



AMERICAN PROBATION AND PAROLE ASSOCIATION

# 2022 Winter Training Institute



SUNDAY 1/30	MONDAY 1/31	TUESDAY 2/1	WEDNESDAY 2/2
Intensive Sessions	Yoga Session	Yoga Session	Workshops
First Time Attendee & Membership Meeting	Coffee Reception in Expo Hall	Workshops	Workshops
Opening Plenary	Workshops	Coffee Reception in Expo Hall	Closing Plenary
Reception in Expo Hall	Plenary	Workshops	
	Lunch Break on Your Own	Job Fair	
	Special Session	Lunch Break on Your Own	
	Workshops	Workshops	
	Cocktail Hour	Special Session: Community Corrections Reform	

**NOTE:**

Leadership Institute will take place on Friday 1/28 – Sunday 1/30.  
 Committee Meetings will take place on Sunday 1/30 - Monday 2/1.  
 BOD Meeting will take place on Sunday 1/30.

# **Intensive Sessions (Additional Fee With Registration)**

## **Behind Closed Doors: What Really Happens in a DWI Treatment Court**

Born out of the drug court movement, DWI courts aim to change behavior, restore lives, and protect public safety. There are now well over 700 DWI courts in jurisdictions all around the country, many of whom boast incredible successful completion rates, reductions in recidivism and crashes, and save taxpayer dollars. To achieve those outcomes, have you ever wondered what really goes on in a DWI court? For DWI court practitioners, have you ever wondered if what goes on behind your closed doors is similar to other programs? This session will reveal what needs to occur in a DWI court to maintain fidelity to the model. A case study, from arrest to successful completion, will be used to highlight evidence-based practices supporting the 10 Guiding Principles, effective treatment and supervision case management, judicial interaction, team collaboration, and phase structure of DWI courts.

## **Change Perceptions Through Persuasive Communication**

This interactive and engaging workshop will provide the attendees with the ability to strengthen their communication skills. The intent of the course is to enhance the communication skills of attendees at all levels. This is an interactive program based on experiential learning techniques. This course focuses on persuasive communication skills outside the department through community communication, communication skills within the department, and personal communication skills to further develop leadership. When a supervisor or commanding officer has strong communication skills, personal growth of the officer, the reputation of the department and the profession are enhanced.

## **Fraud Awareness: Prevention, Detection, and Managing the Message**

The intensive session will introduce participants to the fundamental aspects of occupational fraud to include: why people commit fraud; how fraud occurs (most common schemes); best practices in prevention and detections; and, specific case studies in which community supervision staff have committed fraudulent acts. (This course is currently being taught throughout Texas and is incredibly well received!)

## **Impaired Driving Assessment Certification Training**

This event will provide participants with the knowledge and skills to properly administer and use the Impaired Driving Assessment (IDA) with supervisees convicted of an impaired-driving offense. Upon completion, participants will gain full access to all IDA materials to use with supervisees within their respective jurisdictions. The IDA acts as a screener to provide an estimate risk level among supervisees, identify their potential service needs, assess their responsivity to intervention efforts, and considers the degree to which their behaviors have compromised traffic and public safety. It was developed by APPA in collaboration with experts in the assessment field with support from the National Highway Traffic Safety Administration.

## **Understanding Sexual Orientation, Gender Identity and Expression (SOGIE) for Justice Involved Individuals**

This session will highlight how we as Probation should be working with this community and how we can be both allies and supports for the LGBTQ+ community. Presenters will share how this training initiative in Nebraska State Probation has been implemented to create an inclusive organization. This is a foundational training for increased knowledge about SOGIE issues and will lead to safe, inclusive, affirming and welcoming environments for all LGBTQ+ individuals who are justice involved. LGBTQ individuals are overrepresented in both the prison and probation populations. There are a number of factors that impact how individuals identifying as LGBTQ+ are brought to the attention of the justice system.

# WORKSHOPS (Subject to Change)

## **A Day in the Life of a Virtual Officer**

Have you adapted to life as a virtual officer? Take a journey with Maricopa County Adult Probation as we explore the transition of an officer from a physical workspace to a new virtual environment. This workshop will highlight the traditional supervision practices and ways officers have adapted to new practices and technologies in an electronic, paperless setting. Explore how officers have established rapport and professional alliances remotely and encouraged proper etiquette practices on remote platforms. We will share skill development opportunities, cognitive tools and activities, and the methods for implementing best practices without the need for in-person contacts. Participants will learn about new practices implemented in staff development, officer wellness initiatives, and officer safety. We will discuss potential strategies for sustainable change. The class will hear from multiple perspectives including a probation officer, field supervisor, IPS supervisors, and staff development facilitator.

## **A Piece of the Puzzle: Understanding Their Turf**

Youth care workers have a unique job of creating a trust and building a bond with their clientele (parents and youth). This often involves the worker entering the client's turf, which can present other unforeseen situations and obstacles. Youth care workers will discuss those obstacles and understand how to assure a safe and healthy working relationship when working with clientele outside of the normal office setting.

## **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.

## **Applying Procedural Justice Principles and Building Trust in Community Supervision Collaborations**

While procedural justice has been most commonly understood and researched in the context of law enforcement interactions and how police can demonstrate fairness and transparency with community members, it can equally be applied to the way that community supervision officers engage and build trust with the people they supervise. In this workshop, speakers from the Michigan Department of Corrections and Pennsylvania Department of Corrections will discuss ways they have integrated procedural justice principles and reimagined their approach to community supervision in Muskegon County, Michigan and Philadelphia by partnering with prosecutors and service providers. The speakers will also participate in a Q&A session to further engage participants. The approach and projects that the sites will be highlighting are part of an initiative of the U.S. Department of Justice's Office of Justice Programs' Bureau of Justice Assistance on community supervision partnerships to reduce violent crime and recidivism.

## **Career Preparation for the Ex-Felon and Chronic Job-Hopper Part 1 of 3**

These sessions will prepare participants on how to land sustainable livable wage-earning careers by teaching them (1) the 30-Second Elevator Pitch, (2) how to explain the felony charge (or being fired) on the application and in the job interview without being eliminated from potential employment and (3) the importance of the cover and Thank You letters and common mistakes made on resumes. These sessions will also connect participants with proper resources, etc. needed to help them enhance their job-seeking experience.

## **Career Preparation for the Ex-Felon and Chronic Job-Hopper Part 2 of 3**

These sessions will prepare participants on how to land sustainable livable wage-earning careers by teaching them (1) the 30-Second Elevator Pitch, (2) how to explain the felony charge (or being fired) on the application and in the job interview without being eliminated from potential employment and (3) the importance of the cover and Thank You letters and common mistakes made on resumes. These sessions will also connect participants with proper resources, etc. needed to help them enhance their job-seeking experience.

### **Case Conceptualization Framework: Going Beyond Training and Coaching**

For more than a decade the corrections field has been working to incorporate coaching into staff development as a way of building additional competency and skill. While many have embraced the idea, developing and maintaining skilled coaches has proven more complicated in practice. The result is often a narrow definition of coaching, typically confined to a specific skill or intervention (e.g. motivational interviewing, cognitive behavioral interventions, case planning) and disconnected from the realities of day to day practice. It's not uncommon for staff to get a lot of feedback on one particular skill, but not others, missing an opportunity to explore when and how to blend strategies for the greatest impact. After years of EBP implementation efforts, it is also not uncommon for staff to submit a great tape, or demonstrate a skill with their coach, only to not use it in their daily work with clients. Case Conceptualization is not just another skill to learn. It's a framework that involves creating a community of practice between staff and coach that connects high quality and consistent practices to day-to-day strategies used with current clients. The Case Conceptualization Framework applies relevant approaches including Risk/Need/Responsivity, the 8 Guiding Principles of Effective Intervention, strength-based supervision strategies, and the basics of behavior change. Distinct from traditional training and coaching, Case Conceptualization helps measure the degree to which staff apply evidence-based strategies in practice to improve outcomes for clients. By developing mastery and confidence in Case Conceptualization, this process can help agencies build upon staff strengths, identify and share best practices and gaps, ultimately improving the quality and consistency of service delivery.

### **Community Supervision Leadership Moving Organizations Forward**

NIC in partnership with Justice System Partners, redesigned the existing NIC Probation and Parole Executive Orientation training curriculum so that it delivers the most up-to-date material needed to assist community supervision leaders in developing organizations that can effectively implement evidence-based interventions. The executive level training provides a 12 month learning experience for participants delivered through a blended model of virtual connections, guided self-learning, and in-person learning to help leaders grow in their current positions through exploring innovative ways of leading their teams, having opportunities to share, discuss, and develop strategies to test new ways of improving practices that produce better outcomes. Workshop attendees will have the opportunity to experience specific curriculum training activities to gain an understanding of how they can apply the concepts to their own practice and within their own organization. Participants will be asked to complete a short personal inventory of their own skills and views of themselves as a leader. This inventory will be used to center the conversation around personal and professional growth, leading with purpose, considering communication plans, and developing new ways to problem solve.

### **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.

### **Crossing a Jurisdictional Divide: A Case Study in County Collaboration with Federal Probation**

Federal Probation and State/County Probation agencies share a lot in common – their geographic boundaries overlap, they both struggle to find local resources for their population, and sometimes they co-manage the same people! So why aren't they talking more often? This workshop shares how Multnomah County Probation and Federal Probation initiated a fledgling collaboration over jurisdictional lines and sustained that collaboration over multiple years. Panelists will cover developing negotiations where each jurisdiction benefits, and the barriers they sometimes faced against closer coordination. This collaboration culminated in a first of its kind multi-agency research project funded by the National Institute of Justice (#2017 – MU-MU-0055). This workshop introduces innovative research questions made possible by this partnership and shares early data findings. Participants will come away more prepared to bridge these jurisdictional divides and with a better understanding of what can be known about our clients when we step outside of our data silos.

### **Data at your Fingertips: Visualizing Community Corrections Data across an Entire State**

In conjunction with Arnold Ventures, the Multnomah County Department of Community Justice created 10 interactive dashboards using data from all 36 community corrections departments in Oregon. The dashboard data updates every day, and all Parole and Probation Officers (PPOs) and community justice managers in Oregon can use the dashboards to view a client's history, identify emerging trends on their caseload, and monitor fidelity to evidence-based practices. Feedback from PPOs in Oregon has shown that using these dashboards increases job efficiency. In this workshop, participants will (A) learn how a team of community corrections directors, PPOs, and criminology researchers created daily updating dashboards, (B) review the 10 dashboards that were created for this project, (C) engage in in-depth demos of two dashboards: Workload and Racial/Ethnic Disparities, and (D) discuss the impacts that viewing both county-level data and statewide data has had on Oregon's community corrections.

### **FACE IT**

The first 30-90 days of supervision is a pivotal time period for an offender. Effective communication between the probation officer and offender are critical and can be the start of a successful probationary term. Lack of communication can result in non-compliance. This can negatively impact criminal justice partners such as law enforcement, jails, and/or court personnel. It can also be disruptive to the offender by taking them out of the community. In a recent study conducted by the Office of Research, it was determined that approximately 22% of the individuals on supervision were referred to the sentencing authority for failing to comply with supervision within three months of being sentenced. This supports the importance of effective communication that clearly outlines the role of probation officers and expectations for individuals on supervision. To communicate supervision expectations the Florida Department of Corrections (FDC) has started an innovative program called FACE IT.

### **Federal Grant Writing for Tribal Communities**

This session will introduce participants to federal grant solicitation opportunities as well as skills and techniques for submitting a successful application. This session will focus on opportunities available to tribal governments and address some of the specific needs and barriers of these communities.

### **From Ashes to Diamonds: Teen Leadership Program Drives Juvenile Success**

Otter Tail County's Teen Leadership Program guides high-risk juveniles away from delinquent behavior and toward a successful future. We will discuss potential unintended consequences of our system and how to overcome these obstacles. We will explore a holistic approach to probation in combining peer mentorship with incentive-based probation to demonstrate significant statistical outcomes and cost savings in a rural Minnesota county. Specific case studies will be shared. Join Otter Tail County as they outline their focus on eight categories to drive delinquent juveniles toward a successful future.

### **How Thick Is Your Stigma Lens?**

Stigma impacts the work of community supervision. One of the foundational first steps is a purposeful discussion to raise awareness and recognition of the lens through which we view our work. Join the discussion as we explore how we can redesign our daily operations by "cleaning the lens."

### **How to Become a Better Second Chance Employer?**

S.A.F.E. Staffing, Inc. is about meeting your need to employ reliable, dependable, trustworthy and qualified workers who desire to have a career with your company. Good workers are hard to come by in this economy because many workers know there are greater opportunities across many industries. However, our workers have limited opportunities and barriers in the same economy because of their past convictions and time out of the workforce. Our workers not only need a second chance but a better chance to succeed in life and become great employees. Why not with your company? Our workers bring a dedicated mindset and appreciation for employment. They come with bonded insurance and tax incentives. All our workers need is an opportunity to succeed! We will show you how to get started!

### **Hustle & Motivate: The Re-Up and ReCharge**

This workshop is designed to give pure motivation! For the veterans that lost their edge, for the newer employee that's excited for their new career and for the seasoned co-worker that feels overlooked or underappreciated; this session is for you. It is designed to remind you why you chose to be in public service and why you are influential to your community and your team! You have the power and the strength to face adversity. You are here, in this career, for a reason. Not by fault but by design. You built yourself from the ground up! Continue to grind! Continue to be influential! Hustle and motivate!

### **If Churchill Did It, So Can You: Extreme Adversity, Exceptional Leadership**

Our world has faced unprecedented challenges in recent times. Social unrest, a worldwide pandemic and uncertainty about the future have stretched people to their limits and beyond. Professionals working in community corrections already experience a tremendous emotional burden in their day-to-day work. Coping with the changing landscape of post-pandemic supervision is an ongoing process and leaders are charged with managing these shifts and maintaining high standards with a wary, concerned, and deflated workforce. Learn strategies to be an emotionally present leader in an increasingly remote world, maximize the potential of staff by embracing obstacles and acknowledging struggles and demonstrate self-awareness and self-care for lasting resiliency.

### **Improving Community Supervision with Four Mindset Shifts**

People working in the criminal justice system must take an honest, critical look at how we perceive and interact with justice-involved individuals. In this workshop, Dr. Powell fuses his firsthand experience as a community supervision officer with criminal justice data to propose four urgently needed yet easily achievable mindset shifts that will foster the well-being of people with criminal records and build stronger communities. This workshop will also explore the Georgia Department of Community Supervision's (DCS) shift towards a Person-Centered Supervision Model that enhances the supervisee's voice in their supervision and will highlight how DCS has relied upon elements of procedural justice, technology, and research to deliver supervision that makes a difference in communities across Georgia.

### **Intent vs Impact: Are We Set Up to Fail?**

DWI treatment court practitioners want the best for the people they serve. Utilizing a variety of tools, resources, and services enables the team to respond to the specific needs an individual has; thereby, providing the greatest chance for a successful outcome. However, having a systematic (i.e., treating everyone the same) and inflexible approach in responding to one's needs may have an impact that differs from the intent. Sometimes, the best intentions miss their mark; other times, they have a negative impact. A team needs to understand how to create a program and respond to behaviors that don't set up the program or the individual to fail. This session will examine the common missteps in providing treatment, incentivizing participation, creating case plans and court requirements, costs of services, and responding to behavior. Note: While this session is aimed at DWI treatment court practitioners, much of the information also applies outside of that arena to other models of treatment court, treatment, and supervision.

### **Juvenile Assessment Centers and Building System Equity**

The Clark County Department of Juvenile Justice Services (Nevada), in the face of multiple challenges, intentionally built its first juvenile assessment center in October 2016 targeting very specifically the reduction of disproportionality within its juvenile justice system. The hypothesis being that wrapping young people of color in supportive services before they became system involved would divert them from negative system involvement. This class will discuss the why, the how, the challenges of multisystem integration efforts and report out on the successes, the failures and the lessons learned five years later.

### **Legacy Through Leadership: Creating a Coaching Culture to Develop Future Leaders**

At the HCCSCD, we recognize that one of the most important responsibilities in the growth and development of our staff is to broaden and strengthen the leadership skills of our mid-level managers. In January 2021, we launched a year-long training plan that focused on the vital aspects of strong and effective leadership to include such topics as values, effective communication, learning styles, effective documentation for performance management, and emotional intelligence. This presentation will review key components of these trainings, how surveys have augmented the training plan, as well as future areas of staff development.

### **Leveraging Community Corrections Technology in a Pre/Present/Post Pandemic World**

Having a centralized unit overseeing low-risk cases allows district officers time, energy and resources in the field to focus on those in their charge needing more attention. This speaks directly to the philosophy of reentry, meeting supervisees where they are. Low-risk supervisees, do better when not mixed in with higher levels of risk, and when not over-supervised by officers compelled to assembly line their caseload. This is classic risk responsivity in action. Providing officers a central point of contact for vendor interaction, and providing the vendor with a central point of contact for a variety of agency responses allows for enhanced dialogue, training, achievement of supervision goals, savings in the millions of dollars, all while maintaining a firm focus on long-term community safety.

### **Making the Connection! Risk Assessment, Core Correctional Practices, and Case Plans**

This session will focus on how the use of tools and information corrections professionals have readily available can shape case plans for each person on their caseload. A formula for developing unique case plans that ensures a clear link between assessed need and services will be shared and participants will have a chance to practice applying the formula. The session will also explore how assessment and case planning may have a disparate impact for certain populations.

### **Mindset Changing: Six Ways MI and the Stages of Change Impact Success**

The workshop will provide overview of best practices around establishing rapport, building trust, and influencing action. Focus will be on utilization of evidenced based programming such as Motivational Interviewing and the stages of change. The principles of Motivational Interviewing are embedded in a philosophical style of coaching that uses specific techniques to empower, affirm and engage while moving them through the change process. Prochaska and DiClemente theorized the change model followed six predictable stages: Pre-Contemplation (not wanting to change), Contemplation (thinking about change), Preparation (deciding to get a job), Action (working towards change) Maintenance (committing to change) and Relapse (falling back into old behaviors).

### **One Million DWI's: How we can Stop the Recidivism of High Risk Impaired Drivers**

In 2019, there were over a million drivers arrested for driving while intoxicated and 10,421 impaired driving traffic fatalities. Research tells us that about two-thirds of the impaired driving population will never get another DWI while the other third will continue to recidivate. How do we determine who is most at risk to recidivate and how can we stop them from reoffending? This interactive presentation will provide an overview and continuum of the most recent evidence-based practices in addressing the challenges of identifying and supervising high-risk impaired drivers. This includes the latest research on the use of assessment tools to determine risk and needs, supervision strategies and specific countermeasures that are effective with both alcohol and drug-impaired drivers. Participants will learn best practices in the use of DWI specific assessment tools, community supervision strategies and treatment programming to help maximize effectiveness in reducing risk to the community.

### **Parents on a Mission: The key to healing children victims of impact**

Children of incarcerated parents face profound threats to their emotional well-being. This is a unique and growing dilemma. However, these issues can be mitigated if the parent-child relationship can be strengthened during incarceration. Parents on a Mission is a parent leadership program that provides the principles and practices for building healthy parent-child relationships. Thousands of parents have gone through the POM curricula in eight states and three countries with transformational impacts on their reentry experience. Participants will learn the history of POM, hear about how it is currently being used in Colorado, California, and Guatemala, and be provided an overview of the successes thus far. If incarcerated parents aren't equipped to reconnect upon reentry, the children remain the forgotten victims. POM is putting an end to the intergenerational cycle of system involvement by providing the tools to connect, heal, and transform relationships in communities.

### **Practitioner Perspectives: How Elements of Criminal Justice Reform County Impact the use of Electronic Monitoring**

Research on risk and need principles indicate that criminal behavior is predictable when using assessments of static and dynamic risk factors. Identifying the risks and needs of a client can help determine the intensity of supervision and monitoring needed to provide the best possible outcomes. However, criminal justice reform initiatives may change the nature of pretrial and probation supervision. How will these initiatives impact probation departments, and should client risk and need principles continue to guide the use of electronic monitoring?

### **Probation and Parole Officers Can't Do It All: Leveraging Community Health Specialists to Provide Wraparound Services**

Multnomah County PPOs recently teamed up with Community Health Specialists (CHSs) to provide more wraparound services for clients. In partnership with PPOs, CHSs primarily focus on addressing clients' specific responsibility needs, freeing up time for PPOs to largely target criminogenic needs. Leveraging the use of CHS positions has significantly enhanced the delivery of Risk-Need-Responsibility practices, and the overall delivery of services and support for clients. Join us as we define the CHS role, elaborate on points to consider organizationally before implementing, and explain the benefits of the PPO-CHS partnership. Voices of women clients who were assigned to CHSs alongside their PPOs as part of a larger gender- and trauma-responsive supervision program (WRAPS; Women's Reentry Assessment, Programming, and Services) will be shared. Recommendations will be offered to participants on how to create and implement similar law enforcement – social service partnerships among their respective departments.

### **R.I.S.I.N.G.: Specialty Gang Prevention Court**

RISING is a specialty court which provides court-involved youth alternatives to a gang lifestyle, using a holistic approach of supervision involving treatment, family involvement and court intervention. RISING is a community-based behavior modification program, developed to address the delinquency behaviors of court-involved youth the ages of 12-17 who are at high risk of participating in gang activity. The program seeks not to redirect participants away from participation in gang activity and modify their cognitive thought processes regarding antisocial behavior which will significantly increase the likelihood of their becoming productive law-abiding members of society.

### **Reefer Madness: Responding to Marijuana Use When Marijuana is Legal**

State legalization of marijuana, both for medical and recreational purposes, is increasing. Community supervision agencies and their criminal justice partners are faced with difficult decisions about how, or if, they change their responses to marijuana use for people on community supervision. This workshop will look at how states that have legalized marijuana have addressed this issue and share research and other resources to help jurisdictions who are examining their marijuana use restrictions and responses to use make informed decisions.

### **Reentry Case Management That Works!**

This workshop will equip participants with the knowledge, skills, and tools to implement best practices in person-centered case management for reentering offenders. The presenter(s) will draw on experience designing and delivering an evidence-based, person-centered, culturally competent case management intervention for medium to high risk male offenders starting with pre-release services and continuing with post-release services in an urban community in the metropolitan Washington, DC area. We will discuss the entire service cycle from initial and ongoing assessment, care planning, care plan refinement, pre- and post-release service coordination, and transition planning.

### **Re-Entry Gumbo: Employer Engagement, A Key Ingredient For Successful Supervision**

Louisiana is known for its unique cuisine and we like to compare daily tasks with cooking. This workshop provides a “recipe” for Re-Entry Gumbo with a focus on a key ingredient – Employer Engagement. Gumbo is cooked in a large pot and is a mixture of many ingredients. Most ingredients are taken from what is on-hand in the kitchen, and after simmering for hours, reaches its perfection. Gumbo, like successful re-entry, is a complex mixture of ingredients. A former probation and parole officer and the family gumbo cooker – will walk participants through the process of taking what is on hand (ingredients) and putting them together (the pot) to create the perfect gumbo (the recipe for second chance hiring). This presentation follows Right on Crime’s employer forums that were implemented with community partners, employers, probation and parole, and law enforcement to inform employers of the business case for second chance hiring.

### **Ripped From the Headlines, Mental Illness and Violence**

Every day we are bombarded with news account of violence being committed by mental ill people. How can we supervise these cases? What are the real facts concerning violence and mental illness? What role does the media play in people perceptions of mental illness? This session will take a hard look at these factors and lead a discussion on the topic for the participants.

### **Smart Phone Searches Tips and Tricks**

This courses objective will be to give Officers some knowledge on how to find violations on smart devices. These “tips and tricks” will help you navigate through the device to find what your looking for. It will focus on both Apple IOS and Android platforms. We will cover hidden files, hidden pictures, hidden folders, hidden applications, hidden deleted pictures, and deleted voicemails. It will cover Google Drive and how offenders are tracking themselves on Google maps and possibly saving deleted internet history. If your’re wanting to get an edge up on your offenders and have a little more confidence in your phone searches this is a class for you.

### **Success Focused Leadership: "Getting the Monkey Off Your Back"**

Do you find yourself typically “running out of time” while your subordinates are typically “running out of work?” Do you ask the question, “Why do I have so much work” and if you really step back and think about it, you realize that it’s not really yours? Are you the type of manager who feels that it’s your job to solve all of your staff problems? Do you find yourself taking on so much of the staff/team/unit responsibilities that you find yourself answering to them more than the reverse? There is a way out! Encouraging staff to take more initiative does not make you appear less strong, more vulnerable, or less useful. When you encourage staff to handle their own situations they acquire new skills - and you liberate time to do your own job. This workshop exposes those “next steps” and gives you information and insight on how to regain and grow your “Discretionary” time. This allows you more time to focus on leading your team/unit/area of responsibility. If you are in a Management/Leadership position and find yourself



“overwhelmed” at times, you will find this workshop most useful in strengthening your leadership skills and developing those of your staff, while expanding your toolbox.

### **Successful Supervision Through Interstate Compact**

The Interstate Compact, enacted by all 50 states and 3 U.S. territories, controls and regulates the movement of individuals 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 eligibility criteria, the transfer process and how to successfully apply the compact rules and tools. Participants will interact with the hosts (presenters) through scenario-based learning and skill building. These exercises will breakdown the fundamental elements of a good transfer request and demonstrate how supervision is transferred through effective communication and cooperation among its member states. Scenarios will demonstrate how the Interstate Compact creates circumstances for successful supervision in terms of life stability, positive/family relationships, means of support as well as access to resources or programs that benefit those on supervision. This workshop is intended for Community Supervision and Judicial professionals.

### **Talk About It: Transformation Through Thoughtful Conversations**

"Talk About It" will provide attendees with the framework - developed based on ICF coaching methodology - which can also be used to have difficult conversations, including elements that may make them transformational. Attendees will walk away with practical guidance that they can implement immediately to build stronger relationships with their team, clients, partners, and family...one conversation at a time.

### **The Conceivable Conclusion to Office Visits: Managing Robust Caseloads**

The field of community corrections is an often misunderstood but expanding component of the criminal justice system. Tools of the trade are ever-evolving and include innovation among multiple industries and acclimating to the clientele serviced. States are deferring inmates from prisons and placing them on some form of supervision. In doing so, offenders with varying risk levels and criminal backgrounds are being supervised within communities. In order to manage the continuing increase in caseloads and ensure public safety, officers must start supervising smarter, not harder, by using technology and new ways of thinking. Just how do probation officers take advantage of the various devices and technologies within an ever-changing work environment? Discussions will explore using technology to supervise, surveil, and manage the large sums of data collected. Exploration in areas where improvements and advancements can be incorporated into agency practices will be the focus.

### **The Gender-Informed Policies and Practices Assessment: Promoting Positive Outcomes with Women Under Community Supervision**

Community supervision was designed and implemented in the United States as an essential alternative to incarceration. Unfortunately for women, it has become one of the most significant drivers of incarceration. In a study conducted by PEW (2018), approximately 60% of women in the US released from incarceration were rearrested, and nearly a third were returned to prison. It is noteworthy that women were suspended or violated, not for the commission of new crimes but for failure to appear, noncompliance with treatment, sanctions related to substance use, and an inability to secure safe and stable housing. The outcomes for Black, Indigenous, and people of color (BIPOC) are more negative and severe. Not only are they grossly overrepresented in the justice system, but they are less likely to receive parole and significantly more likely to be returned to prison than other justice involved women. The Gender Responsive Policy and Practices Assessment- Community Version (GRPPA-CV). The GRPPA- CV is a comprehensive evaluative process that guides agencies to examine services currently delivered to justice involved women and explores how closely policies and practices align with the available research. The GRPPA was initially designed by a national team of experts to assist agencies to apply gender-responsive and evidence-based policies and practices in jails, facilities and, community settings. More recently, the National Institute of Corrections, in conjunction with the Center for Effective Public Policy, has developed a virtual training and coaching protocol to assist sites to implement the community version of this assessment.

### **The Good, the Bad, and the Necessary: Data Transparency in Community Supervision**

Community supervision agencies are facing and will continue to face increasing demands for timely and accurate data. The standard reports we relied upon in the past are no longer a viable option when dealing with policy makers, advocacy groups, and outside researchers. This workshop will focus on how the Georgia Department of Community Supervision (DCS) has incorporated interactive dashboards to promote data transparency. The presenters will also discuss the challenges and offer insights on how to produce a product that satisfies multiple audiences.

### **The Long-Term Effects of Juvenile Transfer Laws**

Methods for transferring youthful offenders to the adult criminal justice system have been available since the inception of the separate juvenile justice system. During the "tough on crime" era, law and policy expanded the eligibility and methods for youth to be transferred in an effort to deter criminal offending and reduce recidivism. The true result however has been hundreds of thousands of youth sentenced each year within the adult system who experience higher rates of recidivism. These youth experience long-lasting negative effects across their life-course to the detriment of community safety and rehabilitative efforts. This workshop will examine how we move forward with transfer in an effective evidence-based manner.

### **The TakeOver! Millennials Vs Everybody!**

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 times change, so does peoples 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?

### **Time to Operate at the Next Level**

It is no secret that times are changing like never before, nevertheless, leading at the next level will be essential to an organization's success. This action-packed keynote address will provide evidence-based tools to support process improvement, counteract leadership burnout and strengthening one's emotional intelligence. As well as address the keys to operating at the next level: Consistency, Effective Communication, Collaboration & Mindset Shift. So, if your team is ready to go to the next level, then this event is for you.

### **Transforming U: An Innovative Approach to Improving Workplace Wellness**

Learn how the Georgia Department of Juvenile Justice made employee wellness a priority. This workshop will discuss creating a workplace culture that values employee health and wellness. To include small changes like implementing lunch and learns on health and wellness topics and walking meetings to larger changes like policies that encourage and support employees through providing wellness hours.

### **Understanding Racism**

A typical Groundwater Presentation is a three-hour introduction to Racial Equity, and we can adjust to accommodate a shorter time slot or to dive deeper if you are able to allocate up to a full day. In this lively and participatory presentation, REI organizers will use stories and data to present a perspective that racism is fundamentally structural in nature. By examining characteristics of modern-day racial inequity, the presentation introduces participants to an analysis that most find immediately helpful and relevant. The Groundwater Presentation dovetails with REI's Phase 1 workshop, is recommended as an introduction or followup to a full two-day workshop, and may be tailored to focus on a particular content area as needed for a particular client.

### **What Works in Treatment**

Whether in the movies or reality, people associate treatment with a set period of time. Once practitioners realized a defined length of time had little to do with treatment success, they began to shift their focus to evidence-and-outcome-based programming. Individualized treatment is critical in addressing clinical priorities and changing behaviors. This session will focus on the collaboration between the justice system and treatment in utilizing evidence-based treatment. Additionally, the session will highlight the use of data in treatment outcomes and the impact it has on changing lives.

### **Who You Gonna Call?**

With over 200,000 people on felony supervision in Georgia, the Department Community Supervision (DCS) is forced to pursue innovative solutions to maximize the amount of time our officers have with supervisees. This workshop will explore how DCS utilizes a Centralized Reporting Unit (CRU) to enable officers to spend more time with the supervisees that are most in need of our services. This workshop will also cover the benefits and challenges of opening and operating an in-house call center.