



2/22/2024

Executive Summit Registration

5:00 PM - 7:00 PM

Elwha Ballroom Foyer, 5th fl

2/23/2024

Executive Summit Registration / Coffee / Continental Breakfast

8:00 AM - 9:00 AM

Elwha Ballroom Foyer, 5th fl

Executive Summit: Keynote Presentation: Dr. Nancy La Vigne, Director of Office of Justice Programs

9:00 AM - 9:45 AM

Elwha Ballroom, 5th fl

Executive Summit: Leading with Co-Elevation: Upping Our Game, Elevating Culture

9:50 AM - 10:50 AM

Elwha Ballroom, 5th fl

If a leader neglects their organizational culture, that leader and their ambitions will become its victim. In the post-COVID era, real-world leadership and culture change equates to the sum of 50% science plus 100% art. While this equation might not make sense at first glance, this profound truth prevails in applied leadership settings where team and organizational performance is high. We can, indeed, stretch 'beyond the good' of traditional collaborative leadership. We can achieve great leadership where there is collective synergy among individual members. That is the notion of co-elevation – where the collective totality of the group is far greater than the simple sum of its individual parts. Co-elevation is a phenomenon where individuals are interdependent and simultaneously support and challenge each other to become stronger, smarter, more agile, and more effective human and public servants. Participants will be challenged to advance their leadership practice with art, with science, and with new tools and mindset strategies to strengthen their teams and organizational performance. This session will introduce the Six Principles of CoElevation Leadership – emphasizing the base for each principle and the best practices of Leading with Co-Elevation within each of the principles as well as teach the importance of applying both the sciences and arts to leadership practices.



2/23/2024 Continued

Executive Summit: Through the Looking Glass: Diversity, Equity, and Inclusion

11:00 AM - 12:00 PM

Elwha Ballroom, 5th fl

This session will focus on diversity, equity, and inclusion (DEI) by examining the need to address these three key concepts within organization development – looking specifically at what leaders can do to ensure their agencies are diverse, inclusive, and equitable for all.

You will be challenged by critically analyzing key questions such as: Are community corrections agencies adequately addressing any racial inequities? How is racial equity being measured within agencies; and, if measured, how does and/or should it impact the delivery of services? How is the data being used to inform decision-making processes?

You will be engaged and participate in this lively session as we move DEI from an informative mindset to a strategy and implementation framework.

Executive Summit: Staff and Organizational Wellness

1:30 PM - 2:15 PM

Elwha Ballroom, 5th fl

As leaders, taking care of our wellness should be a critical part of our professional and personal journeys. Historically, community corrections leaders have been conditioned to put their teams, the community, and the organization first. Many question whether this approach is the best for the team, the community, the organization, and the leader. Recently, some attention has been given to addressing stress, trauma, and health within the organization, which may impact the various generations differently. This responsibility, however, has yet again been bestowed on leaders to execute – often without proper training, with limited resources, and with unaddressed/unresolved personal trauma.

This presentation discusses the intersection between leadership and wellness and offers strategies to deal with the day-to-day struggles of the job more effectively. Wellness should be a part of a leader's practices and processes, not an afterthought or the response to a crisis. Some of the topics to be discussed include work and family dynamics; moral injury; internal conflict; boundaries and respect; the significant and insignificant approach, and hope.



2/23/2024 Continued

Executive Summit: The Future of Community Corrections

2:20 PM - 3:05 PM

Elwha Ballroom, 5th fl

This session will provide an overview of The Council of State Governments Justice Center's work around reentry (Reentry 2030). Discussion will focus on specific factors that impede a justice-involved individual's ability to successfully reintegrate within the community.

Executive Summit: Promising (Emerging) Practices in Community Corrections

3:25 PM - 4:10 PM

Elwha Ballroom, 5th fl

This session will provide an overview of emerging practices in community corrections. Emphasis will be placed on how states are implementing promising practices designed to enhance offender supervision and, therefore, yield better outcomes. Participants will hear about trends pertaining to creating positions related to fidelity and coaching; the importance of being familiar with organizational change and implementation science when rolling out new programs or changing culture; and the importance of departmental reviews and grant funding available to support reviews. Some attention will also focus on cognitive interventions (CCP, EPICS, etc.), utilization of assessments, and fidelity of programming.

Executive Summit: APPA's National Standards for Community Supervision

4:15 PM - 5:00 PM

Elwha Ballroom, 5th fl

APPA is engaged in a major project to develop national standards for adult community supervision. Funded by the National Institute of Corrections and coordinated by the Crime and Justice Institute, the project will produce standards which will provide definitive guidance for policy and practice in probation and parole agencies across the country.

This session will explore the concept of professional standards and their importance to probation and parole in the US, describe the development process, and review the content of the standards model. There will be an opportunity for audience participation and discussion of the standards – a crucial element of probation and parole's future.



2/23/2024 Continued

Executive Summit: Reception

5:00 PM - 6:30 PM

Elwha Ballroom Foyer, 5th fl

2/24/2024

Executive Summit: Coffee / Continental Breakfast

8:00 AM - 9:00 AM

Elwha Ballroom Foyer, 5th fl

Executive Summit: Artificial Intelligence: Through the Lens of Community Corrections and Ethics

9:00 AM - 10:05 AM

Elwha Ballroom, 5th fl

Artificial intelligence (AI) is rapidly disrupting all aspects of society, in both good and bad ways; and community corrections is not immune from this disruptive wave. This presentation will discuss what AI is and how it can improve parole, probation, and pre-trial decisions. The presentation will also identify some risks of reliance on AI, particularly the risk of biases in historical data being silently propagated and even exacerbated by AI machine learning systems. While the impacts of AI on community corrections are already being felt, the future impacts are likely to be far more significant given the rapid acceleration of the technology. As a result of attending this session, leaders will begin to examine the ethical implications of AI, have an opportunity to learn about safeguards, formulate key questions; and brainstorm considerations should they want to implement aspects of AI within their agency's case management process.

Executive Summit: Combating Staff Shortages While Retaining Staff

10:20 AM - 11:05 AM

Elwha Ballroom, 5th fl

Our field has changed, and agencies used to be staffed with officers who had 15+ years of experience. Now, in some agencies, many staff have less than five years of experience. Nationwide, agencies are experiencing high turnover and working with a shortage of staff. This equates to being staffed with individuals who have less practical, relevant work experience but who are tasked with doing it all from the very beginning of their employment. This session focuses on: (1) combating staff shortages through innovative hiring practices, and (2) identifying strategies to retain staff during this post-COVID era.



2/24/2024 Continued

Executive Summit: Slowing Down the Revolving Door

11:20 AM - 12:45 PM

Elwha Ballroom, 5th fl

Growing consensus among practitioners, policymakers, and the public suggests far too many people are under correctional control in the United States. While many large-scale initiatives have targeted the reduction of jail and prison populations, there remains a significant gap in reform related to community supervision. Community supervision is designed as an incarceration alternative, yet revocation rates among people are alarmingly high, with revocations a significant driver of jail and prison admissions.

This session will examine the reduction of revocations from both the practitioner and the judicial perspectives. Judge Karen Friedman (ret.) will share scenarios that will address who needs and does not need to be revoked. Probation leaders from four agencies that are participating in an Arnold Ventures initiative referred to as “The Reducing Revocation Challenge” will discuss specific revocation reduction strategies they have implemented within their jurisdictions to reduce revocations based on technical violations. Judge Patrick Sebesta (ret.) will look at the reduction of revocation on a national level.