

## **Virtual Training Institute Sessions (As of August 7; Subject to Change)**

*Sessions are available for virtual attendees from August 22, 2023*

### **Newly Recorded, Exclusive, On-Demand Workshops:**

#### **1. Justice-Involved People: A Pillar to Reforming Supervision**

**Session Description:** Over the last few years, interest has surged in community supervision reform, namely the ways in which the conditions of probation and parole can be modified with the goal of reduced punitiveness and increased hopefulness. However, many reform conversations - and even decisions - are made without sufficiently considering the unique goals, needs and experiences of the justice-involved people who navigate the system. This panel will spotlight justice-impacted people and system leaders who have effectively collaborated and adapted supervision processes that center the unique experiences, needs and goals of justice-involved people. Panelists will discuss a framework of needs and supports ranging from accessible housing to effective counseling, for system leaders and organizations to foreground in the continued effort of community supervision reform.

#### **2. On Your Way Out: A Collaborative Approach to Reentry**

**Session Description:** Salt Lake County developed an innovative, collaborative approach to addressing recidivism by creating the Jail Resource and Reentry Program (JRRP). JRRP is comprised of staff from Salt Lake County Criminal Justice Services, the Salt Lake County Sheriff's Office, Valley Behavioral Health, and the Salt Lake Legal Defenders Association. This voluntary program uniquely operates inside the County jail, which offers direct client interaction and incorporates a trauma-informed approach to serving clients as they are released. Staff are trained in evidence-based practices to address clients' needs and assist with navigating pending court matters and community supervision, jail release agreements, re-engagement with treatment, community resources, and other referrals that will ultimately set them up for success as they reenter the community. Attendees will learn about the key components of the program, including its trauma informed approach, collaboration with criminal justice system and community partners, removing barriers that prevent success, and data-driven decision making. Panelists will address program accomplishments, challenges, and the lessons learned along the way.

#### **3. Impacting Outcomes for Dual-System Youth**

**Session Description:** In the last 10 years, multiple national juvenile court reform experts have identified best practices to serve youth navigating both the juvenile justice and child welfare systems. In this session, presenters will highlight Nebraska's steps to create groundbreaking collaborative policy between the judicial and executive branches of government in order to impact day-to-day work with Dual-System Youth. Their ultimate goal: Reduce the need for

youth to be dual-system involved, reduce the use of out-of-home placement, and reduce racial ethnic disparity. During this interactive session, participants will be able to apply lessons learned from Nebraska's journey to their own efforts to improve outcomes for dual-system youth.

#### **4. Resilience Within the Workplace: How to Build It**

**Session Description:** Our fast-paced culture results in people working hard, meeting tight deadlines, managing work relationships, and staying constantly connected through mobile devices. But this pace can lead to stress and burnout. Stress is not the only factor that can test a person's resilience; however, how a person handles stress is a strong indicator of their ability to bounce back. Resilience exists when a person can bounce back and thrive from major challenges. As employers build and improve workplace culture and resilience, they also seek ways to address workplace stress and mental health.

#### **5. Innovations in Practice: What Problems Can JRI Solve?**

**Session Description:** Over 40 states have engaged in The Justice Reinvestment Initiative (JRI) process over the past two decades. This model has been historically used by states to make data-driven structural changes to sentencing, community supervision, reentry, and introducing evidence-based practices, among other things. Over recent years, states have begun to use JRI to explore and address additional systemic issues, such as gender-responsive practices, trauma and behavioral health needs, and correctional staffing shortages and staff wellness. This session will discuss the new and innovative issues being addressed through JRI and give a preview for where this process can go next.

#### **6. Law Enforcement: Our Role in a Multi-Cultural/Diverse Community**

**Session Description:** Participants should understand his/her roles/responsibilities while engaging in today's multi-cultural society as a law enforcement officer. Participants should understand and have a working knowledge of how to engage with diverse populations, to reduce implicit and explicit biases while remaining professional and ethical.

#### **7. New Tools: A Closer Look at Medical, Virtual and Systems Innovation that Can Improve Criminal Justice Outcomes**

**Session Description:** 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 recovery and support tools and: gain real-time information on the use of stabilization centers, reducing arrests and promoting recovery. Explore efficient strategies for working with police to encourage voluntary stabilization. Gain a greater understanding of how to procure, sustain, promote and support participant involvement in MAT programs. 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. Learn how MAT options and behavioral intervention technologies can be applied to assist justice-involved people currently on your dockets with recovery, anxiety, scheduling, and crisis intervention to reduce recidivism and enhance re-entry protocols and procedures.

#### **8. The Importance of Officer Wellness While Dealing with Work-related Stressors and the Importance of Implementing the Five C's in Law Enforcement Departments**

**Session Description:** This workshop will discuss a research study that was conducted on Los Angeles County Probation Officers regarding current Officers overall wellness. The objective of this study is to listen to the voices of Los Angeles County Probation Officers who are currently working with youth probationers, the goal was to seek officers' perspective as to what they feel they need to feel supported while achieving their personal overall wellness. This workshop will also discuss ways in which law enforcement agencies can boost their morale by implementing the five c's that are relevant within law enforcement departments. At the conclusion of the workshop participants will walk away with knowing specific recommendations of current probation officers to achieve and improve their overall wellness while dealing with work related stressors and enhancing morale within their department.

#### **9. Do Not Call Me Sweetie: Female Officers Supervising a Male Sex Offender Caseload**

**Session Description:** This workshop will investigate female probation officers supervising an Intensive Probation Supervision (IPS) Sex Offender caseload in Maricopa County, Arizona. We will focus on evaluating supervision expectations we are required to meet in this caseload. We will detail how we apply knowledge of the sex offender offense cycle and treatment. Specific cases will be analyzed to understand the effects of supervising these cases. We will discuss issues faced while supervising this population and the mistaken beliefs that male sex offenders subscribe to. We will share the challenges women face in a profession primarily dominated by males; including research-driven knowledge on steps that can be taken to support women in law enforcement. Our department—which is primarily female—is taking steps to provide mental health services to officers. The current public service research is focused on primarily male centered officer mental health awareness. We aim to synthesize the presented problem space.

#### **10. Engaging the Clients in a Reentry Program**

**Session Description:** Reentry is a process, not an event. That process begins with a person's confinement and involves courts, corrections officials, law enforcement, community members, and a network of service agencies that provide for substance abuse and mental health treatment, job training, housing support, and other needs. In tribal reentry programs, success depends on collaboration between tribal agencies and local, state, and federal partners. Most importantly, tribal reentry programs are grounded in culturally based approaches that incorporate the tribe's history, values, and strengths. This presentation will focus on strategies for engaging clients in a Tribal Reentry program. This presentation will provide information on

the pre-release engagement, beginning the reentry process, conducting screenings, assessments, and the in-take process. This presentation will also provide strategies for planning services and creating community supervision procedures. The goal of this session is to provide information and strategies for Tribal Probation personnel to improve their understanding and skills for engaging with reentry program clients.

## **Live Streamed, Mainstage Sessions from New York:**

### **1. Opening Session – Larry Miller, From a Prison Cell to Nike's C-suite Sunday, Aug. 27, 2023, 5:00pm – 7:00pm**

**Session description:** One of the most successful Black businessmen in the country, who has led Nike's Jordan Brand from a \$200M sneaker company to a \$4B global apparel juggernaut, Larry Miller will share the remarkable story of his rise from gangland violence to the pinnacles of international business. Jump, the book Miller cowrote with his daughter, Laila Lacy, follows journey from the violent streets of West Philly in the 1960s to the highest echelons of American sports and industry. Miller wound up in jail more than once, especially as a teenager. But he immersed himself in the educational opportunities, eventually took advantage of a Pennsylvania state education-release program offered to incarcerated people, and was able to graduate with honors from Temple University. When revealing his gangland past caused him to lose his first major job opportunity, Miller vowed to keep it a secret. He climbed the corporate ladder with a number of companies such as Kraft Foods, Campbell's Soup, and Jantzen, until Nike hired him to run its domestic apparel operations. Around the time of Michael Jordan's basketball retirement, Nike Chairman Phil Knight made Larry Miller president of the newly formed Jordan Brand. In 2007 Paul Allen convinced Miller to jump to the NBA to become president of the Portland Trailblazers, one of the first African-Americans to lead a professional sports team, before returning to Jordan Brand in 2012. All along, Miller lived two lives: the secret of his violent past haunted him, invading his days with migraines and his sleep with nightmares of getting hauled back to jail. Miller makes a passionate appeal for criminal justice reform and expanded educational opportunities for incarcerated and formerly incarcerated people across the United States. Drawing on his powerful personal story, Miller provides an aspirational journey for those who need hope.

### **2. Panel Track: Community Supervision Resource Center Monday, Aug. 28, 2023, 9:15am – 10:45am**

**Session Description:** This session will introduce participants to the Community Supervision Resource Center (CSRC), which is being launched by the Center for Effective Public Policy (CEPP) and is funded by the Bureau of Justice Assistance (BJA). BJA is a component of the Department of Justice's Office of Justice Programs. The CSRC will be the nation's primary source of information and guidance for community supervision agencies, which includes pretrial, probation, and parole supervision. CEPP staff will lead roundtable participants through a description of the CSRC, including its resource clearinghouse, training offerings, technical assistance offerings, racial equity component, and online community. Participants will then be asked to contribute their views and ideas about the field of community supervision; specifically, what issues or topics do they most want to learn about; what innovative programs are being used with success; and where is technical assistance most needed. CSRC will use this feedback to develop its training agenda, technical assistance applications, and library of resources.

**3. Plenary Session: Getting it Right with Emerging Adults**

**Monday, Aug. 28, 2023, 11:00am – 12:30pm**

**Session Description:** This plenary will include a discussion on “getting it right” by system leaders and community partners committed to developmentally appropriate practices for emerging adults (ages 18-25) in community corrections. It will introduce the Emerging Adults Justice Framework developed by The Columbia Justice Lab in partnership with emerging adults with lived experience in the justice system, researchers, system leaders, and the Annie E. Casey Foundation. The plenary will also include a panel discussion on “getting it right” with probation leaders, community partners and emergent adults working in partnership.

**4. Panel Track: Leading Today and Building for Tomorrow**

**Monday, Aug. 28, 2023, 2:00pm – 3:30pm**

**Session Description:** The National Association of Probation Executives believes that the work of leaders in our industry requires us to create an environment that allows staff to thrive while maintaining a sense of wellbeing. At the same time, the professions’ changing landscape requires leaders to imagine new ways of work that are responsive to the demands for equitable service delivery and outcomes inclusive and psychologically safe workspaces, and staff flexibilities.

**5. Panel Track: A Discussion on the Future of Community Corrections**

**Tuesday, Aug. 29, 2023, 8:00am – 9:30am**

**Session description:** This will be a roundtable discussion on the issues faced by community corrections in the coming years. In 2020, after the death of George Floyd, there was a major outcry for police reform. If we are honest, across the criminal legal system there is a necessity to examine our respective areas and to make important shifts – that holds true for the field of community supervision. It is admirable and welcomed to have organizations like PEW, Arnold Ventures, MacArthur and others champion our cause. Albeit it is imperative that recommendations for reform come also come from those who directly serve in the field. During this session, practitioners will begin that crucial conversation. There will be a facilitated open dialogue with attendees to identify key themes; it will be followed by an organized effort to catalogue the issues brought forth and solidify four key items for additional detailed exploration over the next year. This effort will result in additional interim virtual sessions and workshops at future training institutes which may result in recommendations to the field regarding policy and practice.

**6. Plenary Session: A Crucial Conversation: Reimagining Community Corrections through Lived Experience**

**Tuesday, Aug. 29, 2023, 11:15am – 12:30pm**

**Session Description:** Step into an extraordinary conversation that transcends boundaries and redefines community corrections. Join us as we embark on an empowering journey led by the esteemed Honorable Judge Karen Friedman (ret.), now Director of Criminal Justice Innovation, Development, and Engagement. Together with the captivating Quantay "Bosco" Adams, renowned author of "Chasin' Freedom," we will delve into the heart of community corrections from a deeply personal and transformative perspective. In this riveting session, we'll confront the obstacles faced by those within the criminal justice system and illuminate the true potential of community supervision. Mr. Adams' lived experience offers a profound understanding of the power of change, while Judge Friedman provides expert insights that inspire groundbreaking approaches in the field.

This is more than a conversation; it's an invitation to reshape the narrative of community corrections. Discover the impact of genuine connections, meaningful interventions, and a collective vision of freedom and rehabilitation. Join us as we break barriers, ignite new perspectives, and pave the way for a brighter future in community corrections.

**7. Panel Track: Guidance for Adult Community Supervision Practices: Black Letter Standards to Strengthen Supervision Services**

**Tuesday, Aug. 29, 2023, 2:00pm – 3:00pm**

**Session Description:** While multitudes of research exist to guide best practice in community supervision, this data can be difficult to sift through. This often leaves agencies guessing at how to make research-driven enhancements to their practices. The National Institute of Corrections, American Probation and Parole Association, and Crime and Justice Institute have partnered to develop Standards for Adult Community Supervision, meant to guide community supervision agencies in strengthening and improving services. The Standards workgroup has been collaborating to comprehensively assess and utilize research and practitioner input to establish sound practices that will support rehabilitation and positive outcomes for individuals under their supervision. In this session, we will discuss the process for developing the Standards, review the draft categories of Standards, elicit feedback from participants about content, and elicit feedback on methods to distribute the Standards to the field.

**8. Plenary Session: In a Whole New Way**

**Tuesday, Aug. 29, 2023, 4:30pm – 5:45pm**

**Session Description:** Join us for a plenary Session on Tuesday, August 29 from 03:45 - 05:00 pm to catch the award-winning probation documentary "In a Whole New Way". Don't miss out on this industry embraced film, featured at over 130 festivals worldwide, and join the discussion on how the film raises issues and showcases best probation practices for reform.

**9. Panel Track: A Candid Conversation with Formerly Incarcerated Individuals**

**Wednesday, Aug. 30, 2023, 8:00am – 9:00am**

**Session Description:** APPA is honored to welcome four individuals who will share their unique perspectives, each having been personally involved in the criminal justice system. Their compelling stories will offer valuable insights into the relationship between community supervision and positive outcomes. Throughout the panel discussion, these distinguished panelists will take us on their individual journeys of transformation, illustrating how they have become productive citizens, contributing to re-entry communities. As dedicated community corrections professionals, we frequently engage in discussions about formerly incarcerated individuals. Drawing from our experiences, extensive research, and direct interactions with offenders, we form assumptions and beliefs about improving the criminal justice system. Our ultimate objective is to enhance the offenders' prosocial skills, thereby reducing recidivism. However, amidst our good intentions, we must ask ourselves: **Are we truly providing helpful support? Do our interventions facilitate or hinder the offender's progress? Are we achieving the desired results?** During this enlightening panel discussion, we will introduce the panelists, sharing relevant information about their backgrounds and experiences as justice-involved individuals who have intimately "lived" the system. They will candidly express the elements that didn't work and those that proved instrumental in fostering positive changes in their lives.

**10. Panel Track: Probation and Parole Officers: Overworked, Misunderstood, and Often Frustrated. Where Do We Look for Answers?**

**Wednesday, Aug. 30, 2023, 9:15am – 10:15am**

**Session Description:** There remain some intractable issues in our profession that often foster burnout, cynicism, and role conflicts. Some of those issues are as follows: Are we clear about the goals of probation, parole, and community corrections? Is the profession clear about this? What gets counted is what matters. Are we counting the right things in order to steer the work of staff to achieve goals or are we really good at telling stakeholders how busy we are as opposed to how effective we are - or can be. A balanced approach to the supervision of people under some form of community supervision requires treatment/helping + surveillance + enforcement. There is some research evidence that indicates that when a balance approach is employed, public safety is enhanced. Is our profession making everything old new again or are we willing to reinvent ourselves so that public safety and justice are enhanced for all.

**11. Closing Plenary: Death, Politics, and Red Tape: Failing Forward in Community Corrections**  
**Wednesday, Aug. 30, 2023, 10:30 am – 12:00 pm**

**Session Description:** Embracing a career in corrections is not for the faint of heart. Even the most passionate, committed, and capable professionals can become hardened, cynical, and ultimately burn out. In a field where change is hard and success feels short-lived, hope and passion can be in short supply. So how do we stay focused on the important work that we do, those we serve, and show up resiliently optimistic each day? Join Dr. Alexandra Walker as she shares how to move through our failures by embracing resilient optimism. Learn and connect with others as we learn what it means to fail forward in community corrections.



## **On-Demand, Past Training Institute Classic Sessions:**

### **1. Best Practices for Working with Victims and Survivors in Community Corrections**

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

### **2. 10 Steps to Building a Gender Responsive Caseload with No \$\$\$**

**Session Description:** As agencies struggle with the balance between budgetary concerns and best practices, implementing a Gender Responsive caseload can be challenging for jurisdictions. Through a fun and interactive workshop, participants will be introduced to 10 steps to start a Gender Responsive program in their jurisdiction when they have the desire, but not the money. This will include staff and client selection, partnering with community, recommendations for curriculum and tips for staff resiliency. This workshop is applicable for either juveniles or adults in small or large jurisdictions.

### **3. Engaging Clients for Success from Prison to Community**

**Session Description:** 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.

### **4. How to be a Coach – Ingredients for Effective Observations and Coaching**

**Session Description:** It is no secret the vital 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 many factors that agencies must consider as they help to build staff's confidence and capacity using EBPs, including who will support 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. Strategies to help others build skills will also be discussed and practiced.

## 5. Humanizing Community Supervision

**Session Description:** This training will offer officers, a look into alternative supervision methods by promoting the humanization of both the officer and the justice involved individual. This is accomplished by demonstrating the use of technology, evidence-based practice techniques, and wrap around supervision with community partners to achieve a desirable outcome of probation. The alternative method of supervision focuses on promoting skill building over applying sanctions, identifying drivers behind the behavior or action, and implementing solutions to promote prosocial behavioral change in a time of virtual supervision.

## 6. Improving Victim Services Through Collaboration

**Session Description:** The Texas Department of Criminal Justice-Victim Services Division and the Texas Board of Pardons and Paroles have developed a collaborative partnership to ensure that victims and survivors of crime can fully exercise their right to participate, be heard, be informed, and be protected and, moreover, to ensure that decision-makers have critical information and victim input available when considering offender release and reentry. During this workshop, the presenters will outline the continuum of services available to crime victims in Texas during the post-conviction phase of the criminal justice process. They will discuss how the system benefits from involving survivors in the process. They will also describe a new training initiative that assists both parole decision-makers and the victims who are speaking to them. Workshop participants are encouraged to exchange their own idea, tips, and tools for serving crime victims and ensuring that their rights are preserved post-conviction.

## 7. Integrating Culturally-Based Practice with Western Modalities

**Session Description:** Presented by Dr. Alberta Arviso of the University of Arizona's Native American Research Training Center, this webinar will aid skill building in cultural competence and clinical practice working with indigenous communities, specifically working with those impacted by crime, incarceration, and reentry into the community. Dr. Arviso's presentation will provide relevant knowledge and strategies to nurture strengths and promote resiliency among Native Americans. Inclusion of culturally responsive methods and important factors such as family, community, and tribal heritage will be included. Community models of comprehensive care and trauma informed care will be highlighted.

## 8. It's Beyond Important, It's Survival-Essential Justice Work with Native Women

**Session Description:** 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 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.

**9. Not All Native Americans Smoke a Peace Pipe. You Know So Much About Me, Yet Don't Understand Me. A Personal Insight into Native American Culture.**

**Session Description:** We will present the findings of a global mixed methods study assessing attitudinal and behavioral change among course participants from correctional facilities (n=604), which demonstrated statistically significant quantitative improvements in relation to level of understanding of the Peace Education Program themes and qualitative improvements in anger and violence avoidance. We will also share the findings from a small quantitative and semi-qualitative survey among homeless participants from South Africa supporting potential broader generalizability of the findings.

**10. Practices with Transgender Clients**

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

**11. Sex Offender and Domestic Violence: What's in Your Wheelhouse?**

**Session Description:** Over the past three years, Maricopa County Adult Probation (Arizona) has experienced a steady influx of dual addendum sentencing. 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 receive 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.

**12. The Use of Officer Discretion in Mentally Ill Clients**

**Session Description:** In this workshop, we will present the role officer discretion plays in supervising mentally ill clients in Maricopa County. We will go over the range of options that an officer can use in dealing with clients. Supervision strategies are geared for individual clients based on their individual needs and functioning levels. Officers are encouraged to decide on a treatment/probation strategy based that will help the clients be successful.

### **13. What Would an Evidence Based Criminal Justice System Look Like?**

**Session Description:** The U.S. criminal justice system is (again) at a major crossroads, with competing policy proposals aiming to slash and/or alter its basic scope and functions. Decades of research proves that programs can only be “evidence-based” if they are matched carefully to the risk and need profiles of participants and delivered at the earliest, safest, and most feasible stage in the justice system. With funding from ONDCP, over 40 leading criminal justice and public health organizations convened to conceptualize an evidence-based criminal justice system, from police street encounters through post-prison reentry. The product of that work is the ARK (Annals of Research & Knowledge), an online, user-friendly data base describing evidence-based and promising programs matched to participants’ risk and need profiles at every stage in the justice system. This workshop will describe how to use the ARK to enhance outcomes in one’s community and nominate new programs for consideration.