

Boston



46th Annual Training Institute | August 23-25, 2021

MONDAY
8/23

“Regiception”
Opening Plenary
Workshops
Reception in Expo Hall

TUESDAY
8/24

Coffee Reception in Expo Hall
Community Corrections Chase (C3)
Workshops
Workshops
Lunch Break on Your Own
Workshops
Expo Hall Hour
Plenary

WEDNESDAY
8/25

Coffee Reception in Expo Hall
Workshops
Workshops
Lunch Break on Your Own
Workshops
Membership Meeting
Closing Plenary

NOTE:

Leadership Institute will take place on Friday 8/20 – Sunday 8/22.

Committee Meetings will take place on Sunday 8/22.

BOD Meetings will take place on Sunday 8/22 – Monday 8/23.

WORKSHOPS (Subject to Change)

Are You Upholding Victims' Rights

Community corrections has historically centered around supporting the person who caused harm to be accountable to their actions and to ensure community safety, yet victims of crime have rights that our agencies are also responsible to uphold. These victims are often our most overlooked stakeholder. This session will help educate participants on crime victims' rights, assist them in determining how these rights are being honored in their jurisdictions, and provide tangible approaches and best-practice recommendations for ensuring their agency is upholding and in compliance with crime victims' rights.

Smoke Signals are subjective. Communicating effectively with Native American Cases

Effective communication provides humans with the ability to connect to others and their environments. Individuals communicate to obtain their wants and needs. Communication is a two-way process involving a sender and receiver. Both parties should make the effort to understand one another. Gaining this understanding enhances communication and strengthens relationships. What does our communication style say about us and to others? In the training, officers will self-assess their communication style as well as gain knowledge on how to adapt their communication style when working with Native American cases. Officers will understand the importance of developing and maintaining trust with Native American cases. The training will address barriers to communication as well as creating a plan to overcome them. Through interactive activities, officers will broaden their ability to have clear, purposeful, and effective communication with Native American cases.

The Good, the Bad, and the Path Forward: Examining the Intersection of Criminal Justice Reform and the Use of Technology in Changing the Culture of Community Supervision

The use of technology in community supervision continues to grow and became a necessary tool for many agencies during the pandemic. Client features including appointment reminders and easier access to supervision officers, combined with the ability for probation and parole officers to automate everyday tasks, could positively impact the criminal legal system by increasing success for clients, reducing technical violations, and lessening workloads for officers. But while there are multiple advantages to utilizing technology, many have also pointed to the negative impact technology can have on individuals involved in the system. Critics claim some features create digital prisoners by subjecting clients to unnecessary constraints such as geolocation. This workshop will address the pros and cons of cell phone technology with an emphasis on utilizing positive technology to help change the culture of community supervision. Our panelists will include those working in the system, those impacted by the system, and a researcher.

Redefining Success in Community Corrections

How do we define success in community corrections? Evaluators tend to limit their focus to failure metrics, such as re-arrest or re-incarceration, but is this the best way to measure the impact of our work? This workshop will explore the Georgia Department of Community Supervision's (DCS) use of an Executive Dashboard, an interactive tool for reviewing Key Performance Indicators (KPIs) that are designed to monitor progress around supervision activities that promote success. The presenters will discuss the development and implementation of the Executive Dashboard and why DCS believes our KPIs are a better way to measure the realities of community corrections.

Evolve: Technology for Efficient Caseload Engagement

Your subjects on probation and parole deserve every chance at success and evolve offers several ways to support them. This demonstration is an opportunity to see how the latest technological innovations can be combined in one simple, easy-to-use mobile app that can change the way probationers and parolees view their rehabilitation and may just change the way you think about case management. Evolve offers those on your caseload a way to actively participate in their own case planning, active communication, resources, convenient check-in options and secure video calling, as well as self-assessment and digital programming to support rehabilitation and prevent return to custody.

Reducing Recidivism through Mobile and Machine Learning Technologies

In this workshop participants will learn how the Arkansas & Kentucky Departments of Corrections are utilizing innovative mobile technologies to make programs and services more accessible for clients, encourage positive behavior change, and reduce future system involvement. This interactive session will include an overview of how jurisdictions are incorporating the InTouch Client Portal, Texting Portal, and Reentry Simulator to enhance supervision practices and outcomes, particularly during the pandemic when in-person contact was severely limited. The Client Portal smartphone app for clients allows them to perform remote check-ins, pay financial obligations online, link to needed social services, and view their supervision information. The Texting Portal sends text messages to remind clients of appointments, fee payments, and positive reinforcement messages. The Reentry Simulator is an interactive, tablet- and smartphone-based intervention that allows pre-release individuals to practice job interviewing skills, time management, and budget management through engaging role-play and instructive feedback.

Unmasking the Pandemic: Strategies for Effectively Managing High-Risk Alcohol Caseloads

Due to COVID-19, 2020 was a year full of uncertainty, fear, and hardship for people around the globe. Incidents of domestic violence increased, alcohol consumption skyrocketed, and court cases were put on hold as the world shut down. This presented courts and agencies with challenges unlike any seen before. As the world begins to emerge from the chaos, courts must face the backlog of DUI/DWI, domestic violence, and other alcohol-related cases that COVID-19 has created. How can probation, parole, pretrial and community correction agencies respond appropriately to the increase in risk factors and caseloads in a way that improves outcomes, reduces recidivism, and keeps communities safe? For nearly 14 years, the Nebraska Administrative Office of the Courts and Probation (AOCB) has embraced an integrated approach to Treatment as Crime Control, using transdermal alcohol monitoring technology in conjunction with substance use evaluations and treatment, aimed at promoting tangible behavior change and better client outcomes. What can we learn from their experience and apply to the multitude of impacts from the pandemic? Join us for an interactive discussion with a special guest from the Nebraska AOCB, where we will discuss their innovative and comprehensive strategies for managing high-risk alcohol caseloads.

Hair Drug Testing - Pros/Cons, Trends & New Instant Test Technology

The purpose of this workshop is to provide attendees with information about the pros & cons of hair testing, the latest trends and new instant testing technology in hair drug testing. This workshop will focus on 3 things: 1) A discussion on the Pros/Cons of hair testing, such as the 90-day window of detection advantage and implications for accountability and recovery. 2) The expansion of drug assays available to test in hair such as fentanyl, tramadol, buprenorphine, and ETG. 3) New Instant Hair Test Technology. Time for a demonstration of the new instant hair testing technology will be allotted in the workshop. A panel style discussion will be provided by representatives from a CAP Accredited laboratory, FDA licensed test manufacturer and distributor, and a CSCD agency that is using the instant test.

Hand Me the Remote...Learning! Debunking Online Training Myth

Zoom. GoToWebinar. Microsoft Teams. Who knew these platforms even existed before 2020? Technology has revolutionized how we deliver practical and applicable online training to the masses. Live, remote learning has become an essential training resource to a profession that has historically relied on face-to-face training delivery. Our training team has spent the last year finding solutions to the challenges involved with transitioning to live, online training delivery. This presentation will put the most universal online training myths front and center and debunk them one by one by providing the audience with creative ideas for delivering effective, interactive remote learning experiences for their staff.

Supervision Around the World -An Overview of the SAW Project

When offering community supervision, capacity is built by understanding what types of programs and services enhance client outcomes. This is true regardless of location or culture or population. However, there is currently no database or single point of reference that provides information of what models have worked in different areas. The Supervision Around the World (SAW) Project is tackling that endeavor (www.SAWProject.org). In a unique partnership, the APPA and Community Supervision Solutions (CSS) are working together to chart supervision practices from around the world. We will ultimately identify which of 195 countries offer community-based supervision services, document current practices, build relationships with key administrators, and create an interactive internet repository for gleaned program information. This workshop will offer the history and current findings of the SAW Project, information will be shared about unique programming models from around the world, and we'll also provide a demonstration of key website components.

Blending In – The Emergence of Wearable Tech and Apps in Electronic Monitoring

The “ankle bracelet” was first introduced in the early 1980’s. Today, approximately 7% of offenders / defendants under community supervision are under some form of electronic monitoring; and while the devices have evolved over time, the participant experience hasn’t changed much. Some might argue, why should it? This workshop will review how modern wearable tech and apps may present significant benefits by coexisting with, and someday replacing, the traditional ankle monitor.

Why Your Why Is Not Enough

Simon Sinek’s famous book, *Start with Why*, and TedTalk, has led many leaders to get clear about their why and share it broadly across their organization. However, when leading a team or organization, the leader’s why is simply not enough to engage others, especially when it comes to implementing new best practices and innovations. In this session, participants will be presented with a tool to identify the degree to which their organization has Why Alignment and where breakdowns may exist. This tool can be used to understand staff engagement and resistance as it relates to change efforts and even daily tasks. The Why Alignment tool can be used to think more broadly about the why behind our work and how it connects to our policies, practices, and programs. Participants will be asked to explore beyond just their why to get clear about the level of alignment across their organization.

Diagnosing your Organization’s EBP Progress and Developing a Focus

Workshop Description: EBP has been the goal of organizations for the last 20 years, and yet the actual implementation of key EBP practices with fidelity has been hard to achieve. This workshop will use the APPA Checklist to take a quick yet informative check on your agency’s progress. Areas reviewed will include Assessments, Effective Staff-Justice-Involved individual interactions, Continuum of Programming, Cultural Alignment and Readiness, Quality Assurance/Performance Data, Organizational Supports, and the additional learnings of the latest research. APPA’s Past Presidents who have implemented specific EBP practices in their own and other organizations will work with participants in small groups to focus on your targeted area for improvement using recent research and their lived experience. A prioritized action plan will be created.

Identifying Pathways and Solutions to Reduce Revocation Rates

Arnold Ventures and the CUNY Institute for State and Local Governance (ISLG) launched the Reducing Revocations Challenge to increase knowledge surrounding the pathways that lead to revocations of community supervision and drive jail and prison admissions. The Challenge supported action research in ten jurisdictions around the country to explore in-depth drivers of probation failure and use the information learned to develop policy and realistic strategies to improve outcomes. This workshop will highlight key findings from Monroe County, Indiana where implementation of various evidenced-informed and evidenced-based practices had already begun, including employing a system for contingency management (incentives and sanctions), assigning caseloads based on risk, and obtaining extensive training in Effective Practices in Community Supervision (EPICS). Additionally, the presenters will share strategies focused on disrupting the pathways to revocation to increase success for clients engaged in community supervision.

Increasing Success on Probation through Action-oriented Research: Models and Lessons from the Reducing Revocations Challenge

Revocations are an issue that community corrections leaders must tackle and understanding why they happen is critical to tackling them effectively. This workshop will provide attendees with an approach for identifying the biggest drivers of revocations in their jurisdictions and for developing and implementing targeted policy and practice strategies to address them, drawing on the work of the Reducing Revocations Challenge (RRC): a national initiative funded by Arnold Ventures. This workshop will highlight the work of three probation agencies participating in the Challenge and how they: used data to identify key drivers of revocations in their contexts and chose and implemented a strategy to reduce revocations. This workshop will provide attendees with: (1) an approach for identifying key drivers of revocations in their jurisdictions; (2) guidance for developing bold, yet feasible, policy and practice solutions tied to identified drivers; and (3) suggestions for monitoring and measuring impact of implemented solutions.

Increasing Social Support in Justice-Involved Populations

Positive social support exists in several forms: instrumental (tangible), expressive (emotional), perceived (valued), and received (actual). Instrumental support provides resources such as financial assistance and help with transportation, whereas expressive support offers individuals a ‘sounding board’ for discussion and advice on how to navigate life’s challenges. Perceived support is intrinsic and received support focuses on pooled resources. A sample of justice-involved individuals were surveyed on the types of social support they received prior to crime involvement. Respondents were asked to think back to 30 days prior to the offense for which they were involved with the criminal justice system and identify social support levels at that time. The goal was to capture social support pre-offense as a baseline and how to increase it moving forward. Practical implications include working with community corrections officials develop a list of programs and services which may increase types of social support for justice-involved individuals.

School to Prison Pipeline: Why Probation Departments Should Handle Truancy

Research consistently documents that school truancy is related to a greater risk of delinquency during adolescence and adult criminal behavior (see Mazerolle et al 2019 for a review). Brown County, a rural county located in southern Minnesota received an OJP program to start a pre-truancy and truancy program in 2019. In the first year of this program a link between truancy and delinquency emerged. This program has shown that handling truancy matters through a probation department in rural areas has helped reduce the number of juveniles who commit new crimes and kept more kids in school. The STOP Truancy Program developed strategies to keep kids in school, reduce delinquency, and develop community relationships. Presenters will share the evaluation statistics, how they implemented a validated risks and needs tool, and real-world experiences of the truancy officer to detail how truancy matters were handled by this rural probation department.

Getting Back on Track with Evidence-Based Practices as We Round the Bend with COVID

Getting Back to Evidence-Based Practices (EBP) as We Round the Bend with COVID? Learn about the importance of an evidence-based program in community corrections and how to sustain it along with the culture change it makes. We will discuss how to build and sustain an EBP organization based on the six components while hearing from a county on how their EBP Program works including their drug testing program that follows EBP based on ASAM and NADCP guidelines.

Functional Feedback: Coaching to Success

Effective training hinges on clear and functional feedback. Decades of research on adult learning has exposed several core truths to how we acquire and retain new skills. This workshop will look at these lessons through the lens of coaching staff, with an emphasis on training related to high impact skills. We'll break down coaching through a series of activities that will give attendees the chance to practice and analysis coaching around topics like communication skills, cognitive behavior intervention, and situational control. Attendees should be prepared to participate in fast-paced group activities with live feedback. By the end of the session, students will be prepared to apply these skills at their home agencies.

Community Supervision Workload Evaluation and Allocation

Justice reforms and COVID-19 have led to mass releases from jails and prisons have placed increasing pressure on community supervision departments. It is critical for agencies to understand and respond to these new pressures on their workforce. To do this, agencies must consider differences between caseload and workload. Ironically, while caseload size will grow as offender populations increase, workload is a stagnant figure as there are only so many working hours available in each day, week, month, or year. What is the ideal caseload size? What is the best way for administrators to assign cases to officers? How can these decisions have an impact on future funding allocations and staffing decisions? These are some of the important questions that can be answered through a study of agency workload allocation. APPA staff members have been conducting workload allocation needs studies for the past decade with various state and local governments.

Reform: Positively Impacting Lives from the Inside Out

This presentation will highlight the initiatives that have been introduced by Community Corrections to ensure offenders have the resources to be successful while on community supervision. Initiatives introduced include intensive in reach by community corrections into the corrections facilities before the offenders' release, community supervision orientations before and after release lead by Community Corrections Officers and their community partners, Reentry Centers specializing in motivational enhancement and intensive substance abuse treatment programs. Reentry Centers works together with Community Corrections Officers, utilizing community partners, to ensure offenders placed on specialized caseloads and/or with substance abuse issues are connected with services to assist with the fundamental needs to reengage successfully with their communities. Select community partners to include Community Health Associates, Prodigy Moral Recognition Therapy, and Community Medical Services medical assisted treatment are all embedded at the reentry centers. The facilities staff, counseling team and community partners work together to foster a Therapeutic Community atmosphere. Outline how the reform within Community Corrections builds working relationships between community corrections officers, community partners and the population they mutual service. A cohesive partnership allows for all involved to meet prior to release, reducing stress for all involved.

At the Crossroads? How to Ensure Ethics Points Us to our North Star

Probation Officers not only must assist those on their caseloads to change their behaviors, but also must ensure their own behaviors pass ethical muster. What if the officer personally believes department policy or court order is wrong in a particular case? How does the officer ensure he or she treats others fairly and consistently? These and other issues will be explored and discussed to ensure that officers consider their ethical behavior when confronting developments that occur each day.

The Organizationally Intelligent Leader: Upping Our Game with EBP Implementation and Justice Reform

The justice system is facing large-scale and pervasive change with both implementation and reform initiatives. It is time to think beyond the limits of traditional 'change management' approaches that simply have not worked. These traditional approaches to change in the justice system have been weak and devoid of the complex human and organizational elements to change. Consequently, there are measured data showing impotent and disappointing results of these methods. This presentation will compare traditional approaches to more scientific and potent ones; and will offer more compelling frameworks for authentic change in the justice system. Blunt, honest, and often funny, the presenter will illuminate a provocative, disruptive, and enticing opportunity to reimagine the way we lead and implement change in probation, parole, and pretrial supervision.

How does it all fit? Exploring the Dynamic Integration of Trauma-informed and Evidence-based Practices

Now deemed an essential approach, trauma-informed practice is transforming how we think about and do our work in community corrections. But where does it fit in relation to other evidence-based models, many of which we are invested in implementing in our agencies? How does it all fit? This workshop explores the cutting-edge trauma and resiliency-informed communication model, Creating Regulation and Resilience (CR/2), and how it is being used to support the successful application of evidence-based models, as well as critically important diversity, equity and inclusion work. Participants will explore the dynamic integration of trauma-informed and evidence-based practices and explore one agency's innovative and collaborative work in this area, including perspectives from directly impacted individuals, professionals and helpers, and administrators. Presenters will engage participants in an interactive exploration and discussion regarding opportunities to integrate and innovate and transform our work!

Building a Community Mentoring Program from Scratch: A Formula for Success for Connecting People in Reentry and a Caring Community

Developing a made-from-scratch mentoring program for your community, to improve the lives of people who have been involved with or affected by the criminal justice system is easier than you might think! This workshop will describe how the idea for the Kodiak Area Mentor Program (KAMP) originated, how the program was developed, and the vital role the State of Alaska Department of Corrections played in its development. Any community of any size can benefit from building a program that integrates people who can benefit from one another's lived experiences and faith.

The Impact of Adverse Childhood Experiences and Trauma on Black Fathers in the Criminal Justice System

Black fathers involved in the criminal justice system who are exposed to adverse childhood experiences before age eighteen may be at a higher risk for depressive disorders as adults. Childhood adversities that occur before the age of eighteen have shown to have severe negative impact in their lives as children as well as poor outcomes in their adult lives (Salinas-Miranda et al., 2019). The victim may be at increased risk of experiencing homelessness, substance misuse, suicide, and mental health issues such as post-traumatic stress, depression, and anxiety at a higher rate than the regular population (Al-Shawi & Lafta, 2019). The workshop will discuss and examine if and to what extent trauma and adverse childhood experiences impact the lives of Black fathers incarcerated who have experienced trauma or one of the ten indicators of adverse childhood experiences.

How do you know Reentry is Working

As many as seven out of every 10 young people leaving juvenile justice systems fail. Yet we know now more than ever from research about what works to prevent subsequent offending and to promote positive youth outcomes. The missing link is data. This workshop will share the findings of two previous Office of Juvenile Justice and Delinquency Prevention (OJJDP) data projects that provide that identify the missing link: The Initiative to Develop Juvenile Reentry Measurement Standards and the Juvenile Justice Model Data Project as well as a third OJJDP project combining the two to help agencies improve reentry data collection, analysis and reporting. This interactive workshop will feature a short presentation and two activities for participants to work directly with key data elements.

Exploring Technical Violations with Women: Reasons, Responses & Alternatives

The APPA Justice-Involved Women & Girls Committee has been working to assess the strengths and needs of the community corrections field as it relates to implementation of gender responsive practices. The root causes of and responses to technical violations have been identified as critical challenges to the field, especially when responses include incarceration. Structured as a listening session, this workshop will explore common technical violations among women; common and effective responses, and ways to avoid incarceration as a response. The information gained from this session will guide the work of the Justice-Involved Women and Girls Committee.

One Offender...One Change Plan

Since 2005 with NIC's publication of evidence-based practices in supervision, the goal has been for officers to administer a Risk and Needs Assessment (RNA) and develop an individualized case plan that encourages the offender to focus on their dynamic criminogenic needs. Often this includes addressing substance using disorders with a referral to treatment, where a second assessment is given, and a treatment plan developed to focus on changing substance using behavior. One person...two plans... same goals...different language.

Restorative Justice in Corrections, Probation and Parole

This workshop will provide an overview of several types of restorative justice programs and practices. It will compare the various models. Outcomes from the programs will be discussed including lower recidivism and increased restitution payments. Satisfaction levels of participants will be covered. Examples of the various programs being utilized in criminal justice systems will be discussed. Examples of cases will be described. Goals and objectives will be covered.

Oregon's Drug Addiction Treatment and Recovery Act, Where Do We Go from Here. Opportunities, Risks, and Unintended Consequences for Community Corrections

Oregon has traditionally had a reputation for innovation and forethought in its criminal justice policy and practice. In 2020 the voters of Oregon passed a constitutional amendment which effectively decriminalized the possession of "user" amounts of controlled substances. The criminal justice system in Oregon is now grappling with how to implement this ballot measure in a thoughtful and effective way. This workshop will explore the antecedents to this ballot measure, the current state of criminal justice agencies in working with substance abusing offenders, and the plans for the future.

Variation in Approaches to Supervising Adults with Mental Illnesses: Results from the Nationwide Survey of Probation and Mental Health

In partnership with the American Probation and Parole Association and Pew Charitable Trusts, a research team from the University of North Carolina at Chapel Hill conducted a nationwide study to (1) estimate the prevalence of mental illnesses among people on probation, (2) examine the ways in which probation agencies approach supervising people with mental illnesses, and (3) understand the impact that COVID-19 had on probationers with mental illnesses. The overall goal of this study was to obtain a snapshot of the scope of mental illness among probationers in all 50 states and to be able to share strategies that counties and states are using to address the complex needs of this population. This session describes the background and methods of the study and reports on the study's key findings with a focus on actionable recommendations for jurisdictions interested in implementing or enhancing a specialized mental health probation approach.

The Terror & Trauma of Recovery: Toward Acceptance of Realistic Expectations for a Substance Abuse Caseload

Frustration is a word often used when describing the supervision of a substance use caseload. This workshop addresses why meaningful change is often so difficult. The presentation begins with how addiction affects brain function. It then identifies and explores the damage that can be caused by the healthy and necessary work of recovery, which often results in a return to an addiction lifestyle. Gleaned from over 3000 face to face hours with participants in a Medication Assisted Treatment (MAT) Program, the final portion covers practical techniques and strategies that can provide the offender an opportunity to make effective change.

The Resilience Recipe: Get the Ingredients to Bake Away the Burnout and Temper the Trauma

Resilience is the best way to combat Corrections Fatigue and to also help our clients work through their trauma. Much like baking a cake, if you've got the right ingredients, a recipe to follow and a fun-loving chef, you can make a difference in your own life, that of your employees, peers and clients. You'll leave this workshop with some practical tips to build your own Resilience cake but will also have a great time laughing as the worst cook ever uses a cooking analogy to bake away the burnout and temper the trauma.

Sorry, Not Sorry: What is a Growth Mindset

Now that we have stopped apologizing, we need to start talking about how to empower ourselves and model it to guide those around us onto a leadership pathway. Leaders have many responsibilities; on top of the list should always be identifying talent and creating a transparent process. Professional development, emotional intelligence, and challenge-driven outcomes must be the norm. Leaders motivate, cultivate, and inspire, and this is more important than ever as we deal with the daily burnout and uncertainties of COVID 19. So how can leaders accomplish these vital tasks? According to Carol Dweck, author of Mindset: The New Psychology of Success, one way is for leaders to have the right mindset, a growth mindset. A leader with a growth mindset sees opportunities for their team and makes every effort to accelerate the team's growth to overcome challenges, create situational awareness, encourage and support professional advancement. Changing your mindset can be a game-changer.

The Takeover! How the Millennial Mindset has Switched our Ways of Community Supervision

Probation and Parole grows with the culture. Social media, music, movies, family and friends all play a huge role in our always evolving career. As the time changes so does people's perception of community supervision. As controversial news revolving law enforcement agencies hit the headlines, the relationship between officers and the community become very fragile. Millennials are becoming fearless using social media and technology to create movements to spread awareness but often this awareness paints a bad perception of what we do as probation / parole officers. Fun fact: recent studies show that millennials (born between ~1980 to ~2000) are more likely to get arrested than their predecessors of Generation X (born between ~1965 - ~1979) and the Baby Boomers (born between ~1944 - ~1964) even though crime has drastically declined since the 1980s. Is it their use of technology, social media or new methods of protest? Is it the economy, gentrification or their lack to conform to old ways?

Beyond Inclusion: Changing Environments to be More Affirming of Queer & Transgender People

Lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people are overrepresented at every stage of criminal justice system, starting with juvenile justice system involvement. They are arrested, incarcerated, and subjected to community supervision at significantly higher rates than straight and cisgender people. This is especially true for trans people and queer women. And while incarcerated, LGBTQ individuals are subject to particularly inhumane conditions and treatment. Criminal justice settings mistreat of the LGBTQ+ community in the past and present has left many transgender and queer people feeling uneasy or unsafe about complying with court-ordered conditions. Many community correction staff want to serve the LGBTQ+ community but may have questions about how to best communicate this. In this presentation, we will go through each room of an agency, from the waiting room to the pretrial, probation/parole office, and discuss best practices for showing consideration for the LGBTQ+ community.

Developing Organizational Resources to Support Behavioral Change

As organizations adopt evidence-based practices (EBP), context matters as much as content. A review of relevant research drawing from multiple disciplines supports those interventions are more effectively delivered and received in a coaching environment. The coaching framework provides a context in which EBP can be successfully implemented and applying this conceptual framework to community supervision can result in the development of a coaching organization that provides support and feedback to justice-involved individuals working towards individualized goals and aligns organizational attitudes and infrastructure with a belief in the ability to change. NIC is partnering with Justice System Partners to develop tools and processes to assess organizational characteristics that impact the effectiveness of evidence-based practices (EBP) in community supervision organizations. Presenters will share the work of this ground-breaking initiative that includes the development of an assessment that helps agencies identify the context (organizational culture, management styles, policy and procedures, and environment) in which they are delivering EBP. Additionally, we will share how project staff worked with pilot agencies to explore how key organizational characteristics impact the effective delivery of EBP in community supervision and develop planning to implement areas organizational supports essential to a coaching environment such as a culture supportive of innovation implementation, multi-level alignment and communication regarding organizational goals and policies, and the ability to support data –driven decision making.

Preliminary Findings of Reintegration Programs for Radicalized Supervisees

Harvard Chan School of Public Health presents preliminary findings from their NIJ funded study to review the ongoing reintegration programs supported by federal agencies involved with individuals affiliated with violent ideologically motivated organizations. These individuals were involved in hard-left hard-right, white supremacists, or jihadi groups. By the end of the project a manual for reintegration program developers and implementers that provides an example of best practices. The preliminary findings presented will include interviews from over 90 federal POs and 14 releasees.

What can a Public Safety Management Association Do for You

The workshop will introduce research including guiding principles of women-centered work: relational, strengths-based, trauma-informed, culturally responsive, and holistic, before presenting promising international approaches including from Canada, the United Kingdom, Japan, Kenya, Australia and the United States. It will conclude with discussion of emerging international recommendations for effective policy and practice with justice-involved women.

Making Desistance Real in Community Delivery

Desistance as a critical focus of probation work has gained considerable momentum in recent years. MTC's workshop shares their experience in translating desistance theory into UK based community practice over the past seven years. In this practical workshop, the MTC team bring together key theories, candidly share some of the challenges faced, and introduce some of the new innovations that have been successfully developed within the UK. This includes the blending of desistance and risk, development of Identity Shift and its use to create tools and Interventions which transform lives. The workshop draws on examples including Omnia, MTC's case management tool which facilitates holistic case management, and Disharm, which takes an innovative Identity approach to the issue of weapons use. This thought-provoking session aims to provide attendees with a mix of conceptual ideas and practical examples; enabling attendees to leave inspired to support desistance in their own roles.

Administering the Impaired Driving Assessment, A Refresher Course

The Impaired Driving Assessment (IDA) was developed by the American Probation and Parole Association to provide users the ability to capture the unique risk factors and treatment needs of the high-risk impaired driving population. Since the advent of the IDA in 2013, hundreds of jurisdictions have received certification training on how to properly administer this tool. This interactive presentation will serve as a refresher on how to administer the IDA to DWI clients in a proper way and interpret and use the information obtained from the IDA to inform case management and supervision practices. Additionally, information will be provided on new tools that are available to increase efficiencies in conducting the IDA and interpreting the results.

Alcohol Monitoring Solutions in High-Risk High Need DUI Populations

Research has shown that effective supervision practices can lead to changed behavior. When community supervision works within the scope of evidenced based practices, DUI/DWI recidivism rates are reduced. This workshop will discuss the importance of using validated DUI assessment tools. This information can then be used to effectively implement alcohol monitoring technology solutions for effective treatment and supervision when working with the high-risk DUI population. Attendees will walk away with an understanding of how to better define the risk characteristics of this population, the importance of using a validated DWI assessment tool to capture risks and needs, and how to concentrate on the individual, not the offense through effective alcohol monitoring and other tools.

Are You Upholding Victims' Rights?

Community corrections has historically centered around supporting the person who caused harm to be accountable to their actions and to ensure community safety, yet victims of crime have rights that our agencies are also responsible to uphold. These victims are often our most overlooked stakeholder. This session will help educate participants on crime victims' rights, assist them in determining how these rights are being honored in their jurisdictions, and provide tangible approaches and best-practice recommendations for ensuring their agency is upholding and in compliance with crime victims' rights.

Racial Justice Townhall Meeting - Part III

In August 2020, APPA held its first Racial Justice Townhall meeting. Probation and parole leaders talked about the impact of the recent events and spoke candidly about how racism has been an issue in the U.S. for 400 years. They also talked about how they were managing the issue in their respective communities. In March 2021, the second townhall meeting took place and the conversation continued. Both important conversations were welcomed and embraced by the masses. Thanks to continued interest in this topic, the third townhall meeting will take place in Boston. The outstanding panelists will ask and answer questions like: Why now? Why does diversity, equity, and inclusion matter? They will delve into a number of pain points related to the impact of this topic on community corrections professionals and the individuals they serve. A great deal of focus will be on generating ideas and solutions to minimize the negative impact of racism in our field. Our brave, knowledgeable, panelists are Carmen Gomez, PhD, Marcus Hodges, Alisha James, John Laing, and Joe Winkler. Join them for the session, but more importantly, join them in confronting the uncomfortable truths in our world as the work goes on to create a better society for generations to come!

Clearing a Path for Transformational Leadership

During this session, Directors and Chiefs will be able to have a candid conversation with our opening speaker, Aaron Montgomery. He will share insights into APPA's upcoming executive leadership summit. If you've already signed up to attend the summit you will benefit from this intro. It is more important now than ever before for those at the helm of community corrections agencies to be BOLD and lead with unapologetic intention to transform our field. Words like culture, insight, transformation, and communication will be packed into this 60-minute session.

Interstate Compact Success for You and Your State

The Interstate Compact, enacted by all 50 states and 3 U.S. territories, controls and regulates the movement of offenders on supervision who move across state lines. It is a mechanism for transferring supervision responsibilities to a state other than the one where an offender is convicted and/or served his or her prison sentence. This workshop highlights how to successfully apply the compact rules and tools to address varying current issues and trends. Participants will interact with the hosts (presenters) through scenario-based learning and skill building. These exercises will illustrate the importance of stakeholder involvement as well as tools available to improve operations and compliance with compact and instate processes. As application of the Compact Rules' should align with states' varying and evolving correctional practices, the exercises will illustrate how the rules apply in decisions or actions of varying stakeholders (including but not limited to courts, line officer staff, jail administrators and law enforcement). Scenarios discussed include effects and relationship of Compact Rules to decriminalization of states' varying drug laws, methods for creating easy training tools, enforcement tools utilizing state council members to improve compliance and how reports available for compact staff can be used to identify problems and solutions. This workshop is intended for Community Supervision and Judicial professionals.

Evidence-based Alternative Responses and Diversion Practices: Road Map for Success

Our youth justice system can serve the interests of our communities and the majority of our youth through alternatives to formal prosecution. While not straying from the important fundamentals of community safety, accountability, and victim rights, we can effectively develop a comprehensive system of alternative. This session will highlight a road map for success for juvenile justice leaders and stakeholders to create a comprehensive system of impactful alternative responses and diversionary approaches that fully protect public safety, ensure accountability, and take advantage of restorative justice principles. Session participants will learn the key steps in collaborative planning and the tenets of implementation science to ensure achievement of targeted goals and objectives of this system change/reform. The RFK National Resource Center's Alternative Response Initiative Workbook (November 2019) highlights a five-step process to achieve success in local jurisdictions. These steps will be detailed while featuring specific jurisdictional successes using this approach.

Self-Directed Cognitive-Behavioral Resources: A Valuable Tool in your CBT Toolbelt

Due to a number of societal factors, there has never been a more important time for community correction departments to consider how they are meeting the cognitive programming needs of each of their clients. In a period of increased time and workload demands on officers and departments, alternative evidence-based programming options that increase efficiency and effectiveness will be vital to producing desired outcomes. It is critical for departments to ensure that they can provide CBT programming solutions in a variety of formats to help eliminate gaps in services. It is also essential to have scalable programming options that can increase and decrease dosage according to the criminogenic risk factors and needs of each individual.

Fun and Games: The Road to Change

So, 2020 happened. Which, of course, brought many changes to the way we operate as professionals in the behavior change industry. We all know that if one is going to be successful in this field, adapting to change is a must; thus, it is necessary to have an endless supply of tools and techniques at the ready. This workshop will provide attendees with tools to take back to their departments and use them successfully and immediately in their virtual program delivery. The methods taught in our session require no funding, legislative changes, department policy mandates, written manuals, or any hoopla that usually accompanies new ideas in community supervision. This workshop will be virtual. It will also be fun, fast-paced, participatory, and highly interactive. Participants will leave this session feeling energized and full of new ideas and hands-on tools to improve their virtual group facilitation skills or even when working one-on-one with clients. Please join us and be prepared to play and learn.

Transforming Rehabilitation: Lessons Learned from the Bold UK Experiment

In 2014, The UK Ministry of Justice tried a bold experiment called the Transforming Rehabilitation Programme (TR) which restructured and outsourced most of UK's probation services to address the high economic and social costs of reoffending in the UK. TR faced many challenges and was heavily criticized, with little being shared about the positive lessons from the TR that can support better future probation and community-based justice services. This workshop shares the results of TR from one contractor's perspective, outlining the challenges faced and the ultimate interventions and strategies that improved the outsourced probation services over the course of TR. This practical workshop brings together key theories, discusses obstacles, and introduces innovative practices that made a difference, including leveraging employee culture, improving processes, and utilizing technology. This session aims to provide attendees with practical tools and inspire attendees to engage in transformative practices in their own roles.