
Region 5	Ohio	Juli Tice
Region 6	Georgia, North Carolina, South Carolina	Linda Layton
Region 7	Alabama, Florida, Louisiana, Mississippi, Puerto Rico, Tennessee	Joseph E. Papy
Region 8	Indiana, Kentucky, Michigan	Sheryl Fisher
Region 9	Illinois	Carmen Rodriguez
Region 11	Arkansas, Kansas, Missouri, Oklahoma	Justin Jones
Region 12	Texas	Rick Zinsmeyer
Region 13	Colorado, Nebraska, N. Dakota, S. Dakota, Wyoming	Charles Hankins
Region 14	Arizona, Nevada, New Mexico, Utah	Barbara Broderick
Region 16	American Samoa, California, Guam, Hawaii, Mariana Islands, Palau, Philippines	Susan J. Gionfriddo
Region 17	Canada	A.J. Pottier

Nominations must be received in writing by May 2, 2003. Members are encouraged to nominate themselves for regional director positions. This position offers members an opportunity to present and discuss issues germane to the field and set the course for future initiatives for your association. Candidates accepting a nomination for regional director must provide a biography or statement of fewer than 150 words, which will be included on the ballot.

The schedule below will be followed for the 2003 election:

December, January, February, March, April	Call for nominations for regional director positions.
January 5	The Board of Directors selects two candidates for each executive officer position.
May 2	Cut off date for nominations for regional director positions.
May 5	Nominations committee selects two candidates for each regional director position from those nominated and prepares ballot.
June 13	Election ballot, containing candidates for executive officers positions and regional directors positions, is mailed first class to each current member.
July 25	Last day for ballot postmark.
July 28	Ballots counted.
August 4	All candidates notified by mail of election results.
August 26	Nominations Committee reports results at membership meeting

All nominations should be sent by May 2, 2003 to:
 Gini Highfield
 Division of Youth Corrections
 1353 N. Highway 89, Ste. 101
 Farmington, UT 84025
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 Phone: 801-4551-7372 ext. 2111
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The Director position carries with it an appointment as an Associate Professor, non-tenure track, and includes teaching responsibilities. This individual will represent the program to the criminal justice community from which students will be drawn and will lead the development of the program. He or she must be a highly visible administrator/scholar who is well respected by the practitioner community and who is committed to leadership development. Candidates who hold a Ph.D. in an appropriate discipline, have a record of scholarly work and possess experience as a senior agency administrator and/or consultant to criminal justice agencies are invited to apply. Applications from women and minority candidates are strongly encouraged. Temple University is an Equal Opportunity/Affirmative Action employer.

Review of applications will begin immediately and will remain open until the position is filled. Interested parties should send a curriculum vita, three letters of reference, and a writing sample to:

Professor Philip Harris
EMA Program Search Committee Chair, Temple University
Department of Criminal Justice, 1115 W. Berks Street, Philadelphia, PA 19122,
Fax: 215-204-3872
phil.harris@temple.edu.

American Probation and Parole Association



Associate Members

Corporations with an interest in the field of probation, parole and community corrections are invited to become APPA associate members. Like corporate membership, the goal of associate membership is to engage our corporate friends in association activities and to share information with each other.

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Offender Reentry

Requires Attention to Victim Safety

CRIMINAL AND JUVENILE JUSTICE PROFESSIONALS do not dispute the fact that crime victim's needs and concerns should be considered when an offender is released from incarceration or detention. Furthermore, key public safety stakeholders, in collaboration with the U.S. Department of

Justice, are currently forming partnerships to develop radical changes in protocols to meet the challenges of monitoring and successfully reintegrating the half million offenders leaving custody each year.

However, the primary focus of reentry initiatives is on offenders and their needs. Professionals who work with crime victims assert that "whatever it takes" to promote successful offender reentry must include provisions to ensure the safety and address the concerns of crime victims.

Offender release brings up critical issues regarding core victims' rights. Clearly, policies and practices that promote the diligent implementation of such rights – including notification, restitution, protection and participation – should be addressed through reentry initiatives. Victim-sensitive pre-release and post-release strategies that correlate with practices to improve the offender's potential for successful return to the community should be an integral part of the reentry process.

Community Participation in Reentry Partnerships

One of the goals of these reentry alliances is the creation of model programs that generate collaborative efforts among local professionals and volunteers from the public and private sector that can enhance opportunities for successful offender reintegration. The health of neighborhoods and communities—including the well-being of victims—depends on the effective supervision and tangible support of the newly released offenders. An essential ingredient in any formula that tries to improve reentry options is a concerned, educated and engaged community.

Study affirms need for community participation

In 2000, the Victims' Issues Committee of the American Probation and Parole Association (APPA) conducted a study to determine the extent to which victims' concerns are included in reentry initiatives. One of the goals of the project was to identify the ideal partners in a reentry initiative that could best address the safety and well-being of victims and the community.

The APPA study on the victim component of offender reentry found that the education and involvement of community members who are victim-centered and who can reflect victim concerns are much-needed components in reentry partnerships. In *The Victim's Role in Offender Reentry: A Community Response Manual*, Seymour stresses that:

"The successful reentry of offenders into the community is neither a linear process, nor one that can be accomplished by a single agency. It requires collaboration and commitment from literally anyone concerned about community safety."

Crime victim participation

An equally vital component in the formation of reentry protocols is input from crime victims. Their experience of crime, its aftermath, and its long-term effects informs many aspects of any reentry program. Seymour writes:

"The inclusion and consideration of crime victims' rights and needs in offender management that has emerged over the past decade does provide a strong foundation for reentry partnerships. It offers an important framework for justice professionals to prevent crime and the revictimization of people who have already been hurt by crime. They can voluntarily contribute to policy development; serve as advisors to create new programs and approaches that hold offenders accountable and reduce recidivism; participate in victim/offender programming; and strengthen the core of community action that is necessary for success."

A Victim's Perspective

Few victims remain unaffected by the thought of their offender's return to the community. A survivor of a horrendous kidnapping, sexual assault, and attempted murder describes her state of mind anticipating her rapist's upcoming release. Looking back on her experience, she recalls that:

I have survived the experience of working with the criminal justice system to see my offender caught, tried, and sentenced. Today, I am faced with yet another challenge, one which, at the moment, seems the most difficult to face: the reality of my offender's release. I actually began contemplating this event the moment the sentence was handed down. My thoughts went something like this: "I have this many years to live my life. Better make the best of it." The thought that follows is: "Let's not think about this right now, as I have so many years to be free from the constant fear of being stalked and possibly killed by this person."

Concern begins at the time of sentencing

A survivor's concerns about offender reentry begin long before the offender is even considered for release, perhaps even at the moment of sentencing. However, the process of addressing the issue is often one that is avoided, perhaps because of the emotional scars it re-opens and the difficult work and planning it requires.

Offender awareness of victim concerns

The survivor quoted above, who now works as a victim advocate and a leader in restorative justice, believes that correctional agencies should address victim-related reentry issues with offenders through the use of victim impact panels and focus groups. They need to explore such questions as the following:

- Do offenders fantasize about or plan to seek revenge against those they have harmed?
- If so, in what way?
- What are their intentions toward their victims upon release?

System must address both offender and victim

Far too often these questions are displaced by the criminal justice system's concerns over the offenders' successful readjustment in the outside world after years of incarceration. Clearly those challenges may be daunting. Will the families accept them? Will they find a job and a place to live? Will they abuse alcohol or other drugs? Will they re-offend?

Peter Michaud, the Director of Victim Services at the New Hampshire Department of Corrections poses a different, more fundamental question:

Why do we have a justice system? Not because of crime. We have a justice system because someone has been hurt by a crime. We need to take into account the harm that has been done to a victim and help that hurt. To be truly effective in our criminal justice effort, we have to include the fact that a crime has harmed someone.

What Constitutes the Community?

While many people tend to think of community as a physical place and space, it is just as often created by relationships that people build, beginning with one-on-one and emerging into groups of varying sizes that share a common bond and mutual interests. The community as reentry partner exhibits a mindset that is responsive to the concerns of returning offenders and victims and is proactive in its efforts to promote local safety

Expanding on the idea of community partnerships, Michaud expresses the need for “a process in place in the community that assures that victims and survivors are safe when their offenders reenter and includes an understanding of their safety needs from the victims’ perspective.”

How Can Communities Help Victims?

In *The Victim’s Role in Offender Reentry: A Community Response Manual*, Seymour explores ways in which reentry support team members might initiate assistance to victims when their offenders begin the pre-release phase of reentry and what measures they may take to provide support throughout the process. The “reentry support team member” in this case signifies volunteers who are trained to provide supportive services to victims.

Good Neighboring

The concept of victim support has its foundation in the age-old concept of listening, expressing concern and providing assistance, if requested from

While many people tend to think of community as a physical place and space, it is just as often created by relationships that people build, beginning with one-on-one and emerging into groups of varying sizes that share a common bond and mutual interests.

and well-being. Joseph Lehman, Commissioner of Corrections in Washington State observes: “The community truly feels a stake in the processes and outcomes of justice, successful programs for offenders and victims are an attainable goal. It is only with this sense of ownership that reentry partnerships can succeed.

Seymour divides community relevant to reentry collaborations into key components:

- The victims and the offenders, both of whom may be isolated from traditional communities like families and friends. They often experience shame, blame, and guilt as well as a lack of acceptance and understanding.
- The justice system that is united by profession and a desire to do the work of public safety better.
- The local communities and neighborhoods into which offenders will be released, and possible the home of the victim(s) (in interfamilial cases when family reunification is a goal).

Can the Community Have A Role in Determining and Meeting Victim’s Needs?

Despite obvious concerns over privacy and confidentiality, most justice and victim assistance professionals wholeheartedly embrace the concept of an increased community role in victim assistance. But as Reggie Wilkinson, Director of the Ohio Department of Rehabilitation and Corrections points out: “Flexibility is necessary. It is important to find out who needs help and who wants help”. Denise Giles, Director of Victim Services for the Maine Department of Corrections concurs: “Community support and involvement should be the victim’s choice.”

someone in need. Ellen Halbert, Director of the Victim/Witness Division of the District Attorney’s office in Travis County, Texas, and Editor of the Crime Victims Report, believes that existing good neighbor policies can contribute significantly to meeting victims’ needs relevant to offender reentry. She says:

Community members can provide enormous emotional support by a regular phone call to victims to find out what they need. Neighbors can offer to keep an eye out for them; they can assist in fixing window and door locks and adding lights to the outside of the house. They can, as a neighborhood, work out a safety plan for the victim, identify people that victims can call if they are afraid, and establish people who will touch base regularly with the victim. They can create an aura of safety around a victim by helping them stay connected with the neighborhood.

Understand victims’ needs

Giles stresses: The greatest help communities can provide to victims when their offenders reenter is to acknowledge crime victims in the community and to educate the public as to victims’ needs.

For example, Giles has helped implement community forums through town meetings in Maine that address the release of sex offenders into the community. Continuing training and technical assistance about victim trauma and victims’ needs, for community members as well as justice professionals is a critical component.

Service availability and accessibility

Community members can also be aware of and educated about the

range of victim assistance and social services available in the community. They can work with victims to identify basic needs that can be met by community volunteers, such as the following:

- Providing food and shelter, transportation, and child care;
- Developing a list with contact information (24-hours-a-day, seven-days-a-week) of family members, friends and neighbors who can be called on to provide support and assistance;
- Coordinating neighborhood watch or “cocooning” activities if a victim has safety concerns (*Author’s Note: For information on “cocooning,” see Anne Seymour, “Kirkholt Burglary Prevention Project,” 5 (1) CVR 3 (Mar./Apr. 2001);*
- Ensuring that local law enforcement agencies – including police, probation and parole – are aware of the victim’s status and concerns; and
- Encouraging increased surveillance on offenders who may pose a threat to a victim’s safety.

Public awareness

Public awareness of victims rights issues related to offender reentry efforts can be raised by the following measures:

- The community can actively disseminate information that educates members about victims’ rights, needs and services.
- Crime victims should be informed of their rights and services that are available when their offenders reenter the community.
- The public must be made aware of victim vulnerability during the offender reentry period to be of assistance.
- The media should be educated about the importance of reentry efforts as they affect both offenders and victims in order to better understand and convey to the public the importance of successful reentries.

editorial columns and broadcast editorials – that highlight the victim component of offenders reentry.

Advocacy

In the United States today, there are over 30,000 laws that define and protect victims’ rights. Constitutional amendments in 32 states often strengthen victims’ basic statutory rights and, in some states, provide for measures of compliance. However, many laws on the books are not enforced uniformly, and victims sometimes have few remedies available to enforce their rights. Community members can support the review of and, if needed, revisions in existing state victims’ rights laws.

Community Support for Victim’s Rights at the Time of Reentry

Reentry partnerships should examine existing victims’ rights laws related to their safety and participation throughout reentry processes. Compliance is a major concern to ensure that measures are in place to facilitate uniform implementation of victims’ rights and to provide remedies to victims whose rights have been ignored or violated.

When community reentry support team members have knowledge of victims’ rights that are relevant to offender release, the likelihood that those rights are respected and enforced is greater.

While an understanding of victims’ rights is essential for improved enforcement, how and when that information is acted upon depends on individual victims and their wishes. Some victims will choose not to be been informed, involved, or related in any way to the offender reentry process.

Seymour describes several ways that community reentry volunteers can enhance the delivery of core victims’ rights. First of all, they can request and attend training programs co-sponsored by correctional agencies and victim service providers that address victims’ rights relevant to reentry

While an understanding of victims’ rights is essential for improved enforcement, how and when that information is acted upon depends on individual victims and their wishes. Some victims will choose not to be been informed, involved, or related in any way to the offender reentry process.

The development of a public awareness plan can include the following elements:

1. Slogans that emphasize victim’s needs;
2. The observance of national commemorative months and weeks that honor victims and those who serve them;
3. List-serves, user groups or web-based message boards that maintain regular contact with key community volunteers; and
4. Publication of regular newsletters for partnership members.

Community members can also write articles and submit opinion pieces to print and broadcast news media – including letters-to-the-editor, opinion/

programs and how such rights can be implemented in a multidisciplinary manner.

The following victims’ rights comprise the core programs and community responses addressing victim-related reentry issues:

1. Notification;
2. Protection;
3. Victim Impact Statements; and
4. Restitution.

Notification

The victims’ right to notification is critical to involving victims

throughout the entire justice process and to informing them of rights and services that are available to them. Often called “the threshold right” from which all other victims’ rights and services emanate, victim notification takes on added importance within the context of offender reentry (see D. Beatty, speech at the “Automated Statewide Victim Notification Conference,” Louisville, KY (1999)). The most notable victims rights relevant to reentry are the following:

- Victims’ rights to notification of the offender’s status and location;
- Rights to participate in hearings and events relevant to the offender’s case status; and
- Rights of notification relevant to receiving restitution and information that can contribute to a victim’s sense of safety and security.

Community reentry volunteers can learn enough about notification so that they can provide advice and referrals to victims at any point in the reentry process. It may be helpful to some victims to offer to serve as the recipient of “dual notification” so that a “cocoon of support” can be immediately provided. Volunteers can assist in the following ways:

- Offering to accompany victims and to attend hearings relevant to the offender’s status;
- Providing translation services to victims who do not speak English or reading notification information to victims who are illiterate;
- Serving as a conduit of information between institutional, community corrections, and victim assistance professionals when the victim needs support or services; and
- Providing input from victims developed while providing assistance and support during notification.

Protection

Victims may not voice fears

Victims often do not express their feeling of fear – actual or perceived – so it is important to make a practice of asking them if they have concerns for their safety, and work with the victim to address them.

Volunteers important to safety plan

In a successful reentry partnership, community volunteers can be the “backbone” of efforts to promote victim safety. Volunteers can learn about victim trauma and how it affects feelings of safety so they are able to communicate appropriately with them. They can help victims document their safety concerns and communicate them to supervision and surveillance officers. In some cases, the safety concerns can be addressed in the offender’s conditions of supervision. Furthermore, reentry volunteers can help document violations of conditions of supervision that affect victim safety so that they are addressed immediately.

Developing safety plans

Many victims can benefit from assistance in developing safety plans. They may require a “safe harbor” when they are afraid to be in their homes or places of employment, or they may need help in relocating altogether due to threats of intimidation, harassment, or harm. Sometimes creating a cocoon of support of neighbors and friends will help victims feel safe and prevent further revictimization while validating their safety and security concerns. A reentry volunteer can offer to be a 24/7 on-call support person for victims who experience crises and serve as liaison to the agency with responsibility for supervising the offender.

In a successful reentry partnership, community volunteers can be the “backbone” of efforts to promote victim safety.

Everyone has the right to feel safe and to be safe, but return to safety may be an arduous journey for those who have experienced criminal victimization. Therefore, the right to have knowledge of the case status and the status and location of the offender can be keys to a victim’s sense of well being. When and how information is conveyed concerning the release of an offender, his or her state of mind, and his or her impending whereabouts can be critical to the ability of a victim of violent crime to address the real or perceived likelihood of revictimization.

Generally, victims are subject to two principal types of fear:

1. Actual fear that results from the experience of the crime, longstanding feelings of intimidation and terror developed in a relationship where there is a history of violent behavior, and threats from the offender or his or her acquaintances following the crime.
2. Perceived fear when the trauma of victimization causes victims to feel fearful. The fear may be more widespread and include not only the offender, but also the justice system, and the people and things that remind them of the crime – even when there has been no direct or implied threat.

Victim Impact Statement

True justice takes into consideration exactly how people are hurt by crime – physically, financially and emotionally. One of the most powerful tools for defining victim impact in the cadre of victims’ rights and services is the victim impact statement (VIS). Whether it is a written description or one that is delivered orally – in person or by audiotape or video – the VIS describes the physical, financial, and emotional effects a crime has on an individual victim and his or her family.

Use of VIS in justice system

The VIS is used by probation agencies in preparing pre-sentence investigation (PSI) reports for the court, and for judicial consideration at the time of sentencing. Paroling and correctional authorities use the VIS as they make decisions regarding the classification of incarcerated offenders of the release of the offender from custody. The VIS is particularly useful when correctional agencies prepare offenders for reintegration into the community. The VIS assists in the identification of offenders’ counseling needs, treatment needs and issues related to accountability and understanding the impact of crime. The information garnered from the VIS can help in developing and

offender's reentry case plan, and provide reentry team members with crucial insights into victims' needs and concerns.

Community/neighborhood impact statements

Community/neighborhood impact statements (CNIS) can inform and empower local residents in areas affected by crime and offer them opportunities to convey the impact of crime on the neighborhood to community policing or community probation officers. Particularly in neighborhoods where the distribution of illicit drugs and violent crime are chronic, the CNIS is an important tool for airing individual and neighborhood concerns: focusing the attention of residents on the extent of the problem and uniting them in a common effort to actively address group victimization and the toll it takes on their well-being. For example, the CNIS can ask for input from community members in a neighborhood to which an offender is being released about their specific concerns and the type of information they need to feel safe. Participating in the creation of a CNIS can also generate opportunities for neighborhood involvement in both victim- and offender-related programs and issues.

Restitution

Restitution is one of the only ways that crime victims can hold offenders directly responsible for the harm that they have caused. Courts in all 50 states are mandated by law to order offenders at sentencing to reimburse victims for financial losses incurred as a result of their criminal behavior. Because only a few states have prison industry programs in which offenders can accumulate enough wages to substantially reduce the amount of restitution owed, offenders generally initiate payments to victims when they are released from incarceration. The inclusion of a restitution payment program that determines amounts and timing of payments should be an integral part of offender reentry planning (when restitution has been ordered).

Assistance to victims with restitution issues

Community reentry volunteers can ensure that victims with whom they are working have written information that explains their restitution rights and how to enforce them. When victims have not been provided the opportunity to request restitution, or if restitution has not been ordered in cases involving pecuniary losses, volunteers can serve as a liaison to the corrections or reentry partnership authority to facilitate restitution.

Restitution enforcement

When restitution has been ordered and the offender has rejoined the community, reentry volunteers can serve as a liaison between the victim, supervising officer, and offender in responding to delinquent or nonexistent restitution payments. They can also organize or serve on a restitution-specific advisory committee for reentry that cultivates a culture in the business community that supports offender accountability to victims for their financial obligations. Employers engaged in this process can offer employment to offenders that includes an agreed upon payment of restitution that is automatically deducted from wages. Reentry volunteers can also support offenders by offering classes in budgeting and money management, and providing regular reminders to offenders with whom they work about the importance of paying restitution obligations on time and in full.

Communities Must Pay Attention

As the nation prepares for the release of a half million offenders annually over the next decade, measures must be taken to address core victims rights relevant to offender reentry. Safety and well being are critical issues to victims whose offenders are being released or preparing to be released. The neighborhoods and communities in which victims live can provide assistance to them in several principal ways:

- Support;
- Advocacy;
- Liaison services; and
- Public awareness.

Members of the community can positively affect outcomes for victims and offenders at the time of reentry through the following measures:

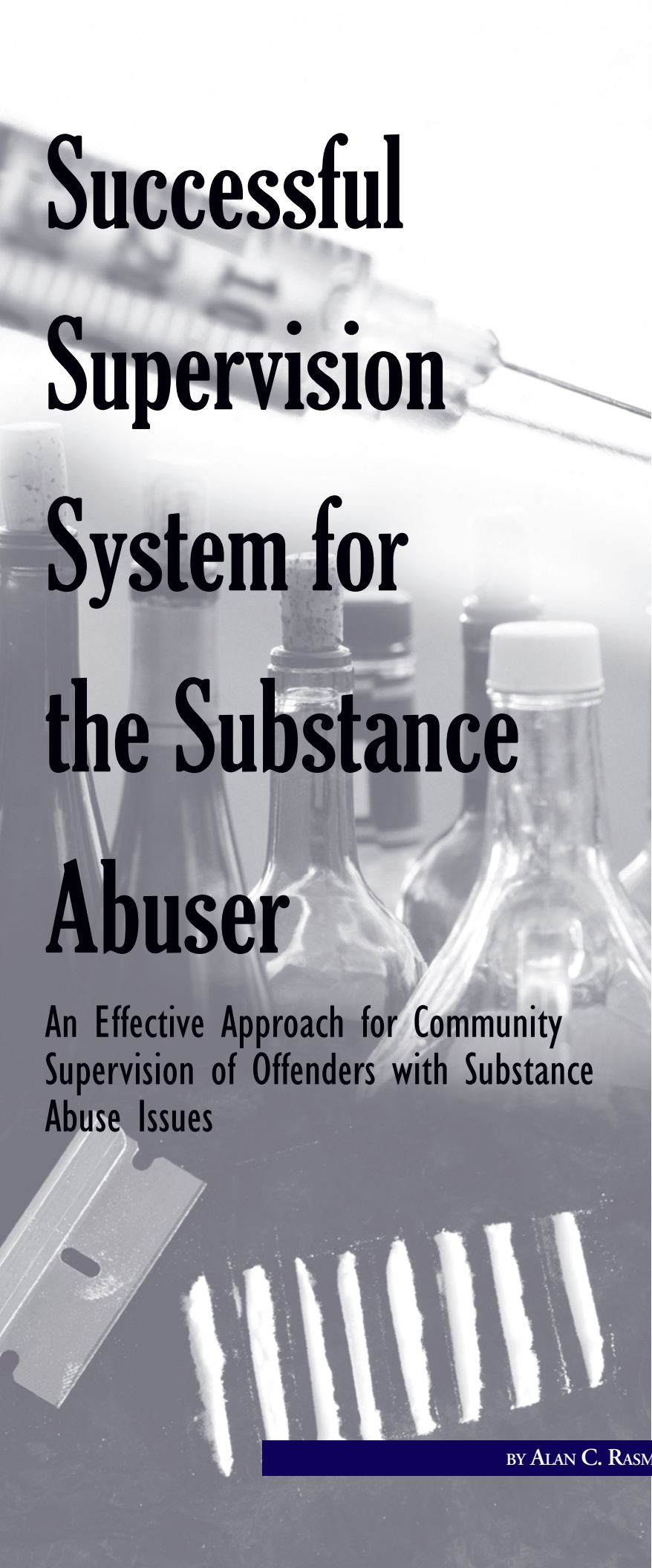
- Reacting with sensitivity to victim trauma and how it affects feelings of safety;
- Providing assistance with safety concerns;
- Developing awareness of notification rights and their importance, and
- Recognizing and supporting both victims and offenders in adhering to restitution orders.

The vital role of the community is highlighted throughout the APPA manual, and Hook emphasizes:

If victims and offenders understand that people in their communities are paying attention – that the community has a vested interest in making sure that they reentry process goes smoothly – it could change the whole dynamic. Victims would be less vulnerable, offenders would be more responsible, and the community would be looking out for its own people, actively engaged in maintaining a safer and healthier culture.

Note: 2001 Civic Research Institute, Inc. This article originally appeared in Crime Victims Report, Volume 5, Number 3, July/August 2001 (pp 33-34, 41-44) and is reprinted with permission. All rights reserved. To learn more about Crime Victims Report, please visit the CRI website: www.civicresearchinstitute.com. □

Melissa Hook is a contributing editor for the Crime Victims Report and is a writer and consultant on victim's rights. Anne Seymour, also a contributing editor for the Crime Victims Report, has been a national victim advocate for 17 years.



Successful Supervision System for the Substance Abuser

An Effective Approach for Community
Supervision of Offenders with Substance
Abuse Issues

IT IS DIFFICULT TO IMAGINE that there has been an issue that has impacted our criminal justice system and our communities across the nation more than illegal drug use. Some believe there is nothing that can be done about this epidemic and others look to incarceration or treatment programs to solve the problem. It is too costly to simply “lock away” the problem because when offenders are ultimately released from confinement, chances are they will return to the same communities and the same negative behaviors. Conversely, criminal justice systems lack the resources or focus to provide appropriate treatment to offenders with substance abuse issues. More often than not, due to a lack of resources, offenders are not given proper community supervision and are not required to participate in a community program that is designed to deal with the severity of their problem.

Out of a desire to deal with the problem of illegal drug use, police departments make more arrests and the court dockets are flooded with drug cases. Also, due to surging caseloads and diminishing resources, probation departments conduct insufficient drug testing, make counseling referrals to overburdened treatment programs, or simply develop a no tolerance drug use policy resulting in many cases that test positive for illegal drug use being returned to court for violation proceedings causing further clogging of the court's dockets. Many judges at this point are looking for answers, and without an effective system for the supervision of substance abusers, they have few options. Jails continue to have problems with overcrowding if these offenders are sentenced to confinement; and if continued on community supervision without an appropriate supervision system, their drug use may continue and the public is at risk. Drug courts have arrived on the scene, but the supervision cost per offender is too high to place all offenders in such programs. Furthermore, drug courts are not designed to handle all categories of offenders under supervision.

The problem of illegal drug use has clearly affected the criminal justice system and our communities, and it is critical that our criminal justice system have a legitimate approach to deal with this issue and one that provides a vital and needed component to the sentencing courts. It is time for community corrections' programs such as probation and parole departments to step up and develop an effective system for substance abusers that is cost effective and has a long-term positive impact on offender's behaviors. Probation departments have the responsibility of supervising the vast majority of offenders under community supervision and it is imperative that supervision efforts be focused on primary issues such as substance abuse.

Community corrections programs such as probation departments can have a significant impact on major social problems such as substance abuse given the proper focus and direction as well as the appropriate resources. For this system to succeed, all parts of the criminal justice system need to understand the key components and be involved in its implementation. This will require community correction's program personnel to inform judges, attorneys, police departments, treatment programs, and the community about this system and not only how it works, but also how their involvement is critical. Systems such as this evolve and it will take time, but the rewards will be evident to all that are involved

BY ALAN C. RASMUSSEN

and committed to a system that is designed for success.

On May 17, 2001, the Virginia Department of Corrections executed an Operation Consequences at the District 9 Probation and Parole office. This operation involved the random testing of offenders for illegal drug use. Offenders who tested positive for illegal drug use were to be immediately detained. Offenders tested at District 9 had had a previous positive while on supervision, and half of them were on supervision with the Violent Offender Supervision Team, meaning they had a violent or assaultive offense on their criminal history or were under current supervision for a violent or assaultive offense. All offenders tested negative for illegal drug use. Additionally, all offenders reported for testing as directed, and no weapons or contraband was found.

During September 2001, all urine tests were monitored in the District 9 Probation and Parole Office, which had 1,005 offenders under supervision at that time. This included random and frequent urine tests conducted in all geographical areas located in District 9, which includes urban and rural areas. A total of 704 urine tests were conducted. Of the tests conducted, 33 were positive for illegal drug use; 18 for cocaine and 15 for marijuana. This was a positive rate of just 4.7 percent.

The work done and the results obtained occur each month in District 9. The system described is consistent and ongoing and is in continual operation. This system is made possible not only by the involvement of the various parts of the criminal justice system, but also by the approach the Virginia Department of Corrections has taken toward community corrections. They have endorsed a balanced approach to supervision which provides for public safety as well as resources to address offenders' needs in a comprehensive manner.

I would also like to note that the success of this system depends on high-energy staff who are interested in making a difference in the lives of others and who believe that their work is valuable in enhancing public safety as well as changing negative behavior patterns of offenders. I am fortunate enough to have a staff such as this in District 9. Their work is invaluable as shown by the results of their supervision system for success. □

Alan C. Rasmussen is the Chief Probation and Parole Officer at the Virginia Department of Corrections.

Critical Components for a Successful Supervision System for Substance Abusers

• Blend of punishment and treatment philosophies

- Utilizes different approaches to address the goals of public safety and changing the negative behaviors of offenders
- Case supervision decisions are based on defined criteria such as the offenders overall adjustment to supervision, criminal record, past/current treatment efforts, and offender's history of drug use
- Detention warrants are issued immediately for continued drug use, missed drug tests and/or missed treatment meetings

• Random and frequent drug testing

- Random testing is used to detect drug use on a non-routine or surprise basis
- Frequent testing
 - When offenders test positive for drug use on the random system
 - When offenders have been released from inpatient treatment programs or are in outpatient treatment programs
 - When offenders have a significant history of drug use
 - Conducted one to three times a week based on sensitivity and reliability of drug tests being administered

• Continuum of Sanctions

- Fully addresses the severity level of an offender's substance abuse problem
- Utilized by staff that are knowledgeable in addiction and substance abuse issues
- Applied proactively and aggressively with supervisor involvement
- Sanctions
 - Substance abuse/mental health evaluations
 - Detoxification
 - Outpatient treatment
 - Intensive outpatient treatment
 - Inpatient treatment (30-120 days)
 - Immediate detention

• Early Assessment and Identification of Substance Abuse Problem

- Early evaluation of the severity of an offender's substance abuse problem
 - Referrals to appropriate treatment programs that fully address the severity of an offender's substance abuse problem
 - Implementation of sanctions as part of case supervision efforts that are proactive and not reactive

• Supervisor Involvement

- Supervisors are knowledgeable and involved in supervision efforts
- Negative behaviors of offenders are reviewed promptly with a supervisor for case handling guidance and development and implementation of appropriate sanction(s)
- Communication occurs between supervisor, subordinate, and offender in implementation of sanction(s)

• Sanctions Recommended at Sentencing and Violation Hearings

- Probation Officers inform judiciary and others in the criminal justice system as to what programs are available in Community Corrections
- Probation Officers provide guidance to judges to assist in making appropriate sentencing decisions
- Results in consistent application of available sanctions

• Detention

- Goals of public safety and changing negative behaviors of offenders are addressed
- Negative behaviors are always addressed and never ignored
- If negative behavior warrants detention, then arrest warrants are issued and offenders detained
- Message sent to offenders and community that system is serious about addressing the issues of substance abuse and public safety
- Continued use of illegal drugs, missed treatment meetings, and/or missed drug testing meetings results in detention pending intensified treatment options or a sentence to a period of confinement

A black and white photograph showing a hand holding a magnifying glass. The lens of the magnifying glass is focused on a dark, circular surface that has the words "READ AND LEARN" printed on it in a light, sans-serif font. The background is blurred, showing more of the hand and the magnifying glass's handle.

READ
AND
LEARN

Does Community Justice Work?

BY DAVID R. KARP, PH.D

Reparative Probation in Vermont

Community justice has become a popular term in the probation world. Indeed, the authors of one recent *Perspectives* article argued that we ought to drop the term “probation” altogether, and replace it with community justice (Maloney, Bazemore and Hudson 2001). APPA has taken a clear position in favor of community justice:

Community justice principles of crime prevention plus victim and community reparation offer greater hope of securing genuine peace and justice and of gaining community satisfaction with its justice system. APPA therefore resolves that the principles of community justice will guide the work of the organization in keeping with its proclaimed motto of “Community Justice and Safety for All” (APPA 2002).

While no one knows if community justice is the future of probation, what everyone needs to know today is this: Does it work? Do community justice programs achieve the goals set out by proponents of community justice? And what, exactly, are those goals, anyway?

One of the most well-known community justice programs is Vermont’s Reparative Probation program, which combines the community justice focus on neighborhood-based programming, citizen involvement and offender reintegration with the restorative justice focus on repairing harm to victims and communities. Reparative Probation remains unique in the United States as being the only statewide implementation of community justice principles for adult probationers. This article reports on the effectiveness of Reparative Probation in realizing identified program goals (see Table 1). For the full evaluation report, see Karp, Sprayregen and Drakulich (2002).

The Vermont Department of Corrections Reparative Probation Program began in 1995. In 1999, the program received the Ford Foundation’s Innovations in Government Award. Since its inception literally hundreds of community board programs have been launched across the country (Bazemore, Schiff and Erbe 2001), including boards for juvenile

offenders administered by the Vermont Department of Social and Rehabilitation Services.

Reparative probation can be summarized as follows: Upon conviction of a minor offense, burglary or drunk driving for example, the judge will sentence the offender to probation with the condition that he or she appears before a local reparative board. A board, composed of trained citizen volunteers, meets with the offender and attempts to work out a solution to the problem created by the offense. Victims and other affected parties (such as family members of the offender) are invited to attend. Board meetings vary in length, but average between 35–40 minutes. The outcome of the meeting is a negotiated agreement, signed by the offender, specifying a set of tasks to be accomplished during a 90-day probationary period. Typically, offenders will return to the board for a mid-term review and a final closure meeting before discharge. Offenders who fail to comply are in violation of probation and returned to the court.

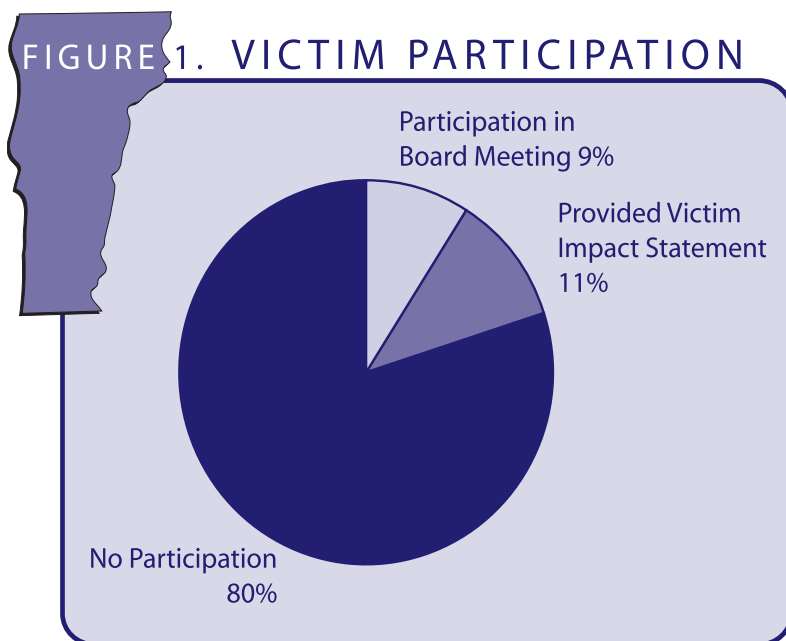
The board members seek to accomplish four goals with the offender. First, they wish to engage the offender in tasks that will help him or her better understand the harmful consequences of the crime on victims and the community. This may entail asking the offender to listen to the victim’s account or to the reactions of victims of similar offenses. It may mean asking the offender to write an essay describing the harm that was done. Second, the board seeks to identify ways the offender can repair the harm to victims. Third, they try to engage the offender in making amends to the community. Letters of apology, restitution and community service are typical sanctions. Fourth, the board works with the offender to find a strategy to reduce the likelihood of re-offending. This might include a wide variety of educational and counseling opportunities.

The typical board meeting is held in an informal conference room in a town hall, public library or probation office. Boards vary in their formality, but all are much less formal than the courtroom setting. Meetings begin with introductions, proceed through a general review of the incident, and

TABLE 1. RECIDIVISM OFFENSES

Communities are Involved	Victims' Needs are Addressed	Communities are Restored	Offenders are Responsible
Community has authority in decision making	Victims' needs are addressed adequately by the reparative process	Community harm is repaired	Offenders understand impact
Community Volunteers participate		Community is satisfied	Offenders build social ties
Victims participate		Victims participate	Offenders are law-abiding

FIGURE 1. VICTIM PARTICIPATION



become task-oriented as they strategize over terms of the agreement. Some boards ask the offender to leave the meeting so that board members can have a short period of private deliberation.

Based on the goals set out in Table 1 above, my colleagues and I looked at sample of reparative cases for the year 2000.¹ We collected data by examining case files, retrieving automated data, and conducting surveys of victims and community service agencies. Here's what we found.

Are Communities Involved?

Under the community justice model, a partnership is formed between the justice system and the local community. The citizen role in reparative probation is unique among probation volunteer programs because of their authority in setting probation conditions. Volunteer participation is a central feature of reparative probation. In fact, in 2000, there were 320 volunteers that served on 49 boards serving all Vermont communities. Over the course of the year they contributed over 23,000 hours to the program.

Although less than half of all reparative cases had direct victims, it has always been a goal of the program to invite them to participate in the program, either by submitting a victim impact statement or attending the board meeting. Unfortunately, the program has not been very successful with victim participation. Of cases with victims, 9 percent participated in the board meetings. An additional 11 percent gave a statement to be presented at the meeting (see Figure 1). While we did not study the causes of low participation, our data revealed two partial explanations. First, many victims

were simply not contacted. Second, many are commercial victims of shoplifting and have little interest in participation. The second is understandable; the first requires remediation.

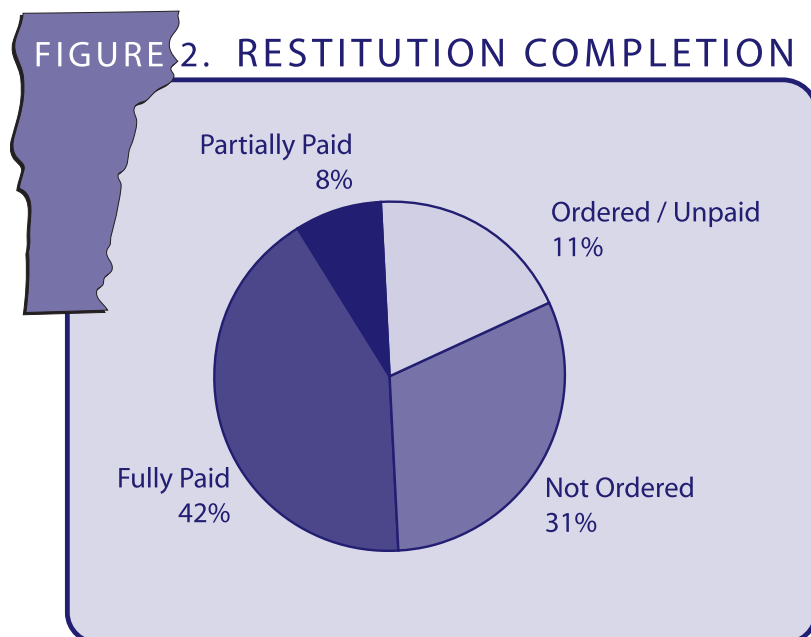
When we surveyed victims who attended board meetings, we found that 82 percent were satisfied with their participation. When they were dissatisfied, it was primarily because of the behavior of the offender during the meeting, such as him or her "not getting it" or "just giving lip service." When asked about the support given to the victim by the board, 99 percent were satisfied. Thus, although it is quite rare for victims to participate in board meetings, when they do, the experience appears to be favorable, and they nearly universally develop a positive rapport with the board, often referring to board members as "great" and "wonderful."

Are Victims' Needs Addressed?

Although victims rarely actively participate, we examined whether or not their needs were met by having offenders' complete their reparative contracts. First, in 67 percent of cases with victims, apology letters were required. Our survey results reveal that victims are often pleased to receive an apology, but quite frustrated when they expect one and do not get it or when they receive an insincere apology. Second, restitution was ordered in 69 percent of reparative cases where material harm was outstanding at the time of the meeting. Restitution orders ranged from \$37 to \$2500, with a mean of \$381. Figure 2 illustrates that 42 percent received full restitution, and another 8 percent received partial payment. Fifty percent received no payment either because the offender failed to comply with the restitution order (19 percent) or because restitution was never ordered (31 percent).

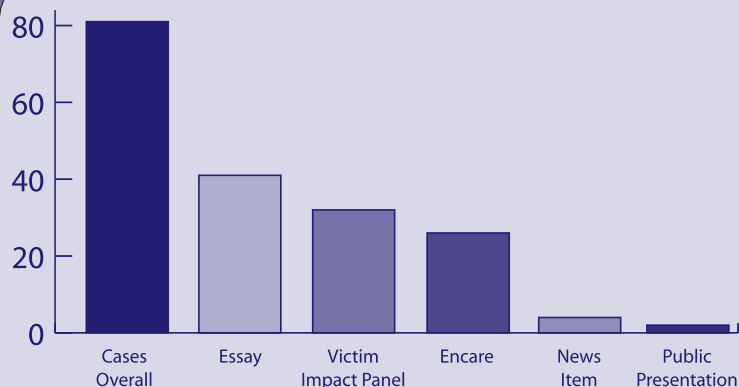
Our survey of victims showed that they were largely happy with

FIGURE 2. RESTITUTION COMPLETION



COVER STORY

FIGURE 3. CONTRACT TASKS TO UNDERSTAND HARM



reparative probation. Seventy-two percent report being satisfied by the outcome generated in the reparative contract, and 87 percent reported that the program helped them to feel better about the crime. Ninety-two percent recommended that VDOC continue to offer the program, 8 percent were unsure, and no one suggested that it be discontinued. Interestingly, satisfaction was equally high among those victims that did not participate as with those who attended board meetings.

Are Communities Restored?

In community justice programs, community harm is addressed through community service. Vermont is no exception. Sixty-five percent of offenders were assigned community service as part of their reparative contracts. Of these, 91 percent completed their service requirement. Our survey of community service sites indicated widespread satisfaction with probationer service. Ninety-four percent of the respondents said they were satisfied with offender service, 100 percent believed probationers' service was beneficial to the community, 92 percent believed the work was beneficial to the offender, and 100 percent of the sites wanted to receive more probationers for service. Some agencies reported hiring or wanting to hire offenders that volunteered for them.

Are Offenders Responsible? What Have They Learned?

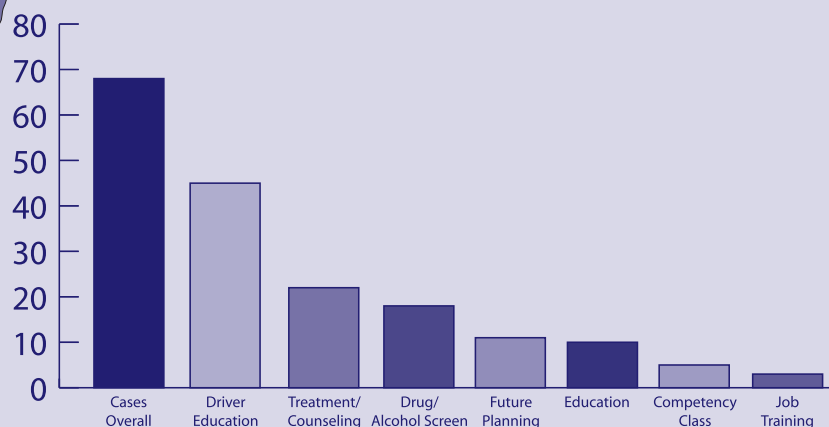
Board members discuss the harm of the offense during the board meeting.

Victims share how they were harmed when they attend or through victim impact statements. When victim information is unavailable, boards rely on police reports and dialogue with the offender. Of those victims who attended the board hearing, 96 percent were satisfied that the offender understood how the crime had affected them. Boards frequently negotiate contract tasks designed to educate the offender about harm. Seventy-three percent of cases had contract tasks specifically designed for offender understanding of harm (see Figure 3). Of these, the most frequently assigned task was an essay or research paper. Such essays might ask offender to reflect on the harm, on why the law they broke exists, or to gather data, such as the total medical costs of drunk driving accidents for the state. A small fraction of cases asked offender to present such material publicly either as a letter to a newspaper or through public speaking. Thirty-seven percent of contracts required offenders to attend victim impact panels, and 28

percent made use of a program called Encare, a drunk driving education program offered by emergency room nurses.

Reparative contracts include tasks designed to help the offender learn not to re-offend. This focus on reintegration specifies that board members consider offender needs. Though not trained in assessment or treatment, board members try to find ways that offenders can better connect with the conventional community. We found that 67 percent had tasks to develop offender competencies (see Figure 4). The most common competency assignment was driver safety, such as placement in a program called CRASH designed for DWI offenders. Twenty-three percent were referred to counseling for substance abuse or mental health. Seventeen percent were referred to alcohol or substance abuse screening. Twelve percent were referred to alcohol or substance abuse screening. Twelve percent of the

FIGURE 4. CONTRACT TASKS TO BUILD SOCIAL TIES



offenders were asked to engage in some form of future planning, such as writing a five-year-plan, and 11 percent were required to seek further education, such as getting a GED. Six percent were assigned to a specific competency class, such as anger management or decision-making, and 4 percent were referred to job training.

Offender success was measure by program completion, probation violations and recidivism. A total of 81 percent of offenders successfully completed reparative probation Twenty-six percent committed probation violations, 19 percent of which led to program failure and termination. These individuals were returned to court.

We used the following definition of recidivism. A recidivist is any probationer that committed a crime (that led to a conviction) within one year of their reparative board meeting. Our study reveals that 31 percent of reparative probationers were rearrested within one year of their board meeting. Just as drinking, driving or both are the most common reasons why offenders appear before the board, they are also what they most often repeat (see Figure 5). Of all the offenders in our sample, only 1.5 percent were rearrested for violent offenses.

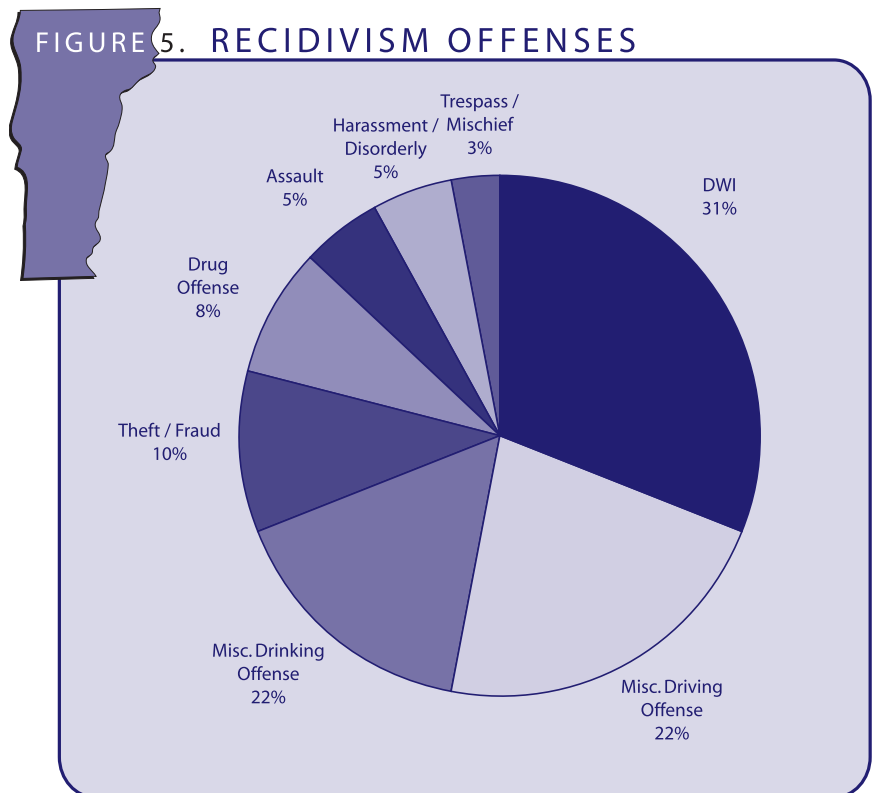
Conclusion

This is an exciting time for community justice proponents. New programs are appearing in every state. Existing programs, like Vermont's, are expanding. Although our study identifies some problems in implementation, overall, these results should encourage greater commitment to community justice. Based on this evaluation, three issues stand out.

First, Vermont has a strong and successful program. Reparative probation is a realization of community justice because of the prominent role of community volunteers, its commitment to repairing harm to victims and the community and to addressing offender risk factors. Moreover, it is a program that has evolved since its inception, with program staff being responsive to victims' needs, volunteer input and evaluation data. In this evaluation, the most glaring problem is low victim participation. Vermont Department of Corrections is trying to overcome this in several ways. They are providing increased training and better guidelines for soliciting victim participation. They are expanding the kinds of cases that get referred to boards, in order to increase the number of cases with victims. They are seeking to implement restorative sentencing where courts may refer cases to boards before sentencing, when victims are most likely to participate. Finally, they are providing training in restorative conferencing to interested staff and volunteers, a process that may be better suited to some victims.

Second, this study shows that not only is Vermont generally successful, but because of its adherence to basic community justice principles, the model may be adopted by other probation departments and other communities. Although we have already seen a dramatic increase in the use of boards in juvenile justice, their use for adult probationers is still quite rare. Since Vermont has been successful in processing several thousand cases to date, we have some assurance that unwanted surprises — feared by all new programs — will be limited. Many departments across the nation have committed to community justice, but are uncertain how to proceed, particularly in choosing between restorative models such as victim offender mediation, conferencing, circles and boards. Here is one person's opinion: The distinctions between victim offender mediation and conferencing are currently blurring, which is a good thing. Combined, they are best suited for handling more serious cases with direct victims. But, when victims choose not to participate or when addressing victimless cases, boards are the best choice. Finally, I recommend circles when a case involves a large number of people, or when a case is particularly symptomatic and symbolic of a community wide problem.

Finally, this study reaffirms the value of theory-driven outcome



COVER STORY

evaluation. Working collaboratively with evaluators at every stage, from inception to maturity, helps program staff — all too often overwhelmed by program management issues — clarify short and long term goals of the program, and monitor the degree to which implementation is on target. All of Vermont's goals are consistent with community justice, and it has done a laudatory job of involving the community and seeking to repair harm and reduce risk. With evaluation results in hand, it is seeking to better recruit victims to participate, increase contract completion rates, and reduce program recidivism rates. In other words, evaluation helps provide and maintain strategic focus. For Vermont and other community justice-oriented agencies, rethinking correctional practices to better serve victims and the community is a high priority (Perry and Gorczyk 1997). The results here show that they have done much more than simply think about correctional innovation.

Endnotes

In 2000, 1,902 reparative cases were terminated and we evaluated 245 of these cases.

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David R. Karp, Ph.D. is with the Department of Sociology at Skidmore College in Saratoga Springs, New York.

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2002 APPA Awards *... Recognizing Accomplishments*

Community Awareness Through Media Award

The Community Awareness through Media Award recognizes a media broadcast, publication or film capable of reaching a national audience that broadens the public's awareness and understanding of issues in the American criminal justice system in an accurate, fair and balanced manner, through sharing the vision of APPA.

Fresno Bee—"Hall of Shame"

Fresno, CA

This year's award goes to reporters Barbara Anderson, Lesli Maxwell, George Hostetter, and photographer Kurt Hegre, of the *Fresno Bee* Newspaper, Fresno, California, for their sixteen page special report, entitled "Hall of Shame," regarding the conditions at the Fresno County Juvenile Hall.

To quote one review, "This (special report) has exposed a side of the juvenile justice system that I, and I suspect many others, have never seen. The situation illustrated is so vivid and compelling, that one is forced to assess the worth and long term effects of a juvenile justice system in this country that appears no better than what might be experienced in a third world nation."

President's Award

The President's Award recognizes exemplary community corrections programs or projects that serve to advance the knowledge, effectiveness and integrity of the criminal justice system.

The Nathaniel Project

Center for Alternative Sentencing and Employment Services (CASES)
New York, NY

The Nathaniel Project is an exemplary alternative to incarceration model designed to balance the treatment needs of felony offenders with mental illness and the court's requirement for effective and responsive community supervision. Within the framework of this project,

criminal behavior is reduced and people are restored their dignity and place in the community.

Sam Houston State University Award

The award is presented to a practitioner who has published an article concerning probation, parole or community corrections that provides new information and insight into the operation, effectiveness or future of the community corrections profession.



Robert L. Thornton

Director
Community Correction
Institute
Eatonville, WA

For over 31 years, Robert Thornton has unselfishly provided innumerable hours of time, talent and expertise to the probation and pretrial system, local units of government and state corrections agencies. He exemplifies the professionalism of the system within which he works and continues his contributions in an effort to enhance the effectiveness of community corrections.

University of Cincinnati Award

This non-practitioner award is presented to an individual who has made significant contributions to the field of probation, parole or criminal justice technology.



Faye S. Taxman, Ph.D.

Director, Bureau of
Government Research
Department of Criminology
and Criminal Justice
University of Maryland
College Park, MD

Dr. Taxman is known throughout the country as an esteemed researcher and presenter

on matters related to corrections, probation, parole and criminal justice. The author of numerous articles and papers, she currently serves on the Editorial Committee of *Perspectives* where she lends her expertise in guiding the publication toward the highest of standards. She is currently evaluating the Maryland Break the Cycle initiative, Maryland's Residential Substance Abuse Treatment, and Virginia Residential Substance Abuse Treatment Programs and is currently writing a book on treatment programming for the criminal justice system.

Excellence in Community Crime Prevention Award

This award recognizes a program that has integrated community crime prevention initiatives into the traditional roles of supervision, intervention and sanctioning of offenders.

Maricopa County Juvenile Probation Department, Arizona

The Maricopa County Juvenile Probation Department has demonstrated integrated community crime prevention initiatives through its commitment to evolving as a department of community justice. The Department has integrated the principles of crime prevention so completely into the way it conducts its statutory business that it is sometimes difficult to isolate the individual programs. The Department's commitment to crime prevention has spurred others across the nation to try similar efforts and their collaborative efforts truly demonstrate excellence in community crime prevention.

Joe Kegan's Award for Victim Services in Probation and Parole

This award honors the individual working in community corrections who has provided exemplary services to victims of crime.



William A. Stutz
Manager
Victim/Witness Notification
Program
Dept. of Corrections
Olympia, WA

William Stutz has been one of the key leaders in developing a national forum for victim services in corrections. He has paved the way for many states that have sought to develop victim services through his guidance, willingness to devote time and his unyielding insistence that the profession have the highest standards in working with victims of crime.

Scotia Knouff Line Officer of the Year Award

This award honors a probation, parole or community corrections officer who has performed assigned duties in an outstanding manner and/or made significant contributions to the probation, parole or community corrections profession at the local, regional or national level.



Meri Miyasaki
Probation Officer II
21st Judicial District
Probation Dept.
Grand Junction, CO

As a probation officer, Meri Miyasaki has been instrumental in organizing and coordinating many projects within her department. Of note is the Mesa County SAY (Sexually Abusive Youth) committee that has become a permanent and viable part of the department's treatment modality for juvenile offenders as well as her department's pilot program for the use of a global positioning system. Ms. Miyasaki is also described as honest, humble, tireless and never without a kind word for her coworkers. She is a tremendous asset to her department and well as to the community corrections profession.

Walter Dunbar Memorial Award

The award is presented to a practicing professional or retired practitioner in the field of probation and/or parole for their significant contributions to the field.



Don R. Stiles
Chief Probation Officer
Adult Probation Dept.
Superior Court in Pima
County
Tucson, AZ

Don Stiles has over 38 years experience in the field of corrections. During his career, he has been recognized as a leader in the community corrections profession, not only in Texas and his adopted state of Arizona, but nationally. He has also served as mentor to countless professionals who have gone on to become highly competent

community corrections administrators and who now represent the future of the profession.

APPA Member of the Year

The APPA Member of the Year Award recognizes the work and energy of a worthy APPA member who has been a member for at least one year and has provided significant contributions to the organization through promotion of the vision and the mission of APPA.



Rhonda Grant
Program Manager
Dept. of Probation, Parole
and Pardon Services
Columbia, SC

Rhonda Grant has been involved with APPA for approximately 10 years. She served as local host for two APPA Winter Training Institutes held in South Carolina: Charleston, in 1995 and Myrtle Beach in 2002. She was also the national program chairperson for the 2001 APPA Winter Training Institute held in Portland, Oregon. Ms. Grant has also served numerous times as program committee track coordinator as well as a workshop presenter.

Currently, Ms. Grant is a program manager for the South Carolina Department of Probation, Parole and Pardon Services and has over twenty-two years experience in the field of criminal justice. She is active in the South Carolina Probation and Parole Association and is the current vice president of the South Carolina Correctional Association.

Thank you sponsors!

APPA expresses its deepest gratitude to the following companies for their generous support of the APPA 26th Annual Training Institute in Denver, Colorado which took place August 25-28, 2002. Their contributions have truly enhanced the quality of the Institute. Only through this support can APPA maintain its high standards of Institute training. Please convey your appreciation to these sponsors.

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The Fresno Bee's "Hall of Shame:" Lessons on the Power of Constituency Building and the Power of Media Relations

The Fresno Bee's special report, "Hall of Shame" is an excellent example of the role that the print media can play in helping corrections educate the community about what we do and what our needs are to effectively carry out our role in the justice system.

As the recipient of the American Probation and Parole Association's (APPA) 2002 Community Awareness Through the Media Award, the "Hall of Shame" special report exposed a side of the juvenile justice system that many have never seen. "Fresno County Juvenile Hall is an overcrowded maze of crumbling cells and dingy dorms where 300 or so boys and girls from ages 9 to 17 live in chaotic conditions that leave ample opportunity for the strong to prey on the weak", states the award-winning special report. In addition to receiving APPA's award, the report was one of two first-place winners that received the 2001 Price Child Health and Welfare Journalism Award sponsored by the Children's Advocacy Institute's Council for Children.

According to one reader, "The situations illustrated by the reporters...are so vivid and compelling that one is forced to assess the worth and long term effects of a juvenile justice system in this country that appears no better than what might be experienced in a third world nation."

In the fall of 2000, The Fresno Bee, a long time advocate for building a juvenile justice complex for Fresno County, contacted Larry Price, Chief Probation Officer of Fresno County, California about allowing them to see first-hand the operations of the Fresno County Juvenile Hall. For three months, reporters Barbara Anderson, George Hostetter, Lesli Maxwell, and photographer Kurt Hegre did extensive research on the facility. They interviewed juveniles, guards, and administrators; reviewed public records; and spent hours inside the hall. The 16-page special report appeared in The Fresno Bee on February 18, 2001.

After the report exposed the unsanitary, overcrowded, and violent conditions of the deteriorating Juvenile Hall to the citizens of Fresno County, the Board of Supervisors felt they received an overwhelming mandate from the people of Fresno County to finance and build a state-of-the-art Juvenile Justice Complex.

Chief Larry Price credits the special report and the resultant public attention critical to what happened next. Fresno County acquired a 205-acre parcel of land. The California Board of Corrections awarded Fresno County a \$24 million dollar grant. The County will be financing the remainder of the facility for a first phase build-out of \$175 million dollars. They anticipate the first phase to be operational in the winter of 2006 with a 240-bed detention facility, a 240-bed commitment facility, and a courthouse.

Chief Price feels they are indebted to The Fresno Bee staff for their commitment to bring awareness to the people of Fresno County for the need and subsequently the support, for a new Juvenile Justice Campus.

Chief Price believes the constituency building between the public, the Board of Supervisors, the Board of Corrections and the legislators that took place as a result of this special report was critical to the probation budget. In a time when many budgets are being cut, the probation budget was left untouched.

There lessons to be learned from the Fresno County experience. The relationship between Mr. Price and The Fresno Bee didn't happen overnight.

It can take a long time to develop a collaborative relationship with the media. Your calls may be cut short, messages not returned, and you may talk to more voicemail boxes than reporters. Don't despair. Your ideas are valued; the media relies on phone calls to keep up with events in the community. The more time you devote to media relations, the easier it will become. Reporters

and editors will begin to recognize you as a valuable resource and an ally.

In real estate, the key is location, location, location. In terms of media coverage, it's relationship, relationship, relationship. Relationships are everything! Provide reporters with a number of sources they can call on for stories. Find out deadline times. Ask how you can help them. A tip from the National Institute of Corrections "Public and Media Relations Training" is to plant "evergreens": stories that are good to use any time of the year, human interest stories, that are not time sensitive and can be used anytime. What is the slowest time of the year for reporters? Right before the holidays. An excellent time for your "evergreen" stories!

These are just some of the tips to help you form valuable media relationships that can pay huge dividends. □

Karen Fuller is the Public Relations and Information Coordinator at the American Probation and Parole Association in Lexington, Kentucky.

BY KAREN FULLER

CALENDAR OF EVENTS

2002-2003

2002

- Dec. 8-11 **National Institute of Justice Sixth Annual International Crime Mapping Research Conference**, Marriott City Center, Denver, CO. Contact (703) 684-5300, e-mail nijpcs@ilj.org or visit www.nijpcs.org/upcoming.htm.
- Dec. 9-10 **APPA Professional Development Training: Managing Sex Offenders Computer Use**, Golden, CO. Contact Karen Dunlap at (859) 244-8211 or e-mail kdunlap@csg.org.
- Dec. 9-10 **Strength-Based Practices for Community Corrections Practitioners**, Olathe, KS. Contact Karen Dunlap at (859) 244-8211 or e-mail kdunlap@csg.org.
- Dec. 9-11 **Justice Technology Training Series-Emerging Technologies Seminar**, Wyndham Downtown, Salt Lake City, UT. Contact Karen Rigby at (202)628-8500 or visit www.ncja.org or www.ijisinstitute.org for more information.
- Dec. 11-12 **Strength-Based Training II: Strength-Based Assessments-Increasing the Resources for Positive Behavior Change**, Olathe, KS. Contact Karen Dunlap at (859) 244-8211 or e-mail kdunlap@csg.org.
- Dec. 11-13 **Justice Technology Training Series-Security**, Wyndham Downtown, Salt Lake City, UT. Contact Karen Rigby at (202)628-8500 or visit www.ncja.org or www.ijisinstitute.org for more information.

- Feb. 15-18 **National Youth Summit on Preventing Violence**, Anaheim Marriott, Anaheim, CA. Contact (202) 261-4165 or e-mail youthsummit@ncpc.org.
- March 10-12 **Justice Technology Training Series-Emerging Technologies Seminar**, Wyndham Inner Harbor, Baltimore, MD. Karen Rigby at (202)628-8500 or visit www.ncja.org or www.ijisinstitute.org for more information.
- March 12-14 **Justice Technology Training Series-Information Sharing**, Wyndham Inner Harbor, Baltimore, MD. Contact Karen Rigby at (202)628-8500 or visit www.ncja.org or www.ijisinstitute.org for more information.
- Apr. 3-4 **APPA Professional Development Training: Managing Sex Offenders Computer Use**, Golden, CO. Contact Karen Dunlap at (859) 244-8211 or e-mail kdunlap@csg.org.
- Apr. 9-12 **3rd Annual International Association of Forensic Mental Health Services Conference**, Roney Palace Resort, Miami Beach, FL. Contact (604) 669-7055, e-mail info@iafmhs.org or visit www.iafmhs.org.
- Apr. 12-15 **Clinical Updates in Correctional Health Care**, Anaheim Marriott, Anaheim, CA. Visit www.ncchc.org for more information.
- Apr. 16-18 **Justice Technology Training Series-Security**, APPRISS, Louisville, KY. Contact Karen Rigby at (202)628-8500 or visit www.ncja.org or www.ijisinstitute.org for more information.

2003

- Jan. 5-8 **American Probation and Parole Association 2003 Winter Training Institute**, Grand America Hotel, Salt Lake City, UT. Contact APPA at (859) 244-8204 for more information or visit www.appa-net.org.
- Jan. 6-8 **Child Welfare League of America Sixth Annual Women in Leadership Retreat**, San Diego Marriott Mission Valley, San Diego, CA. Contact (202) 367-2016 or visit www.cwla.org/conference.
- Jan. 11-15 **American Correctional Association 2003 Winter Conference**, Charlotte, NC. Contact (800) 222-5646, ext. 1922 or visit www.aca.org.
- Jan. 27-28 **APPA Professional Development Training: Survival Skills for Officer Safety**, Eugene, OR. Contact Karen Dunlap at (859) 244-8211 or e-mail kdunlap@csg.org.

- June 29-July 2 **Texas Corrections Association 2003 Annual Conference**, Worthington Renaissance Hotel, Fort Worth, TX. Contact (512) 454-8626 for more information.
- Aug. 18-19 **Strength-Based Training II: Strength-Based Assessments-Increasing the Resources for Positive Behavior Change**, Bend, OR. Contact Karen Dunlap at (859) 244-8211 or e-mail kdunlap@csg.org.

To place your activities in Calendar of Events,
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Diane Kincaid

American Probation and Parole Association
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- education or training
- victim services
- residential programs
- judicial system
- pre- and post-release centers
- restitution
- law enforcement
- public policy development

Activities at a Glance

Saturday, January 4

8:00 a.m. - 5:00 p.m.
12:00 p.m. - 5:00 p.m.

APPA Committee Meetings
Institute Registration

Sunday, January 5

8:00 a.m. - 1:00 p.m.
8:00 a.m. - 8:00 p.m.
1:00 p.m. - 5:00 p.m.

APPA Committee Meetings
Institute Registration
APPA Board of Directors Meeting
Resource Expo Viewing
Opening Session
Opening Reception in the Resource Expo

Monday, January 6

7:30 a.m. - 5:00 p.m.
8:30 a.m. - 10:00 a.m.
10:00 a.m. - 11:00 a.m.
11:00 a.m. - 12:30 p.m.
12:30 p.m. - 1:45 p.m.
1:45 p.m. - 3:15 p.m.
3:30 p.m. - 5:00 p.m.
4:00 p.m. - 6:00 p.m.
5:00 p.m. - 6:00 p.m.
7:00 p.m. - 12:00 a.m.

Institute Registration
Plenary Session
Resource Expo Viewing
Workshops
Lunch in the Resource Expo
Workshops
Workshops
Resource Expo Viewing
Reception in Resource Expo
APPA's Monday Night Party

Tuesday, January 7

8:00 a.m. - 5:00 p.m.
10:00 a.m. - 11:00 a.m.
8:30 a.m. - 10:00 a.m.
10:30 a.m. - 12:00 p.m.
12:30 p.m. - 1:45 p.m.
1:45 p.m. - 3:15 p.m.
3:30 p.m. - 5:00 p.m.

Institute Registration
Resource Expo Viewing
Workshops
Workshops
Lunch (on your own)
Workshops
Workshops

Wednesday, January 8

8:30 a.m. - 9:30 a.m.
9:45 a.m. - 11:15 a.m.

APPA Board Meeting
Closing Session

Subject to change.

WORKSHOPS AT A GLANCE

Monday, January 6, 2003

Tuesday, January 7, 2003

11:00 a.m. – 12:30 p.m.

Transition from Prison to the Community
Media Strategies for Government Organizations
Becoming Culturally Competent: It's More than Political Correctness
Alternatives to Incarceration: A Look at Specialty Courts
Terrorism Victim Assistance: How it Works in the Community
Not Just Victim-Offender Mediation Anymore
Juvenile Protective/Risk Assessment

1:45 – 3:15 p.m.

The Dynamics of Relationship Building Between the Media and Community Corrections
The Role of Community Corrections in a Coordinated Community Response to Violence Against Women
A Holistic Approach to Working with Women and Girls
Ethics and Boundary Issues in Community Corrections
Enhancing Supervision Efforts through Community Partnerships
Victim Issues for Parole Boards

3:30 – 5:00 p.m.

Global Positioning Satellite System for Community Supervised Offenders: Active, Passive and "CrimeTrax"
Re-entry: Just another Fad or an Opportunity for Meaningful Change?
Evaluation as a Part of Everyday Case Management
Supervision Style and Offender Success
Working with Delinquent Girls: Embracing Hope
The Necessity of Efficient Management During Tight Budget Times
Corrections Culture Issues for Restorative Justice Program Implementation

8:30 – 10:00 a.m.

What's an Officer to Do?
NIJ Initiatives for Community Corrections
Clandestine Methamphetamine Labs
Women Offenders: Gender-Responsive Research (Part I)
Findings from the Bureau of Justice Statistics: Correctional Populations, Facilities, Staff and Facility Programs
Reentry, Recidivism and Communities: Using Computer Mapping to Understand How Incarceration Affects Communities
PEP: Ensuring Quality in Juvenile Justice Programs

11:00 a.m. – 12:30 p.m.

Women Offenders: Gender-Responsive Research (Part II)
Principles of Effective Substance Abuse Treatment
Spotlight on Salt Lake City Drug Court
The Juvenile Graduated Sanctions Program
Intimate Partner Abusers: Sentencing and Supervision
Uniting Networks for Youth: Addressing the Mental Health Issues of Delinquent Youth
Functional Family Probation Resource Services: An Integrative Engagement and Case Management Model

1:45 – 3:15 p.m.

Domestic Violence Targets the Heart of American Business
DWI System Improvements for Dealing with Hard Core Drinking Drivers
Clarification, Reconciliation, Reunification of Families and Communities Involved in Sexual Abuse
Juvenile Automation System
It's About Time
Transitional Services Programming: Addressing the Needs of the Adult Female Offender
International Issues and Trends in Community Corrections

3:30 – 5:00 p.m.

Internet Crimes Against Children: What are the Problems? What are the Solutions?
Offender Supervision with Electronic Technology: A User's Guide
Engaging the Community: Lessons Learned from the Neighborhood Restorative Justice Project
Ecstasy – What's all the Rave About?
The Changing Role of the Probation Officer in Providing Legal Representation to Juvenile Offenders
Supervising and Managing in Community Corrections in the Post-9/11 World
Methamphetamine: Issues and Challenges

Three Ways to Register!



By Mail – Mail this form to:
APPA Institute
c/o The Council of State Governments
P.O. Box 11910
Lexington, KY 40578-1910



By Fax – (859) 244-8001
Attention — APPA Institute.



Online – www.appa-net.org.

REGISTRATION INFORMATION

Three Ways to Register!



By Mail — Registration for the APPA Institute can easily be done by mail. Just send your check, government purchase order or credit card information with your completed APPA registration form to the address shown on the form.



By Fax — For your convenience, when payment is by credit card, you may fill out the APPA registration form and fax it to: (859) 244-8001, Attention — APPA Institute.



Online — Register for the APPA Institute online at www.appa-net.org.

All registrations received by December 6 will be confirmed by mail.

Agency Members — How to Register for Your Membership Discount

If your agency is currently an APPA agency member, you can attend the Institute at the member rate. Your agency's membership must be valid through January 2003. **Registration forms must be completed for each individual**, mailed to APPA as a **group** with your agency's name clearly marked on the registration forms. Agency memberships will be verified. You are required to pay the regular registration fee if your agency is not a current APPA agency member.

Family Institute Registration

A special low registration fee is available to immediate family members of Institute registrants. Only immediate family members **not employed** in the corrections field qualify for this special rate. The fee is only \$50 and allows the family member to attend workshops, the Resource Expo and the Monday Night Party.

Payment Information

Payment in full for all Institute activities must accompany your registration form. Check, money order, VISA, Master Card or American Express are accepted as payment for the Institute's registration fees. Checks must be made out to the American Probation and Parole Association and payable in U.S. dollars. Payments received in Canadian dollars will be invoiced for the conversion difference plus a \$10 service fee. Registrations postmarked after December 6 are not eligible for the early registration fee and must include the regular registration fee.

Agencies required to use a purchase order should submit the registration form with the purchase order in lieu of a check. Invoicing will be processed immediately upon receipt of the purchase order and, in all cases, payment will be due immediately.

Cancellation/Refund Policy

A full refund, less a \$50 processing fee, is available until December 13, 2002. **No refunds are available after December 13, 2002.** In order to receive a refund, written requests must be sent to the APPA Institute, c/o The Council of State Governments, P.O. Box 11910, Lexington, KY 40578-1910 or faxed to (859) 244-8001. All requests for refunds must be postmarked or faxed by December 13, 2002. Registrations are not transferable.

LODGING INFORMATION

The Grand America Hotel

Opened March 2001 in preparation for the 2002 Salt Lake City Winter Olympic Games, the Grand America Hotel was inspired by the world's grand hotels of the past. As Utah's only 5-Star hotel, it has the allure of Old World craftsmanship, charm and hospitality, with every modern convenience at your fingertips. The hotel is conveniently located on 10 acres in the heart of downtown Salt Lake City, just 10 minutes from the Salt Lake International Airport, and provides transportation to and from the airport and the Amtrak Railway Station. It is also roughly 30-40 minutes from the area's major ski resorts.

Make Your Reservation Early!

There is a limited number of rooms, so we recommend you make your reservation early. To make your lodging reservation, please use the lodging reservation form or call the Grand America Hotel at (800) 621-4505. **Reservations must be made by December 6 to take advantage of the special rates available only to APPA Institute participants.**

TRANSPORTATION INFORMATION



Your Ticket of Savings!

Delta Air Lines has been selected as the 2003 Winter Training Institute official air carrier for travel into Salt Lake City. Delta is offering bonus meeting discounts. To receive these discounts, contact Delta directly at (800) 241-6760 and reference **file number 191374A**. If you book your reservations through a travel agent, make sure the agent also uses the file number.

▲ Delta Air Lines Delta Bonus Discounts!

- Discount for tickets purchased more than 60 days in advance
 - 10% off non-refundable tickets
 - 15% off unrestricted coach tickets
- Discount for tickets purchased less than 60 days in advance
 - 5% off non-refundable tickets
 - 10% off unrestricted coach tickets
- Special Zone Fares may also be available for savings on midweek travel



Car Rental

Alamo Rent A Car is offering special car rental rates to APPA Institute attendees. Rates are guaranteed from one week prior through one week after the Institute dates. Rates are guaranteed subject to car availability. All rentals include unlimited free mileage. Advance reservations are recommended. Standard rental conditions and qualifications apply. Call Alamo at (800) 732-3232 or visit their website at www.alamo.com to make your reservation. Be sure to request **Group ID# 269736** and **rate code GR** at time of reservation to secure the discounted rates.

LODGING FORM

APPAA Winter Training Institute
Salt Lake City, UT • January 5-8, 2003

In order for you to receive the special lodging rate for the APPA Institute, reservations must be made by **December 6, 2002**. All reservations are confirmed on a space-available basis. Reservations requested beyond the cut-off date are subject to availability. Rooms may still be available after the cut-off date, but not necessarily at the conference rate.

Reservations – 3 Ways to Reserve Your Room!



Phone

Phone the Grand America
Hotel direct at (800) 621-
4505.



Fax

Fax this form with credit
card information to
(801) 596-5779



Mail

Mail form with deposit to:
Grand America Hotel
555 South Main Street
Salt Lake City, UT 84111

When making reservations by phone, please state that you are attending the APPA Institute to receive these rates.

Name _____

Last

First

Company _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Business Phone _____ Fax _____

Arrival Date _____ Departure Date _____ Estimated Time of Arrival _____ am/pm

Check-in time 3:00 p.m. Check-out time is 12:00 p.m. Room occupancy is not guaranteed for early arrivals.

Room Selection

Room Type	Number of Rooms	King	Double	Rate
Premier Room	_____	<input type="checkbox"/>	<input type="checkbox"/>	\$126
Executive Suite	_____	<input type="checkbox"/>	<input type="checkbox"/>	\$136

Room rates are subject to current local occupancy tax of 11.2 percent.

Deposit

Reservations require a deposit equivalent to one night's room and tax. Failure to arrive on the specified day without notification will result in cancellation, forfeiture of deposit or one nights charge to your credit card. Cancellations must be received at least 10 days in advance to receive a refund on the deposit.

☐ Check or money order in the amount of one night's room deposit enclosed

☐ Charge my: ☐ American Express ☐ Carte Blanche ☐ Diners Club ☐ MasterCard ☐ Visa ☐ Discover

Credit Card # _____ Expiration Date _____

Signature _____

Special Requests

All requests will be blocked on an availability basis only and are only requests.

☐ Fully accessible room

☐ Connecting Rooms

☐ Other _____

☐ Room close to meeting space,
mobility impairment

☐ Crib

☐ Non-smoking

REGISTRATION FORM

APPA Winter Training Institute ★ January 5-8, 2003

Please use a photocopy of this form for each registrant. Please print clearly.

Last Name: _____ First Name: _____

Title: _____

Agency/Organization: _____

Business Telephone: _____ Business Fax: _____

Address: _____
(location where confirmation should be sent)

City: _____ State: _____ Zip: _____

Email Address: _____

Registration Fees

<i>Includes general sessions, Resource Expo receptions and workshops. (All fees are per person.)</i>	Early Rate On or Before Dec. 6	After Dec. 6	Amount
Member of APPA or co-sponsoring Assn. To qualify for this rate, you must be a member of one of the following (please mark those that you hold current membership in) <input type="checkbox"/> APPA Member - Please indicate your membership category and your membership number. <input type="checkbox"/> Individual member <input type="checkbox"/> Agency member Membership # <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> - <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="checkbox"/> Utah Correctional Association	\$275	\$320	\$ _____
Non-member If you are not a member of APPA, you are required to pay the regular registration fee. Memberships will be verified.	\$320	\$365	\$ _____
Family Registration This rate is available to immediate family members not employed in the corrections field. Allows entry into general sessions, resource expo receptions and workshops. Specify family member's name _____	\$50	\$50	\$ <input type="checkbox"/> _____ <input type="checkbox"/>
APPA Membership One year of individual membership. <input type="checkbox"/> New Member <input type="checkbox"/> Renewal	\$35	\$35	\$ <input type="checkbox"/> _____ <input type="checkbox"/> <small>61-16-00-1000-4020</small>
Grand Total Enclosed			\$ <input type="checkbox"/> _____ <input type="checkbox"/> <small>61-16-00-2063-4401</small>
Is this your first attendance at an APPA Institute? <input type="checkbox"/> Yes <input type="checkbox"/> No			

Payment

☐ Check Enclosed ☐ Government Purchase Order Enclosed; PO # _____

Charge to: ☐ VISA ☐ MasterCard ☐ American Express

Card Number: _____ Expiration Date: _____

Signature: _____ Date: _____

Special Assistance

☐ Please check if you require special provisions to fully participate in this Institute. Attach a written description of needs.

Confirmation/Refund Policy

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or Fax to:

(859) 244-8001

To better plan Institute workshops and activities, please supply us with the following information.

Job Jurisdiction

- ☐ Federal
- ☐ State
- ☐ County
- ☐ City
- ☐ Private Firm/Business
- ☐ Academic Institution
- ☐ Province
- ☐ Nonprofit Organization
- ☐ Other

Primary Work Area

- ☐ Adult Probation & Parole
- ☐ Adult Probation Only
- ☐ Adult Parole Only
- ☐ Juvenile Probation & Parole
- ☐ Juvenile Probation
- ☐ Juvenile Parole/Aftercare
- ☐ Residential
- ☐ Non-residential
- ☐ Treatment Provider
- ☐ Academia
- ☐ Other

Length of Experience in Corrections

- ☐ Less than 2 years
- ☐ 2-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-25 years
- ☐ More than 26 years

Highest Level of Education

- ☐ Graduate Equivalency Diploma (GED)
- ☐ High School Diploma
- ☐ Associate's Degree
- ☐ Bachelor's Degree
- ☐ Master's Degree
- ☐ Doctorate

Geographical Area

- ☐ Urban (pop. over 50,000)
- ☐ Rural (pop. under 50,000)

Gender

- ☐ Male
- ☐ Female

Professional Category

- ☐ Line Personnel
- ☐ Commissioner/Director/Chief
- ☐ Administrator
- ☐ Consultant
- ☐ Trainer
- ☐ Parole Board Member
- ☐ Judge
- ☐ Attorney
- ☐ Educator/Researcher
- ☐ Private Sector/Corporate
- ☐ Other

Race/Ethnicity

- ☐ African American
- ☐ Caucasian
- ☐ Hispanic
- ☐ Native American
- ☐ Asian
- ☐ Other

Mark all Expenses that are Reimbursed

- ☐ Registration
- ☐ Travel-Air
- ☐ Travel-Ground
- ☐ Meals

Mark Past Attendance at APPA Annual Institute

- ☐ First Time
- ☐ 2-4
- ☐ 5-6
- ☐ 7-9
- ☐ 10 or more

2003

APPA Awards

Recognizing Accomplishments

APPA Awards

- ★ Scotia Knouff Line Officer of the Year Award
- ★ Walter Dunbar Memorial Award
- ★ University of Cincinnati Award
- ★ Sam Houston State University Award
- ★ Joe Kegans Award for Victim Services in Probation and Parole
- ★ APPA Member of the Year Award
- ★ Community Awareness through Media Award
- ★ President's Award
- ★ Award for Excellence in Community Crime Prevention

The American Probation and Parole Association presents several prestigious, national awards to recognize your most distinguished professional achievements and share best practices ideas with your peers. Everyone is encouraged to participate in the nomination process to assure that community corrections professionals receive this worthy national recognition.

Award Nominations

Look for your nomination brochure in your mailbox soon, or visit the APPA website at www.appa-net.org.

Nomination deadline is March 3, 2003

For more information about APPA Awards, please call Diane Kincaid at (859) 244-8195.



American Probation and Parole Association
c/o The Council of State Governments
P.O. Box 11910
Lexington, KY 40578-1910

Nonprofit Organization
U.S. Postage
PAID
Lexington, KY 40578
Permit No. 355