



WORKSHOPS

As of April 21, 2022 - **Subject to Change***

**Workshops listed below are proposals received and pending finalization.*

A Restorative Cognitive Behavioral Approach to Pretrial and Caseload Management

This workshop will present the challenges, processes, and skills used for successfully implementing restorative supervision and caseload management strategies. Participants will walk away with insights, understanding, and resources to drive similar strategies in their own jurisdictions. We will highlight how these strategies have been utilized in Nevada DPS Probation & Parole, and the role the ACCI LifeSkills Link program plays in their implementation.

A World View: Laying the Foundation for Behavioral Change Through the Peace Education Program

For any significant behavioral change, a person needs to feel that the change is desirable, possible, and that there are internal supports to make and maintain the change. The reflective nature of the Peace Education Program enkindles personal insight, self-awareness and motivation to focus on one's innate strengths, resources and human capacities. It is presented at a universal, non-religious level. And it complements behavior modification programs by helping to lay this inner foundation for change. While 250,000 people have participated in the program worldwide, it was introduced to probation and parole in 2020. We continue to develop partnerships with departments and institutions who are willing to experience this free program for themselves and/or allow it to be piloted for a group of their clients. The presentation includes video excerpts, anecdotal stories from around the world, a panel discussion and program data from other community sectors.

10 Juvenile Justice Trends You Should Know About – And How to Stay Current

This training draws on national data to describe the intersection of youth and the juvenile justice system. In particular, the training will focus on trends regarding youth in the juvenile justice system, including the latest trends in: violence by and against youth, delinquency cases handled in juvenile court, and youth in residential placement. The training will also examine the changing racial and ethnic composition of the youth population, whether racial and ethnic disparities at various stages of the juvenile justice system have improved, variations in case processing for girls and boys, and characteristics of reoffending by youth born in 2000.

A World View: Laying the Foundation for Behavioral Change through the Peace Education Program

Before any significant behavioral change can be undertaken, a person needs to feel that change is desirable, possible, and support is in place for them to make the change. The reflective nature of the Peace Education Program inspires personal insight, self-awareness and motivation to focus on one's innate strengths, resources and human capacities. It is presented at a universal, inclusive, non-religious level and complements behavior modification programs by helping to lay this inner foundation for change. While 250,000 people have participated in the program worldwide, it was introduced to APPA members in 2020. We continue to develop partnerships with departments and institutions who are interested in experiencing this free program for themselves and/or piloting it for a group of their clients. The presentation includes video excerpts, anecdotal stories from around the world, a panel discussion and program data from other community sectors.

Across Four Corners of Probation and Parole: A Conversation with Survivors of Crime, Individuals with Lived Experience, Prosecutors and Public Defenders.

Last year, over a hundred people and organizations signed on to support the Executives Transforming Probation and Parole (EXiP)'s Statement calling for transformation of probation and parole. The new signatories include survivors of crime, individuals with lived experience, prosecutors and public defenders. This workshop will place the aforementioned groups in conversation and provide an opportunity for each group to share their perspectives on the need to transform the current system of probation and parole. Panelists are uniquely situated to highlight the importance of honoring the voices of all stakeholders in probation and parole reform and will share examples of how system and non-system stakeholders can coalesce to be a catalyst for change.

Advancing Community Supervision Strategies – Technology Is Here to Stay

The field of community supervision has altered dramatically over the past ten to 15 years. With the advent of new technology, many departments are using more and different tools to increase the efficiency and effectiveness of community supervision practices. These tools may include Global Position Systems (GPS), electronic monitoring, mobile devices, mobile reporting (by individuals on supervision), body-worn cameras, reporting kiosks, and increasingly, virtual technology options that have created virtual environments may be here to stay. There have continued to be remarkable changes to internal operations, such as utilizing web-based electronic case management systems to track case level and agency level data and outcomes, developing data dashboards to help staff perform their job duties, conducting virtual reality-based staff training and automating assessment tools. While the underlying principles of supervision remain the same, it is a difficult and confusing process to sort out the pros and cons of all the available choices when adding or upgrading technology. The National Institute of Corrections has developed a microsite containing information and resources for advancing community supervision strategies to assist practitioners with making more informed decisions about what is available, how to use it, and how traditional supervision techniques can and should be combined with new strategies. The site includes descriptions of the identified technology, any available research, any best or promising practices, examples from agencies currently using the technology and their policies, and in some cases, video testimony from officers and those on supervision about their experience with implementation and use.

Advancing Fairness and Transparency: National Guidelines for Post-Conviction Risk and Needs Assessment

The US does not follow a coherent set of guidelines on the development and use of risk and needs assessment and most states and counties have not tested their tools for accuracy and fairness across race, ethnicity, and gender. Many jurisdictions do a poor job at being transparent about what the instrument was designed to do and do not have a clear plan to effectively communicate about the tools and how they are being used to system stakeholders and those directly impacted by their use. With support from the Bureau of Justice Assistance, the CSG Justice Center developed an advisory group of 28 national experts in the field to create a set of 13 specific guidelines and a suite of practical materials that are aimed at different audiences, including criminal justice practitioners and leaders and legislators. This workshop will introduce these materials, explain the 13 guidelines, and discuss a process to implement the guidelines.

Alaska's Dirty Underground: A Corruption Level System Failure

Social Engineering in Alaska has taken a turn and flipped an already flawed system to a level of corruption and access that targets the mentally ill and vulnerable. The corruption level has escalated to a gross neglect and complacency in system functions; and this has become norm. From data collection to services, Native Alaskans are not prioritized or valued. Instead the grimy underground of organized crime have found their way to manipulate the systems and shift the compassion of Alaskans to deteriorate. Alaska Native people are going to jail and taking plea deals to crimes they did not commit. There is a sense here, that this is the way things will stay and so there is no fight in my people. The vulnerability level for Alaska Native is high in an already violent city; the paths to succumb to coercion is high and is preyed upon. I am willing to purpose change at any level but awareness must come first. Corruption is here in our legal, justice and human services departments. The services and federally funded grants used to help, are now tools of injustice and help the unjust stay out of prison while Alaska Natives stay in prisons without services. The data shows this. 7th in the world for import/export our International airport keeps crime high and the violence comes with it. The devastating effects of a dirty underground that is threatening the lives of Native people is ever present. What I can do to help is be this voice of reason and create awareness.

Applying Procedural Justice Principles and Building Trust in Community Supervision Collaboration

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.

Are You Upholding Victims' Rights: Part 2. A Crime Victim's Rights to Be Treated with Respect, Reasonable Protected, and the Right to be Heard.

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 focus specifically on the rights to be treated with fairness and respect, reasonable protected from the accused, and the right to be heard and will help participants 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.

Ask the Judge: Everything You Ever Wanted to Ask a Judge

The proceedings and judgments of the courts have a profound impact on the work of probation and parole officers. It is inevitable that officers will have questions they would like to address to members of the judiciary-- though they may hesitate to do so for various reasons. This workshop provides officers an opportunity to ask a panel of judges for information, insights, and perspectives on issues related to courts and judicial matters. It is intended to provide an open forum for discussion where officers can ask questions they may not feel comfortable addressing to a judge in their own jurisdiction.

Aspiring to Success: Collaboration Is Key for Effective Sex Offender Supervision

Supervision of the sex offender requires specialized case management skills and utilization of the containment model to ensure public safety, in conjunction with treatment and rehabilitation. Who are the key players involved in supervising the sex offender, and what are their roles in this process? This session will dive into the collaboration and containment model utilized by the Court Services and Offender Supervision Agency (CSOSA) to achieve successful outcomes for supervisees in the District of Columbia. If chosen as a virtual workshop, presenters will ensure engagement with participants by sharing the PowerPoint presentation, engaging in dialogue, and using available features such as the chat.

Balancing Public Safety and Public Health: Exploring the Successes of Colorado's COVID-19 Responses in Parole Supervision

In an effort to mitigate the spread of COVID-19, many states developed policies to safely reduce the number of people in custody and on supervision. The Colorado Department of Corrections (CDOC) responded by expanding the eligibility and streamlining releases to low risk/low custody (LRLC) and early discharge from parole. Results show Colorado's success in both reducing population and increasing public safety. Those released as a result of the changes were significantly less likely to receive a new charge, new conviction, or return to prison for a new crime. This workshop will review CDOC's policies and their impacts to demonstrate successful responses that balance the needs of a public health crisis with public safety. Many states have implemented comparable COVID-19 strategies, but few have had the opportunity to assess the results. Through a panel discussion, the workshop will explore ways other agencies can sustain positive changes made during COVID-19.

Beyond Alcohol: Successfully Navigating the New Landscape of Impaired Driving

Every year a million drivers in this country are arrested for impaired driving. In 2016, 43% of fatally injured drivers in impaired driving crashes with known test results were positive for a combination of drugs and alcohol. Studies show that as many as 40% of individuals arrested for driving under the influence of alcohol may have several illegal drugs in their system that go undetected. With the rapid expansion of state legalization of recreational/medical marijuana, coupled with research demonstrating the prevalence of polysubstance use with the DWI population, treatment courts need to re-examine how to best manage and promote accountability of impaired drivers. How does a treatment court successfully apply the lessons of behavioral science to change the behaviors of repeat impaired drivers? This session will establish the need for evidence-based options for early identification of the serious offender, determination of effective treatment plans, and the utilization of interventions that offer objective and accurate information for measuring the progress of individuals on their road to recovery.

Bringing the Community Back Into Corrections

In the mid-1990's, the Vermont Department of Corrections (VTDOC) did something unusual: we hired a market research firm to find out what Vermonters wanted from us. And we listened. In response to public feedback, we began building statewide capacity for citizen participation in the supervision process. Vermont now has a comprehensive network of Community Justice Centers funded through grants from VTDOC. These Centers recruit and train local volunteers to use restorative practices across the full range of our correctional services, including reentry through Circles of Support and Accountability (COSA). This interactive session will share the history of how we developed Community Justice Centers, their present scope of work, and visions for their future, as VTDOC continues to expand the ways that we directly involve the community. We will highlight lessons learned and share the empirical data derived from these transformational practices, with an emphasis on concrete steps for implementation.

Bureau of Justice Statistics Presents: Updates on Community Corrections Data Collection Efforts

The Bureau of Justice Statistics (BJS) will provide updates on their community corrections data collections. BJS will present information from recently released community corrections reports, including Probation and Parole in the United States, 2020. This report presents statistics on adults under community supervision, including trends in the size and characteristics of the overall community supervision population, and statistical trends related to those populations. Presenters will also discuss future changes to the annual probation and parole collection. Additionally, presenters will also describe findings from the COVID-19 supplement from the reference year 2020 survey, including changes in probation and parole populations and to agency procedures and practices due to COVID. Finally, presenters will demonstrate the enhanced Corrections Statistical Analysis Tool (CSAT) – Prisoners. The dashboard replaces and enhances the core functionality of the previous data tool, and for the first time includes data from the National Corrections Reporting Program (NCRP), which allows for more in-depth, state-level analysis of data on persons in state prison by age, sex, race/ethnicity, offense, sentence length, time served in prison, and admission and release types. Through the dashboard, users can select pre-formatted frequently requested charts or generate custom statistics, figures, and maps on prison admissions, prison releases, and year-end prison populations between 1978 and 2019.

California's Enhanced Supervision of Offenders using GPS

The California Department of Corrections and Rehabilitation (CDCR), Division of Adult Parole Operations (DAPO), Electronic Monitoring Unit (EMU) will discuss best practices on supervising multiple levels of offenders with Global Positioning System (GPS) in the state of California. Topics will include how GPS supervision is utilized to reduce violent criminal behavior by parolees, improves detection of violations of parole conditions, patterns of risky behavior, increase parolee compliance with conditions of parole, helps to identify or eliminate parolees as suspects in new crimes, through sharing GPS information with law enforcement agencies which develops stronger relationships with local law enforcement agencies and assists with public safety.

Calling Officers into Meaningful Conversations Regarding Bias

Regarding wellness, morale, engagement, recruitment, retention, and conflict resolution, is your agency where you would like? When receiving training regarding bias, stereotyping, or inclusivity, do you sense your people feel nervous, defensive, or cynical? This workshop will empower you to return to your agency and begin meaningful conversations where people feel increasingly seen, heard, and included. You can begin to foster a culture where every member feels a deep sense of belonging and is inspired to live and work in an increasingly resilient and inclusive manner.

Case Planning for Substance Abuse Caseloads: How Understanding the Recovery Process Can Improve Outcomes.

While substance abuse treatment is the starting point, recovery is where the real work begins. However, the work of recovery is often minimized or worse yet, ignored, to the detriment of the client. A better understanding of what we are asking the client to do is vital to forming a realistic case plan. This workshop addresses why meaningful change is often so difficult. The presentation includes a neurological component on how addiction affects brain function. It then identifies and explores the recovery process, including social and cultural elements, and the relapse process. Recovery itself can be a traumatic experience which often leads to a return to an addiction lifestyle, therefore connecting people to a strong recovery community becomes paramount to success. Gleaned from over 3,000 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.

CBD, Delta 8 and the Hemp Derivatives Impact on the Courtsting

The removal of hemp from the Control Substances Act (CSA) due to the passage of the Agriculture Improvement Act more commonly known as the 2018 Farm Bill, has led to the propagation of CBD and other hemp derivatives such as Delta 8. These products are now widely available to consumers through a variety of channels such as convenience stores, tobacco stores, pharmacies, and the internet. CBD is available across the country and although the Farm Bill did not legalize the production of psychoactive material derived from the hemp plant, the Delta 8 extraction continues to be available and unregulated in many states. The courts, roadside law enforcement and workplace testing are now encountering a confused and ever-changing testing environment and outcomes. Citizens who believed that they were using legal products are testing positive for illegal Delta 9 THC which is impacting them legally. A "CBD Oracle Lab Study shows some Delta-8 products are 7700% over the legal Delta-9 THC limit which still remains illegal under the CSA." Lab tests done on CBD products, by Ellipse Analytics, found more than half of the 200 products tested were inaccurately labeled and lab results showed that a quarter of them -- more than 50 products -- falsely claimed they were "THC-free. Compounding this challenge is the fact that hemp and marijuana smell and look the same. How should labs test for THC? Should the requesting entity request specificity with respect to hemp derivatives? This and more will be discussed

Collaborating to Re-Entry Success

People who are justice-involved and/or re-entering society often have multiple barriers. Many have not completed their high school education, have limited work experience, or have not developed the skills necessary to thrive in the workplace. The Maricopa County Adult Probation adult education centers help people earn their high school equivalency diploma, connect with college and careers, and receive industry recognized workplace credentials. We have found success by partnering with community and government organizations to connect people with needed services to help them be self-sufficient. When people who are on probation or parole have meaningful and sustainable work, they can pay their fines and fees and more successfully re-enter society. Increased education and ability to attain a job with a livable wage allows people provide for themselves and their families. This workshop reviews challenges faced by justice-involved individuals, ideas to overcome these challenges, and specific collaboration examples.

Collaborative Strategies in Transitional Housing

Housing barriers are common for justice-involved individuals returning to society. It is critical from a foundational perspective to establish housing resources that provide the best opportunities for successful outcomes, which may reduce overall recidivism. This requires strategic planning and networking with key stakeholders to develop meaningful housing partnerships. This workshop will examine challenges associated with housing and provide information relative to building housing opportunities and fostering relationships with housing providers and community partners.

Complex Care: A Vermont Corrections Pilot Project

A Vermont Probation and Parole Office's pilot project with supervised individuals who have problematic supervision histories, high recidivism rates and complex dual diagnoses. The corrections team addresses criminogenic needs while community partners address health needs. Health needs are addressed by the Department of Vermont Health Access (DVHA) program called Vermont Chronic Care Initiative (VCCI). Plans to implement Forensic Assertive Community Treatment (FACT) are in development. Additional clinical interventions to address the common theme of trauma will be considered like Eye Movement Desensitization and Reprocessing (EMDR), Intensive Outpatient treatment (IOP), and Dialectical Behavior Therapy (DBT). Additionally, to support the corrections team, the pilot includes clinical coaching for officers like DBT therapist reflecting teams. This pilot aims at addressing individuals' immediate needs and barriers that supersede compliance to stabilize their dual diagnosis and promote appropriate treatment. The goal is to balance stabilization and compliance to keep individuals in the community.

Creating, Supporting and Managing Positive Growth Opportunities for Justice Involved Youth

Maricopa County Juvenile Probation has partnered with the Arizona State University Center for Games and Impact/ Life Labs Studios, to advance meaningful opportunities of learning and growth through an innovative, dynamic and mobile platform (Journey.do). Participants will learn how the department is using the interactive Journey.do growth platform with justice involved youth to give youth a voice, identify areas of struggle, support case management and promote positive change toward recidivism reduction. This work is aligned with the national movement focused on positive youth development and outcomes. Youth learning activities take a re-occurring Connect-Grow-Apply-Inspire cycle that can be used to target dynamic criminogenic factors such as impulse control; substance use; anti-social peers; family relationships and others. The growth process supports the importance of creating social relevance through peer stories, targeted content and learning challenges with controlled and positive reinforcement. In addition, participants will learn how the platform supports professional development and organizational change toward the Positive Youth Development framework. Staff or organization learning and growth opportunities include such areas as: being a positive change agent; trauma informed care; strength-based communication; and understanding substance abuse. Operating within a mobile platform, the Journey.do application can be used by youth and staff in a secure care setting as well as in the field.

Criminal Thinking: Why They Do What They Do

Are criminal offenders aware of their criminal thinking patterns? If they are taught to become aware of this high risk thinking, would it change their criminal behavior? We will explore Criminal Thinking processes in criminal offenders, based on a research study by Yochelson and Samenow that holds criminal thinking patterns develop along a continuum and can lead to criminal behavior. By teaching offenders to become aware of their thoughts that lead to trouble, they learn to catch errors in thinking before they act. The discovery of this information is important as research confirms that when offenders participate in cognitive based programs that address criminal thinking patterns, the result is reduction in misconduct while incarcerated and in re-offending upon release.

Culture is King: Advancing Authentic Change in the Real World of the Criminal Justice System

The criminal justice system is enmeshed in a grueling era of change. Staff in institutional and community supervision agencies are coping with multiple and sometimes competing initiatives. We see parallel changes law enforcement, courts, and law around us. We are implementing evidence-based practices and programs and innovating to get better results. However, along the way, we confront the arduous and sometimes unforgiving elements of the real world that inhibit our ability to get measurable lasting change. This presentation will focus on the primary drivers for change failure. The presenter will elucidate the commanding impact that organizational culture has on our change efforts and argue for a more organizationally intelligent approach to change. Blunt, honest, and often funny, the presenter will illuminate a spirited suite of new change models given our era of reform. If you fail to diagnose and fully understand organizational culture, you will become its victim.

Decision Points: Thinking Instead of Drinking! A Look at Decision Points: Driving Under the Influence

This workshop will provide an overview of Decision Points - DUI, a cognitive program for individuals with a history of impaired driving, including those involved in the criminal justice system, to achieve and maintain abstinence. It is not intended to replace alcohol/substance abuse treatment, but rather to address the criminogenic needs which may lead an individual to drink and drive. It also addresses resisting the temptation to drive with a suspended license. The program accommodates an open-entry/open-exit format, maximizing program utility and effect. Decision Points - DUI can be delivered as a short-term intervention or a longer duration program based on participants' needs. This workshop focuses on the program's content and how the skills taught can be supported by an array of professionals working with impaired drivers. Program authors and representatives from New York State Division of Criminal Justice Services - Office of Probation and Correctional Alternatives from the state and local level will share their experiences delivering the program.

De-Coding Motivation: How to Tap into Intrinsic Motivation, Support Autonomy, and Develop Purpose

Research in the field of motivation displays that intrinsically motivated behavior is associated with enhanced creativity, improved problem solving, and a richer experience, among other benefits. Taking this into consideration, why is it that most workplaces and many other domains continue to utilize external motivators to drive behavior? This workshop will enhance participants' understanding of intrinsic motivation and how to build/foster it in others, whether that be staff or probation/parole clients, by clearly distinguishing between intrinsic and extrinsic motivation, providing evidence-based and real-life examples, clear action steps, and focusing on the importance of promoting autonomy. The goal is to go beyond gaining compliance, instead building an alliance with staff and clients. Furthermore, the workshop will explore how to develop/reignite work-related purpose in self and others through introspective exercises.

Departmental and Societal Benefits of Effective Probation Supervisors

Probation officers are given difficult and what some may define as impossible tasks every day. To ease the daily pressures a probation officer endures, supervisors need to offer them support, guidance, and encouragement. Supervisors within probation departments play a much larger role in supporting and developing probation officers than they may realize. An effective supervisor can affect staff retention and job satisfaction, which ultimately helps with the stability of a person under supervision by reducing recidivism which keeps communities safer. This workshop will reveal what research says about effective supervisor training programs, provide a recommended outline for probation supervisor training, discuss what the research shows on how effective probation supervisors aide their departments and society, and define some considerations for executive management when hiring entry level supervisors.

Developing Inclusive Cognitive Behavioral Interventions: A Real-World Example in Corrections

Evidence has consistently shown correctional interventions that are grounded in cognitive, behavioral, and social learning approaches are effective for reducing individual's risk for recidivism; however, at a time of reform and change, corrections professionals continue to look for guidance on how to strengthen their cultural competencies and build practices of inclusion into their services - all while maintaining Fidelity. Therefore, it is not surprising that the field of corrections too faces this "Fidelity-Adaptation Dilemma." This session aims to present a starting point for adapting CBI interventions and how to facilitate services in a responsive manner. Specifically, staff will build upon their capability to appreciate differing perspectives, and learn skills to address specific responsivity during interventions. Multiple discussion opportunities will also be provided throughout the session to discuss next steps for correctional innovation.

Did you say what they heard? Informed Communication Styles for Effective Case Work

Knowing how to communicate is just as important as knowing what to communicate. There are countless diagnostic and assessment tools used in casework that identify strengths needs and responsivity. Consequently, there is an abundance of well-defined reports that identify what information needs to be communicated to our clients. However, there is an amazing lack of insight or guidance on how that information is best presented shared or communicated. In this workshop students will be taught elements of Evident Change's CAIS assessment which identifies and teaches clinicians communication strategies tailored to the client's individual communication style. Through scripted and free style roleplaying, during the workshop, students will discover that there is often more value, in terms of client success, in how you communicate than what you say. Additionally, students will demonstrate to each other how leveraging a specific communication style improves casework results

Do Not Call Me Sweetie: Female Officers Supervising a Male Sex Offender Caseload

This workshop will provide an inside look at female probation officers supervising an Intensive Probation Supervision (IPS) Sex Offender caseload in Maricopa County, Arizona. The presentation will focus on the way female officers supervise this type of caseload and what it entails. Participants will learn about obstacles female officers encounter during sex offender supervision that involve our ethnicity, age and gender. We will discuss how these obstacles can limit our ability to enforce the terms and conditions of probation and strategies used to counter them. We will discuss our personal experiences as female officers supervising male sex offenders and detail how we utilize knowledge of the sex offender offense cycle and sex offender treatment to supervise male sex offenders. In addition, we will discuss power/control issues faced while supervising this population and the mistaken beliefs about women and female officers that male sex offenders believe to be true. Participants will take a closer look at what is found during searches of electronic devices and residences and how discovery of contraband can affect female officers. Further, we will share the barriers that still need to be overcome due to continued mistaken beliefs and disrespect of female officers in a profession primarily dominated by males; to include positive steps that can be taken moving forward to support women in law enforcement. We will also discuss how supervising the sex offender population affects a female officer's personal life and the coping skills that can be put in place to be able to overcome the stress of this caseload. Specific cases will be introduced to show the effects on female officers.

Do You Really Know the Clients You Serve? Learning and Overcoming your Unconscious Biases.

Let's face it, working with people is not always easy. It can be frustrating and downright exhausting if you are honest with yourself. When you look back on those times of frustration, you will realize that our own core beliefs often got in the way. This workshop is for justice systems professionals and community partners to help people identify their unconscious biases and how they get in our way of building those relationships with the people we serve. This workshop has activities to challenge yourself to replace those old, preconceived thoughts and feelings, thereby creating new habits to serve your clients more effectively. By sharing her own experiences, Michelle creates a fun and safe space to recognize your personal biases and teaches you steps to overcome them. You will leave this training feeling empowered to make the personal changes needed to be the best version of yourself to serve others.

Don't go Chasing Waterfalls: Rethinking Implementation Through a Cascading Model of Support

Supervisors, do you ever find yourself answering the same questions over and over again? Do you ever find you have some staff who ask so many questions you just end up doing the work yourself? Do you feel like a "super officer" rather than an orchestrator? If you have answered "yes" to any of these questions, then this workshop is for you! In this highly interactive (and not infomercial-like) session, you will see how probation and parole supervisors can be supported in ways that allow you to be just that: a supervisor, rather than a super-doer of all the things.

Effective Communication with Deaf Persons Using Sign Language in Probation and Parole

Americans with Disabilities Act Title II provides for deaf people's access to Probation and Parole programs. ADA Title IV provides for telecommunication relay services and resource for deaf people. Workshop will focus on effective communication with deaf persons using Sign Language.

Emerging Technologies that Will Change Community Supervision

A practitioners' perspective on how and why an agency would wish to assimilate emerging technologies like Virtual Reality Training and Speech-to-Text Technology to enhance Community Supervision and facilitate Evidence Based Practice Initiatives.

Empowered Women, Empower Women Tool box: What tools do you need to develop women Leaders, Peers and Justice Involved Individuals

A lively, fun and authentic look at the needs of women in the justice system. Together we are going to build a tool box with the tools women need for success! This applies to staff, clients and peer support specialists. Whether you are wanting to develop more women leaders on your team or add to your gender responsive practices with clients, this workshop will leave you refreshed, encouraged and ready to put the tools to work.

Engaging Clients for Success from Prison to Community

This workshop is designed to provide an overview of Los Angeles County's AB 109 Supervision Model, key components, strategic plan, and discussion of best practices. The course will empower Post Release Services with law enforcement agencies for connectivity, quality deliverables, and increased networking with APPA Members. The workshop will cover in detail the philosophy that has made LA Probation a benchmark across the state. It will showcase organizational infrastructure with releases from California State Prisons to community. The value of collaborations with stakeholders remains vital. The workshop will show participants the importance of client engagement with their Supervision officers in healthy professional relationships to drive motivation and success.

Facilitating Behavior Change with Persons under Community Supervision

NIC is encouraged by the steady adoption and implementation of Core Correctional Practices by community supervision agencies across the country. However, in order for staff to effectively use Core Correctional Practices, they must not only learn how to use the skills, but also know when to use them and why the skills can be effective. With the proper training and support, staff utilizing Core Correctional Practices have the potential to invoke positive change with persons under supervision that can lead to the reduction in the number of people on community supervision while maintaining public safety. The National Institute of Corrections recognized the need to develop a public, low cost, professional development training opportunity for community supervision agencies that supports the use of core correctional practices. NIC, in conjunction with the Crime and Justice Institute developed a blended training curriculum; drawing upon the knowledge of the CJI curriculum developers, experience in delivering core correctional practices training in a variety of settings, and deep understanding of the principles of effective intervention, the project team developed a blended training that draws on the latest research on cognitive interaction skills, implementation science, and guided skill practice to facilitate knowledge transfer to front-line community supervision staff, as well as those in supervisory and coaching positions. NIC recognizes there are barriers that community supervision agencies face accessing in-person training that have only been heightened during the outbreak of COVID-19, so NIC worked with CJI to convert the in-person training components of the Facilitating Behavior Change curriculum in order to have a fully virtual version of the training also available to the field. In order to support the fidelity and sustainability of the training, a Training for Trainers curriculum was also developed for the virtual curriculum to allow community supervision agencies to build in-house training capacity. NIC and CJI will provide an overview of the blended and virtual curriculum as well as the Training for Trainers curriculum. Finally, NIC will share the roll out plan for these training opportunities.

Financial Fitness: How You As A Community Corrections Professional Can Become A Millionaire

As a current federal probation officer, certified financial coach, and now millionaire I will teach you a proven 7-step plan to help you get out of debt, live on less than you earn, build wealth, and become outrageously generous.

Five Pitfalls to Avoid when Implementing an Electronic Monitoring Program

Is your electronic monitoring (EM) program all that you want it to be? Are you able to list your program's goals? Does your agency have policies in place for your EM program? Are you effectively using the data collected by your EM Devices? Do you regularly review and adjust your program? We talked to agencies around the country and have identified the five most common pitfalls for EM programs. Each of these pitfalls carries their own level of risk to your program. Please join us in this interactive session as we share our insights and the steps your agency can take to ensure a more successful program.

From Fight or Flight to Calm and Relaxed: Mind-Body Skills for Community Corrections

Chronic stress, vicarious trauma, critical incidents – people who work in the field of community corrections face a barrage of threats to their wellbeing. The upheaval caused by the pandemic, exposure to community crises, and struggles in our personal lives have added to the ongoing stressors of a demanding career. How can we care for ourselves in the face of all these ordeals? In this interactive workshop, you will practice a selection of mind-body skills that will help to ease the body's fight-or-flight and chronic stress responses and regain a sense of calm, relaxation, and even joy. We use the community resilience model developed by the Center for Mind-Body Medicine. Our goal is to provide you with some easy-to-use mindfulness tools to add to your toolbox, and our hope is that you can experience more balance and satisfaction in the many facets of your life.

Fun and Games: The Road to Change

So, the pandemic happened. This, of course, brought many changes to the way we operate as professionals in community corrections. 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 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 session 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 group facilitation skills or even when working one-on-one with clients.

Garbage in, Garbage out: A Probation Data Love Story

This workshop will educate participants on the approach taken by the Alameda County Probation Department (ACPD) since 2018 to improve data quality, use data to inform evidence-based practices, and disseminate data to increase transparency with justice partners as well as the public. The ACPD experience highlights the fact that data not to be feared. In fact, it is integral to community corrections and with the right organizational investments its quality can be improved. In addition, data system upgrades can improve the utilization of data to drive decision-making within probation organizations and criminal justice system partners and can open the door for increased funding opportunities and staff positions. Furthermore, establishing a robust system for disseminating data both internally and externally can lead to agency improvements such as the reduction of racial and ethnic disparities, and can foster public trust.

Gendered Parole in Canada: Making a Difference

The female federal offender population has significantly grown compared to the overall federal offender population. This increase is not limited to Canada; it follows an unfortunate global trend. To address the challenges presented by this ever-increasing population, the Parole Board of Canada (PBC) is making a difference and has implemented gender-responsive and trauma informed approaches for parole hearings and decision-making to better prepare incarcerated women for release. This session will discuss the process undertaken by the PBC at hearings and in the parole process. The session will also present current initiatives which include increased preparation for incarcerated women, enhanced Board member training, modification of hearing practices to foster a safe environment, gender- and culturally-responsive decision-making, and collaborative community partnerships that serve to improve the results for their release. Please join us to learn about how the PBC is making a difference in the successful rehabilitation of women offenders in Canada.

Gendermatters In Community Supervision: An In-Depth Look At The Women's Risk Needs Assessment (WRNA)

The National Institute of Corrections (NIC) is committed to promoting evidence-based, gender-responsive correctional policies and practices. In that vein, NIC is partnering with the Utah Criminal Justice Center to deliver training on the Women's Risk Needs Assessment (WRNA), which is one of the only validated, peer-reviewed risk/need/strength assessment instruments specifically designed to predict women's justice-involvement. This workshop will discuss the development of the WRNA and the ways in which it assists community corrections agencies to improve outcomes for women; highlight the various gender-neutral and gender-responsive scales incorporated within the tool; identify research efforts investigating the utility of the instrument in various settings (i.e., mental health courts, probation/parole supervision, non-profit service delivery); and emphasize the challenges that emerge before, during, and after adoption. Learning opportunities will be provided to discuss how to begin pursuing gender-responsive supervision and treatment strategies, as well as how to sustain the efforts long-term.

Generation Y....Y Should We Treat You Differently? Overview and results from the Justice Involved Young Adult Pilot.

Ohio Department of Rehabilitation and Correction engaged in a strategy to adapt parole/probation supervision to the meet the needs of justice involved young adults (JIYA). The strategy involved relaxing policy driven contact standards in favor of adapting to the needs of the young adult. Officers were trained in risk-needs-responsivity and in particular the needs of adults between the ages of 18 and 24. The pilot included a randomized control trial with support from New York University Marron Institute. The four-year study recently concluded with many positive findings. This session will review the specialized pilot design in contrast to standard supervision and will present the findings.

Get Me Home: Facility and Community Corrections Working Together to Address Youth Length of Stay

The Length of Stay Policy Academy's goal is to support jurisdictions to identify and address key factors contributing to the length of stay for youth committed to post-adjudication placements. One area often overlooked is the role of community corrections, whose involvement usually ends upon a youth's commitment and begins again when youth return. In between, the work that goes on in facilities is often unknown. Yet there are ways that community corrections can assist in a youth's success and reduce their length of stay. Panelists from two jurisdictions will share how stakeholder collaboration, particularly from community corrections, helped address length of stay and supported their system reform efforts. The session will begin with an overview of the goals of the LOS Policy Academy and the research findings about length of stay and risk reduction.

Giftedness as Transformational Mentoring Tool

This workshop presents a practical and effective methodology that is transformational in that it leads individuals to an understanding of how they have been gifted and how to find their unique purpose in exercising that gift.

Grant Writing 101: Nothing is Impossible!

Are there programs or innovations you'd like to implement but can't afford? Are there things your clients need that you can't provide? Do you want to help your agency find and pursue funding but have little to no experience with this? This workshop will teach you the basic skills needed to write successful grant proposals and to find funding opportunities, of any size. We'll share the tips we use, look at examples of both successful proposals and proposals that would be unlikely to be funded, and examine the elements that set these apart. You'll leave this session ready to pursue the funding for your idea, big or small. Remember—NOTHING is impossible!

Hidden Trauma and Healing Throughout Corrections

Hidden Trauma training explores the commonalities and traits of unconscious ways of being due to the detrimental practice. It provide healing methods for both clients and professionals in corrections. Silencing is defined as a societal process that forces individuals to reject emotions and devalue beliefs. Many become emotionally and cognitively isolated. Healing often avoided while suffering is ongoing. Hidden Trauma training provide insight by allowing individuals to replace coping mechanism with genuine healing processes.

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!

How to be a Coach: Ingredients for Effective Observations and Coaching

It is no secret the important role that community corrections professionals play in the success of persons in the justice system. Likewise, fostering a culture that supports behavior change in corrections organizations' can be challenging. There are a number of considerations agencies must take into account as they help to build staff's confidence and capacity using EBPs, including who will be tasked with supporting such practices. This session aims to promote the professional development of staff who also play a coaching role. Specifically, participants will examine ways to strengthen the quality of coaching and discuss the importance of observation, modeling, mentoring, and regular feedback in their roles as a coach. Several strategies to help others build skills will be also discussed and practiced.

Hustle and Motivate

This workshop is designed to give pure motivation! It is an intense and raw reality check that we, as professionals in our field, should never settle for less or be discouraged to excel. 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!

I Can't Unsee the Disparity: Next Steps with Pretrial Assessments

Assessments conducted in the criminal legal system face many criticisms, including that tool developers use biased data when constructing tools. As a result, this perpetuates biases and disparate outcomes for People of Color, gay and transgender individuals, and individuals with disabilities. While research shows actuarial tools make more systematic and less disparate decisions compared to discretionary decision-making alone, there is still a need reconsider how agencies develop tools, and rely on a diversity, equity, and inclusion (DEI) lens. In this workshop, presenters will discuss what it means to take a DEI lens in pretrial assessment and offer questions other decision-makers should ask about these tools, discuss the new data needs to build a tool with this lens, and unpack lessons about staff concerns and the training needed to take a thoughtful and safe approach to implementation.

Implementing a Gender Responsive Practice Model: Focus on What Matters Most

As the number of women incarcerated in the United States has skyrocketed in the last four decades, programs are under more and more pressure to apply evidence-based models that address the unique needs of women. Despite the best intentions, not all practices and programs have the same impact, and there remains a gap between what research knows works and program outcomes for women. Understanding which services are providing the highest impact and return on investment can be a challenge, however a practice model is a tool to balance innovation with science to increase the impact programs and services for women and communities. The purpose of this session is to provide programs working with women a framework for the intentional design and implementation of gender responsive strategies. Participants will engage with a framework based on research driven practices and explore how to align, strengthen, and measure program activities with gender responsive best practices.

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.

Improving Post-Conviction Victim Services Through Training & Collaboration

The Texas Board of Pardons & Paroles created the Victim Liaison Program in 2017 to improve services provided to survivors post-conviction. The program's director will be discussing a variety of topics such as training for prosecutors and Parole Board members, and ways to improve a victim's experience with the criminal justice system.

Improving the Supervision of Offenders with Serious Mental Illnesses: Tips, Tricks and Tools for Probation and Parole Officers

Individuals with serious mental illnesses on probation and parole have complex needs, elevated criminogenic risks, and present many challenges to the probation and parole officers who supervise them. In collaboration with the School of Social Work at the University of North Carolina at Chapel Hill, the North Carolina Department of Public Safety has innovated special programs and initiatives to equip probation and parole officers with the skills and tools needed to optimize criminal justice and mental health outcomes for people under supervision with mental illnesses. In this interactive workshop, participants will learn about these programs and initiatives and gain hands-on experience with: our mental health training modules for officers; our brief assessments of mental health and social determinants of health; our decision tools and worksheets; our strategies used to facilitate consultation between mental health professionals and officers; and our lessons learned regarding the implementation and evaluation of specialty mental health probation.

Improving Youth and Family Engagement

This workshop will tap into polices focused on Citizen and Volunteer Involvement and how it can help improve youth and family engagement with the population that is being served by this agency. There are going to be key tools provided throughout this presentation to help promote growth and allow you to provide a strong foundation for youth and families in need

In a Whole New Way: Film as a Vehicle for Probation Reform

The probation documentary "In a Whole New Way" will be screened. The half-hour film has been featured at over a hundred thirty festivals around the world, amassing over forty awards to date; and has been embraced by the probation industry (ICCA), legislators, and justice officials. "In a Whole New Way" tells of an effort to return American probation to its rehabilitative roots by some people of color - equipped only with cameras. A discussion of the film will follow, centering on the issues raised (including best probation practices) and how the documentary can be leveraged for probation reform.

Intake: The Foundation for Success

An interactive presentation describing a seamless Probation and Parole intake process from Courts or Institutions to Community Supervision. This workshop will discuss the phases of intake and technology to overcome common challenges associated with conducting intakes. It will also provide information regarding ideal characteristics for intake officers and the compliance items correlated to successful intakes, including outlining the standards of supervision, timely referrals, initial drug screens, and initial contact.

Intersection of Addictions, Race, and Criminal Justice

The continuing fight for racial equity and social justice has increased focus on racial inequities in the criminal justice system and prompted discussion about the relationship between criminal justice and addiction treatment. Mandating individuals to treatment has led to dependency between the treatment and the criminal justice systems. Has this relationship caused disparate negative impacts on Black, Indigenous and people of color (BIPOC)? Has it contributed to trauma and victimization of BIPOC populations with substance use disorders? This workshop will explore the intersection of criminal justice, addiction treatment, and race.

It's a Whole New Ball Game: Motivational Interviewing for Justice Involved Individuals/Intensive Practice Session

Ohio Parole developed an innovative approach to Motivational Interviewing training that enhances officer success in the management of justice involved individuals. Developed specifically for Criminal Justice professionals, this interactive event involves intensive practice. Participants will receive brief periods of instruction followed by opportunities to work with a coach on responding to realistic statements as made by justice involved individuals. Throughout the training a coach will work with participants to build competency at applying Open Questions, Affirmation, Reflection and Summaries (OARS) in the spirit of MI. A trainer will play the role of a justice involved individual to simulate real world practice. Participants receive real time feedback as they engage by responding to realistic statements. Ohio Parole Officers who have successfully completed these events have described it as an engaging and energetic training in a comfortable atmosphere loaded with opportunities to participate. Exercises approximate batting practices. Participants leave energized and equipped with new strategies for behavior change.

It's a Whole New Ball Game: Motivational Interviewing Training that Works for Criminal Justice Professionals.

What if staff are not motivated to learn motivational interviewing? This session will review Ohio Parole's innovative Motivational Interviewing training track. This workshop will review how to increase Officer competency through skill building exercises, which approximate batting practices. The training events have three trainers with district roles: 1. Lead Trainer, who communicates microbursts of material, 2. Coach, who works with participants to build skills providing real time feedback and 3. Justice Involved Individual, a trainer who plays the role of a client and provides the client perspective. Ohio Parole/Probation Officers who have successfully completed these events have described it as an engaging and energetic training in a comfortable atmosphere loaded with opportunities to participate. Officers are energized with a new perspective on behavior change. This workshop is recommended for policy makers, supervisors and trainers who want to create or improve on current Motivational Interviewing trainings for Criminal Justice professionals.

It's All Connected: Advancing Behavior Change by Blending Community Supervision Tools Introduced Through JRI

Through the Justice Reinvestment Initiative (JRI), many community supervision agencies have created or enhanced a similar set of evidence-based tools for supervision officers. These tools are meant to complement each other and be applied holistically. However, community supervision officers are often not given enough guidance to apply the tools in this way. Applying these strategies separately can result in a disconnect and decrease the intended impact on recidivism. This workshop will be centered around an interactive practice activity to help participants see how the community supervision tools often implemented through JRI should work together to help community supervision officers shift to seeing themselves as coaches of behavior change rather than simply monitors of compliance. Participants will leave this session with the tools to create a plan to implement a similar structure in their office.

It's Beyond Important, It's Survival: Essential Justice Work with Native Women

The push to implement gender responsive policies and practices with justice-involved women and girls has led to improved outcomes with this historically neglected population. At the same time, efforts to confront the ways in which Indigenous communities have been harmed by criminal justice system practices have led to impactful, Indigenous-centered initiatives. Unfortunately, Native women have remained largely invisible in these efforts. Native American women are incarcerated six times the rate of white women, have different experiences than Native men, and are disproportionately impacted by various criminal justice system practices. This workshop elevates the narratives and perspectives of Native women and explores essential community supervision practices. It centers the realities and resilience of Native women, and their critically important perspectives on justice. Designed for criminal justice and behavioral health supervisors and staff, this workshop will provide concrete steps that can be taken to improve policies, practices and outcomes with Native women.

It's More Than a Butt in the Seat! Assessing Progress & Completion

Ever wonder what the person sitting across from you is actually learning? Are they learning new new tools, developing new skills, or practicing how to identify high risk situations? Research has demonstrated that individuals who can anticipate, recognize, and avoid or manage high risk situations are less likely to recidivate. Research has also demonstrated that completion criteria based on acquiring prosocial behaviors and ways of thinking is a valuable strategy to determine who is actually learning and what they are actually learning. This workshop will review the evidence in support of measuring progress and focus on strategies for assessing progress and completion criteria. Participants will have opportunities to discuss how these strategies currently fit into daily practice as well as consider how they could enhance their current measures of progress.

Justice Reinvestment Initiative: Leveraging Behavioral Health Collaborations to Promote Supervision Success

The Justice Reinvestment Initiative is a data-driven approach to help states address their unique criminal justice questions using data analysis, stakeholder engagement, and collaboration across government and community. Through principal funding from the U.S. Department of Justice's Bureau of Justice Assistance (BJA), over the past 15 years, the Council of State Governments (CSG) Justice Center has helped 33 states accomplish a range of goals, including controlling corrections spending and reinvesting in strategies to increase public safety. Despite recent decreases in overall populations, state prison admissions across the country are still primarily driven by revocations from probation or parole. States that are focusing justice policy reform on supporting effective supervision collaborations with behavioral health providers are seeing reductions in recidivism and improved supervision outcomes overall. This workshop highlights how two states – Missouri and Wyoming – used a Justice Reinvestment Initiative approach to build the policy, practice, and partnership infrastructure necessary to improve success for people on supervision.

Leading By Example

Leading By Example is a workshop that provides awareness on mental health, mental disorders, substance abuse and community resources. When working with persons that may be in a mental health crisis or previous history of mental illness/substance abuse one needs to know the signs, proper language and resources available. This workshop will address self-care.

Less Is More: A Legislative Pathway to Parole Reform

Last year, the Governor of New York state signed the Less Is More Act into law, a bill that drastically transforms parole within the state. The Less Is More act significantly limits incarceration for technical violations, and also includes provisions such as earned time credits, ending automatic detention for technical violations, and establishing the right to counsel in revocation proceedings. The bill was designed and supported by a broad coalition that included people with lived experience, community groups, service providers, county elected officials, and public safety experts. Participants in this workshop will be given the opportunity to hear from stakeholders that were integral to this legislative success. Panelists will discuss the bill in its design, advocacy and its current implementation.

Leveraging Innovative Technology to Improve Supervision and Reduce Recidivism

Join a panel discussion with the Idaho Department of Corrections (IDOC) and the North Dakota Department of Corrections and Rehabilitation (NDDOCR), moderated by the Bureau of Justice Assistance (BJA), as they discuss the use of innovative, data-driven technology to help manage caseloads. These projects are supported by BJA's site-based Justice Reinvestment Initiative, which aims to address crime and public safety issues by improving justice system performance. IDOC and NDDOCR utilized curated agency-specific data platforms and dashboards to help manage their caseloads. Designed to support line staff, supervisors, and cross-system stakeholders, these automated dashboards display key metrics, identify patterns, and spot trends that in the past could only be done manually. When fully implemented, the new capacity for analysis provides critical information in real-time at all levels, allowing officers to identify and focus their efforts where necessary.

Leveraging Technology for Effective Supervision

Leveraging technology is one way supervision agencies across the world can ensure fidelity to evidence-based practices while improving their reputation, service and supervisee outcomes. This workshop will explore the technology-driven supervision model used by the Georgia Department of Community Supervision (DCS), including its supporting technological tools, the challenges faced during its build-up, and how DCS plans to use future technologies to support a more effective, streamlined judicial system in Georgia. Trends in key performance indicators identified by DCS will also be shared with the audience to show the impact adapting a technology-driven approach to community supervision can have on your operations.

Making Innovation Last: Sustaining What Works in Community Corrections

This session will explore how community corrections agencies have found ways to sustain and scale up innovative supervision practices. A panel of grantees participating in the Department of Justice Office of Justice Program's Bureau of Justice Assistance's (BJA) Innovation in Supervision Initiative grant program will share the concrete strategies they utilized to effectively translate findings into policy and practice change and inform broader implementation of core community corrections practices. Participants will have an opportunity to discuss strategies for integrating innovation into practice and systems. The session will be moderated by representatives from BJA and its Corrections and Community Engagement Technical Assistance Center supported by the American Institutes for Research.

Managing a Domestic Violence Caseload with the Right Tools

Domestic violence offenders have long been one of the most volatile caseloads in a supervision departments list of offenders. These programs have historically been separated out to more efficiently and effectively manage each the needs of each individual. Providing the ability to have case managers and victim advocates communicate and work together within the program standards starts from the top down. Managing all aspects of the offender's case is just an added complexity to an already challenging caseload that needs to be directed from the judge's seat as the top of the system. Join us for an interactive panel discussion with local experts that managed domestic violent caseloads, along with Judge Pinski, a specialty court judge with expertise in these caseloads. This session will provide an overview of: Aspects of Managing A DV Caseload; Types of Supervision Tools Utilized; Interagency Cooperation; Q&A from the Audience

Managing the Impact of Legislation: A Guide for Leaders

Whether it is creating something altogether new, or requiring a shift in practice, legislation imposes implementation demands on organizational infrastructure and requires implementation capacity and support. Unfortunately, most agencies do not have existing infrastructure and capacity to implement significant legislative changes year after year. Without this, well intentioned legislative mandates are at significant risk of failure, costing taxpayers and the community millions, and can be incredibly taxing on agency leadership. The science is clear, effective implementation is not easily accomplished. The implementation burden of legislation invariably requires new ways of thinking, relating, and doing business, especially when those changes are required through legislation. Most agencies are not equipped to effectively implement legislative changes quickly and efficiently. According to the implementation science literature, even with expert level implementation support, change efforts can take between 2 and 4 years to reach full fidelity. Given the volume of legislation that requires changes to systems each year, there is no way within the current pace and structure to do this well. This translates to a tremendous implementation responsibility placed on state and local agencies every year with no guarantee that changes make it into practice and yield results. In this session we will review the implementation gap that exists between legislation and agency practice, identify where these gaps show up the most, and equip leaders with language, structure, and a tool to discuss the impact of future legislation on their capacity and infrastructure, specifically as it pertains to people, data, culture, leadership, and feedback.

Marijuana Legalization: What Does It Mean for Community Supervision?

More than half of the US population is in states where marijuana is legal for medical or adult recreational use (although laws and practices vary widely) - and federal legalization might be coming soon. We'll present the latest research findings on legalization and implications for community-supervision agencies, including behavioral health, driving under the influence, youth use, and testing.

MAT and Digital Options to Improve Criminal Justice Outcomes

Criminal justice professionals, especially those working in Stepping UP or specialty docket environments, face a rapidly growing array of choices for engaging court participants, promoting recovery and reducing recidivism. Participants will: get the latest insights on two fast-moving areas of intervention and recovery support - Medically Assisted Treatment (MAT) and digital or immersive therapeutics; gain a greater understanding of MAT strategies, how to procure, sustain, promote and support participant involvement in MAT programs; explore the latest research on efficacy and viability of critical medications; explore behavioral intervention technologies developed specifically for justice-involved people. Review components: Cognitive Behavioral Therapy (CBT) – based problem-solving tools, traditional and virtual peer support and crisis intervention, and Virtual Reality-driven Immersive Therapeutics

Medical Marijuana and Hemp Derivatives in Treatment Courts

The continued passage of state medical marijuana laws along with the passage of the Farm Act that resulted in numerous hemp derivative products are impacting the Treatment Courts. Many policies are starting to develop to address these new and developing associated issues. Does the use of medical marijuana or hemp derivatives disqualify a potential participant from entering a treatment court program? Does a positive test result for marijuana or a hemp derivative cause a termination from the treatment court program? How do the hemp derivative products affect testing? What are the advantages and disadvantages to a total denial, or conditional acceptance, or total acceptance approaches to the use of medical marijuana and hemp derivatives in Treatment Courts? How are the Treatment Courts going to traverse the formation of medical marijuana and hemp derivative policies? Should the Courts await a decision by their state supreme courts or the U.S. Supreme Court? Or should the Courts begin to synthesize their state and appellate case law and develop policies through their state court administrative offices or chief justices of their state supreme courts? Should all the courts forgo all other approaches safe for judicial discretion based upon the totality of the circumstances? Whatever the direction, these policies are becoming more and more essential. This presentation will discuss the status of medical marijuana and hemp derivatives use in Treatment Courts

Never Let Them See the Makeup Melt: Resilience in the Face of Vicarious Trauma

This interactive workshop provides a fact-based look into the adverse impact of vicarious trauma upon front line probation and parole professionals and the pathway to resilience through the implementation of an innovative peer support initiative.

Now Hiring: Felonies Wanted

Employment Social Enterprise - For those leaving incarceration with few prospects of employment, being able to step immediately into a job is critically important. Many programs serving individuals from incarceration expect several days, weeks, or even months of “program participation” with the rewards being only completion of the program. Program completion does not help fund food, housing, transportation, child support, drug tests and behavioral health programs imposed by courts, and other activities that returning citizens must maintain.

Now What Do We Do? Leading Out of the Pandemic and Beyond

Community corrections professionals shoulder a tremendous emotional burden in their daily work. Now wary from the repercussions of a worldwide pandemic, political and social unrest and a war across the globe, officers are at even greater risk for burnout, vicarious trauma and other work-induced afflictions. Leaders in these organizations face their greatest challenge yet - supporting staff while reclaiming normalcy. Fear and uncertainty about returning to work, depleted emotional reserves and compounded trauma from the events of recent years create a minefield where officers are expected to do emotionally-taxing work. Learn to seize this opportunity and build strong foundations for quality working relationships, identify what problems can be solved, how to manage frustration around problems outside our control and learn resiliency techniques for you and your staff.

Parenting Inside Out® in Practice: Exploring the Impact of Evidence-based Parenting Programming for Community Corrections

Parenting Inside Out is a highly rated evidence-based parenting skills training program designed for justice system-impacted parents. It has been successfully implemented in jails, prisons and community corrections, and community-based organizations, nationally and internationally. Evaluative results demonstrate PIO’s ability to holistically support parents and their children while increasing parent-child contact, parental involvement, parental resiliency and coping skills, and reducing recidivism. This workshop will feature an overview of the program, supporting research, and first-hand user experience of PIO through a interactive session demonstration, and panel conversation on implementing PIO. Panel members include facilitators, managers and executive leadership who all bring diverse experience and intimate knowledge of the program. Panel members will lead workshop attendees through a virtual interactive model of a session featuring a core PIO topic. Attendees will be invited to participate, pose questions, share their experience, offer ideas, reflections, and be in community with others interested in implementing PIO.

Paying for Success in Louisiana and Missouri: Challenges and Opportunities in Designing Outcomes-Based Contracts for Recovery and Permanent Supportive Housing

Recovery and permanent supportive housing have shown great promise in reducing recidivism and addressing substance use disorders—outcomes critical to the broader APPA community. This promise creates an opportunity to develop and deploy outcomes-based contracts that link funding to results. This panel discussion gathers leaders from the Louisiana Department of Public Safety & Corrections and the Missouri Department of Corrections to highlight each jurisdiction’s ongoing efforts to design and implement outcomes-based contracts that aim to reduce recidivism as part of the federal Second Chance Act. Both sites have undertaken a contract design process as unique as the communities they serve, offering a glimpse into the different ways such “Pay for Success” contracts can be structured and implemented in jurisdictions across the country.

Perspectives on Substance Use Treatment Strategies: A Birds eye view from a Big County

This workshop will provide the student with perspective on how an extremely large Probation Department manages, identifies and appropriately refers Clients to Substance Use Treatment. We will discuss assessments, CBT, the referral process, county partners, collaborations, data and drugs.

PO, Clinicians or Both? Collaborative Approaches to Responding to Behavioral Health Emergencies

How a community responds to behavioral health emergencies is a public health issue and social justice issue. Growing bipartisan support for reform provides an unprecedented opportunity for meaningful change, but solutions to this complex issue require comprehensive systemic approaches with collaboration between the community correction professionals and the health care system to create the optimum response for each situation. This workshop will highlight best practices for probation officers dealing with crisis response and outline the components of a comprehensive continuum of crisis care that provides alternatives for community supervision involvement, emergency department utilization and hospital admission.

Pretrial and Probation: What's the Same? What's Different? Comparison of Risk, Supervision and Legal Status of Pretrial Defendants and Probationers

Nearly 40% of pretrial services agencies are under probation authorities. (Pretrial Justice Institute. (2009). Survey of Pretrial Services Programs.) Pretrial and probation authorities share many evidence-based strategies and practices. However, there are important differences between the two that probation authorities with pretrial functions should realize. Most significant are the differences in legal status between defendants and individuals under community supervision and the purposes of pretrial and probation intervention. This workshop will describe the legal differences in legal status between pretrial defendants and individuals of community supervision - mainly how the rights of defendants do not diminish as much as those of sentenced individuals--and how these differences should inform the assessment, supervision, and treatment of these two groups.

Probation Supervision and Reentry: Legal Financial Obligations, Sanctions, and Programs

Our panel will address challenges facing probationer reintegration and evidence-based programs that are designed to facilitate reintegration. Two presenters will discuss specific challenges related to legal financial obligations (LFOs) and child support payments; two will discuss new research on EBPs. The LFO presentation will address how the number and types of fees affects probationers' ability to pay them especially victims' compensation, given their financial and household status. The child support presentation will address the impacts of sanctions for failure to pay child support, specifically on labor force participation and earnings, and ultimately capacity to pay child support. One EPB presentation will address Georgia State University's (GSU's) evaluation of a pilot project to expand the capacity of Georgia's Accountability Courts to serve high risk/need probationers. The second will address GSU's research evaluating Bureau of Justice Assistance funded Second Chance Act grant programs to address the needs of probationers.

Probation Violations During COVID-19: A Model for Expedited Case Processing

The exponential rise in COVID-19 in jails has highlighted the need for policies that promote decarceration. Most jail reform has not considered individuals detained for a probation violation. The goals of the panel are threefold. First, we will illustrate the probation revocation process in St. Louis County, Missouri, and, using jail data, we document the role of probation violations as one driver of the jail population. Second, we will present the results of an evaluation of the St. Louis County Expedited Probation Program, which was designed to accelerate case processing and provide services for individuals detained on a probation technical violation. Finally, the team will describe how the project was changed and enhanced during COVID-19. We also present results from interviews with individuals on probation and probation officers to better understand the efficacy and potential challenges with these reforms.

Put Me in (to) Coach: Building Group Facilitators in Community Supervision

Community supervision officers, particularly those who use cognitive-behavioral interventions, play much more of a life coach role than most individuals who may adopt this title. That said, there is often much these individuals must learn which goes beyond standard training related to EBPs. The purpose of this workshop will be to introduce the lessons learned in the course of creating and delivering an innovative open CBI group pioneered within the state of Nebraska. Topics discussed will include the methods for supporting community supervision coaches as far as implementation of groups, addressing training needs for facilitators, communication challenges and solutions, and obtaining data and feedback to build sustainability for facilitators and groups.

Puzzled by Confidentiality? Practical Guidance for Sharing Drug/Alcohol Records

The federal substance use disorder rules, commonly referred to as 42 CFR Part 2, protect the confidentiality of drug and alcohol treatment records. The regulation is often seen as a barrier within parole and probation casework communications. During this presentation, we will discuss some of the important provisions that relate specifically to the disclosure of a justice-involved individual's personal information. We will share solutions to commonly presented hurdles. Subtopics will include co-occurring disorders and dynamics around parents/minor children. We will also discuss recent movement at the federal level to revise the law. Participants will leave with a broader knowledge on permissible paths for information sharing that create a smoother supervision experience.

Puzzled by Confidentiality? Practical Guidance for Sharing Substance Use Disorder Records

The federal substance use disorder rules, commonly referred to as 42 CFR Part 2, protect the confidentiality of drug and alcohol treatment records that originate from treatment programs. The regulation is often seen as a barrier within community supervision. In this presentation, we will discuss some of the important provisions that relate specifically to the disclosure of a justice-involved individual's personal information. We will confront any perceived barriers and share solutions to commonly presented concerns. Subtopics covered will include: co-occurring disorders, youth and parent intersections and recent federal movements to revise the law. Participants will leave with a broader knowledge on permissible paths for information sharing that can benefit POs and clients.

Quality in Quarantine: Taking Stock of My Organization During Quarantine and After.

Evidence-based practices are the foundation of reaching successful outcomes with justice-involved individuals. The pandemic has led to many changes in the correctional system from institution case management, transition, to community supervision strategies. We know that the reduction in many of these services will have impacts on justice-involved individuals but how has the pandemic affected the corrections professionals' efficacy with Evidence-based Practices and what can we do about it. This workshop will focus on how to assess an organizations current status with EBP after Quarantine and more importantly how to quickly bring an organization back to pre pandemic levels of service.

Rational Thinking in Reentry Community Corrections: Reasons So Many Clients Struggle Making Positive Choices

This interactive workshop is an exploration of reasons clients make unhealthy and irrational choices when going through reentry and supervision. Workshop participants will review thinking patterns and rational versus irrational thoughts, as well as identify various criminogenic thoughts that lead to unhealthy choices. Participants will experience a guided Rational Self Analysis exercise and learn how to help clients challenge their thoughts and increase the likelihood of positive outcomes. The workshop will conclude with implementation strategies that guide clients to making more healthy and rational life choices.

Ready or Not? How Can We Make a Young Person's Reentry Successful?

It's easy to know when a young person fails after leaving juvenile justice residential placement or community supervision. There are many different names for it - recidivism, reoffending, recommitment - but our focus on failure hasn't done much to reduce the number of young people who "fail" nor the overrepresentation of young people of color who are incarcerated. This session will engage participants in discussion about strategies to shift juvenile justice practices from focusing on failure - catching young people making mistakes - to adopting a positive youth development approach- coaching and catching young people doing things right. The presenters will set up the discussion with findings from national projects that identify reentry practices based on positive youth development research and input from young people describing how prepared and ready they feel as reported to the Performance-based Standards (PbS) Youth Reentry Survey. Discussion will focus on practical next steps participants can take home.

Redefining the Narrative: Cutting-edge Strategies to End the Mass Incarceration of Women

False narratives have prevented and stifled the innovative thinking that is essential in dismantling systems of injustice, and have been uniquely problematic for women. In April 2021 directly impacted women launched a first in the nation initiative to confront the false narratives that fuel women's mass incarceration and build an actionable plan to cut the Illinois' women's prison population by 50%+ and Beyond. Launched by the Women's Justice Institute, this effort has unified over 500 women in support of this historic process including women throughout the system, family members, advocates, social service providers, law enforcement, judges, prosecutors, corrections officials, policymakers, academics, health professionals and more – on solutions. Participants will learn about the dynamic research and organizing methods used to launch this effort and the innovative models and tools that support it and can be used across the nation to end the mass incarceration of women. Join us for a cutting-edge multi-media presentation that centers the voices, expertise and leadership of diverse women with lived experiences who are truly leading justice system transformation.

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.

Reentry Simulation

The reentry simulation is for participants to gain an understanding of the obstacles faced by individuals attempting to navigate the system upon release from incarceration and returning to society. This activity simulates a one-month post-release period, which is represented by four weeks (15-minutes per week). Also, there is a group discussion at the end of every week, which will include a final debrief at the conclusion of the reentry simulation.

Relaxation and Mindfulness for Community Corrections: A Spa Day for Your Busy Mind

The work in community corrections is demanding and stressful. Additionally, over the last couple of years we have had to deal with challenges of working and living through a pandemic, social upheaval, natural disasters, and news from war zones. It's time for a little relaxation and self-care. In this interactive workshop, you will experience a selection of mind-body skills that will help to ease the body's fight-or-flight and chronic stress responses and regain a sense of calm, relaxation, and even joy. We use the community resilience model developed by the Center for Mind-Body Medicine. Our goal is to provide you with some easy-to-use mindfulness tools to add to your toolbox, and our hope is that you will leave the workshop feeling relaxed, refreshed, and rejuvenated.

Resilience in the Era of "Raise the Age": Serving Young People (& Families) involved in the Youth Justice System in New York City.

2020 marked the second year of New York State's historic reform effort to Raise the Age of criminal responsibility to 18 years of age, where most criminal matters involving young people were managed in family court. 2020 also marked the start of another historic period – the COVID-19 pandemic – that would wreak havoc on the same communities where youth-justice services are focused. In New York City (NYC), youth-serving agencies and community partners were forced to pivot in unprecedented ways to ensure that equitable and effective services were delivered to RTA youth. The NYC Department of Probation (DOP) embraced a focus on wellness for the young people (& their families) we served, elevating opportunities for pre-court diversion services that focused on the resiliency of our staff and the people we serve. The workshop will deliver a comprehensive conversation about DOP's shift in Adjustment Services that better targeted RTA youth for diversion during COVID.

Risk Based Sex Offender Supervision

Community monitoring of registered sex offenders comes with challenges and a lack of community resources. This workshop will provide information on how to supervise registered sex offenders through the use of a clinical evaluation of sexual risk, static and dynamic risk assessments, and sex offender treatment. This workshop will also outline specific standards of supervision based on risk management and provide the tools and resources to assist offenders within statutory requirements.

Road to Resiliency: Responding to Stress and Trauma

This session covers the topics of recognizing stress, trauma, and deterioration of overall health and wellness of the probation and parole professional and how to develop resiliency for long term success in this demanding profession. Research demonstrates that “role overload” is one of the factors that contributes most to an imbalance of overall health and wellness. As a result, depression, anxiety, and post traumatic stress disorders are more common in this profession and training models are needed to assist in early identification and responding to stress and secondary trauma. Discussion will consider what happens to overall health and well-being due to long term stress, how to recognize and assess overall health and wellness, and how to identify resources and tools to implement solutions that build resiliency to protect the overall health and wellness of the probation and parole professional.

Seconds For Survival

Seconds for Survival is a dynamic, media intensive course designed to reduce the reactionary gap that can lead to deadly consequences in law enforcement interactions with suspects. Real life scenarios combined with tactical considerations are discussed throughout the training that will give the student the knowledge to survive attacks. Additional information can be located at - www.TravisYates.org

Sex Offender and Domestic Violence: What’s in Your Wheelhouse?

Over the past three years, Maricopa County Adult Probation has experienced a steady influx of dual addendum sentencings. Conventional supervision methods have not always been successful in setting the tone and goal to sustain individuals in the community. Officers are challenged with developing an individualized case management plan to target the offender’s highest area of need based on the offense. In this session, officers will compare previous and current supervision strategies, and how collaboration with specialized officers can assist with risk management. Participants will be provided with tools to decipher between the sex offense cycle, and the power and control wheel, to alleviate mental barriers that may limit an officer’s understanding of supervision. Attendees will understand how to individualize case management by identifying the appropriate behavior cycle, to target successful supervision strategies.

Share Your Strengths: Cross-Training Strategies To Promote Sustainable Partnerships

The Utah Criminal Justice Center is a collaborative partnership that supports interdisciplinary research, teaching, and training in the areas of criminal and juvenile justice. In alignment with our mission we partner with stakeholders across Utah to deliver skill-based trainings that are open to those providing services directly to justice-involved youth and adults. This workshop will discuss how we approach training and skill development from a strengths-based perspective to develop sustainable partnerships amongst criminal justice stakeholders. Specifically, we will highlight how community supervision and corrections staff have supported the continuous improvement of Utah’s community-based treatment providers. We will share examples including the development of case studies from the local community, presentations by local practitioners, open virtual consultation meetings, and virtual events that have brought a broad array of stakeholders together. Additionally, the session will review the lessons learned and invite attendees to reflect and share efforts within their own jurisdiction.

Solving the Puzzle of Collaborative Case Planning...Literally

Through a mix of lecture and hands-on activities, participants will learn strategies to develop collaborative partnerships to address shared needs of the population they serve. In addition to these strategies, participants will be introduced to an Outreach Guide that offers strategies for expanding their service array and enhancing collaboration with program providers. During this session, participants will practice connecting these strategies to their work via a hands-on activity illustrating the impact of inter-team collaboration with separate teams working towards a common goal. This activity will give participants the opportunity to practice effective collaboration and planning consistent with client centered values.

Solving the Re-Entry Puzzle

This workshop is presented through the lens of lived experience by someone who was incarcerated for 13 years. Today he works on the front lines of re-entry inside jails, prisons, halfway houses, and substance abuse recovery centers. Re-entry is a puzzle unique to each person. However, there are some common themes that suggest a successful outcome. These themes include advanced skills, education, life skills (communication, financial literacy, conflict resolution, time management), employment readiness with a robust peer support and mentoring network. Probation officers play a major role in re-entry. Having the right tools and a deep understanding of the mindset, anxiety, fears, and challenges of a re-entrant allows for a productive relationship and helps reduce the likelihood of recidivism. More importantly it helps restore hope and dignity for a human being. Assisting someone in creating a plan for their path forward is a noteworthy accomplishment.

Staff Peer Support Programs: Is Your Agency Ready?

The largest and most important agency resource are the staff. Skilled staff with experience require time to develop and is an investment of time and money. Is your investment protected from the wear and tear of the job? Peer support programs in community supervision settings is a growing practice to address vicarious/secondary trauma experienced by staff. Join us as we introduce the National Institute of Corrections' National Guidelines for Peer Support Programs in Community Supervision Settings and discuss how peer support is being implemented in different agencies.

Strengthening Re-entry and programming through communication and technology...a Pilot Project

This session will provide an overview as to how Program Inventories were completed in both the Institution and Community Based Corrections and how that information was used to realign resources toward programming. This session will also cover how that information is used with policy makers in requesting new resources. Specifically, two pilot projects in the community and one in the institution were funded. The pilot programs use technology that allows those incarcerated to not only case plan and prepare for release with their supervising officer in the community but also attend groups in the community as well as completing individual assignments. Getting the resources was the easiest part, the panel will discuss the implementation issues presented by this project and the current outcomes.

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. In addition, will present findings from the Commission's most recent audit assessing case transfer documentation. 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.

Supervision Fees: Burdens, Alternatives and Solutions

A growing research base shows that supervision fees place undue burden on individuals on supervision and their families, inhibiting their chances for successful reintegration. This workshop will examine the rationale behind eliminating supervision fees and discuss alternatives such as tailoring supervision fees to individual ability to pay, and alternatives to supervision fees such as community service. Panelists will provide examples of how other jurisdictions have navigated the process, shifted budgets over time, and obtained buy-in from diverse stakeholders to eliminate supervision fees. In addition to discussing challenges, panelists will share data and success stories to demonstrate the impact of eliminating supervision fees across their jurisdictions.

Tackling the Barriers of Reentry & Reintegration

This workshop will address the statutory and bureaucratic restrictions that inhibit reentry and reintegration, such as barriers to voting, health care access, and licensing. Featured panelists will discuss the pivotal role that non-monetary measures can play in tackling the barriers of reentry and reintegration for individuals on probation and parole. Panelists will provide examples of what has worked across different jurisdictions in order to illustrate the importance of providing a continuum of services including health care, mental health care, access to ID cards, and the restoration of voting rights to individuals on probation and parole.

Taking Off Your Probation Goggles And Choosing Up On This Game

A probationer/parolee is assigned to you for supervision for felony vandalism charges. As you're reading the Pre-Sentence Report, something feels off, but do you know how to get to the bottom of what it is? In this interactive workshop, participants will learn skills to identify human trafficking victims and perpetrators, knowledge of tools to prosecute offenders and gain the ability to dig deeper into supervision cases. This isn't your typical human trafficking (HT) presentation. Using real life situations and law enforcement techniques, participants will dig into the nitty gritty of the HT culture as it pertains to potential parolees and probationers.

Targeted Coaching for Performance Improvement: A Structured Approach

Community supervision is a high stakes business. Poor performance and mistakes at the field officer level can have serious and long-term consequences for our communities and our clients. Additionally, staff turnover has many negative impacts on our agencies. Cost to train/cost to replace can be significant and other officers are left to pick up the caseloads as vacancies are filled. This session will review the coaching model developed by the Nebraska Board of Parole – Division of Parole Supervision (DPS) to identify performance issues and their underlying causes and develop individualized coaching plans to improve performance and increase employee engagement. Also included in this session will be discussion of the communication plan between coach, officer, and supervisor and the process for transitioning out of coaching.

Task Force Participation for Community Correctional Partners

This presentation will discuss a cross-pollination of local, state & federal agency task forces and how they can work together to deal with “high risk” threat groups under community supervision including street gangs and organized crime groups. Participants will learn strategic planning and professional networking tactics including: building partnerships with other law enforcement agencies. A review of positives and challenges with respect to multi-agency collaborative efforts. How these efforts lead to successful multijurisdictional investigations, prosecutions and link with community supervision and reentry. Engagement, involvement and motivation through effective leadership strategies will be examined.

TEACH US Critical Race Theory: What Everyone Should Know

Ensure that APPA members understand what Critical Race Theory is, which will allow them to effectively navigate related conversations and situations in which CRT is discussed. Help APPA members with interpersonal communication by providing key definitions, terms, and a thorough understanding of CRT. Help to reduce instances in which CRT is inaccurately referenced or misunderstood. Help reduce situations where conversations about CRT may become disruptive and divisive in the work environment. This will lead to more efficiency in organizational processes and goals.

Technology and Automation: Lesson from COVID and Paths Moving Forward

Come join a diverse panel from supervision agencies across the country to talk about how COVID impacted their use and perceptions of technology and automation. The panelists will present their agencies adjustments during COVID, the lessons they learned and how they've leveraged existing and new technologies to deliver services to their clients. From text messaging to virtual office visits to automated reporting these agencies found ways to maintain accountability and public safety during the pandemic. During the presentation participants will be asked to offer opinions and reactions to the data and information provided.

The After-Hours Impact: Strategies for an Effective Partnership Between Electronic Monitoring and Victim Services

This workshop offers an in-depth look at the unique partnership between two departments within Massachusetts's Probation Service: the Electronic Monitoring Center (ELMO) and the Victim Services Unit (VSU). Using GPS software and remote breath alcohol software, MA Probation Service provides a coordinated response for victim notification when individuals monitored by either the GPS or remote breath devices violate a condition and are issued a warrant outside of normal business hours. As a 24-hour operation, the ELMO center provides real-time notification to victims and survivors who have elected to receive notification of warrants, which can be issued for reasons such as battery depletion, home curfew violations, positive alcohol tests and exclusion zone violations. The following business day the Victim Services Unit connects with all individuals notified by ELMO to provide additional support and details on the warrant status. In addition to conversation surrounding the after-hours process, this session will discuss the collaboration of the ELMO center and the VSU in providing information to MA Probation Service on creating appropriate exclusion zones. Exclusion zones are a vital tool for victim safety, and it is essential that they are created within the GPS software in a way that upholds court orders and maintains victim confidentiality. The presenters will discuss tips for successful exclusion zone creation by using real-life scenarios and evaluating examples. The workshop will provide attendees with a comprehensive understanding of the benefits of a partnership between the ELMO Center and the VSU, through explaining the abilities of the GPS and remote breath software and the importance of incorporating victim and survivor preferences in the electronic monitoring of offenders.

The Best Project You Will Ever Work on is You!

We go through life trying to be better from the perspective of others, including our parents, family, friends, partners, and employers to name a few. From an early age, we are expected to meet certain milestones, and goals are often set for us whether we like them or not. As we get older, we shape our lives based on what we think we know or what we have been told about what success looks like. Some are driven by passion, others by money, and most by a combination of both. Some of us work long hours to impress with the expectation of growing professionally, and others work hard with the goal of serving. We relentlessly work on having a better career, a better job, and better circumstances. At different times and for different reasons, some of us then realize that we have worked so hard on meeting everyone else's expectations that we forgot to work on ourselves. Who we are outside of our titles and educational degrees. Who we are outside of our roles as parents, friends, family, and the many other relationships we have along the way. We forget to work on having a better mindset, take our time, create magic, and stay motivated. When we work on ourselves, we set objectives for a continuous journey. We understand that we evolve and adapt with time. Our actions have meaning and fulfillment. We never settle; we feed our minds with self-awareness and self-consciousness. We know that we didn't come this far to only come this far on our journey of growth, perseverance, and fearless motivation. When we work on ourselves, we develop the capacity to be the best version of ourselves at home and at work.

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.

The Impact of Multiculturalism on Community Supervision: Understanding the Fragile Relationship with Communities of Color

Discuss the current climate and challenges that exist with communities of color and community supervision. Examine the steps agencies can take to try and improve community correction relations. Review the dynamics that have stressed relationships between law enforcement and the African America community. Gain understanding about why a climate of distrust exists and what can be done about it.

The Impact of the Pandemic on Testing the Effectiveness of Rehabilitative Community Supervision Home and Field Contacts

Field work is a core community supervision practice that is at the frontline of reentry, and often involves activities focused on compliance (e.g., visual confirmations of location, drug testing) or on rehabilitative practices (e.g., motivational interviewing, Carey Guides). Without strong evidence for the most effective way to conduct field work, policymakers face great uncertainty when determining whether and how best to conduct field work. Abt Associates, together with APPA, is conducting a rigorous test of the effectiveness of using rehabilitative practices in field contacts (compared to office or other non-field contacts) using a randomized controlled trial design. Researchers will discuss the design of the current study, the impact of the COVID-19 pandemic on both the study design and topic, and lessons learned for the field.

The Implementation Gap of Risk and Needs Assessments by Probation Officers: An Exploratory Analysis

Despite the LS/CMI risk and needs assessment being empirically validated in identifying the risk, needs, and responsivity of offenders, research has shown that probation officers are not consistently using the Level of Service/Case Management Inventory to supervise offenders. This study sought to explore reasons for this implementation gap through qualitative interviews with probation officers. Results of the study will be shared with participants as well as a brief overview of the scholarly literature of risk and needs assessments along with a discussion of the eight criminogenic needs and how the eight criminogenic needs relate to risk assessment and supervision.

The Legalization of Hemp and Its Impact on Testing & Law Enforcement

The removal of hemp from the Control Substances Act (CSA) due to the passage of the Agriculture Improvement Act has led to the propagation of CBD and other hemp derivatives such as Delta 8 and to confusion for law enforcement in distinguishing between legal hemp and illegal marijuana based upon sight and smell. Hemp derivative products are now widely available to consumers through a variety of channels such as convenience stores, tobacco stores, pharmacies, and the internet. Delta 8 extraction continues to be available and unregulated in many states. The courts are now encountering a confused and ever-changing testing environment and outcomes. Citizens who believed that they were using legal products are testing positive for illegal Delta 9 THC which is impacting them legally. A "CBD Oracle Lab Study shows some Delta-8 products Are 7700% over the legal Delta-9 THC limit which still remains illegal under the CSA." Lab tests done on CBD products, by Ellipse Analytics, found more than half of the 200 products tested were inaccurately labeled and lab results showed that a quarter of them - more than 50 products - falsely claimed they were "THC-free. Compounding this challenge is the fact that hemp and marijuana smell and look the same which is impacting law enforcement stops and searches. How should labs test for THC? Should the requesting entity request specificity with respect to hemp derivatives? What are the courts saying about marijuana-based stops and searches? This and more will be discussed.

The Marriage of Research and Practice: A New Way of Thinking About Evidence-based Practices

The supervision field lacks guided practice guidelines regarding how best to manage individuals in the community. Arnold Ventures funded Dr. Faye Taxman and Dr. JoAnn Lee to develop practice guidelines using a modified RAND/University of California Los Angeles (UCLA) Appropriateness Method (RAM). Practice guidelines will be created in six areas: Violent or Gang-Involved, Mental Health Disorders, Young Adults, Intimate Partner Violence, Driving While Intoxicated, and Substance Use Disorders. This workshop will present an overview of the practice guidelines based on research on effective tools to facilitate change and the guidance by chiefs and probation staff on how to use in their office. A panel of probation chiefs/staff will highlight what they learned in looking at the appropriateness statements. We will discuss how to put these practices into operations.

The Next Generation Identification (NGI) Criminal Justice Rap Back Service

The NGI Criminal Justice Rap Back Service provides criminal activity updates to criminal justice agencies on an NGI identity of subscribed individual(s) under active criminal investigation, probation, or parole.

The Organizationally Intelligent Leader: 10 Essential Principles of Implementation Leadership

In today's criminal justice environments effective leaders are those who not only embrace the sciences of effective risk and recidivism reduction, but also the science of effective implementation. These leaders are driven by the desire to change their organizations to authentically implement evidence-based practices (EBP) and justice reform initiatives. Initially, such implementation requires a certain set of leadership attitudes to drive change at the system level. However, the commitment to EBP or reform is not enough to overcome the challenges of real-world human systems. In these less-forgiving environments, leaders are faced with critical human and systemic challenges that can often impede effective implementation. This provocative and introspective presentation will focus on the 10 Essential Principles of Implementation Leadership that are necessary to overcome these challenges and significantly impact organizational change. Attendees will be introduced to each of the ten laws, while learning how they directly contribute to successful implementation.

The Path to WoThe Path to Women's Leadership Through the Journeys of Women Trailblazers

Leaders today are required to be mission driven, innovative, and provide vision for those they lead. This session highlights the journey and lessons learned from some of the top women leaders in the corrections/community corrections industry, as these dynamic leaders have risen through the ranks of elite private and government organizations. Participants will hear various perspectives from tenured professionals who have not only served on the frontline, but served as executive leaders. Each panelist will chronicle her career navigation, how she developed her team, cultivated her leadership style, and how she tackled challenging stagnated processes in antiquated systems.

The Strongest Link to Positive Outcomes - Case Planning

Many agencies have said that the most difficult part of implementing evidence-based practices is linking the information obtained during the assessment process to a case plan and the using the plan as a roadmap during community supervision. Indeed, the APPA Past Presidents have found this to be true helping agencies use the APPA Building and Sustaining an EBP Organization Checklist. Useable Case Planning is the key linchpin on which agencies implement effective targeting of criminogenic domains and reduce recidivism measures, and measure EBP success or failure. Learn the critical characteristics of effective case planning and practice building a case plan during a scenario-based learning activity. Examples of agencies who have highly developed case planning will be discussed and examples shared with the class.

The Struggle (And Solution) Is Real: Understanding the Impediments of Change From the Eyes of Impacted Individuals and Line Staff

People are talking about the evolution of community supervision and the value of reforms. However, many of the people driving this conversation are chiefs and other decision-makers, who, let's face it, are often far away from the direct implementation. Understanding this, we commissioned nationwide research to better understand the challenges faced by line staff and clients to incorporate new initiatives such as modern technology and evidence based practices. In this conversation, we'll both share findings from our study as well as get real life input from people on the front-lines of these changes: line staff and clients.

The Takeover: Millennials Vs Everybody

Both probation and parole grow with the culture. Social media, music, movies, family and friends play a huge role in our ever-evolving careers. As the time changes so does people's perception of community supervision. As controversial news involving law enforcement agencies hits the headlines, the relationship between officers and community becomes very fragile. Millennials are becoming fearless – they use social media and technology to create movements to spread awareness, but often this awareness paints a bad perception of what we do as POs. 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 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 of protest? Is it the economy, gentrification or their lack to conform to old ways?

Too Little, Too Much, Just Right: Reconsidering How Information Processing Matters for Individuals on Probation

Probation agencies use the RNR framework to inform practices, but these practices rarely consider the third central tenant -- 'responsivity'. Responsivity refers to responding to individuals and their varied experiences including their trauma and treatment modality preferences. It also includes responding to individuals' information capacity and experience sensitivity. For example, POs give individuals a lot of information without considering how much information they can handle. Further, individuals navigate community agencies to find housing, employment, and for programming, but rarely do we consider the information someone needs to feel prepared to do this. Nor do we typically acknowledge individuals' previous, and possibly discriminatory, experiences navigating these systems. When POs consider information capacity and experience sensitivity, they can provide information individuals need and in the format that helps them succeed. During this session, presenters will offer how this concept of responsivity can enhance the working relationship between PO and individuals on probation and help individuals successfully complete probation.

Transforming Supervision with Women: The Gender Informed Policies and Practices Assessment - Community Version

The Gender Responsive Policy and Practices Assessment- Community Version (GRPPA-CV) is an assessment tool and process that guides agencies to examine services currently delivered to justice-involved women and explores how closely policies and practices align with the research and evidence-based practices with women. 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 GRPPA-CV. This workshop will provide information on this dynamic tool, and how it can be used to ignite and advance implementation of gender responsive policies and practices. A panel of presenters will introduce the GRPPA-CV and its importance, including agency leaders and directly impacted women; and describe key elements and outcomes associated with the successful implementation of this tool. Participants will have the opportunity to ask questions about the process and reflect on how it can be used to advance work for women in their agencies.

Untapped Talent: Best Practices in Hiring & Retaining Justice Involved Individuals

This workshop will look at the untapped talent of justice involved individuals entering our workforce and consider best practices for guiding them to gainful and sustainable employment. We will wear a new pair of glasses as we walk through our correctional and reentry systems and consider the career preparedness and pathways to successful integration into the workforce. We will consider federal and state legislation and our current labor market as we guide justice involved individuals to educational and career and technical support programming that will set them on the path to success.

Wait! How Do I Get Effective Programming in My Rural Area? Lets Look at How We Can Build and Maintain Effective Programs in Small Communities Without Breaking the Budget.

Without effective programs providing evidenced based treatment/interventions, it is very difficult to change behavior, achieve therapeutic dosages, and reduce recidivism. Rural and frontier counties have always struggled with attracting and keeping programs and most importantly program staff. This interactive workshop will focus on the success Oregon has had in evaluating, training and maintaining correctional programs in rural settings. Participants will learn simple measures to evaluate their own programs, and steps that can be taken to bring in new programs and maintain them over time.

What Does “Criminal Justice Savvy” Case Management Mean

Case management is a critical intervention to ensure people with behavioral health issues have access to services that support recovery. Issues related to access to services and supports for people who are justice-involved may be further exacerbated by the circumstances of incarceration and community supervision. Community Corrections professionals working with this population must become “criminal justice savvy” by developing a skill set that includes an understanding of the unique challenges that a person’s justice system involvement can pose, along with the ability to navigate multiple complex systems. Building upon work by SAMHSA's GAINS Center, this panel will discuss best practices.

Why Good People Do Bad Things - Fraud Triangle in Action

The Fraud Triangle is a model to explain why otherwise normal people commit fraud such as asset misappropriation and corruption. This course will utilize three case studies of actual community supervision employees in Texas engaging in corruption, bribery, asset misappropriation, and other significant and serious crimes.

Why Time Matters

The Georgia Department of Community Supervision (DCS) believes the key to ensuring evidence-based principles are properly utilized in the field is by increasing the quality of interactions, not the frequency of interactions. This workshop will present findings from a study conducted by Deloitte on behalf of DCS that focused on quantifying the ideal caseload size and increasing efficiency in field operations. The presenter will explain why the focus of Deloitte's study shifted from caseload size to time-per-interaction, the different factors that impact this number, and its relationship to the effective implementation of evidence-based practices. In addition, the presenter will discuss the findings of a Supervisee Pulse Survey that provided insight into how supervisees responded to the utilization of remote reporting in-lieu of face-to-face interactions with their officer.

Workforce Diversity and Cultural Competence: The Massachusetts Probation Service

The Massachusetts Probation Service views Diversity, Equity, and Inclusion as central to its delivery of justice with dignity and speed and it is committed to building a highly-skilled workforce that is diverse, culturally competent and proficient, and committed to providing quality customer service experiences and outcomes.

Y'all Going Make Me Lose My Mind Up in Here, Up in Here! Overcoming stereotypical thoughts and feelings to effectively work with male clients with moderate to very high risk levels regarding the Ohio Risk Assessment System(O.R.A.S.)

This workshop will aid the probation and parole officers in dealing with male clients who have scored within the moderate to very high O.R.A.S. risk levels to foster better working relationships that can lead to the clients focusing on the case plan objectives and Court-ordered sanctions.

You Just Want My Money! An Examination of the Opportunities and Obstacles Associated with Right Sizing Fines and Fees in the Criminal Legal System.

The imposition and collection of court fines and supervision fees has been a hot topic in recent years as advocates for reform push leaders to eliminate fees across the country. Opponents of fines and fees claim the system is unfair to individuals from marginalized groups who often live in poverty. On the other hand, many courts and supervision departments have become reliant on these fees as a source of funding, with many budgets being supplemented significantly through a user funded system. What potential implications does the loss of revenue have on the system? Join us for a lively discussion from leaders on both sides of the table as we examine the benefits and potential pitfalls of eliminating fees. Are there opportunities for compromise which can help to right size the system and make fees equitable for all groups, while still financially supporting services?