



WORKSHOPS

As of April 11, 2024 - Subject to Change*

**Workshops listed below are proposals received and may not be in the final program.*

“You are Trying So Hard to Do the Right Thing...”: An Evidence-based Practice Training Mosaic

What does it take to get officers to take a leadership role in evidence-based practice training initiatives? Ohio Parole Supervisors and Officers regularly conduct EBP training events that energize staff. This training will look at four training initiatives at Ohio Adult Parole Authority which not only engage officers in learning but involve them as Instructors. Participants will see field officers and supervisors introduce training programs designed to reduce recidivism. There will be opportunities to observe and participate in various parts of the current introductory EBP training events and tools, which include on-demand videos, simulated cases, skill building and coaching. Field Officers will provide their insights on the impact of these training initiatives. Participants will have the opportunity to ask questions of current field officers engaged in EBP training.

8 Keys to Success: What Every Person on Supervision Needs to Know

The 8 Keys to Success, tied to criminogenic needs, identifies specific skills that can assist the person on supervision in making long-term behavioral changes. The workshop will demonstrate how probation officers can take theories, and often complicated language, and obtain buy-in from the person while providing easy to understand real-world strategies and techniques that the person can use to effectively make positive changes in their life.

A National Study on the Impact of Supervision Fees on Adult Probation Agency Budgets and Operations

The majority of states require probationers to pay supervision fees, intended to offset agency operational costs and promote accountability among supervisees. There is substantial variation across states, however, in the amount and allocation of fees, the processes for collecting fees, and the discretion afforded to agencies to alter fees. Partnering with the National Institute of Corrections and the National Association of Probation Executives, the Utah Criminal Justice Center conducted a national study on the impact of fees, and fee collection, on agencies that supervise adult felony probationers.



UCJC conducted surveys and interviews with probation executives to better understand the role fees play in agency budgets and the impacts on agents' role and relationship with supervisees and agency operations. Results will be presented based on jurisdictional type and fee structure. The results will inform state legislatures and local governments in areas of public policy and oversight of probation supervision practices.

Addressing Staff Shortages

Staffing shortages have significantly impacted correctional agencies in recent years, including community supervision agencies. Addressing the consequences resulting from frequent staff turnover have been challenging for agency leaders. This workshop will explore turnover trends, hiring, onboarding and staff retention issues, including the needs of both new and seasoned staff. Innovative hiring plans, practical and non-monetary approaches to staff retention, and strategies for managing an agency's workload when staff resources are strained will be discussed.

Addressing the Equity and Fairness of Assessments: How the National Guidelines Can Transform Agencies' Communication and Use of Post-Conviction Risk and Needs Assessments

In partnership with the Bureau of Justice Assistance, The Council of State Governments (CSG) Justice Center worked with a group of 26 national experts to develop a set of 13 practical guidelines and a suite of practical resources that advise criminal justice agencies on prioritizing accuracy, fairness, transparency, and effective communication and use of post-conviction risk and needs assessments. The guidelines permit agencies to follow a coherent set of guidelines on the development and use of risk and needs assessment and encourage testing of their instruments for accuracy and fairness across race, ethnicity, and gender. This session will describe the benefits of adhering to the national guidelines, discuss summary of information received through the supplementary self-assessment tool, identify the first group of states receiving technical assistance and their areas of priority, share trends and lessons learned, and hear from a group of panelists who are prominent leaders in the field on related research, specific challenges agencies have encountered, and efforts to adopt the national guidelines.

Agency Leadership: Taking Care of our Greatest Resource

Vacancies are increasing, retention rates are decreasing, and a sizable portion of the current staff are looking for a new employer. As leaders how can we positively impact the general well-being of our workforce, build resiliency in employees to mitigate the exposure to trauma and steady state of crisis found on the job, and retain high-performing, well-trained employees? We start by understanding our role in supporting employee well-being and we listen closely to staff as they paint the picture of the state of employment as a community corrections professional. Join us as we share the journey of one midwestern state that has asked the front-line staff, middle managers, and leadership how they are experiencing the job and are listening to those impacted as they write an action plan focused on improving the health and well-being of their greatest resource.

Am I Safe Here? Navigating Authenticity and Psychological Safety in Criminal Justice Settings

Criminal Justice professionals must navigate how to develop a rapport with clients while maintaining psychological safety and authenticity to provide effective supervision.

Assessing and Supervising Parolees Who are Incredibly High Risk to Violently Reoffend: The Ohio Strategy to Supervise Justice Involved Individuals with Violent Risk/Need Factors

This intensive session will examine Ohio Department of Rehabilitation and Correction's (ODRC) project to assess and respond to supervisees who are identified as high risk to violently reoffend. ODRC has generated, piloted, and launched the statewide use of a Violence Predictor Risk Assessment (VPRA). It is used as a trailer to the Risk/Need Assessment and is administered by Assessment Parole Officers prior to release from prison. Participants will gain an understanding of the initiation of this work and lessons learned. In the first part of this session, research staff will discuss their involvement and development of the tool and administrators who led the implementation effort. The second part of this session will discuss the supervision strategy to reduce the harm of this population. Parole Officers who work with this special population will discuss supervision strategies. This session will conclude by contrasting Ohio's supervision response to those identified as high risk those high risk to violence. There will be time for question and answer.

Awareness! Inclusion! Competence! The Ohio Adult Parole Authority's Innovative Approach to Cultural Diversity

The Ohio Department of Rehabilitation and Correction established innovative ways to foster equitability through innovative approaches to cultural diversity. This session will include leaders of work groups on Cross Cultural Competency and LGBTQI discussing their strategic efforts to reduce bias in all forms. During this engaging event, participants will have the opportunity to enhance their skills through Cross Cultural and LGBTQI training exercises. Participants will gain an understanding of ODRC's training initiatives, which have expanded equitability awareness, inclusion and competence towards all individuals and groups.

Breaking Barriers: Common Challenges and Barriers Faced by Women in Probation, Parole and Corrections: Leadership Roles and Exploring Strategies to Overcome Them

Addressing the challenges and barriers that women face in probation, parole and corrections leadership roles is crucial for fostering a more inclusive and supportive work environment. By addressing the challenges that will be discussed in the workshop and implementing strategies to support women in probation, parole and corrections leadership roles, organizations can create a more inclusive and equitable workplace that enables women to thrive, excel, and contribute effectively to the law enforcement community.

Breaking Boundaries: Empowering Women in Community Justice

Join us as we delve into the challenges and triumphs of women in community justice. Life throws us curve balls, and in the realm of community corrections, the stakes are even higher. As leaders, it's crucial to empower ourselves and each other to rise above and achieve greatness within the field. In this session, we'll explore the journey to becoming the best versions of ourselves while navigating the complexities of familial, social, and professional roles. We will discuss how to tackle the overwhelming pressure we often face head-on and redefine our expectations. How can we shatter the glass ceiling and embrace grace in every aspect of our lives? Listen to stories and experiences from women in the field and discover how to embrace your inherent worth, silence whispers of self-doubt, and unleash your inner strength. Together, we'll uncover the secrets to self-care, assertiveness, and carving out our space at the table. Join us in raising our hands, speaking up, and paving the way for a brighter future in community justice, together.

Bridging the Promotional Gaps: Developing Leadership Curriculum That Works For You

In this session, participants will identify gaps in training and professional development when it comes to promoting into a leadership role. The material will explore successful practices in team building, packaging and delivering information, and ultimately, how to create curriculum for participant's specific needs – both personally and within their agencies. The session will engage participants with activities in effective communication, as well as provide practical guidance on how to build successful teams. The Facilitator, Charles Kelley, will share his experience of identifying crucial leadership development needs, along with his journey of creating curriculum that has been put in place and already proven to be successful within his agency.

CBI4NE1: Cultivating & Building an Internal Program for (Almost) Any One

CBI4NE1 is a 12-week, open group, cognitive behavioral intervention programming for high and moderate-risk offenders on parole supervision pioneered within the State of Nebraska. This session will be moderated by two Nebraska Parole Officers who facilitate online and in-person CBI4NE1 classes. This workshop will discuss selection of participants, facilitation of classes, communication challenges and solutions, obtaining data and feedback to build sustainability for facilitators and classes as well as behavioral outcomes.

Changing the Perspective of Community Supervision Through the Peace Education Program

Changing the perspective of criminal justice involved individuals is a major component of many current community supervision strategies and practices. This presentation will highlight changes observed by domestic and international facilitators of The Prem Rawat Foundation's Peace Education Program. The Peace Education Program is a renowned, free, 10-session workshop course that helps participants engage their inner strengths. Over 425,000 people, including correctional staff and justice-involved individuals, students and military, have participated in the Peace Education Program worldwide. Our panel will review the Program's objectives, methodology, unique learning approach, and key understandings. We will explore the Program's potential for positive outcomes in attitudinal and

behavioral change. Videos of participants speaking about their personal experiences with the Program and excerpts of the Program content will be shown. Panelists from community supervision in Indiana and Ohio will provide context and an understanding of their reasons for implementing the Peace Education Program.

Cognitive Behavioral Programs: T4C vs MRT

This training does not provide a certification in either cognitive behavioral program. This presentation is designed to promote awareness and education for two of the more widely accepted cognitive behavioral programs utilized by criminal justice professionals. Participants can expect to gain an understanding of the pros and cons of each program, as well as, develop an understanding of who would benefit for each program. Attendees will review and engage in specific activities selected from each curriculum to gain a better understanding of the group dynamic.

Community Corrections: Where's the Community?

Community Corrections is a name we are all familiar with, which implies Community involvement. An independent observer may where is evidence of the community in the community corrections operations. Partnering with communities has become a mainstay in some areas, which is led to development of collaborative processes and programs. Sharing responsibilities with volunteers once was unheard of as transitioned into something that is expected. This presentation will detail how community volunteers have leveraged resources beginning with a vision through implementation, program development and presentation of awards.

Considering Someone is High Risk: Identifying and Responding to the Crime Producing Needs of High-Risk Individuals

The risk assessment scores someone as high risk, so what's next? This engaging training will build an understanding of the underlying characteristics that make a person high risk. Participants will take a deeper dive into crime-producing needs such as aggression, risk taking and antisocial attitudes. Time will be spent on effective high-risk interventions including Cognitive Behavioral Programs, Core Correctional Practices and Carey Guides. Participants will develop skills by practicing on a simulated case. Participants will enhance their understanding of the link between specific criminogenic needs and tools to respond.

Control/De-Escalation Tactics

Officer safety is first and foremost during any criminal justice encounter. Control/ De-escalation Tactics have been developed to increase the likelihood of safety for the officer and their subjects while decreasing the likelihood of injury to both. The tactics that will be introduced are based on the Strikes Takedowns Offensive Redirection and Manipulation (S.T.O.R.M.) model developed by the former Commander of the Gwinnett County Sheriff's Office, GA Tactical Team. *Note: Although Acivilate is a vendor at APPA this workshop is being offered solely as an educational offering. Acivilate's products/services are not a part of the presentation.

Crafting Solutions: Creating and Strengthening Alternative Justice Programs for Family Preservation

Family separation caused by incarceration can deeply harm children, families, and communities. Four in 10 children in the US grow up in a household in which a parent or co-residing adult faced at least one criminal charge, were convicted of a felony or spent time in prison (Mueller-Smith, 2023). Family-based diversion and alternative sentencing can counter these harms by addressing caregivers' needs within their communities, preserving the family unity. Yet, such alternatives are scarce despite their potential to lessen the disproportionate impact on Black, Hispanic, and Native American families, offering a more equitable solution for community safety. Experts will discuss the benefits of these programs, related legislation, and research backing their necessity. They'll also provide guidance on developing, enhancing, and funding these alternatives statewide. The Office of Juvenile Justice and Delinquency Prevention (OJJDP), in collaboration with the Family-Based Justice Center, offers technical assistance and funding to help localities, states, and tribes implement these crucial sentencing alternatives.

Data Driven Pretrial Agencies: Indiana's Journey

In the Spring of 2021, Indiana began developing state-wide outcome and performance measures for all pretrial agencies that included tracking of a control population and standardized data collection and reporting. Come along Indiana's journey, from defining fifteen unique metrics to piloting and launching the project in early 2023. A year later, see how real-life agencies have benefited and Indiana's vision moving forward. Learn how data can help you make pretrial advancements in your local jurisdiction or at the state level. Models multiple pretrial communication strategies, including how to share data with stakeholders and use measures to make policy changes and analyze their effectiveness. See how Cass County, IN used data to increase local funding and identify trends, such as the impact of voluntary support services on successful outcomes. Includes interactive activity where attendees will learn how to define and map a performance metric for one of their agency's goals.

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 responsibility. 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 with clients. In this workshop students will be taught elements of Evident Change's "Supervision Strategy" system, 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.

Domestic Violence Courts: Probation and the Judge as a Team

Dedicated domestic violence courts, misdemeanor and felony, work to keep families safer, and motivate offenders to change and be accountable. Working with a judicial officer to keep on top of victim safety



issues and offender lapses is a best practice that can be developed with a coordinated community response. Bring your court and partners together to work with probation on these goals.

Efficiently Managing Compliance Across Multiple Data Sources While More Is Demanded of Officers

When managing clients that have multiple sources of compliance data from monitoring equipment, drug and substance testing, communications, remote reporting, and more, probation officers are faced with a daunting task of how to pull all of that information together to accurately monitor overall compliance. With changes at the state level regarding location tracking reporting, drug testing labs shutting down or not fulfilling agencies' needs, and a growing population within caseloads that respond differently to the use of technology, for officers to stay apprised of the options available and the best practices to follow can be time consuming. In this session we will investigate how information sources can be combined to pull actionable data together and using analytics and statistics to make better informed decisions regarding managing our caseloads as a whole as well as focusing on those participants that require a little more attention. How we can take simple technology that is already in the hands of the vast majority of our caseload and harness that tech to allow for better communications, hold participants accountable, and streamline officers' jobs making their work efforts more efficient to permit them to focus on those that require more attention.

Electronic Monitoring & Reentry Simulation: A Walk in My Shoes

This workshop will provide participants with the opportunity to engage in a simulation of obstacles faced by many citizens who are trying to reintegrate into their communities after incarceration. The simulation includes the opportunity for participants to experience having an electronic monitoring device attached to their ankle while navigating the reentry process.

Emerging Drug Trends: The Impact of Overdoses and Testing Challenges

Emerging drug trends have become an operational and policy challenge for the testing and treatment approaches in probation departments and treatment courts. This presentation will provide you with a look at recent drug trends including fentanyl, methamphetamines, New Psychoactive Substances (NPS), synthetic and over-the-counter drugs along with street drugs. These are all contributing to historic overdoses and deaths. We will discuss the testing challenges departments encounter with these emerging trends.

Empowering Futures: Strategic Decision Making for Secure Youth Care Facilities

This workshop delves into leveraging existing data to enhance custodial and community supervision strategies for youth transitioning from state confinement back into local communities. Irrespective of the risk/needs assessment framework employed by an agency, the session explores collaborative approaches with a probation department managing an upsurge of youth reentries. This workshop will be co-presented by Evident Change and local probation systems responding to this issue. Attendees will gain insights into supervision strategies that extend beyond risk and needs assessments to foster positive

outcomes among youth. The workshop aims to equip violence prevention workers with practical guidance on utilizing available data for informed decision-making in both custodial and community settings. Key topics include response strategies to peer interactions, housing unit considerations, reintegration planning, behavioral adjustment approaches, managing infractions, addressing security concerns, monitoring progress, fostering responsivity, nurturing cross-system collaboration, and navigating release and stepdown considerations.

Enhancing Responsivity in Community Corrections: Valuing the Person and Fostering Success

Take advantage of the opportunity to be part of a workshop designed to empower you with a framework to understand better the individuals you work with. Discover the synergy between Real Colors and the RNR Framework. Gain valuable insight and practical strategies to truly address each individual and forge authentic interactions while driving tangible, positive change. Through immersive activities, we look to help you seamlessly integrate Real Colors into your existing practices and programming, elevating your impact in your community. Become a catalyst for lasting, meaningful change in your community. This is a must-attend session if you are already familiar with Real Colors.

Establishing Key Relationships and Processes to Solve the Challenge of Vital Documents

The workshop would cover the processes and relationships that the Michigan Department of Corrections has developed to help ensure that 98%+ of individuals leaving prison have a State ID or DL. The presentation would include a discussion of the internal structure of the MDOC to support these operations, as well as how key relationships were formed with other state agencies involved in the vital documents process.

Evaluating a Project to Increase Probation Referrals to Accountability Courts

Our panel will discuss the evaluation of a project designed to increase the capacity of mental health and drug courts. Accountability Courts combine judicial involvement, intensive programming, encouragement, and quick responses to violations for supervisees in the program. We will discuss: 1) How probation increased capacity of the pilot courts; 2) The roles of Probation and Courts; 3) The data analysis for individuals in the pilot population; and 4) overall findings and recommendations.

Evaluating Adherence to EBP in Community Corrections in Indiana

An overview of a statewide project funded by BJA where all Community Corrections agencies were assessed using a tool developed by the University of Cincinnati Corrections Institute called the Correctional Program Checklist - Community Supervision Agency, or CPC-CSA. Aggregate results of the assessments will be presented, along with implications and next steps.



Every Child Deserves A Parent Who is Healing: How You? Yes You! Helps Incarcerated Dads Build Relationships with Their Children

You Yes You! is an Indianapolis, Indiana based nonprofit and is on a mission to help incarcerated fathers build relationships with their children and strengthen their ability to be fathers. Our intentional focus and purposeful pace through programming, mental wellness, family engagement and reentry guidance is a blueprint on how to reduce recidivism while also providing deliberate support. Attendees will learn (1) the importance of intentional programs and how to build them; (2) why incarcerated dads must stay connected to their children and its benefit to the communities they will return to; and (3) how to build community support and relationships to aid in the reentry process.

Evidence Based Practices Links to Wrap Around Services

This session will discuss the importance of connecting justice involved individuals to services that are important for their success while on supervision and beyond. Expansion of resources assists agencies and persons under supervision reach better outcomes and reduces failures.

Expanding Horizons: Diversifying Your DEI Committee for Inclusive Excellence

Traditionally, we see the same faces show up time after time after time. Leadership works extremely hard to help encourage all folks to join, yet sometimes to no avail. In this session, we'll emphasize the significance of this endeavor, stressing the need to expand membership inclusivity. We'll address common challenges and resistance before delving into actionable strategies for enhancing diversity in committee participation.

Felony Supervision

I will moderate a panel discussion on Supervision and technology.

Fentanyl: Fake and Fatal

Fentanyl is now the #1 cause of death in America 18-45 years of age. The fastest growing age demographic in America for fentanyl poisoning and death is now 14 years of age and younger. It's no longer a drug that is killing addicts, it's a weapon of mass destruction destroying a generation. Awareness is not enough; we must provide comprehensive education. This workshop will teach attendees exactly how to do that using the only standardized Fentanyl curriculum in the country.

Fostering A "New Beginning" Using Community and Legal Partnership to Support Reentry Efforts

The foundation of Goodwill New Beginnings is a job and life skills program where we meet our clients where they are. The program is based on six main components: Stable Housing, Support Group Stabilization, Full-Time Employment, Financial Literacy, Mental/Physical health, and a variety of assessments that identify their biggest needs. After a careful evaluation, the participant is placed into one of our tiered models where they receive trauma-informed care, behavior modification, and soft

skills. During their time with Goodwill, the participants gain technical skills and or additional education such as certifications and or secondary education. Goodwill's New Beginnings Program has maintained a recidivism rate under 10% for the past 13 years. New Beginnings works in conjunction with Parole and Probation to ensure a successful reentry.

From Anklets to Algorithms: Tracing the Journey of Electronic Monitoring in Community Corrections

Electronic Monitoring has evolved from the early days of short range radio frequency ankle bracelets. This session will cover the historical evolution of GPS monitoring over the last 40 years, how it all works and where it's headed.

From Incarceration to Reentry: Setting Reentrants up for Success

Navigating the transition from incarceration to reentry into society is a complex journey that requires comprehensive support and guidance. This workshop aims to teach attendees with practical strategies and insights to effectively assist individuals in this critical phase of their lives. From addressing the challenges of reintegration to fostering self-sufficiency and resilience, participants will explore evidence-based practices and innovative approaches to empower clients for successful reentry post-incarceration. The goal is to create a deeper understanding of the multifaceted nature of reentry to effectively support individuals, ultimately setting them up for long-term success and positive community engagement.

From Prison to Purpose

A cautionary tale unlike any you have ever heard. This is not just a story that every community corrections professional needs to hear - this will change the way audience members do their jobs. Telling people to never give up is more believable and able to be received when it's attached to a real-life story. This is that story. This session will open your eyes and provide true education with a digital video online curriculum audience members can provide to anyone and everyone in their field.

From Status Quo to Reform

From the earliest days of our country until The latter part of the 20th century one can argue that our criminal justice system changed relatively little. However, in the latter part of the 1900's until now, the US and many parts of the world have embarked on substantial system reforms. Entirely new strategies have been utilized in some jurisdictions, innovative visions have materialized, inventive plans implemented and some substantial benefits realized. This workshop will discuss many of these advances.

Future Lethality Risk: Strangulation

This course is designed to inform community supervision officers of present and future risk involved in strangulation cases. This form of physical and emotional violence is highly prevalent in abusive intimate partner relationships. Attempts to strangle, sometimes referred to as "choking," not only raise lethality risk to our case victims but they can also cause very serious short-and-long term physical and mental

problems, including delayed death. The course content will intend to educate on the definition, along with physical and psychological presentation of signs and symptoms of strangulation.

How AI Meets Evolving Demands of Law Enforcement Careers

The attendee will be introduced to new trends in AI to assist with job duties. Also, the attendee will analyze how cognitive input simplifies their decision-making abilities while on duty. Finally the attendee will be introduced to the challenges of an evolving system that impacts the existence of new technology.

How Can We Protect Our Sanity? Dealing with Vicarious Trauma, Compassion Fatigue, and Burnout

This Workshop will discuss how Community Corrections Professionals can recognize, address, and overcome the impacts of compassion fatigue, vicarious trauma, and burnout due to working with clients and victims. This workshop is designed to help professionals develop the tools to extend their effectiveness and mental well-being of their careers.

How Juvenile Vocational Skills Reduce Recidivism

This workshop will introduce how vocational skills promote a reduction in recidivism. The attendee will be introduced to: 1) vocational skills that prepare youth for life after incarceration 2) benefits of extracurricular programs to become employed 3) the future of incarceration reduced.

How Los Angeles County is Embracing a Guardian Mindset in Community Corrections

This innovative 60-minute workshop takes a closer look at the culture and philosophy within community corrections. We will examine how developing a guardian mindset better prepares officers and our agencies to maintain an honest and legitimate relation with the community and the clients they serve. The workshop will highlight the Los Angeles County Probation Department's continued efforts to reinforce a guardian mindset through community partnerships and a care-driven approach to assist in rehabilitation. Although the workshop will highlight the efforts in Los Angeles County, the lessons and overarching messaging is relevant to all professionals in the community corrections field. As our mission continues to focus on a client-centered approach, this workshop will ignite the ideas to take us there!

How to Build and Sustain Specialized Mental Health Caseloads: Nuts and Bolts Guidance from NC and GA Community Supervision Agencies

Over two thirds of the 5.5 million people supervised in the correctional system are on community supervision caseloads, nearly 1 million of whom have a mental illness. According to a study by the University of North Carolina at Chapel Hill, in collaboration with the American Probation and Parole Association and the Pew Charitable Trusts, less than a third of counties across the country screen for mental health conditions and only 27% of counties had mental health probation supervision. Given the challenges associated with supervising people with severe mental illnesses and their poorer criminal justice outcomes (e.g., revocations, violations), agencies need tailored approaches to supervising people

with severe mental illnesses. Guided by results from the aforementioned study, this intensive workshop focuses on the nuts and bolts of implementing specialized mental health supervision in two community supervision agencies – the North Carolina Department of Adult Corrections and the Georgia Department of Community Supervision.

I in Team An Innovative Way to Build and Sustain Your Team Through Servant Leadership

I in Team: An Innovative Way to Build and Sustain Your Team Through Servant Leadership is a presentation to improve the work environment for both managers and team members. This presentation explores various servant leadership strategies and techniques that can build a stronger, sustainable, and more effective team. This is a very interactive presentation using PowerPoint, open discussion, ice breakers, team building activities, and videos. These techniques create engagement for employees and “buy in” towards your organization’s mission. Leading to longevity and career-oriented employees.

ICJ in Action: Conducting Home Evaluations

A thoroughly completed home evaluation is a critical piece of the transfer of supervision process, as it lays the foundation of how the juvenile will be supervised in the receiving state under the Interstate Compact for Juveniles (ICJ). Local parole and probation officers play a key role in each transfer of supervision case from the very inception, as requests for supervision are approved or denied in large part based the recommendation from the local officer who conducted the home evaluation. This workshop will provide you with the tools needed to produce a quality home evaluation report. The ICJ is the only lawful means to transfer supervision of juvenile across state lines and the only legal process for returning runaways who have been detained. The Interstate Commission for Juveniles oversees the implementation of the ICJ. Members represent all 50 states, DC, USVI, and key stakeholders, including probation/parole officers and others.

iCoach: Individualized Community-Oriented Accountability Collaborative Help

iCoach is an overarching approach to community supervision. The model is backed by the most recent science and provides more support and advocacy for those within the criminal justice system earlier in their reentry process. The aim of iCoach is to positively impact supervised individuals through two philosophies: Community Reintegration and Enhanced Supervision. Community Reintegration focuses on frontloading programs, resources, and services to support reentry. This is accomplished by using the iCoach pre-release planning process to include conducting a community reintegration wrap-around meeting with the individual releasing from prison and other stakeholders who can assist with reentry. Enhanced supervision is focused on how engagement, responsivity, assisting/advocacy, and coaching can be used during structured contacts, to build safer communities. The goal of the iCoach model is to meet the agency strategic anchors, which includes our mission of “Improving public safety by positively changing lives.”

Illinois Transforming Parole

The presentation will show how Illinois Parole is setting the standard in Parole Supervision and Re-entry, by having all agents field based for supervision, so they can work one on one with the individuals in the community. Also, with working with Behavioral Incorporated (BI), how we have transformed data collection so that more time is allotted to the agents, so they have more time for supervision in the community.

Implementing Supportive Authority: When Customer Service Meets the Criminal Justice System

Participants will explore how customer service and community supervision can co-exist, digging into supportive authority and EBP applications. Presenter Charles Kelley will provide real-world examples of what this shift can look like, and how it can be done.

Importance of Stakeholder Engagement

This is an opportunity to moderate a panel discussion to highlight previous efforts, successes, and current challenges in the field of supervision. Specifically through the lens of grassroots coalition building and why it's needed for legislative change.

Improving Juvenile Justice Program Through 4 Pillars of Wellness

Through culturally sustaining education, healing-centered engagement, and workforce development, VOICES provides the relationships, resources, and opportunities for youth to heal, grow, and further their path towards economic self-sufficiency and civically engaged lives. Learn to implement the four pillars of wellness in your youth engagement and programs:

- Healed – Systemic oppression forces us to acknowledge that healing must be the core for individuals and communities to transform and thrive.
- Educated – Equitable access to educational and personal/professional development opportunities is essential for economic stability and a thriving future.
- Creative – Collective and artistic platforms provide space for trauma and social justice issues to be explored without judgment.
- Disciplined – Accountability creates new personal habits and pathways for self-sufficiency.

Improving Outcomes with Women: Using the Supervision Agency Gender-Responsive Evaluation

This workshop focuses on improving outcomes for justice-involved women and gender diverse individuals. Participants will be introduced to the Supervision Agency Gender-Responsive Evaluation (SAGE - formerly the Gender Responsive Policies and Practices Assessment) that was developed in collaboration with the National Institute of Corrections and the Center for Effective Public Policy. SAGE is a comprehensive assessment that provides agencies with a protocol and scoring guide to explore how closely existing policies and practices align with the available research on women. The information gathered while implementing SAGE serves as the foundation for strategic planning efforts and provides targeted recommendations to expand the use of evidence-based policies and practices. The evaluation process to implement SAGE will be explored through demonstrations and reflective activities. Project

coordinators from two sites will describe how SAGE was implemented in their agencies, the benefits and outcomes of this process, and explore strategies to advance outcomes for women.

Improving the Supervision of Offenders with Serious Mental Illnesses & Co-Occurring Substance Use Disorders

Individuals with serious mental illnesses under correctional supervision have complex needs, elevated criminogenic risks, and present challenges to correctional professionals who supervise them. The NC Department of Adult Correction, Division of Community Supervision has innovated special programs and initiatives to equip officers with the skills and tools needed to optimize criminal justice and mental health outcomes for individuals with mental illnesses and co-occurring substance use disorders. In this interactive workshop, participants will learn about these efforts and gain experience with brief assessments of mental and social determinants of health; strategies to facilitate consultation with mental health professionals; and de-escalation techniques to diffuse emotional situations.

Incorporating "Mutton Flavor": Traditional Way of Life Into Probation Supervision

Incorporating the Dine' traditional approach and method, the way of life, language, culture, kinship, traditional teachings to restore cognitive behavior, harmony with one's self, the victim, family and community.

Incorporating Cultural and Traditional practices to Improve Reentry Outcomes

This workshop will provide attendees with information for identifying and incorporating traditional and cultural healing practices into Tribal Reentry programs. This workshop will provide overviews of Tribal Reentry programs that have successfully integrated traditional and cultural practices and improved client outcomes. This workshop will also seek to identify additional practices that could be adapted to other Tribes and programs.

Infusing Acceptance and Commitment (ACT) Skills in Our Work With Clients

We are excited to share ways that probation officers can infuse Acceptance and Commitment (ACT) skills into their work with clients – individually and in groups. First, we will provide a brief introduction to ACT as a trauma-informed and evidence-based program that differs from more commonly known cognitive behavioral programs. Second, we will share an ACT-based curriculum developed as a domestic violence program. We will share how it is currently being implemented and the evidence of its ability to reduce recidivism. Third, we will discuss ways in which an agent's use of ACT skills in 1-1 settings can help clients identify values-based actions and increase self-awareness, while remaining non-confrontational and collaborative with clients. This approach is particularly helpful with clients that struggle with substance use, mental health, and high conflict relationships. This presentation will be highly participatory with experiential activities and plenty of time for audience discussion and Q&A.

Inquiring Minds Want to Know: Does “What Works” Still Work?

Do current reform efforts have you wondering whether the Risk, Need, Responsivity (RNR) model still works? In this session, we will ask the hard questions and challenge our thinking about the RNR model by considering questions like where do gender, race, trauma, and other factors fall into the model? And is RNR consistent with a strengths-based approach? This session will move beyond the core risk-need-responsivity principles to explore how the other principles of effective intervention may or may not be able to help us address these pressing questions and to expand our understanding of “What Works”.

Interdisciplinary Defense System: Wholistic Defense in Action

The workshop will introduce the Interdisciplinary Defense System (IDS), spearheaded by the Marion County Reentry Coalition (MCRC), aimed at transforming public defense in Indiana. Modeled after the holistic defense approach of the 1990s, IDS goes beyond traditional legal representation by addressing the root causes of criminal behavior and providing comprehensive support services from the moment of conviction/incarceration. The project aims to reduce recidivism, improve individual and family outcomes, and gather data to support policy changes and funding for redesign of the public defense system. The IDS is the only wholistic defense model in the country that is focused on reentry.

Intergenerational Trauma: A Woman's Journey

This workshop details the journey of one woman's journey through childhood exposure to domestic violence, mental illness, substance abuse, and human trafficking. She discusses the community resources that allowed her to use her past as a tool to develop resilience and become a valuable community member.

Interstate Compact: Ensuring Successful Supervision Through Cooperative Solutions

The Interstate Compact is a mechanism for transferring supervision responsibilities to another state ensuring standardized procedures for approving and supervising individuals. This session will provide an understanding of the compact process and how changes in the criminal justice community as well as shifts in culture have impacted the application of Compact rules and procedures. Ensuring Successful Supervision through Cooperative Solutions is intended for community supervision and judicial professionals working in adult criminal justice systems across the country. The session will demonstrate how states balance Interstate Compact rule requirements with their impact on the individuals under supervision. Collaboration among state agencies, including community corrections, courts, jails, and other stakeholders, is critical to improving outcomes by allowing supervised individuals to be where they can be most successful while promoting public safety in their communities. During this workshop, we will showcase complex scenarios accompanied by effective communication strategies, as well as introduce new tools developed by the Commission that are available to equip agencies and staff within their respective jurisdictions.

Intimate Partner Violence Risk Assessment: Defendant Accountability and Survivor Safety

Parole and probation officers are tasked to supervise offenders to ensure they are compliant and ensure community safety. These system players are one of the most versed when it comes to conducting assessments to guide leveling offenders. When thinking of where to conduct an IPV assessments, the first thought is usually by first responders and victim advocates, however opportunities to assess IPV recidivism within the probation and parole are essential as well. This workshop discusses the risk assessments best suited for the pretrial setting, illustrate examples of jurisdictions using them and how to best identify an assessment for the community for the opportunity to elevate programming for those who are causing intimate partner violence accountable.

Is Home Ready for Me

The course is structured with lecture discussion with attendees and several ice breakers throughout the course. The expectations of attendees is to take part in the activities during the course. Attendance, participation, and respect for others will be addressed as a behavioral guide. Discussion Summary: Providing awareness on mental health while exploring the crisis that formerly incarcerated undergo once re-entering society.

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.

Let's Talk About the Maine Model of Corrections: Change, Labels, Language Matters!

Making our Communities Safer by Reducing Harm through Supportive Intervention, Empowering Change, and Restoring Lives. The Maine Department of Corrections is committed to a new model of corrections, one promoting the safety and wellbeing of staff and residents, while also ensuring residents and community clients see fewer barriers as they meaningfully engage with rehabilitative-focused services. This operating philosophy, known as the Maine Model of Corrections, is founded in the principles of normalization and humanization, with emphasis on destigmatization, respect, and

modernization of the Department as a whole. The transformation to the Maine Model of Corrections will lead to a stronger, healthier, and more meaningful environment for staff, residents, and clients, without compromising the importance of public safety. Working closely with victim service organizations and community partners, the Maine Department of Corrections will continue to emphasize the importance of sound community transition practices and safe Maine communities.

Leveraging Reentry Simulations and Community Conversations to Reimagine Electronic Monitoring

The Marion County Reentry Coalition (MCRC) collaborates with people with lived experience and community corrections practitioners to coordinate and hosts reentry simulations and panel discussions, that focuses on the impact of electronic monitoring. The simulation is an interactive experience that gives participants the opportunity to wear electronic monitoring devices while navigate the challenges returning citizens face upon returning to their community, such as obtaining an ID and meeting with their probation officers. The simulation is a tool aimed at helping to reshape narratives around electronic monitoring through education, awareness, and relationship-building between the community and system partners. It is also used to foster community driven conversations about reimagining electronic monitoring. This workshop offers a comprehensive overview of this impactful tool utilized by the MCRC, including planning and implementation, along with information about its impact to date, and potential impact on electronic monitoring practices and policies in Marion County.

Leveraging Virtual Services: How a Large State Department of Corrections Expanded its Reach and Increased Dosage Using Digital CBT Programming

The workshop will begin by first identifying and discussing barriers that participants face when it comes to accessing in-person services. Next, we will examine how a large state department of corrections has leveraged virtual services in addressing these barriers. Attendees will explore utilizing technology for virtual treatment, including group and individual sessions, and self-directed programming. The workshop aims to equip participants with practical strategies for implementing virtual services within their own agencies. Emphasis will be placed on understanding the pivotal role of technology in overcoming obstacles such as transportation, scheduling conflicts, and housing instability. By the end, participants will be empowered with strategies to utilize technology effectively, ultimately enhancing accessibility and outcomes.

Linking Case Planning and Professional Alliance for a More Positive Outcome

Research has shown that correctional professionals play a key role as agents of change as they create a professional alliance with those under community supervision. Positive working relationships generate buy-in and motivate people to explore necessary changes to lead a law-abiding life. Yet, the case planning process in many agencies focuses more on supervision conditions and less on the factors that help people succeed, such as working on activities associated with their assessed needs. Complicated and cumbersome case planning processes and case plans create unnecessary barriers and can contribute to disappointing risk reduction and behavior change results. This workshop will focus on the research on case planning and professional alliance, present a simplified case planning process, and include several

examples of case plans working in agencies throughout the country. In addition, the components of a good case plan and professional alliance process will be discussed and demonstrated. The process of using artificial intelligence (AI) will be discussed. The workshop will leave attendees with the challenge to develop a more relevant process resulting in a more positive outcome for those under supervision.

Love...No Ego

Love...No Ego, The Courage to Be You, is an empowering and engaging presentation that helps attendees to embrace an inspiring and truthful acceptance of oneself, their creation as a human being, and what they are meant to be and do here on earth. Courage is often misunderstood, overlooked, and or wrongly expressed through egotistical behaviors influenced by society and life's challenges. Attendees create a foundation for success that never wavers, and is applicable to personal and professional development simultaneously. As we reignite the human intuition, apply the pillars and principles to this reignited foundation, there is an awakening, understanding, and very low tolerance for falsity, illusions, fear, nor overly self-centeredness, which positively elevates the level of their mental health, taking attendees beyond societal and worldly challenges and into purposeful being, living, and working/serving.

Marion Superior Court Mental Health Alternative Courts: A Collaborative Approach

The Mental Health Alternative Courts consist of two programs: Psychiatric Assertive Identification and Referral program (PAIR) for pre-conviction participants and Behavioral Health Court (BHC) for post-conviction participants. Individuals with mental illness experience additional barriers to re-entry such as lack of employment skills, health care, education, and poor connection with treatment providers, which can influence their ability to obtain recovery and increase their chances of being re-arrested. Our goal is to identify moderate to high-risk individuals in the criminal justice system who have a mental health disorder. Once identified, these individuals will be provided with the opportunity to receive treatment and community services that address their individual criminogenic needs. This session will examine the team approach to removing barriers and providing comprehensive wrap around services to assist our participants.

Meeting in the Middle: Applying the Crossover Youth Practice Model to Support Multi-System Collaboration and Dual System Youth

Crossover youth, or those young people who are dually involved in the child welfare and youth legal systems, are often under-identified as such and face disparate outcomes compared to their single-system involved peers even when there is knowledge of involvement in a second system. This session will focus on educating audience members on this vulnerable population and the common barriers facing juvenile justice and child welfare staff in their efforts to support crossover youth. The presenters, who have worked in over 125 communities nationwide, will explore those challenges and how they can be addressed through the Crossover Youth Practice Model. Audience members will be encouraged to discuss their own experiences in working with dually involved youth (or those at risk for dual involvement) and will exit the session equipped with strategies they can employ in their communities to improve interagency alignment and support for crossover youth.

Moving Beyond Performance Reviews: Growth and Development Plans in Promoting Success of Staff and the Organization

The Growth and Development Plan (GDP) process is designed to assist staff in improving skills in their current job and acquiring knowledge and skills for new roles and responsibilities within an organization. In this session, presenters will overview the impetus for transitioning from standard performance evaluations and how the concept was developed and then deployed within the Marion Superior Court Probation Department. Topics to include workgroup focus, concept overview to staff members and feedback from employees who have participated in this process.

Muscogee (Creek) Nation: Restoring our Tribal Communities Through Reentry

The purpose of the workshop is to provide the audience or participants with insight in the field of tribal reentry and our efforts to restore our tribal communities through effective reentry resources and cultural activities.

Navigating Organizational Culture Change: Lessons from Ohio's Journey

Join us for an insightful discussion as we delve into the real-world challenges and triumphs of implementing organizational culture change, drawing from Ohio's Department of Rehabilitation and Corrections (ODRC) experience. Over the past decade and a half, ODRC's Adult Paroling Authority (APA) has been at the forefront of adopting evidence-based practices (EBPs). However, they recognized the need for further alignment of policies, processes, and practices to drive meaningful and sustainable outcomes. In this engaging, honest dialogue, participants will come to understand how Ohio Parole embraced an implementation approach, leveraging the Five Dynamics of Effective Implementation model by the Alliance for Community and Justice Innovation (ACJI) to make a shift toward being a culture of learning, coaching, mentoring, and feedback. Participants will learn practical strategies that allowed the APA to address implementation capacity gaps and foster a culture of feedback and modeling. Our panelists will provide candid reflections on the successes, setbacks, and lessons learned throughout this transformative journey. Whether you're leading change within your organization or navigating cultural shifts, this panel will provide opportunities to build competency in actionable strategies to drive meaningful and sustainable outcomes. Join us for an inspiring conversation on the realities of organizational culture change.

New Officer, New Approach

Traditionally, basic law enforcement academies were set up as a lecture style classroom. An instructor would tell recruits information, recruits would re-read the same information, and then the recruits would have to pass an assessment in order to graduate. At DPSST in Oregon, we have taken on a flipped instructional model. Flipped model? What does that mean? In a nutshell, we are giving the recruits the capacity to improve their problem solve skills and hone in their critical thinking skills and it all starts in the classroom. Join me as I explore this method of instruction with you. As well as, discussing the accomplishments and challenges we faced.

Next-Generation GPS: Using Technology and Data for Better Outcomes

In this informative workshop, dive into the realm of next-generation GPS monitoring systems and discover how cutting-edge technology combined with insightful data analytics can transform the management of your caseload. Transition your department from a reactive stance to a proactive approach in handling client interactions and movements. Explore the transformative features including:

1. **Advanced Connectivity:** Unlock the potential of combined WiFi and cellular technology, enabling seamless tracking and communication.
2. **Extended Battery Life:** Overcome the limitations of traditional devices with longer-lasting battery power, ensuring continuous monitoring without interruption.
3. **Analytical Insights:** Dive deep into the wealth of data at your disposal, gaining invaluable insights to optimize program strategies and resource allocation.
4. **Jamming Notification:** Stay one step ahead with innovative jamming notification features, safeguarding against disruptions and ensuring the integrity of monitoring systems.
5. **Client Engagement Integration:** Foster meaningful connections with clients through integrated engagement platforms, promoting collaboration and adherence to program requirements.
6. **Victim Notification Application:** Prioritize victim safety with dedicated notification applications, empowering swift response, and support mechanisms.

Not SMART, but the HARD Way to Fulfilling Goal Setting

In this session, participants will learn the differences between SMART and HARD goals. Participants will broaden their abilities to case plan and feel more fulfilled within the workplace. This session will include examples utilized by leadership at Marion County Community Corrections as they implemented HARD goals with front line staff. Presenter(s) will explain barriers that they faced and the difficulty they encountered through the process of making their goals less SMART. And yes, this process was HARD.

Open Entry, Flexible Dosage Cognitive Behavior Program: Decision Points

This workshop will provide an overview of Decision Points, a cognitive behavior intervention program designed for delivery with youth and adult populations. Built on the principle of the “Strategy of Choices”, Decision Points equips participants with alternative ways to examine their thinking and the actions that lead them into trouble. The program is structured so that it accommodates open-entry and exit from the program which maximizes program utility and effect. Decision Points can be delivered as a short-term intervention or as a longer duration program based on participants’ needs. The workshop will focus on how the Decision Points can be facilitated in-group and how the skills can be supported by an array of professionals working with participants to support pro-social change. Individuals from Washington State Department of Corrections and Ohio’s Department of Rehabilitation and Correction and will share their experiences delivering and supporting implementation of the program.

Prioritizing Officer Well-Being While Navigating Trauma and Building Resilienceriotizing Officer Well-Being While Navigating Trauma and Building Resilience

We need more than just GRIT! Balancing and prioritizing the health, wellbeing, and resiliency for law enforcement professionals is vital to equipping them with essential skills and knowledge to navigate traumatic events and to build resiliency. This interactive session focuses on the common misconceptions of trauma in law enforcement professionals, explores the coping mechanisms for building resiliency, and identifies officer wellness activities that support becoming balanced and resilient professionals.

Probation and Parole Strategies to Disarm Domestic Violence Offenders

This interactive workshop will provide an overview of firearm surrender protocols that have been implemented in various settings across the country. There are three types of this protocol: court-centered, front line law enforcement-centered, and probation-centered. Although this workshop emphasizes the probation centered protocol, it is not intended for probation agents exclusively. It is instead intended to explore the strengths of probation centered firearm surrender protocols, especially in collaboration with the legal system overall. It is therefore intended to address law enforcement, the judiciary, domestic violence advocates, prosecutors, and probation officers through civil and criminal justice protocols and how all these team members can work together. In addition to statistical research, the presenter also explores the practical application of surrender protocols as well as practical tips on implementing firearm surrender protocols in your community utilizing either federal or state law to your benefit.

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.

Restorative Implementation of Common Criminal Justice Concepts

The intent of this workshop is to introduce Criminal Justice Professionals to restorative justice concepts, discuss the historical context and development of the criminal justice system in the United States, and discuss various implementations of restorative practices within the criminal justice space. *Note: Although Acivilate is a vendor at APPA this workshop is being offered solely as an educational offering. Acivilate's products/services are not a part of the presentation.

Restorative Justice through Cultural Reintroduction

Participants will be given a brief overview of how traditional Nez Perce Tribe teachings are offered to clients. How those teachings are implemented in the client's daily life. At the end of supervision the clients are surveyed on how they will continue to practice the skills and teachings they've learned.

Rev Up Your Parole Strategy: Accelerating Global Collaboration Workshop

Embark on a journey to unlock the potential of global collaboration in parole with our transformative workshop. Gain insights into the crucial partnerships between paroling authorities, experts, and field leaders, emphasizing regular communication and diverse agency engagement. Explore how international collaboration fosters evidence-based best practices in parole systems, promoting rehabilitation and reducing recidivism globally.

Secondary Traumatic Stress and Resiliency Building for Juvenile Justice Practitioners

During this session, participants will gain an understanding of the impact of trauma on at-risk juveniles and gain an understanding of ways to overcome the traumatic secondary stress experienced by criminal justice practitioners. This lesson is taught via a combination of lecture, discussion and interactive group activities that will give the participants a perspective of the difference between typical work stress and secondary traumatic stress. They will also be introduced to self-care and resiliency building techniques, such as practicing meditation, perspective building, and expressing gratitude. Brief video-clips and practical exercises will accompany the presentation of each technique.

Seduction's Slippery Slope

One of the blights of correctional work, whether in the community or in facilities, happens when employees violate professional boundaries with the individuals in their care or with other staff. This workshop an overview of the following will be presented: The nature of professional boundaries in corrections, potential vulnerabilities and motives behind boundary violations, the process of "sliding down the slippery slope" of compromising professional values, ways for staff to get off the slippery slope (or preferably not get on it in the first place), and ways to create workforce cultures where supervisors and other staff can assist coworkers who are struggling—instead of stigmatizing and alienating them.

Shifting Supervision Focus from the "What" to the "Why"

In this workshop session, participants will be guided to identify motivating factors for criminal behavior and incorporate the individual's strengths and needs into intervention strategies. Through interactive case studies, participants will explore different scenarios for individuals charged with similar offenses, sharing suggestions for interventions within their small group and with the larger group. The session will also offer guidance on collaborative case planning and a balance between focusing on reducing recidivism and fostering desistance. Overall, the workshop will equip participants with a holistic



approach to supervision, challenging conventional notions and fostering critical thinking for more effective intervention strategies.

Similarities and Differences Between Parole Boards in the United States

This presentation analyzes the differences between parole boards under a determinate and indeterminate sentencing structures with specific examples of different states.

STOP School Violence: A Critical Discussion for JPOs

This forum will convene juvenile probation officers, community supervision professionals, and other professionals that work with school age populations and provide them with an opportunity for an open exchange of information on emerging trends related to school safety. The goal of the forum is to identify challenges, gaps, and needs for training and resources that enhance the knowledge of juvenile probation officers to recognize, respond to, and prevent acts of violence and ensure a safe climate. Information shared during this forum will be used to support the development of specialized trainings, and practical tools and resources to prevent K-12 school violence.

Stop the Impaired Driver! Updates on How the National Highway Traffic Safety Administration and APPA Offer Community Supervision Officers Tools and Resources to Stop DWI Recidivism

The National Highway Traffic Safety Administration (NHTSA) has actively supported APPA's efforts to address the high-risk impaired driving population that find their way onto community supervision. This includes the development of the Impaired Driving Assessment tool and funding of the Probation Fellow position. Earlier this year, APPA received a grant from NHTSA for the funding of three regional probation liaison positions who will provide training and technical assistance to multiple states. This interactive presentation will provide exciting information on NHTSA's expansion of the Probation Liaison positions as well as a description of local resources available to probation departments. Presenters will also provide an overview of the IDA, and an update on ongoing research surrounding the tool and demonstrate the new technologies that are now available to IDA users.

STREET Mentality "From Gangster to Scholar": A Juvenile Justice Perspective

An in-depth review of juvenile gangs in the United States will be discussed along with the root causes of the "Street Mentality." Intervention strategies, preventative programs and supervision tactics will be presented in order to improve successful outcomes of Juvenile/Adult Probation and Parole Supervision. Historical statistics, environments, social events and real life stories will be explored. Juveniles and adults across the nation have been dismantled by gangs and we will offer improved practices that may decrease gang membership for juveniles and adults involved in the criminal justice system. Worksheets, group activities and media will be utilized during this session.

Strengthening Communities: A Collaborative Approach between Law Enforcement and Probation

In this workshop, we will overview the importance of collaboration between law enforcement and probation, exploring effective strategies aimed at reducing recidivism rates and enhancing community safety. It will emphasize the needs for proactive measures and effective communication channels between these two entities. During the presentation, we will detail compliance checks, community safety meetings and other ways we work together. **Compliance checks:** This section will overview the significance in monitoring individuals on probation. We will detail the strategies for conducting compliance checks effectively, ensuring adherence to probation terms and conditions. **Community safety meetings:** This section will overview the purpose of the meetings and their role in fostering collaboration between law enforcement, probation, and the community. We will provide examples of topics covered in the meetings, such as crime trends, community concerns, and collaborative solutions. Additionally, we will highlight the positive outcomes achieved through community engagement and partnership building.

Substance Abuse: Hereditary or Genetic?

This workshop will focus on the genetic and/or hereditary impact of substance abuse. This workshop will define the genetics combined with substance abuse. Plus, the attendees will analyze the genetic impact of how substance shapes their legacy.

Supervising Gun-Involved Young Adults

The United States continues to suffer from high rates of gun violence. Many young adults on probation or parole have gun-related charges and are at risk of becoming shooting perpetrators—or victims. Effective supervision of youthful gun offenders can reduce this risk, marrying swift, certain, and fair responses to behaviors with supportive services and addressing criminogenic needs. And, in some instances, clearing the record of a felony conviction. This workshop will address practice guidelines for supervising young adults with gun offenses, review statutes that bear on sentencing, and relate the experiences of several innovative, specialized community-corrections programs that have met with success in keeping their clients in the community and keeping them—and their communities—safe.

Supervision of Homeless Sex Offenders

According to US Census there are nearly 600,000 homeless individuals in the United States with roughly 70% of those individuals having been arrested for a crime at some point in their lives; some of which have been convicted of very serious crimes. The supervision of both sex offenders and homeless individuals presents unique challenges. When the two are combined, those challenges can be exacerbated and present some potentially dangerous situations. Participants in this workshop will collaborate on how they supervise these offenders, learn what Maricopa County does in supervising these individuals, and discover strategies they can use to supervise these offenders in their community.



Sustaining Justice System Reform: Lessons Learned from Indiana's EBDM Experience

This presentation will share insights and lessons learned from Indiana's decade plus-long journey in implementing the Evidence-Based Decision Making (EBDM) model across state and local criminal justice systems. It will highlight the keys to Indiana's success in sustaining and expanding EBDM.

The 10 Core Principles for the Future of Juvenile Probation

Annie E. Casey Foundation and American Probation and Parole Association will provide the 10 core principles for successful juvenile probation.

The Do's and Don'ts of Effective Coaching

In this workshop, we will discuss how to consider things such as different roles within an organization and learning styles to individualize and tailor coaching to target specific persons and needs. You will also learn new ways to apply coaching via telework and practice creating a coaching exercise or tool with techniques that you can then apply within your agency. The goal is to learn the coaching do's and don'ts to increase job productivity, staff retention, and staff development.

The Intrusion of Fentanyl in Our Society

With the rising overdose and death rate among our children and adults due to Fentanyl use, it is important to know how we can positively lower those rates. Our vision is to raise awareness and hope in our community. Narcan saves lives, Thru the education of harm reduction, we hope to change the stigma and reduce the statistics of overdose deaths in our communities.

The Long-Term Effects of Juvenile Transfer Laws on Juvenile Offenders: The Life-Course Perspective

Methods for transferring youthful offenders to the adult criminal justice system have been available since the inception of the separate juvenile justice system. During the "tough on crime" era, law and policy expanded the eligibility and methods for youth to be transferred in an effort to deter criminal offending and reduce recidivism. The real result however was hundreds of thousands of youths sentenced each year within the adult system. These youth experience long-lasting negative effects across their life-course to the detriment of community safety and rehabilitative efforts. How do we move forward with transfer in an effective evidence-based manner? The answer is research!

The New Face of Reentry in Alabama: The PREP Center

When a 13-person Commission on Reentry in Alabama issued its report in 2021, state legislators allocated funding to identify, implement, and promote evidence-based research, policies, strategies, and programming to support successful reentry and reintegration. As part of this initiative, the Alabama Bureau of Pardons and Paroles repurposed a closed 700-bed prison in Uniontown to open a 90-day in-custody program that delivers cognitive-behavioral interventions, substance use treatment, mental

health counseling, and onsite vocational training for up to 200 probation and parole violators. Called the Perry County Reentry Education Program (PREP), this center opened in 2022 and includes a public-private partnership involving the state providing strategy and oversight, a community college providing technical vocational workforce development training, and a private reentry service provider. This workshop will discuss the programs being delivered and results to date and the state's effort on reentry as a 2030 Reentry state.

The New Science of Attention: How It Informs Health, Safety & Success for Probation & Parole Officers

This workshop addresses the risks to health in probation and parole work. Simple, research-based practices to mitigate risks and self-regulate attention and job/ life stress will be offered. Learn why our attention is our most precious resource. Guided practices will include attention training and breath regulation. Participants will learn about the three types of attention and how to better focus amidst job and life demands; complicated by the inherent distractions of life today. The basics of the human autonomic nervous system will be presented showing how to self-regulate and elicit the relaxation response. The presenter is a former parole officer with 15 years in the field and 42 years in criminal justice and corrections. He is a certified mindfulness teacher through the Engaged Mindfulness Institute and a trainer with the Center for Mindfulness in Public Safety.

The 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 several of the top leaders in the 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 served on the front lines but served as executive leaders. Each panelist will chronicle her career path, how she developed her team, cultivated her leadership style, and how she tackled difficult situations she faced in managing systems. This session is important for future APPA leaders as succession planning is vital for progress of APPA leadership.

The Power of Choice: Youth Development in Corrections

As institutions across the country struggle to hire and retain individuals; and violence increases causing more assaults on officers; institutions continue to struggle through the growing pains of the justice system reform movement. Adapting our practice to address the needs of trauma impacted young adults in our institutions are often a challenging prospect. But can we employ consequence and a therapeutic environment and still maintain control of our institutions? This workshop will discuss the power of choice in working with young adults in our institutions. The power choice has in service delivery. The power of choice in the young people's development and the power of choice in how our judicial partners view and respect our efforts. This workshop is specific to those working with probation youth inside of juvenile institutions.

The Role of Peer Support in Reentry

We believe that Correctional Health is Community Health and that utilizing the peer model is critical to providing effective health education, fostering resilience, and decreasing recidivism among individuals experiencing incarceration. This session will showcase the success of the Indiana Peer Education Program, a peer-led health education and promotion initiative currently operating inside ten correctional facilities in Indiana. Focusing on addressing the health disparities faced by individuals experiencing incarceration, the program leverages the expertise among individuals currently incarcerated to disseminate critical health education, motivate behavior change, and promote harm reduction. Furthermore, reentry services provided by the program are proven to be effective largely due to the use of reentry peer support specialists.

The Why: Policy, Performance, and New Innovations in Remote and Field Reporting

The proliferation of the availability of mobile technologies provides multiple opportunities for agencies to evaluate policy as it relates to their utilization of technology in supervision procedures. Combining technology advancements with ongoing research supports a multitude of supervision strategies that improve officer efficiency and client outcomes. This session will focus on the advantages of the use of remote reporting technology from representatives of three states. Agencies in these states moved to change policy to embrace research-based approaches to remote supervision and fieldwork. This dynamic panel will provide experiences from an administrative policy and implementation perspective to experiences from officers in the field. You will also learn about their “why” for believing this is a step forward in providing appropriate levels of supervision for those on their caseloads.

There's No Such Thing as Bad Art: How Art Activities Can Be Used as Effective Interventions in Community Supervision

From ancient times to present day, art is an integral part of the human experience. This workshop explores the benefits of appreciating and creating art as well as a concept that is may not be talked about enough: how art activities can be used in correctional settings as effective interventions. Attendees will learn about which criminogenic needs the arts-based interventions can target as well as real-life experiences from justice-involved individuals who have expressed themselves through art. Attendees of this class will be immersed into an artistic activity that can be used as an intervention in meetings with the justice involved individuals they work with. The class will reflect on how they felt completing the activity and if they came to any realizations they can utilize as life lessons.

Together We Stand Together to Uphold Victims' and Survivors' Rights

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

Traffick Jam: Where Juvenile Justice and Human Trafficking Intersect

Human Trafficking is a world-wide epidemic of modern day slavery, affecting all walks of life. Anyone can be at risk of becoming involved in this life. Human trafficking occurs all over the United States and is not just something that occurs in foreign countries or to undocumented immigrants. Unfortunately, many individuals that enter the juvenile justice system and the criminal justice system are victims of human trafficking; that can be sex trafficking, labor trafficking or both. This session will open your eyes to what human trafficking actually looks like in our communities, will identify what the risk factors are and how to identify them, and what solutions can look like. Several case examples will be discussed along with strategies for creating multi-disciplinary teams, specialized probation units and specialized courts. Participants will gain the necessary knowledge to readily identify youth and adults that are at risk for human trafficking, are being trafficked and those that have been trafficked and what strategies and programs have been successful in helping victims become survivors.

Training Session: Using the Impaired Driving Assessment-Certification Training

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

Transatlantic Collaboration: Sharing Best Practices between the United States and European Countries in Probation and Parole Systems

The International Relations Committee presentation will dive into the collaborative efforts between Florida and Romania, showcasing the exchange of best practices in offender rehabilitation programs, innovative supervision techniques, and the importance of stakeholder collaboration. We will illustrate how these collaborations have strengthened professional relationships across borders. Through discussions, attendees will gain valuable insights into successful collaboration models and emerge with actionable strategies for enhancing their own probation and parole practices through international partnerships. The presentation attempts to serve as a catalyst for fostering greater collaboration and innovation within the probation and parole community, both domestically and abroad.

Transforming Culture Through Outcomes and Values

Seeking to inspire its workforce and demonstrate its unique value to the community, Marion County Community Corrections embarked on a strategic planning process that is helping the organization achieve transformational results. This session highlights the process, decisions, and implementation that is helping MCCC redefine success for clients, demonstrate greater value to the community, and inspiring

improved engagement from its employees. Through bold vision, clear definitions of success, and the application of a quarterly performance management system, MCCC has seen improved customer outcomes and a cultural transformation. This session will share how and what's next for MCCC.

Transforming Supervision: Rethinking Re-Incarceration for Technical Violations in Massachusetts

This panel aims to explore the pressing issue of incarceration for technical violations and low-level new offenses committed by individuals under supervision. It will delve into the detrimental impacts of these practices on individuals, families, and communities, as well as potential alternatives and policy solutions to address this issue. With the Massachusetts Community Pathways program as the grounding framework, panelists will highlight successful initiatives and innovative approaches aimed at reducing incarceration rates and promoting alternatives to imprisonment for technical violations and low-level offenses.

Trauma Informed Care: Should We Be Doing More?

Trauma Informed Care is a term that is frequently used in the justice field and many have taken significant steps to incorporate principles into their day-to-day operations, but are we doing enough. This workshop will explore the correlation between trauma and our population and provide correctional professionals with tools that they can use to assist people in becoming successful.

Tribal Probation Officers Supervision Strategies with Gang Affected Youth

This session will describe the history of youth gangs in Indian Country and explore strategies for safe supervision. Hear from a Native man who was once a high-ranking gang member and listen to the impact a probation officer had on his life.

Understanding the Pathways In, Discovering the Pathways Out: Merging Trauma Informed and Desistance Theories into Practice

Historically the field of Corrections has taken a limited approach on client reintegration focusing too much on those established pathways into criminality with the RNR framework. As we endeavor to embrace a more holistic approach for those we serve, we need to broaden our lens of "what works." Our current approaches around accurately assessing and addressing criminogenic need fail to account for the lasting impacts of individual and collective trauma and adverse experiences in the lives of justice impacted individuals and their communities. Explore with us how the synergy of neuroscience awareness, trauma informed and responsive practices and desistance theory in the TIDES (Trauma Informed Desistance) Program Model can address these challenges by providing innovative, trauma responsive techniques supporting individuals in desisting from a life of crime and delinquency.

Unveiling the CAPS Standard: Revitalizing Intervention Strategies to Boost Impact and Outcomes

Led by the National Institute of Corrections (NIC) and partnering with the Alliance for Criminal Justice Innovation, this session will unveil the CAPS Standard, a system reboot for the time-tested “8 Guiding Principles for Effective Intervention,” originally published by the NIC in YEAR. CAPS (Connect, Assess, Plan, and Supervise) is an opportunity for all correctional supervision professionals to foster better outcomes for those you supervise, for you in your own role, and for your organization. Whether you are a line officer, supervisor, trainer, or agency leader, the CAPS Standard will reframe the way you approach your work. Join us to learn about this brand-new information framework and how it will evolve in the years to come.

Unveiling the Power of Gender Responsive Programming: A Journey Towards Inclusive Correctional Spaces

This presentation, aimed at a diverse audience of community corrections stakeholders, will explain what Gender Responsive programming is and why it’s needed in correctional spaces; what the evidence indicates about Gender Responsiveness in community corrections programming; the steps that Larimer County Community Corrections has taken to evaluate Gender Responsive programming; the culture and implementation ground work needed to successfully launch initiatives indicated in your evaluation such as training and coaching; and the role of a Gender Responsive Advisory Councils that consists of staff and stakeholders, including those with lived experience.

Use of Technology to Increase Collaboration Between Law Enforcement and Community Supervision

Utilizing technology driven information shared between Community Corrections and Law Enforcement stakeholders to enhance public safety. Initiating ways to enhance communication between our Federal and State Agencies that benefits both Law Enforcement and Community Supervision Agencies by sharing what officers and detectives on the street level know about our client’s current living situations, involvement in criminal activities and help identifying those that are at risk for reoffending. How partnering with Task Force members has led to focus driven investigations and field contacts are enhanced by intelligence from analysts, social media, prior investigations and police reports. While focusing on gun violence and danger to the community we are utilizing ways that efficiently impact the level of violence in communities. Information will be shared on current Indiana Case Law that supports the use of home visits to enhance accountability for our clients.

What is a Pre-Implementation Assessment and How to Use Findings to Enhance Program Implementation from the Outset

Many community supervision agencies apply for and receive grant funding for special initiatives or projects to enhance the effectiveness of community supervision. Although funding can come from a variety of sources and target different probation outcomes, the one universal expectation is that you get the wheels of the project in motion before your two- or three-year grant clock starts to tick away. Although we want to start putting the grant funding to good use in our agencies, we do not want to make hasty decisions that lead to poor implementation and subsequent sub-par outcomes. This

workshop describes the methods and real-world application of a rapid pre-implementation assessment that was used for a 3-year grant-funded project in the Georgia Department of Community Supervision.

What's Hope Got to Do With it? How Developing a Hope-Centered Framework Can Improve Participant Outcomes and Reduce Staff Burnout

Hope is the belief that your future will be better than your past and that you have a role to play in making it so. Hope can predict goal attainment, reduce recidivism, improve well-being, and protect against burnout. This workshop will provide a brief overview of hope science, demonstrate why building hope in participants is worthwhile and give concrete examples of how to increase hope in those in supervision. Participants will learn their individual hope score and leave with ideas and resources to begin implementing a hope-centered framework with colleagues and supervisees. The workshop will include slides, short video clips, and scenarios.

Why The Badge Matters

Michael DeLeon is a voice rarely heard by law enforcement, yet his is likely one of the most important messages a community corrections professional will ever hear in their entire career. This Keynote will change the way audience members do their jobs. Michael is a recovered addict, ex-offender, former gang member, and a national leader in recidivism reduction, addiction advocacy, criminal justice reform, and most importantly, PREVENTION! Michael delivers a seminar that will be remembered and referenced for a very long time to come.

Why We Need More Wellness and Resiliency in Law Enforcement

The attendee will be able to develop character traits to increase resilience. Character will be built in relation to complex and emotionally charged situations. Furthermore, the attendee will focus on limitations and how to overcome individual health

You Just Don't Understand: Building Comprehension and Success for Adolescents on Probation

Probation transformation initiatives across the U.S. are shining a light on the role of court conditions in the success of adolescents on probation. These reform initiatives focus on limiting the number of conditions, deemphasizing court conditions while prioritizing case planning, and focusing conditions and case plans on treatment needs. Central to these reports are considerations of youth development, racial equity, and comprehension. Yet, despite its importance, the ways in which youth and parent comprehend their conditions and case plans is rarely addressed. In this workshop, we will 1) explore the relationship between comprehension of court conditions, case plan goals and probation outcomes, 2) review how adolescent development influences comprehension, 3) discuss the importance of racial equity and comprehension, and 4) present a new comprehension enhancement interview (CEI) to increase adolescent engagement in the probation process.