



AMERICAN PROBATION AND PAROLE ASSOCIATION

2022 Winter Training Institute



SUNDAY 1/30	MONDAY 1/31	TUESDAY 2/1	WEDNESDAY 2/2
<p>Live-Streamed Opening Plenary: A Champion for Peace, Justice, and Mercy 5:00PM - 7:00PM</p>	<p>Live-Streamed Plenary: Officer Health, Wellness, and Trauma-Informed Leadership 11:00PM - 12:30PM</p> <p>Live-Streamed Workshop: Integrating RNR with Desistance: Is Working Towards Something a Better Way of Evolving? 2:15PM - 3:15PM</p> <p>Live-Streamed Workshop: Racial Justice Townhall 3:30PM - 5:00PM</p>	<p>Live-Streamed Workshop: Improving Community Supervision with Four Mindset Shifts 11:15AM - 12:15PM</p> <p>Live-Streamed Workshop: A Day in the Life of a Virtual Officer 2:15PM - 3:45PM</p> <p>Live-Streamed Special Session: Community Correction Reform 2:15PM - 3:45PM</p>	<p>Live-Streamed Closing Plenary: Your Attitude Determines Your Success. 5:00PM - 7:00PM</p>

NOTES:

- All times listed are in EST.
- Sessions are approved for APPA Contact Hours, CEUs, STCs, COBs, and WREs.
- See below for descriptions of **live-streamed and on-demand** sessions.
- Committee Meetings having a virtual option will be dependent on each respective Chair.

LIVE-STREAMED SESSIONS (Subject to Change)

Opening Plenary: A Champion for Peace, Justice, and Mercy

He is the bestselling author of *Just Mercy: A Story of Justice and Redemption*

He is the Founder and Executive Director of the not-for-profit, Equal Justice Initiative

He is an attorney and law professor at New York University School

He is a social justice activist and a champion of justice system reform

He is the REMARKABLE – Bryan Stevenson

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 the 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.

Building Resiliency in Our Personal Lives and Workspaces

This presentation examines ways to increase personal resiliency in our private lives and at work. Topics such as compassion fatigue and vicarious trauma will be discussed. Learn how to recognize the warning signs of stress and how to practice self-care techniques.

Community Corrections Reform

Each day community corrections practitioners are joined by organizations like Arnold Ventures, Pew Charitable Trusts, Vera Institute of Justice, MacArthur Foundation, Reform Alliance, and Brennan Center for Justice – just to name a few – to champion justice reform in general, and community corrections, more specifically. There is a deafening cry for substantive changes to probation, parole, and pretrial practices, policies, and protocols – changes that are in sync with the mission of community corrections. In the foreseeable future, public as well as non-government organizations are expected to continue to work in tandem to overhaul community corrections. APPA supports and urges a massive transformation – it is important for the individuals who seek guidance and support and for our society as a whole. During this session, practitioners and NGOs will engage in a candid and crucial conversation about the changes we MUST see. This conversation will serve as the kickoff for a think tank that will offer both short-term and long-term recommendations for community corrections reform!

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.

Integrating RNR with Desistance: Is Working Towards Something a Better Way of Evolving?

Plenary: Officer Health, Wellness, and Trauma-Informed Leadership

Probation and parole professionals are exposed to very high levels of stress and trauma, uniquely different from what people outside the profession experience. Topics include how leaders can serve as trauma-informed change agents, help save the lives of officers, and lead the way by strengthening wellness, resilience, and post-traumatic growth. Attendees will learn about officer wellness and resilience, including how trauma-informed leadership is a vital source of strength, stability, and support during extremely difficult and challenging times.

Racial Justice Townhall: Part IV

APPA held its first Racial Justice Town Hall meeting in August 2020 followed by sessions in May and August 2021. During these

meetings, of sorts, probation and parole leaders spoke frankly about the issue of racism in America, and more specifically about the impact of racial inequities in the justice system. Back by popular demand, the conversation continues in Atlanta. APPA's Diversity Committee will host this iteration and discuss matters of diversity, equity, and inclusion and how community corrections professionals, the individuals they serve, and the community as a whole is impacted by issues of inequality; then they will present ideas and solutions to minimize the negative impact of racism in our field. Join the session and realize the importance of confronting this issue. As always, the goal is to create a better society for all for generations to come!

Closing Plenary: Your Attitude Determines Your Success.

Your attitude is not everything, but it is the main thing that makes a big difference in your organization. This session focuses on how to develop a more positive attitude mindset in the workplace as a leader during uncertain times. Led by Dr. Earl Suttle, CEO and Founder of Leadership Success International. Dr. Suttle and his firm work with businesses and organizations to increase their profits and productivity through developing their greatest resource: their people. Through his live seminars, webinars, and private executive coaching sessions, Dr. Earl has empowered thousands of individuals to achieve greater success and enabled companies to become world-class.

ON-DEMAND WORKSHOPS (Subject to Change)

Building Resiliency in Our Personal Lives and Workspaces

This presentation examines ways to increase personal resiliency in our private lives and at work. Topics such as compassion fatigue and vicarious trauma will be discussed. Learn how to recognize the warning signs of stress and how to practice self-care techniques.

How to Lead Intentionally

The workshop discusses in depth the intentional leader. It offers the tools one should adopt to develop and implement this style of leadership. It examines the data that supports the argument in favor of the intentional leader, the benefits and the unintended drawbacks.

Jurisdictional Issues and Reentry in Tribal Communities

In this webinar, participants will learn historical and present-day policies that have disenfranchised rural tribal communities, jurisdictional issues between tribes, the federal government, and state governments, the role of tribal courts in criminal justice systems and reentry programming and culturally appropriate relationships to improve reentry services in rural tribal communities.

Justice-Involved Veterans: Appalachian Veterans Treatment Court in GA

This workshop highlights a Veterans Treatment Court in Pickens, Gilmer, and Fanning County, Georgia in collaboration with the US Department of Veterans Affairs local Veterans Justice Outreach Specialist to assist veterans who are struggling to deal with their transition to civilian life and have found themselves involved in the criminal justice system. Our panel seeks to share their approach by collaborating within their local system to improve public safety, reduce recidivism, achieve their reentry goals, as well as try to restore the lives of those that have served our country.

Followers and Their Importance to Good Leadership

Have you ever thought about just exactly the role of followers are in making sure your organization has a strong culture? What should it be?? During this session we will discuss the responsibilities followers should have in an organization, why we should be purposeful when hiring or assigning people to duties or assignment and the responsibilities leaders have in providing psychological ownership and intent to act to followers in order to empower staff, provide for a climate where staff are self-motivated and accomplish distributive leadership where everyone across your organization is a leader and follower.

Meaningful Policy Reform in the Justice System – Part IV:

We continue critical discussions about the need to change internal policies, practices, and protocols in community supervision and corrections. As practitioners it is important to understand that it is equally crucial to advocate for and seek administrative, legislative, and public policy changes that align with the mission and direction of our field. Transformations must effect meaningful changes to promote and support better outcomes for people being supervised in the community. Once again, this session will update us on increasing legislative and legal reforms to the criminal justice system.

Representative from Reform Alliance will discuss some recently adopted as well as impending legislative and legal changes expected to have a positive impact on community supervision systems and reentry services. Reform efforts include parole eligibility, parole

and probation caps, supervision caseload restrictions, technical violations, supervision fines and fees, specialized caseloads, conditions of supervision, and housing for supervised persons.

Partners in Change: The Importance of Community Stakeholders for the Future of Reform

This workshop will address the role that community stakeholders can play in advancing probation and parole reform. Panelists will share examples of community/system partnerships that have been mutually beneficial, as well as ways that agencies can start or expand their engagement with advocates, survivors, currently/formerly supervised people, families, other community members, and non-CJ agencies.

Pathways Home: Community Supervision

Alameda County would like to share some of the exciting initiatives that have come out of our Pathways Home Grant. The Workshop will include Case Planning while still in Prison, partnership with the California Department of Corrections and Rehabilitation, Virtual Reality, Mobile Application, Resource Guide and Reentry Workbooks designed by the Probation Department.

Research Says – Best Practices in Assessment, Supervision and Treatment of High Risk Drunk Drivers

This interactive presentation will provide an overview and continuum of the most recent evidence-based practices for addressing the issues of high-risk drunk drivers from arrest to discharge. This includes the latest research on assessment tools, characteristics of high-risk drunk drivers, community supervision strategies, available technologies, the use of Problem-Solving Courts, as well as alcohol treatment programming to help criminal justice and treatment professionals maximize their effectiveness while reducing risk to the community.

System Engagement for Better Compliance and Safety: Building your CCR

Incarceration and/or providing sanctuary while crucial, won't stop coercive control at its source. Instead, we have to reach out to the men and the organizations/institutions that work with them, to challenge the attitudes that allows men to think coercive control is a viable option. A coordinated community response allows our stake holders to work synergistically to hold perpetrators accountable while providing assistance that will help prevent further violence. Not all partners are sending a consistent message. Community corrections professionals have a moral and ethical responsibility to assure the programs we are using enhance the safety of those victimized by the abuse. Getting your foot in the door of local interventions programs and then knowing what questions to ask and how to offer constructive criticism and praise will be at the core of this session.

The Role of Probation in Community Courts

Community supervision officers are often part of the collaborative problem-solving court team and play diverse roles throughout each model. The community court model is a neighborhood-focused court that applies a problem-solving approach to local crime and safety concerns by addressing underlying issues—like substance use disorder and chronic unemployment. Key to the model is collaboration between the legal parties, alternatives to jail and fines, judicial monitoring to promote compliance, and on-going community engagement. Similar to the goals of community supervision, community courts connect individuals to resources in the community to promote rehabilitation and engagement, while providing supervision and accountability. Probation officers have played different roles within the community court model, administering risk and needs assessments, providing feedback in staffing meetings on participant progress, and supporting connections to treatment, education, and employment resources. This session will explore synergies between community courts and community supervision and opportunities for probation departments to contribute to community engagement efforts through local community courts.

The Take Over: Millennials Vs Everybody

Probation and Parole grows with culture. Social media, music, movies, family and friends all play a huge role in our always evolving career. As the time changes so does the peoples perception of community supervision. As controversial news revolving law enforcement agencies hit the headlines, the relationship between officers and the community becomes 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 to 1979) and the Baby Boomers (born between 1944 to 1964) even though crime has drastically declined since the 1980s. Is it their use of technology, social media or new methods or protest. Is it the economy, gentrification or their lack to conform to old ways?

The Use of Officer Discretion in Supervising Serious Mentally Ill Clients

In this workshop, we will present the role officer discretion plays in supervising mentally ill clients in Maricopa County. We will go over the range of options that officer can use in dealing with clients. Supervision strategies are geared for individual clients based on

their individual needs and functioning levels. Officers are encouraged to decide on a treatment/probation strategy based that will help the clients be successful.

Transgender 101

Gender is a part of every person's identity and can be incredibly diverse. Lack of knowledge and understanding about transgender people may be inadvertently impacting the success for some of your clients. This presentation will provide information about Gender Concepts, Transgender Identities, Inequities within Transgender Communities and Gender Pronouns.

Treatment Services for Offenders of Unlawful use of a Weapon

The pilot program is also being evaluated by the University of Chicago's Smart Decarceration Project.

BONUS ON-DEMAND WORKSHOPS

Best Practices for Working with Victims: Survivors in Community Based Corrections

Community Corrections Officers often encounter victims/survivors but receive limited training around best practices for interacting with victims/survivors. This presentation will provide officers with skills to have trauma-informed and supportive interactions with victims/survivors. Participants will leave the workshop with a foundational understanding of best practices for working with victims/survivors and concrete skills for improving connections with victims/survivors.

Beyond Prisons for Women: Developing Effective Community-Based Practices as a First Choice at Every Stage of the Criminal Justice Process

Women are the fastest growing incarcerated population globally, having increased by 50% over 18 years versus 20% for men. Jointly chaired by Canada and the United States, the "Beyond Prisons" Task Force, an international initiative of the ICPA*, is developing a conceptual and practical women-centered corrections and conditional release system for justice-involved women in which community options are represented as the primary option no matter where a woman is within the judicial process. The project draws on evidence, expertise, policy, and practice from around the world with the aim of informing governments, policy makers, practitioners, partners, and the public.

Bridging the Gap Increasing Coordination and Connection between Community-based Health Services and Probation

People under probation or parole supervision have rates of substance use disorders and serious mental illnesses that are at least two to three times higher than the general population. Jurisdictions have responded to these needs by implementing specialized caseloads and referring clients to community-based services. However, even with these efforts, there remains a persistent treatment gap for this population which can contribute to poor health outcomes and serve as a risk factor for violations. These challenges are particularly acute for subpopulations including people with opioid use disorders. Some jurisdictions have bridged this treatment gap by increasing coordination between community-based health providers and probation and parole. These strategies include creating collaborative case plans, ensuring that providers understand the role and structure of probation and parole, and creating formal agreements where probation and parole clients are served by community-based providers with expertise and facility for working with the clients.

Not All Native Americans Smoke a Peace Pipe. You Know So Much About Me, Yet Don't Understand Me

This presentation Alonzo Nez dives into how stereotypes can form from personal biases. How understanding Native American Culture and history can give you insight into their personal way of life. The presentation will also address how Native Americans are unique but like others. Lastly, the presentation will provide tips and insight on how to supervise Native American cases under supervision.

Responding to Staff Trauma: Where do we Go from Here?

In October of 2019, NIC conducted a survey of the field to determine what agencies were most concerned about and what their priorities were. One of the categories that received a high ranking was "staff recruitment, development, coaching, retention and health and wellness." In response to these findings, NIC created the project, Responding to Staff Trauma and Organizational Stress in Community Supervision Agencies. It is an important step in determining what current resources and information is available and what strategies agencies are using to address these concerns. Across the country, community corrections agencies have begun to develop initiatives on staff trauma and organizational stress. Specifically, where are innovative and promising practices occurring and can they be replicated in other jurisdictions? This workshop will introduce the participants to the identified obstacles and opportunities in providing consistent, on-going support to staff in both long-term and short-term experiences of trauma.

Rhythmic Hip Hop Therapy the Transformative Power of Hip Hop with Incarcerated Youth Impacted by Trauma

Many incarcerated youths are heavily impacted by trauma and are often resistant to and uninspired by conventional mental health models and interventions. Rhythmic Mind is a Hip-Hop Therapy organization, based in the San Francisco Bay Area, which utilizes an innovative, culturally responsive, and strength-based approach to bridge this gap and provide effective, trauma-informed services to this often-underserved population. Their Rhythmic Mind Hip Hop Therapy Discussion Groups create a space for in-depth exploration and a shared experience of support and connection. The design of these groups provides containment within a trauma informed structure, while allowing the youth and strength-based agency to participate in shaping and directing their own healing process. The use of the culturally relevant medium of Hip Hop allows direct access to deep levels of engagement and emotional expression by the youth involved and provides an avenue for authentic connection by speaking to them in their own language and meeting them where they are. In this presentation you will get a look into Rhythmic Mind's work, and some of the clinical science behind it, including the neurophysiology of trauma and its impact on the brain and central nervous system. The presenters, Co-Founders/Co-Executive Directors Max Kline and Jonah Scott will explore the numerous ways in which Hip Hop can be an incredibly powerful tool for healing, growth, and addressing the harmful impacts of trauma. The presentation will conclude an in-depth breakdown of their Rhythmic Mind Hip Hop Therapy Discussion Group model, including unpacking the therapeutic outcomes as they relate to criminogenic risk factors, and how their model addresses trauma and its impact using rhythmic regulation, narrative, and the healing and transformative power of Hip Hop.

Risk Assessments for Tribal Persons Re-entering Society

Presented by Gwendolyn Redhair of the Salt River Pima-Maricopa Indian Community of Phoenix, Arizona, this webinar will provide tribal probation officers and those managing caseloads of individuals where identifying and prioritizing risk and need factors is demanded, information on how the use of screening tools create more successful probation outcomes. MS. Redhair's presentation will provide relevant knowledge regarding risk assessments and how the use of such tools can generate long-lasting impacts for those on probation.

Sexual Orientation, Gender Identity, and Expression – Understanding Probation's Role in Ensuring Youth Success

This workshop will provide an overview of SOGIE identity and the importance of connecting youth to appropriate services in the community. This workshop will include a discussion on the impact of disparities among SOGIE youth, and how NYS has piloted specialized training in three probation departments while working with the Ceres Policy Institute. Discussions will also include topics such as policies and procedures that are supportive to LGBTQ/GNC youth safety.

Specialty Mental Health Probation and Supervision Outcomes

People with mental illnesses are disproportionately represented in the criminal justice system, and probation departments need specialized approaches to addressing the unique needs of this population. Specialty mental health probation (SMHP) has emerged as a promising practice that addresses mental health and criminal justice outcomes. SMHP consists of: (a) reduced caseloads; (b) designated caseloads for people with mental illnesses; (c) a problem-solving supervision approach; (d) ongoing mental health training; (e) enhanced coordination with service providers. Given the complexity of the model and the specialization required of officers (e.g., enhanced interpersonal and problem-solving skills to engage adults with mental illnesses), additional training strategies are needed to ensure that SMHP officers are equipped to supervise this population. Our team developed a model of clinical case consultation that has been implemented in several jurisdictions in North Carolina. In this session, we will provide background information about mental illness among individuals on probation, describe a specialty mental health probation model and its critical components, and define the elements of the clinical case consultation model used to enhance officers' capacity to supervise individuals with mental illnesses.

Specialized Caseloads for People with Mental Illness/Co-occurring Disorders

The latest research supports having specialized caseloads as a best practice/evidence-based intervention for people with mental illness/co-occurring mental illnesses and substance use disorders (MI/COD). The focus of this session is understanding and responding to such research on specialized caseloads. Participants will also learn the types of screening, assessments, and interventions that reduce recidivism through targeting the criminogenic risk and behavioral health needs for people with MI/COD on community supervision. This will be a dynamic and interactive workshop to help increase understanding about specialized caseload work in the participants' own jurisdictions. The presenters will highlight examples from the Bureau of Justice Assistance's Justice and Mental Health Collaboration Program for how this model works in practice and how grant funding can assist with piloting these initiatives in various jurisdictions.

Suicide Prevention: What Works

Everyone is promoting suicide prevention, but does it work? If so, why are suicide rates climbing? What is the best way to address and follow up with people who express suicidal ideation? Regrettably, this is a topic we each may have to address in both our

personal and work lives. In this important workshop the presenters will discuss best practices for suicide prevention and what we can do as lay people to help prevent suicide in our offices, homes, and communities

The Organizationally Intelligent Leader: Upping our Game with EMP Implementation and Justice

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.

Transforming Probation: Developing an Intervention that Advances Racial Equity

In most jurisdictions, probation is the gatekeeper for formal juvenile justice system involvement, and the last best chance to help youth avoid out of home placement. The stakes are raised when we acknowledge that youth of color are given less opportunities for diversion and are overrepresented with respect to violations of probation that result in incarceration. This workshop will describe the Annie E. Casey Foundation's framework for Probation Transformation, prioritizing race equity and emphasizing the focus on youth of color and how it addresses racial and ethnic disparities. These efforts require rethinking normal conventions of probation practice and making youth and family engagement as well as community partnerships a cornerstone of probation practice. While evidence-informed tools and processes are critical, the juvenile justice system should also never lose sight that the most significant factor in motivating people to change is the relationships that are established and leveraged, and in acknowledging this, we must also be candid and honest about efforts to date to meaningfully engage with youth of color and their families and to partner with the communities in which they live. If these efforts are not intentional and explicit about eliminating racial disparities, the juvenile justice system will continue to yield poor outcomes with youth of color. This workshop will explore research that highlights what has proven to be ineffective within traditional approaches to juvenile probation. Finally, specific examples of juvenile probation engagement strategies that seek to address racial/ethnic disparities in conjunction with structured decision-making processes and tools will be explored. Conference attendees will gain a better understanding of the need to be intentional and explicit about efforts to significantly reduce racial/ethnic disparities within juvenile probation if system-wide advances in community supervision are to be furthered and work to the benefit all youth.

Wandering Warriors Perspectives from Indigenous Reentrants

This panel presentation will focus on lived experiences of indigenous reentrants and strategies for reentry programming moving forward. Reentrant panelists will talk about supports and interventions that facilitated their own reentry process as they transitioned from prisons or jails back into their community. The presentation will then turn to ongoing efforts and programs to support tribal and indigenous reentry through education, art, case planning, housing, peer support, and wellness.