



## ACCEPTED WORKSHOPS

As of October 25, 2024 - **Subject to Change\***

*\*Workshops listed below are accepted to the in-person and/or virtual program and pending confirmation.*

### **Intensive Session: Fit for Duty: Physical Health for Officer Safety & Safety through Mental Wellness and Resilience**

Sponsored by NAPE: Officers regularly place themselves in harm's way to protect others. Too often, however, they do a poor job of addressing their own well-being. This presentation will use a data-driven approach to identify potential long-term health risks that come from working in law enforcement. This presentation will focus on the physical aspects of officer health and identify purposeful actions that can be taken to attain and maintain optimal health and fitness. This training examines the leading cause of officer death - suicide. This reality emphasizes the importance of officers investing in their mental wellness. During this session, attendees will learn how to take back control of and be responsible for their health and wellness. Mental wellness enhances agency goals, officers' safety, and officers' personal satisfaction through ensuring work-life balance.

### **Intensive Session: Increasing Coaching Moments: Exploring the Four Dimensions of a Coach**

We have an incredible opportunity to help people under supervision thrive. We have amazing staff working closely with those under supervision, but unfortunately, we have handcuffed staff with prescriptive policies and practices, overprescribed quality assurance models, and the wrong approach to get the job done. But that changes today. We are going to help staff connect to the four dimensions of being a successful coach and help them find ways to increase their coaching moments, even in a system that might ask you to be a referee. Participants will learn practical skills in the four core dimensions of a coach: (1) coaching approach, (2) coaching connections, (3) playbooks, and (4) coaching success. So whether you are a line staff or an administrator, this intensive session will provide you with a clear understanding of how to be a coach!

### **Intensive Session: Embracing the Future: Integrating AI into Practice**

Artificial Intelligence (AI) is a topic of global conversation, sparking both excitement and concern. AI has the potential to analyze data to make better predictions, and uncover insights that were not considered. However, critics caution that AI, if not carefully managed, could lead to unintended consequences and misuse. AI presents challenges and opportunities for community supervision agencies that operate in a field deeply rooted in relationships to help individuals rebuild their lives. The challenge lies in harnessing AI's potential while ensuring that it aligns with their mission and values. This session aims to demystify AI by understanding the fundamentals, showcasing its role in everyday life, and exploring how community supervision agencies can potentially and are already benefiting from the technology. Additionally, we'll discuss the need for safeguards to ensure AI is used responsibly and ethically, within the context of community supervision while maintaining the profession's core values of restoring lives.



### **Intensive Session: Transforming Standards Into Practice: A Guide for Community Supervision Agencies (FREE)**

The National Standards for Community Supervision were developed to provide a comprehensive resource for community supervision agencies, drawing upon the latest research in the field and the perspectives of both practitioners and researchers committed to evidence-based practices. Released in June 2024, APPA's Standards serve as a foundation for improving public safety, enhancing offender rehabilitation, and optimizing resource allocation within community supervision agencies. During this interactive workshop, participants will take a hands-on approach to understanding each standard's purpose and intent and exploring practical application. Through multiple group activities, agencies will explore ways to align their day-to-day practices with national benchmarks to achieve better outcomes for both supervisees and the broader community.

### **Intensive Session: The Leadership Skills of Tomorrow**

The pace of change in our work is unlike anything seen before in human history and the pace is not going to slow. This pace of change, volatility and uncertainty aren't going away in parole and probation. Fortunately, many of the leadership skills inherent in us today will remain valuable in serving the leadership needs of the future. During this session we'll explore the new toolbox of skills needed for cohesive and productive departments of tomorrow supporting mutually inclusive goals of exceptional results and workplace well-being. Investing in resilience, trust, relationships, meaning and optimism are the foundation of the successful teams of tomorrow.

### **Intensive Session: Using Your Brain: Talking about Assessment Scores & Responsivity More Effectively**

This workshop will explore the Risk, Need, Responsivity framework through a new point of view. This view will elevate Responsivity and center it as the grounding principle for assessment, supervision, and treatment – rather than risk. Presenters will discuss the importance of bringing responsivity to the forefront and teach attendees how to synthesize responsivity factors with assessment need scores. Then, presenters will unpack an unexplored factor that impacts nearly half of the justice-involved population – brain injury impairment. Brain injury impairment may present as non-compliance and effects how well individuals under supervision navigate their case plans, learn new skills, and change their behavior. With a new understanding of brain injury impairment and how to screen for it, attendees will use real-life examples to elevate the ability to talk about assessment scores, take a holistic approach to supervision, and more effectively help individuals change their behavior.

### **Intensive Session: Coaching: Getting Better on Purpose**

Congratulations, you were promoted! The good news: a major professional milestone has been achieved.... You are now a manager!! The bad news: you are in over your head with issues you never dreamed of as an officer, and you could really use some new tools to navigate unfamiliar territory. You don't need new tools; you need a whole new toolbox! This session aims to promote the art of executive coaching through story, strategy, and practice. Specifically, you will hear from experts in the field on their coaching successes, learn useful strategies and have an opportunity to practice skills. Join us in discovering the power of coaching and see how it can accelerate growth, deliver new skills, and help you reach your full potential as a leader.

### **Intensive Session: From Prison to Purpose: Why the Badge Matters**

A cautionary tale unlike any you've ever heard. This is not just a story that every correctional 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 online video curriculum audience members can provide to everyone in their field. Michael DeLeon is a voice rarely heard by law enforcement, yet his is one of the most important



messages a correctional professional will ever hear in their career. 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.

### **Intensive Session: When the Good Guys Go Bad, The Impact, Methods, and Causes of Public Corruption**

This intensive session will utilize specific cases in which community supervision officials engaged in corrupt conduct. We will explore the impact these acts can have on the public and profession, dissect the reasons why they occurred, and consider strategies to prevent future incidents.

### **Intensive Session: Improving Community Supervision Response to Domestic Violence**

Are you a Probation, Parole, or Pretrial officer who monitors domestic violence offenders? Have you wished for specialized training for monitoring these defendants and how to support case victims? This course is for you! This will be a day long train-the-trainer curriculum focusing on these topics, and more! You are not required to be a formal instructor to participate in this course, it is open to Officers of all skills levels. You will be asked to take what you learn back to your agencies and train your peers. We will provide the curriculum to you for your future use, and a certificate of completion. NOTE: Students are required to complete a one-hour Domestic Violence 101 course BEFORE attending the in-person training event. The course is located here: <https://gbvlearningcommunity.org/Courses/CourseDetails/125>

### **Leveraging Artificial Intelligence to Assist Officer's Maintain Large Caseloads**

Leveraging Artificial Intelligence to Assist Officer's Maintain Large Caseloads workshop will explore the emerging use of artificial intelligence to assist community corrections professionals manage their caseloads.

### **Effective Pretrial System Mapping: Collaborative, Data and Research Guided Practices to Improve Local Reforms and Outcomes**

Pretrial systems are rapidly reforming around the country to result in more fair, legally compliant, public safety/risk focused, data and research informed, and outcome-driven practices. These are intended to better balance defendants' rights with public safety needs to allow more lower-risk, potentially releasable individuals to receive meaningful release considerations not impeded by unreasonable bail or overly restrictive bond requirements. However, successful reforms require broad collaboration that is well-aligned with national best practices and change management principles. This requires political will and well-designed reform strategies where local leaders equitably share and guide responsibilities, resources, work product, and ultimate outcomes. This session will inform about best practices for more collaborative, data and research informed approaches to mapping and designing more effective pretrial systems that meet expected legal requirements, practice standards, and performance outcomes and better balance system fairness with public safety needs. It will also include a brief local planning exercise.

### **Opal Placeholder**



## **How Does the Recent Election Impact Supervision Reform?**

There will be a panel discussion titled: "How does the recent election impact supervision reform?". Then, we will have a breakout session where individuals will select one of three topics: Reentry Support/ WRAParound services, Improving Supervision Practices through evidence based solutions, or Law enforcement experience. We will discuss best practices in their respective states and where they could use more help. Then we will report out the findings.

## **DEI and Beyond: Generating Solutions**

During this highly interactive 90-minute workshop, attendees will engage in meaningful discussion to generate solution-based action plans to integrate a meaningful DEI culture into their agency and practice. Participants will discuss ways to reframe the DEI conversation and discuss solutions that will allow agencies to be responsive to each client's unique needs by improving their awareness of their backstory and lived experiences. Solutions to proactively address challenges with implementing DEI as well as expanding the DEI conversation to include age, gender, and lived experiences will be the focus of the workshop. This workshop aims not to rehash previously stated problems, but to move the needle from problem identification to generating solutions (action plans) that will help agencies enhance their DEI efforts.

## **Critical Safety and Awareness Training for Officers: Strategies for Field Survival and Effective Interaction**

Sponsored by NAPE: This presentation will focus on the critical importance of safety training, equipping participants with the tools and strategies necessary for daily encounters in the field. We will explore key topics such as street survival and street awareness, basic medical response, effective de-escalation techniques, and the importance of recognizing mental health and trauma emergencies. By addressing these areas, participants can better protect themselves while fostering safer interactions with individuals under supervision. The session will conclude with a Q&A to provide personalized insights and address specific concerns from attendees.

## **From 213 Years to a Life of Purpose and Prosperity: Unleashing Potential Through Resilience and Transformation**

In this powerful and deeply personal session, Adam Bentley Clausen will share his remarkable journey from serving over 20 years in federal prison to becoming a transformative leader, entrepreneur, and advocate for criminal justice reform. Through candid storytelling, Adam will explore the pivotal moments that led to his incarceration, the profound self-transformation he underwent while behind bars, and the strategies he employed to "earn" his second chance at freedom. Attendees will gain insight into the critical role that resilience, education, and support networks play in rehabilitation and reintegration. This session will challenge conventional perceptions and inspire parole and probation officers to see the untapped potential in every individual they supervise.

## **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 a summary of information received through the supplementary self-assessment tool, share about the states receiving technical assistance and their areas of priority, discuss racial equity as it pertains to risk and needs assessments, discuss validation and re-validation of risk and needs assessments, and hear from a group of panelists about specific challenges agencies have encountered, and efforts to adopt the national guidelines.

### **Leadership in Corrections: 5 Must Have Competencies**

Leaders, and aspiring leaders, in corrections will be motivated, inspired and strongly encouraged to enhance their professional mindset, and foster an atmosphere of increased leadership and accountability to their staff, organization and the men and women they serve. This session will identify and examine the 5 "must have" competencies that every leader in corrections should develop and demonstrate to increase effectiveness and efficiency in their people, processes and systems!

### **Bureau of Justice Statistics Presents: A Discussion on Community Corrections Data Collection Efforts**

The Bureau of Justice Statistics (BJS) will present on updates on their community corrections data collections. This will include information from recently released community corrections reports, including Probation and Parole in the United States, 2023. This report presents statistics on adults under community supervision, including trends in the size and characteristics of the overall community supervision population, and statistical trends related to those populations. Additionally, presenters will discuss changes to the Annual Probation Survey in 2023, including a revised data collection instrument for misdemeanor-only supervising agencies. Presenters will also introduce the new data analysis tools available for both probation and parole data. Lastly, presenters will discuss a new data collection, the Survey of State Parole Agency Reentry Services, which aims to obtain national statistics on reentry services. Presenters will discuss the survey's goals, structure, targeted questions, and administration.

### **Breaking Barriers: Improving Prediction and Responsiveness for Native American Populations**

Risk and Needs Assessments have been utilized for the last 40 years, and while their accuracy has improved, generally, there is a substantial gap in the ability to accurately predict the risk and needs of Native American justice involved individuals. While Vant4ge has improved the field of assessments for the last 25 years, we are eagerly searching for an opportunity to create a tool that is valid for Native American populations and responsive to tribal cultures. In this workshop we aim to 1) Learn more about the correctional needs and shortcomings on Tribal Lands. 2) Build a body of information and data to begin constructing the foundations of a localized tool. And 3) Establish collaboration between Vant4ge professionals and Tribal residents to learn, grow, and work to improve Assessment Tools in the lives of Native populations.

### **Generative AI for Personalized Care: Understanding and Transforming Substance Use and Mental Health Support for Youth**

By analyzing real stories from justice-involved youth, we will explore the complexities of their mental health and substance use challenges, identifying emergent themes, contributing factors, and protective elements. Differences between youth in detention and probation/diversion will also be examined. Attendees will experience how AI delivers personalized, trauma-informed feedback that builds on strengths, ensures growth, and fosters transformative change by aligning motives. Special attention will focus on how AI enhances trauma-informed feedback and strength-based guidance to build trust and guide youth toward positive outcomes. This interactive session will provide firsthand insights into how AI can revolutionize youth care, offering hyper-



personalized support that improves engagement, accountability, and long-term growth. Participants will leave with a deeper understanding of the challenges youth face and how AI-powered, scalable solutions can drive meaningful, next-generation care in juvenile justice.

### **Restorative Implementation of Common Criminal Justice Concepts**

This workshop introduces Criminal Justice Professionals to restorative justice concepts, discusses the historical context and development of the criminal justice system in the United States, and discusses various implementations of restorative practices within the criminal justice system.

### **Transforming Community Supervision: Leadership, Learning, and Lasting Impact**

The National Institute of Corrections, in collaboration with Justice System Partners, has designed and delivered a cross-management 9-month leadership learning experience that includes live virtual and interactive sessions, guided self-learning, and in-person networking. This blended training model aims to help leaders, ranging from front-line supervisors all the way through executive leadership, grow in their current positions and provide them with the most up-to-date material needed to effectively implement and sustain evidence-based interventions through transformational leadership skills and a people-centered lens. The Community Supervision Leadership Learning Lab (CSLLL) was first piloted with three sites in 2022-2023 (including Kansas, Michigan, and Texas), and then expanded to five additional sites in 2023-2024 (including Alaska, Chicago, Maryland, New Hampshire, and North Dakota). Extensive pre/post data was collected to gauge the impact of the training and will be shared with attendees along with participant feedback and facilitator observations. Workshop attendees will have the opportunity to participate in training activities to better understand how to apply the concepts within their organization.

### **Harnessing Peer Support for Transformative Justice: Best Practices and Strategies**

This interactive workshop will explore the vital role of peer support in the criminal justice system, focusing on how lived experience and mutual aid can drive meaningful change. Participants will learn best practices for integrating peer support into justice initiatives, including treatment courts, reentry programs, and community corrections. Through case studies, group discussions, and hands-on activities, attendees will discover strategies for empowering individuals in the justice system, reducing recidivism, and fostering a culture of recovery and rehabilitation. Whether you're a peer support worker, criminal justice professional, or advocate, this workshop will equip you with the tools and insights to create more humane and effective justice interventions.

### **Breaking Boundaries: Empowering Women in Community Justice**

Back by popular demand, join us for a follow-up session as we continue the conversation on the challenges and triumphs of women in community justice. Life throws us curveballs, 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. It is also crucial that we build community with one another to carry the support with us. In this ongoing discussion, we'll delve deeper into the journey to becoming the best versions of ourselves while navigating the complexities of familial, social, and professional roles. We will build on our previous session 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? How can we show up at work as our authentic selves and lead from a place of impact and inspiration? Listen to more stories and experiences from women in the field and discover how to further embrace your inherent worth, silence whispers of self-doubt, and unleash your inner strength. Together, we'll continue to 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.

### **Why Are You Making Me Do This, I'm Not a Social Worker: Comparing and Contrasting Roles of Social Workers and Probation Officers**

This workshop will review overlap in the work of social workers and probation officers, with specific discussion on three elements of social work that probation professionals can learn from: De-escalating Situations, Self Care from Trauma, and Building Strong Families. Probation officers could benefit from incorporating these skills that far too often get associated with social work rather than criminal justice. These topics can easily be incorporated into probation work to better connect with probationers, stay safe, and create long lasting positive changes. If incarceration rates lower it will bring even more attention to the role of probation, and it is important we continue to grow, evolve, and follow best practice to keep up with an ever changing world. So if you have ever heard an employee, a co-worker, or an inside voice in your head say the phrase "I'm not a social worker" maybe this workshop can help.

### **Implementing Dosage Probation: Unlock the Power of NIC's New Toolkit**

Join us for an exciting workshop as we unveil the National Institute of Corrections' (NIC's) Dosage Probation Toolkit, developed in collaboration with the Center for Effective Public Policy (CEPP). The Toolkit is your ultimate guide to implementing NIC's innovative dosage probation model with minimal to no technical assistance. The Toolkit is built on decades of research and insights from implementing the model in five jurisdictions nationwide: Milwaukee County, Wisconsin; Napa County, California; and Washington, Dodge & Olmsted, and Wright Counties in Minnesota. It offers step-by-step guidance, resources, customizable templates, and practical examples. This workshop will dive into the history and fundamentals of dosage probation, showcase the Toolkit, and engage a panel of distinguished guests from the Minnesota pilot sites. They will share their firsthand experiences, lessons learned, and practical advice on implementing the dosage probation model. Participants will have the opportunity to ask questions and engage directly with our experts.

### **Expanding our Playbook: A Wider Lens on Rehabilitation Strategies**

In this dynamic workshop we will explore comprehensive and research-driven approaches to rehabilitation that go beyond traditional methods. This session is designed to equip professionals with the knowledge and tools needed to implement effective and holistic rehabilitation strategies. In the session we will uncover the essential principles that make interventions successful. We will revisit the RNR model, a cornerstone of effective rehabilitation, and also explore how several overarching principles and organizational principles can expand agency playbooks to create a comprehensive approach to winning. You will leave the session with an enhanced ability to support individuals on their path to recovery and reintegration.

### **Data Overload to Impact: KPIs for Organizational Wellness, Engagement, and Performance**

In today's data-driven world, organizations often find themselves overwhelmed by the sheer volume of information available. This session will demystify the process of simplifying complex data and connecting it to key performance indicators (KPIs) that directly influence organizational levels of wellness, engagement, and performance. By getting basic to go deep, attendees will learn how to distill data into actionable insights that align with their organization's goals. Through practical examples and interactive discussions, you'll walk away with the tools and techniques needed to harness the power of data without getting lost in the details.



## **Safety First: A Systematic Approach to Identifying and Navigating Threats**

Be part of a safety-first experience. In this session, you will acquire and demonstrate seven safety techniques designed to enhance situational awareness and improve response strategies for mitigating risk indicators. You will engage in practical exercises to identify risk indicators and develop skills to ensure safety when interacting with unfamiliar individuals. Through interactive participation, you will evaluate scenarios and cases, applying learned skills to identify risk indicators, select appropriate safety techniques, and formulate action plans.

## **In Their Shoes: Navigating Community Supervision**

Step into the shoes of individuals under community supervision in this interactive simulation that highlights the everyday challenges they face. Participants will take on different roles, each with unique circumstances, and navigate a series of real-world tasks like job searching, transportation, and supervision check-ins. Each "week" of the simulation represents minutes of decision-making under pressure, followed by a brief presentation on real-world statistics and outcomes. By the end of this 90-minute workshop, participants will have a deeper understanding of the systemic barriers and hardships that make successful reintegration so difficult for justice-involved individuals. This immersive experience fosters empathy and sparks conversation about needed reforms to create a more supportive, effective reentry system. The workshop will conclude with reflection and discussion.

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

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

## **Reimagine Your Role as a Community Supervision Professional**

The National Institute of Corrections, in collaboration with Justice System Partners, developed a series of short how-to microskill videos and accompanying guidebook for community supervision agencies to use as an educational training resource. There has been a reframing of the officer's role and setting aside the dichotomy between law enforcement-like duties and social worker-like practices. The use of risk, need, and responsivity (RNR) principles and evidence-based practice (EBP) strategies are grounded in the ability of the officer to connect skills to the person under supervision. Too often, we are trained in these skills in a vacuum, learning the skill but not setting up the situation for the greatest likelihood of the person adopting the skills. This session will discuss how the microskill videos and guidebook are designed to help officers incorporate and increase their use of EBP strategies and practices into everyday activities.

## **Data Visualization in Community Corrections**

The "Data Visualization for Community Corrections Executives" workshop is designed to equip leaders with essential skills to transform complex datasets into actionable insights. As executives face overwhelming volumes of information, this workshop highlights the importance of data visualization in consolidating and presenting





critical data to support strategic decision-making. Participants will learn how to utilize visual elements such as charts, graphs, and dashboards to effectively communicate information, identify trends, and enhance collaboration among stakeholders. The workshop will also cover predictive analytics, demonstrating how visual tools can forecast future trends and optimize resource allocation. By the end of the session, attendees will be empowered to implement data-driven strategies that improve the effectiveness of community corrections programs and enhance public safety. This workshop is an invaluable opportunity for executives to streamline their data analysis processes and foster a culture of transparency and accountability within their organizations. This is a can't miss presentation!

### **Unlocking Effective Correctional Strategies: Deeping our Understanding of the RNR Model**

For over 30 years, the Risk-Need-Responsivity (RNR) model has served as a core framework for guiding correctional interventions and describing “what works”. During this time, it has been translated into practical applications that address the complex challenges of rehabilitation. However, recent discussions among scholars and practitioners have raised questions about its continued efficacy in promoting desistance from criminal behavior. In this workshop, we delve into the RNR model and explore its contemporary relevance. We’ll explore how the RNR model may or may not be able to help us address the changing landscape of criminal justice. We will explore an expanded view of the RNR model and deepen our understanding of “what works” to help justice involved individuals succeed.

### **An Immersive Experience: Out to Enhance Community Supervision of LGBTQ+**

Come join us to enhance your understanding of effective practices and techniques with supervising individuals in the LGBTQ+ community. You will grow through an immersive experience that will lead you into building skills in effective case planning and how to best refer LGBTQ+ individuals to community resources. You will leave with an increased ability at managing LGBT+ clients by experiencing how we have implemented staff trainings through our LGBTQ+ Workgroup and how we created LGBTQ+ Liaison Officers for each Ohio Parole Region. Trainers are certified by Out to Protect as LGBT Law Enforcement Liaison Officers.

### **ACES, Traumatic Brain Injuries and the Justice-Involved**

Workshop Description: Recently we have heard a lot about ACES, TBI’s and solutions to help individuals in the community. We will explore the high rates of Trauma, TBI’s and creative methods to address these issues. This workshop will look at two screening tools, ACES and The Rabbit TBI, and how they can be utilized to identify, develop, and enhance an individual's carceral journey through interaction with Correction personnel, Peer Support, and other community supports identified by a justice-involved person. Objectives: 1. Review research on ACES and Rabbit Testing and discuss how it is being implemented and utilized in corrections to assess the need for trauma-informed responses. 2. Demonstrate skill-building activities using screening tools that can illicit an individual’s ACES and Rapid test score to better supervise the justice-involved. 3. Encourage audience participation through guided role plays 4. Identify creative methods that allow successful incarceration and supervision experiences by developing success-focused transition plans

### **Ten Core Principles of Probation: Chicago's first Juvenile Court: Center Youth and Families to Individualize Probation and Minimize Probation Conditions**

Chicago has adopted a youth-centered probation approach, using comprehensive social investigations to align with the success goals defined by youth and their families. For serious offenses like unlawful weapon use, vehicular hijacking, or armed robbery, two judges impose a maximum of three probation conditions. You'll see how Cook County Juvenile Probation Supervisors work with staff to customize probation plans that support



youth by keeping them in their communities and minimizing further system involvement, addressing the broader issues that often lead to criminalization and incarceration.

### **Promoting Tribal-State Collaborations: Engaging Tribal Nations to Serve Native Populations**

This workshop will help supervision agencies understand why states should engage native nations while supervising native populations. Participants will learn about the history and impact of U.S. laws and policies on native nations and how they shape resource-sharing and government-to-government collaborations. The workshop will feature examples of effective collaborations between states and tribal nations, emphasizing how to overcome challenges native populations face and improve supervision outcomes by building relationships and trust.

### **Continuous Improvement in Probation: Creating Space to Increase Outcomes by Maximizing Resources**

Maximize your work processes by fostering a continuous improvement mindset in your department. This session will explain how Maricopa County created and facilitates ongoing improvement using technology, continuous improvement tools, and policy adaptation. Participants will gain insight into the value of targeted process improvement using the resources available and how to empower staff along the way. This session will focus on overview, examples, take away tools/concepts, and understanding the connection to policy/procedures.

### **Lessons Learned During the National Institute of Corrections' Project to Validate the Community Corrections Report Card (An RNR-based Agency-level Assessment Tool)**

"... agencies face increasing internal and external pressure to implement evidence-based practices to reduce recidivism." (Sperber, Fed Prob Journal, Sept 2020). Agency-level evaluations of community corrections agencies are traditionally based on compliance with administrative standards. This workshop will focus on how an agency can evaluate its adherence to the RNR model. Dr. Ralph Serin, Dr. Cristopher Lowenkamp, and Dr. Guy Bourgon created an evaluation process rooted in the RNR model that is public domain and focused on measuring service delivery practices as they relate to RNR. We will review the process used during the 2022 National Institute of Corrections-funded project to examine the usefulness of the Community Corrections Report Card in eight different agencies. We will discuss the activities associated with using the tool and some of the project's general findings.

### **Stop, Drop & Breathe: Mindful Trauma-Informed Approaches for Stress Management and Wellness in High-Pressure Environments**

This experiential session introduces leaders and staff to strategies for handling stress and trauma in challenging environments. Participants will learn mindfulness, self-care, and insights into the causes and effects of trauma. The session covers Trauma-Informed Practices (TIP) to support those affected by trauma while maintaining personal well-being. Participants explore practical tools to create a more supportive workplace culture and navigate high-pressure situations with confidence and compassion.

### **"Where You From? Run that Fade!" A Highlight Reel of Los Angeles Gang Trends in Juvenile Institutions**

Dive deep into the streets of Los Angeles, the epicenter of gang culture influencing trends across the nation and around the world. In this dynamic presentation, we will explore the ever-evolving gang trends inside the juvenile institutions of LA County Probation, where street affiliations can drive behavior, identity, and survival. From notorious block rivalries to the shifting power structures and alliances within juvenile facilities, LA continues to set the pace for gang dynamics that ripple far beyond city limits. Gain exclusive insights into how these trends



shape lives in the system and dictate actions that resonate worldwide. This is a must-see workshop for those wanting to understand the intricacies of a subculture that's as much of a global export as it is a local phenomenon. Whether you work in custody, community corrections, youth services, or community outreach, this session will provide crucial knowledge and tools to navigate these complex environments.

### **Traffick Jam: Where The Criminal Justice System and Human Trafficking Intersect**

Human Trafficking can take many forms and be very difficult to recognize, especially in the criminal justice system. It is a thriving business that exists in every corner of the United States due to demand. This presentation will focus on identifying the signs and red flags of sex and labor trafficking as it may present, what the appropriate response should be and help identify what resources are available in your community. Discussions will be held regarding developing your own multi-disciplinary team approach to human trafficking and how court systems can integrate services into pre-trial and probation/parole supervision

### **Amplifying the Voices of Young People and their Families**

Amplifying the voices of young people and their families is vital in human-centered work. Cook County Juvenile Probation provides multiple avenues for youth to share their experiences with the probation department. Learn how this feedback process operates and how families are rewarded for their input, whether positive or negative. To foster continuous improvement, the Family Navigator role has been established to assist parents and youth who need help navigating the system. This session will examine how these roles and feedback mechanisms are put into practice, ensuring that youth, families, and the community are integral partners in harm reduction and healing efforts.

### **What? Wait! We Need to Talk to the Press: Public Information Officers/Correctional Communication Administrators and The Importance of Telling our Story**

The Correctional Communications Administrator(CCA) Course was developed in response to an observed need to provide more formalized training to develop, support, enhance, and expand the role of the CCA. In the past, Communication Directors in prisons and those in similar roles in jails and community corrections would meet separately for symposiums through the National Institute of Corrections. The new CCA curriculum was designed to align communications training between community corrections, jail and prison CCAs to expand the knowledge and skill base available to those in the role. NIC recognizes the important role of communication staff in successful agency outcomes and the safety of incarcerated individuals, staff, the public, and the orderly operations of correctional agencies. The most successful agencies in corrections are those whose leadership masters a comprehensive agenda to address the expectations that stakeholders demand. Consistency, transparency, and the ability to effectively communicate mission inside and outside the organization is paramount. During this course, we will concentrate on the prominence of this leadership role, and the knowledge and skills to effectively communicate on behalf of their organizations.

### **Ten Core Principles of Probation: Chicago's First Juvenile Court: Be a Bridge to Opportunity and Connection to Community**

In APPA's 50th Anniversary, it is evident that our Probation work has evolved tremendously in those 50 years. Here in Cook County, the country's 1st Juvenile Court, it's no different. We are evolving farther than we ever have before. From the words we use, to technology we've implemented, to our work with kids and families, we are committed to progress. While the way we do our job is ever-evolving, our priorities have remained steadfast: Kids, Connections, and Community. Cook County Juvenile Probation continues to keep that trio at the center of everything we do. We are incorporating our new Mission, Vision, and Values into the way we execute the 10



Core Principles of Probation in our everyday work. Learn about what steps we're taking to keep our youth safely in their communities, while focusing on their strengths, and aligning with our community partners to keep them connected.

### **Empathy: Why?**

Empathy can be a difficult concept to implement even among the best of practitioners, especially in the post conviction phase of the criminal justice system. Often, victims of crime don't understand the probation, parole or community corrections system or "truth in sentencing" and practitioners receive their anger. This workshop will provide professionals with the tools to help them recognize how to respond to victims and show some of the most effective ways to create empathy awareness with specific offender populations.

### **All In on AI: Using Data Science to Enhance Supervision Practices**

Colorado Probation had a problem. It could be difficult and time consuming to determine a probation client's full history on probation without combing through hundreds of narrative entries and digging through multiple data sources for crumbs of information that would create a holistic picture of the client. Thankfully, a group of UC Berkeley Master's students had a solution: leveraging data modeling and artificial intelligence to create a Case Assistant tool that can put this information at an officer's fingertips. This session will focus on the process and the product of this partnership, highlighting our work together, how we were able to safeguard sensitive data while using artificial intelligence, lessons learned along the way, and a demonstration of the tool that was created using rapid prototyping in less than four months. We will also discuss implications for Colorado Probation and how the tool can facilitate the use of EBPs.

### **Georgia's Unique Approach to Serving Crime Victims Post-Conviction**

In 2005, the Georgia Board of Pardons and Paroles and the Georgia Department of Corrections combined their offices of victim services to form the Corrections and Parole Board Office of Victim Services. On July 1, 2015, with the creation of the Department of Community Supervision, the office began serving victims for all three agencies and is now the Georgia Office of Victim Services (OVS). This office provides post-sentencing support to crime victims, their families, and members of the community. GOVS has over 30,000 active registered victims and registers approximately 3,000 new victims annually. This workshop will demonstrate how Georgia created a single point of contact for crime victims during the post-conviction phase of the criminal justice process.

### **Juvenile Justice is Not a Four-letter Word**

The workshop will explore the role juvenile justice, specifically juvenile probation, plays within society and how we can better support our juveniles as they mature into adulthood. This will be done through a basic exploration of behavioral theories and transition into a larger conversation about how juvenile justice can best fill the need within our communities by working with community partners (such as schools, behavioral health, law enforcement, non-profit organizations), supervising juveniles in a wholistic manner, and focusing on using preventative intervention programs. We know through research and experience that juveniles require different interventions to meet them where they are and support them in success. This intervention can be as simple as helping a family through behavioral health enrollment without a criminal referral or as complex as working with a juvenile with no family struggling with trauma going through sexual maladaptive behavior treatment. No matter the situation, partnerships are critical.



## **Cultivating Workplace Resilience: Harnessing our Superpower!**

Let us explore this superpower-the ability to adapt, thrive, and rejuvenate. It is one of our shields against the many challenges we face daily. The twist is, it is more than mere grit, it is the inertia needed to sustain the positive work environment. Resiliency is one of the fuels that drives of our purpose. Let's learn how to harness this superpower of resilience as we cultivate positive work environments.

## **Reconnecting with Our Mission: What Motivates Us at Work and Remembering Our Why**

Criminal justice professionals have a variety of options for their careers but chose one of the most difficult. This highly interactive session reconnects correctional leaders and employees with the reasons that they do this very important and difficult career and helps them refocus on their mission. We will discuss what really motivates people at work- things like challenge, ownership and acknowledgement. Then the participants are challenged to find their true “why” for working in corrections. Everyone works for a paycheck to feed their family or put their kids through college, but corrections work takes a special kind of person and we want people to tap into that. Finally, we want leaders and employees to take this knowledge back to their employees and help them to reconnect. This program has been used at several county probation departments as well as for the Texas Correctional Association and the West Texas Area Chiefs meeting to great reviews.

## **Maintaining Mental Health in Community Corrections for Officers**

Maintaining Mental Health in Community Corrections for Officers workshop is designed to identify the unique mental health challenges faced by community corrections officers, recognize and articulate the signs and symptoms of mental health strain, including stress, burnout, depression, anxiety, PTSD and vicarious trauma in themselves and colleagues, and describe personal and organizational approaches that support officer mental health and well being. In addition, the advancement of technology in the space utilized to reduce officer stress, burnout and fatigue.

## **Pandemic Guidelines**

## **SCRAM Placeholder**

## **DEI and Beyond: Setting the Context and Expanding the Discussion**

During this 60-minute presentation, attendees will be provided with a brief overview of diversity, equity, and inclusion (DEI) – its origins, its intended impact, and how it’s viewed today. The focus of the presentation is to go beyond the typical diversity, equity, and inclusion discussion to include the importance of age, gender, and lived experiences. This interactive facilitator-lead conversation will help participants develop a solution-based framework that will help create a culture of responsiveness to improve client and workforce outcomes.

## **Poster Winners Placeholder**



## **Driven to Success: System Collaboration to Support Impaired Driver Case Plans**

Traditionally, responses to impaired driving have been punitive and compliance driven. While this is an effective approach for some, there are others who won't be impacted by this approach in changing their impaired driving behavior. This population often needs a resource-intensive combination of supervision and treatment to address and change this behavior. This session focuses on enhancing collaboration among various stakeholders involved in the case management of impaired drivers. By exploring multi-agency cooperation, data sharing, and integrated case planning, participants will gain insights into how a coordinated approach can improve outcomes for impaired drivers and promote community safety. The session will address the challenges of managing impaired driver cases, outline best practices for effective collaboration, and provide practical strategies for implementing a cohesive support system.

## **Making the last DWI, the last DWI-Tools and Strategies to Stop the DWI Offender in their Tracks**

In 2022, 13,524 men, women and children in the U.S. were killed in impaired driving crashes. While DWI's are 100% preventable, they represent 32% of all traffic fatalities. About a third of all DWI offenders have multiple impaired driving convictions. This is the population most likely to find themselves under community supervision. How can we confront the threat they pose to our communities?

This interactive presentation will address the effective management of high-risk impaired drivers through research based, DWI specific screening, assessment, supervision and monitoring. Topics will include

How DWI risk/need screening and assessment tools help determine appropriate community supervision practices

Placement into programs specifically designed for individuals convicted of impaired driving.

## **Eight Dimensions of Wellness and Healthy Work-Life Balance**

Sponsored by NAPE: This presentation will highlight the importance of health, wellness, and the critical roles that physical and psychological safety play in overall well-being, with a special focus on work-life balance. Wellness encompasses multiple dimensions—emotional, physical, occupational, intellectual, financial, social, environmental, and spiritual—each of which influences and interacts with the others. Achieving a healthy balance between work and personal life is key to maintaining these dimensions in harmony.

Health and wellness are deeply connected to psychological safety, which involves feeling secure, valued, and supported in both professional and personal environments. For example, work-related stress can lead to emotional exhaustion, affecting physical health and diminishing performance, thereby threatening psychological safety. When work-life balance is compromised, both mental and physical well-being can deteriorate, making it harder to maintain personal connections, stay healthy, and find fulfillment.

By promoting work-life balance and ensuring both physical and psychological safety, we create an environment where individuals can thrive, maintain joy, and sustain their health. This balance is essential for long-term wellness, allowing people to perform effectively at work while leading fulfilling lives outside of it.

## **Nevada Parole and Probation Embedded Officer Concept: Balancing Enforcement and Community Policing**

The Nevada Parole and Probation (NPP) Division partners with county, state, and federal law enforcement agencies to foster information sharing and build collaborative relationships. These relationships help protect the community and improve public safety. Parole and Probation officers act as a liaison between NPP and the various law enforcement agencies. Together, we address crime hotspots, decrease violence, and reduce parole



and probation violations. NPP officers attend agency briefings, weekly crime fighting meetings, and conduct monthly operations focusing on crime reduction and intelligence. Nevada Parole and Probation officers also aim to engage with the community, build trust, and create a positive environment by attending community events to promote community policing within their jurisdiction. The embedded program has been very successful in the Las Vegas valley with current partnerships with multiple Las Vegas Metropolitan Police Department area commands, North Las Vegas Police Department, City of Henderson Police Department, ATF and DEA.

### **Middle Managers: Listening Session: Staff, Self, and Organizational Wellness**

Invitation Only: There is growing awareness and recognition that mid-level managers have a significant impact on the organizational culture and are tasked with supporting staff and leading change. The National Institute of Corrections, in partnership with the American Probation and Parole Association, is hosting an invitation-only listening session to identify approaches to support mid-level managers as they strive to support healthy organizations with healthy employees while attending to their own wellness.

### **See Something, Say Something is a False Narrative! Active Bystandership in Community Corrections Prevents Harm to Staff, Supervisees, and the Community**

Sponsored by NAPE: Active bystandership, largely based on the research of Dr. Ervin Staub, has been implemented in 390+ law enforcement agencies, State Correctional facilities, and county jails with one clear aim: prevent harm. Stakes are high in community corrections for mistakes and actions that erode trust in community supervision. On top of that, community corrections professionals are facing increasing challenges in maintaining their own health and wellness in the face of exposure to trauma, demanding jobs, and burnout. Yet, it is most of the inaction of peers in the workplace responsible for risky moments becoming dreadful outcomes. Active bystandership is an effective way to prevent mistakes and misconduct and to enhance the well-being of employees. Learn how the Heroes program operationalizes the social science of active bystandership for organization-wide impact. Come to learn, stay for the skills practice, and leave with a sense of hope for the future of community corrections!

### **Building International Bridges by the Confederation of European Probation: Supporting Better Lives**

This workshop examines the role of international cooperation in probation in Europe to promote rehabilitation, reintegration, and the creation of better lives for offenders. In an increasingly interconnected world, the challenges of crime and justice transcend borders, necessitating collaborative approaches that draw on best practices from diverse systems. Building international communication pathways in probation, in Europe and beyond, facilitates the sharing of knowledge, resources, and innovative practices that improve outcomes for both offenders and society. Members of Confederation of European Probation (CEP) can have different legal traditions and cultural values but the social policies can benefit from cross-border cooperation through the exchange of successful rehabilitation strategies, technological advancements, and training for probation staff. This workshop will explore key areas where international partnerships facilitated by the CEP strengthened the implementation of the international probation guidelines, creating joint programs with the goal of reducing recidivism, promoting rehabilitation and respect for human rights.

### **From Vision to Reality: Implementing National Standards of Community Supervision Through Successful Organizational Development**

The National Standards for Community Supervision are intended to provide a comprehensive resource for community supervision agencies, drawing upon the latest research in the field, as well as the perspectives of both practitioners and academic experts. During the development of the Standards, the group of experts



convened by NIC and APPA, and facilitated by CJI, identified the need for an additional resource which would cover considerations for implementation and maintenance of the Standards within a community supervision agency from an organizational development perspective. In light of this need, NIC, APPA, and CJI have partnered to create an Organizational Development White Paper to serve as an addendum to the National Standards, to provide leadership-specific guidance and best practices on a variety of topics, including building a strategic plan for a community supervision agency, implementing the Standards in a sustainable way, making hiring and other staffing decisions with the Standards in mind, conducting trainings for staff and leadership, and working with other social service agencies and community-based organizations. This session will keep components of the Organizational Development White Paper, exploring common organizational development challenges and proposed solutions and eliciting feedback from agency leaders on how to implement the Standards in their agencies to enhance effective organizational development.

### **Explore How a Digital Assistant and Automation Can Streamline Your Work and Support Your Agency**

Discover how Michigan and 18 other states are using the latest in technology to improve outcomes for staff and clients, learn about the latest in automation (and even a bit on artificial intelligence), and brainstorm ways these technologies can support your team. Join this session to hear more about how Recidiviz's intelligent assistant helps staff focus on clients that need attention the most, identifies high priority opportunities for clients, and automates paperwork to streamline processes. Hear about the current technologies of automation and how they can help your team, learn a bit about artificial intelligence. During breakout groups, weigh in on where you think these technologies hold the most (or least) promise for the field as a whole as well as identify specific opportunities where an assistant could support your team and your department via a training exercise.

### **Lesson Plan: Expanding Horizons: Leveraging Technology to Enhance Reentry Success**

Join us for an engaging and transformative session on how cutting-edge technology can significantly enhance the reintegration process for individuals returning to their communities. This lesson will delve into innovative strategies to boost success rates and enrich the overall reintegration experience. What You'll Learn: • Building Equity and Success through Technology: Discover how technology can enable individuals to become self-advocating and self-sufficient. • Improve Access to Employment, Healthcare, Family Reunification and Basic Needs: Explore tools that facilitate meaningful family connections, provide wrap-around healthcare services, and understand how technology can help secure and maintain meaningful employment which lead to higher successful reintegration rates. • Sustaining continued success, growth, and development: Gain insights into acquiring new skill sets for improved job opportunities and help in building digital literacy to transform the justice involved landscape. Don't miss this opportunity to learn how technology can be a powerful ally in creating a brighter, more successful future for those reintegrating into society. Join us and be part of the change!

### **Implementing Safety Technology: A Roadmap for Success**

In parole and probation, safety technology is crucial, but selecting and implementing it effectively can be challenging. Success involves more than adopting the latest tools—it requires a tailored approach that addresses the unique needs of your agency. This workshop will guide you through the process of selecting appropriate safety technology and implementing it seamlessly. We'll cover essential strategies such as conducting a needs analysis, evaluating and selecting the right technology, and securing organizational buy-in. Additional focus will be on building a strong project team, managing change, phased implementation, training, and measuring outcomes to ensure long-term success. Using real-world examples, this session will help you navigate the complexities of technology adoption, avoid common pitfalls, and ensure that the technology enhances both safety and operational efficiency.



## **Exploring the Market Shift to Oral Fluid Drug Testing**

This workshop will focus on the market shift to oral fluid; a growing trend in the world of drug testing. We will touch on areas of science, technology, and safety with some emphasis on telehealth solutions. Premier Biotech is an industry leader in oral fluid drug testing with expertise in rapid and lab-based options. As experts in the field, we will offer our perspective on this alternative testing option. We look forward to sharing knowledge that helps to cement the position of oral fluid as the solution for faster, easier drug testing.

## **Health, Wellness and Safety Listening Session 2.0**

Sponsored by NAPE: During this training institute, APPA will host its second listening session aimed at identifying health, wellness and safety needs of community corrections professionals. The goal is to identify specific gaps and needs impacting health, wellness, and safety needs of pretrial, probation, and parole. During this session, attendees will be asked to share real-world concerns; identify needed actions agencies and leaders can take to improve staff safety; discuss barriers to safety – whether in the office or while conducting fieldwork; and identify policy recommendations designed to improve officers' health and wellness.

Information gained from this session will assist APPA's Health, Wellness and Safety Committee in establishing comprehensive data and recommendations to better address and enhance future trainings and literature.

## **Women, Girls and Justice: What We Know, Where We've Been and Where We Need to Go**

This session synthesizes the breadth of information on girls' and women's trajectories into and through the criminal justice system, and implications for community supervision.

Specifically, it offers an in-depth exploration of the state of knowledge regarding the complex pathways that lead women and girls into the criminal justice system, with a focus on probation and parole. Historically, research on women's and girls' unique experiences and pathways existed in the shadows of mainstream scholarship. This session will review the powerful women-centered scholarship that has paved the way to deeper and more accurate understandings of women and girls, and emerging research that focuses on the intersection of gender, race, and other identities as a critical, underexplored and growing body of work.

Attendees will engage with leading experts in gender responsive justice, including impacted women leaders, and explore foundational and emergent findings on girls' and women's pathways into and through the system and how these insights can and must inform community supervision policies and practices.

Beyond examining the state of research and practice, this session serves as a call to action, and provides concrete strategies community supervision stakeholders can take to facilitate meaningful and sustainable system transformation. Practitioners, researchers, policy makers and all are encouraged to attend and join national and international efforts to transform community supervision approaches and outcomes with women and girls.

## **Advancing Trauma and Resiliency Informed Practices with Women & Girls on Community Supervision**

One of the most common experiences shared among women and girls involved in the criminal justice system is a history of early childhood abuse, gender-based violence and trauma. As awareness of this has grown, there has been a call to implement trauma-informed practices throughout the criminal justice system as an essential step toward reducing the harm of traditional corrections frameworks.

This session provides essential information on how trauma manifests in the lives of women and girls, and how these experiences are contextualized and compounded by gender and racial inequities, oppression and



marginalization. Attendees will explore the neurophysiology and ecology of trauma and resilience, including the latest brain science and how social and economic conditions can create pathways to healing or pathways to harm.

It will also review essential steps we can take to implement trauma and resiliency informed approaches as part of community supervision work, exploring inclusive strategies that co-create safety with women and girls, avoid re-traumatization, cultivate resilience, and improve outcomes. The session will include ways to apply trauma and resiliency informed principles and practices as part of day-to-day supervision work to promote healing and long-term success beyond the justice system, including essential staff wellness and self-care strategies that maximize our effectiveness and enable real justice work. The session will also highlight the research-based and innovative interventions that are transforming the landscape of our work with survivors.

Community supervision administrators, managers and practitioners, and all who are interested in exploring and applying the latest research on trauma and resilience and how it can transform policies and practices with women and girls are encouraged to attend.

### **Why Don't They Mind Their T's and C's? Brain Injury and Juvenile Justice: Foundational Information to Elevate Practice**

The CDC has stated that brain injury in the justice system is a significant public health challenge. Up to 49% of justice-involved youth have sustained at least one brain injury. This presentation explores the intersectionality of brain injury and the juvenile justice system. We will share brain injury fundamentals including definition, prevalence, symptoms, evidence based screening tools and long term effects associated with experiencing a brain injury during childhood/adolescence (e.g. increased risk of substance abuse and behavioral challenges). We will share simple brain injury informed adaptations to community supervision aligned with the 10 Core Principles of Juvenile Probation, including motivational interviewing. Brain injury does not excuse criminal behavior but it may help professionals to understand the root of what often presents as anti social behavior and choices. This understanding and the application of simple adjustments/strategies will lead to better outcomes for this population.

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

This workshop will demonstrate a reentry program that collaborates with parole and probation services to provide comprehensive support for individuals transitioning from incarceration back into society. Through intensive case management, the program delivers evidence-based best practices aimed at reducing recidivism and fostering successful reintegration. Participants receive personalized guidance and access to job and life skills training, including resume building, interview preparation, financial literacy, and interpersonal communication. The program includes a classroom component that focuses on behavior modification and mental health support, delivered through the lens of trauma-informed care. This approach helps address underlying issues, promotes emotional resilience, and supports lasting change. By equipping participants with the tools and resources needed for employment, personal growth, and mental well-being, the program aims to promote long-term stability and reduce the likelihood of reoffending.

### **Staffing for Success: Winning the Talent War in the Modern Era**

The evolution of the labor market in the post-COVID era has presented unique challenges to community supervision agencies across the country. Faced with competition from other law enforcement agencies and the private sector, agencies must adapt to attract new candidates and retain their current officers. This workshop will explore the staffing strategies implemented by the Georgia Department of Community Supervision (DCS) to

enhance recruitment and retention while at the same time reducing the demands on officers. The presenters will identify strategies to address workforce attrition, supply, and demand that community supervision personnel can implement in their agencies. In addition, the presenters will discuss insights from a recent study conducted by Deloitte on behalf of DCS to examine officer workload to help the DCS identify potential efficiencies that could be gained.

### **Using Agency Administrative Data to Develop Tailored Supervision Guidelines to Reduce Revocations**

Research shows that one-size-fits-all models of supervision do not work and can even negatively impact outcomes. We also know that early engagement and interventions can help reduce violations and subsequent revocations. However, agencies need more information about how to tailor engagement strategies to the supervisee and which supervisees to prioritize for early engagement. To address this need, the North Carolina Department of Adult Correction partnered with an interdisciplinary research team to first conduct a rigorous analysis of agency data to identify predictors of revocation and then develop and implement a set of tailored supervision guidelines. This workshop describes the methods and results of this analysis as well as the roll-out of a statewide plan for training and implementation. The session will conclude with a discussion about future evaluation efforts.

### **Results-Driven Coaching**

Results-Driven Coaching is the community corrections professionals' guide to constructing an alliance between data and coaching to improve outcomes across six targeted supervision practices, and three strategies to achieve next-level results. This workshop invites the audience into the examination room with supervision agency leaders from quality control and the training unit as they share the impact of their partnership upon outcomes across supervision practices. Missouri Probation and Parole invites attendees to consider a results-based approach to develop evidence-based practices in their respective agencies, communities, and throughout the country.

### **Implementing a Coaching Model with a Trauma Informed Component**

This workshop serves as a roadmap for those interested in building, implementing, and/or just understanding more about a coaching model in community supervision. We walk practitioners through some of the steps Washington (WA) State took to implement our legislatively driven coaching model, which includes a trauma informed component. 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 model also invites staff to build more engagement, responsiveness, and/or evidence-based structured coaching into all interactions with supervised individuals. One of the main goals of the WA State coaching model is to align with our mission to "improve public safety, by positively changing lives."

### **Relationships: The Linchpin of Successful Management of Mental Health Caseloads**

For specialty mental health probation (SMHP) officers, the ability to quickly link an individual under supervision to treatment involves more than a release of information form and an open slot on a mental health treatment caseload. There are numerous factors that can either enhance or impede this service linkage function and these factors can vary based on the local context (e.g., county, circuit). This session describes results from a study conducted as part of North Carolina's SMHP program. The research team analyzed data from 40 interviews with state and local representatives from probation and behavioral health services about the barriers to collaboration and coordination of services, resources to address these challenges, and strategies aimed to enhance collaboration. The session's presenters will describe how they launch service provider engagement, leverage leadership, develop and test strategies, and how they are using research results to tailor provider engagement



strategies to the local context.

### **Data-Driven Reentry: Shaping the Future of Corrections and Careers for the Next 50 Years**

As the American Probation and Parole Association celebrates its 50th anniversary, this workshop explores the transformative power of data and analysis in shaping the future of corrections and career pathways. Highlighting a collaborative initiative between Right on Crime, the Louisiana Department of Corrections (DOC), Louisiana Probation and Parole, and the local Chamber of Commerce, participants will learn how labor market data is being leveraged to align prison education programs with job market demands. This session will provide actionable strategies for community corrections professionals to enhance reentry efforts, reduce recidivism, and foster partnerships with local employers. Through interactive activities, attendees will gain practical skills to implement data-driven approaches in their own jurisdictions, supporting sustainable employment opportunities for those under supervision and creating safer communities.

### **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.

### **Five Steps for Making Your Strategic Plan a Reality**

Leadership and staff are full of excitement and momentum as new strategic plans are developed. Unfortunately, the anticipated results are often not achieved because little attention is given to what comes after the strategic planning process ends. Time, competing priorities, unanticipated barriers, and a lack of leadership and resources often impede the plan's progress, leading to its failure. This workshop will focus on what needs to occur after completing the plan to increase successful implementation. The trainers will guide participants through five steps, utilizing personal experiences, to make a strategic plan a reality.

### **Intensive Services Foster Care for Juvenile Justice Involved Youth**

Launched in September 2021, the Intensive Services Foster Care for Juvenile Justice Involved Youth Program is a collaboration of the San Francisco Juvenile Probation Department (JPD) and Alternative Family Services (AFS)—a non-profit Foster Family Agency. To minimize the use of secure detention and achieve better outcomes for youth ordered to out of home placement—particularly Black, Indigenous, and youth of color—this program recruits, trains, and certifies culturally responsive foster homes specifically for juvenile justice involved youth. AFS provides comprehensive 24/7 support/services to youth and foster families to promote successful outcomes, including individualized case management, peer support, and mental health services. During this workshop, JPD and AFS will share how this collaborative program was developed and funded, how families are recruited to serve the complex needs of the target population, and how other jurisdictions might replicate the model.

## **How Can I Tell if this Program is Working? Oregon DOC Takes a Deep Dive with the RNR Simulation Tool**

Many community supervision agencies have limited information about the programs that are available for the individuals they supervise and have little guidance around making referrals to programming. The RNR Program Tool, part of George Mason University's RNR (Risk Need Responsivity) Simulation Tool, is an online assessment of how well a program adheres to evidence-based practices. In 2021, the Oregon Department of Corrections (DOC) began using the RNR Program Tool and allocated two employees to focus on program assessments. Between July 2021 and June 2023, they assessed 57 programs with the tool. DOC also provided virtual trainings for providers to understand the program review process, evidence-based practices, and commonly underperforming areas of the program review process. This workshop will discuss the assessment process, the outcomes of the project, and how DOC will use this information to improve the quality of programming that is available for individuals under supervision.

## **Transforming Culture, Transforming Lives: How Focusing on Organizational Culture within a Department Revolutionized Recidivism Reduction across a State**

Join us as we explore a compelling case study of how a targeted focus on organizational culture within a challenging environment led to a significant decrease in recidivism rates. After years of unsuccessful attempts to increase the outcomes in their work release programs, the Iowa DOC committed to the intentional and purposeful use of implementation science to focus their efforts on organizational culture and alignment. Since that time, not only have they successfully increased program participation and completion rates, but they have also drastically decreased recidivism rates among this population. Their efforts to work on alignment, rather than seeking new tools or program concepts to change their outcomes, have made the work release program a primary driver in the overall reduction of recidivism across the state, for which Iowa is being recognized at a national level. This session will unravel the leadership strategies and cultural shifts that transformed a struggling division into a beacon of success. Through a blend of storytelling and data-driven insights, we will demonstrate the profound impact of culture on client outcomes and provide actionable takeaways for leaders seeking to drive change in their own organizations.

## **NIC Critical Incident Response Initiative**

Critical incidents undermine the integrity of the corrections system and may lead to several internal and external consequences, including jeopardizing the life, health, or safety of staff, residents, clients, visitors, or the public, reducing public confidence in correctional institutions, lawsuits and increased state and federal oversight, increased recruitment, and retention challenges, and diminished capacity to rehabilitate individuals in custody, increasing recidivism and impacting public safety. The National Institute of Corrections has established a Critical Incident Response Team (CIRT) program to provide customized support to probation agencies, jails, and prisons experiencing a critical incident or during times of significant operational disruption. This session will discuss this new resource, which is available to the field at no cost to the field, and discuss opportunities to assist the field.

## **Collaboration in Africa: Rwanda, Uganda, Kenya and the SAW Project**

An exciting collaborative endeavor is underway in Kenya, Rwanda, and Uganda to collect and report details of successful supervision practices. This pilot project is organized and managed by the Supervision Around the World (SAW) Project, an international non-profit agency. Rich resources are available through the use of collaboration and collective learning. Administrators from Rwanda, Uganda, and Kenya have shared examples of their most successful programs and this information is available via the SAW Project website. In our risk-adverse world of criminal justice supervision, administrators may consider elements of such models to replicate in local programs with more confidence. During this presentation, SAW Project personnel will discuss piloting the



process for data collection, quality assurance, and reporting, as well as the impact of collaborative efforts. Formal outcomes of this pilot project will be shared during the 2025 International Corrections and Prisons Association (ICPA) Conference in Rwanda.

### **Digging Deeper: Identifying the “Why”**

When it comes to rehabilitation and behavioral change, understanding the patterns and triggers that lead to criminal behavior is crucial. While many tools exist to assess strengths and needs, there is often less emphasis on identifying the underlying patterns of motivation and root causes of these behaviors. Distinguishing between symptoms and root causes is key to developing effective supervision plans. Addressing only the symptoms can result in a cycle of reactive measures, whereas targeting the root causes can significantly reduce or even eliminate the problematic behaviors. In this workshop, participants will learn how to identify the recurring patterns and motivating factors that drive illegal behaviors, as well as how to incorporate targeted interventions into case management and supervision planning.

### **Developing a Jail Review Process to Support Evidence-Based Decision-Making for Criminal Justice Coordinating Councils & Pretrial Agencies**

What do you know about your jail population? Often stakeholders’ perception of who is in the local jail and why differs from reality. An effective jail overview can provide your Criminal Justice Coordinating Council (CJCC) with a data-driven snapshot of the jail population that facilitates meaningful discussion on processes in your system, such as violation responses, utilization of community based-alternatives to incarceration, need for specialty courts and sentencing practices. Learn how your local jail is a driving source of data to identify key change targets & a reflection of current practices and decision-making processes in our jurisdiction and how to effectively identify data trends and communicate jail data to stakeholders to advance your criminal justice system

### **Executives Talk: Leading Out on Officer Safety and Managing Expectations**

In light of recent tragic incidents resulting in the deaths of community supervision officers, organizations are reevaluating how they support officer safety. They are considering arming previously unarmed officers, providing them with more tactical gear and tools, requiring them to work in teams, and offering new training. However, there are concerns about whether these approaches might create an "us vs. them" mindset. Executives of community corrections agencies know it's important to develop effective strategies to ensure that officers can safely and effectively perform their job functions while also focusing on long-term goals, such as helping people gain the skills necessary to complete supervision requirements and remain law-abiding. Hear from community corrections executives about how their organizations have prioritized officer safety and the strategies used.

### **The Resilient Leader: The Mindset to Make Critical Decisions in High Stress Environments.**

Resilience is the ability to thrive in challenging circumstances. It means to think clearly, analyze situations objectively and make the best decisions. It's a sign of strength, resilience and emotional intelligence. It's a skill you can develop. Michael J. Reinhart is an expert in resilience in high stress/ high consequence environments. His unique perspective and expertise in resilience comes from his many years traveling to the world's wild places as an adventure journalist and through interviews with many of the best explorers and adventurers. This presentation will give attendees an understanding of the mindset and skills necessary to go into a challenging project with the ability to think clearly and make good decisions in high pressure situations. They will gain these abilities by adopting the mindset of successful explorers. People who go into extreme places, facing unknown challenges where a wrong decision could mean death and succeed where most fear to go.

## **Put me in Coach! I'm Ready to Play: A Practical Approach to Building and Training a Coaching Framework for Your Organization**

This session is designed to introduce the Learning and Professional coach training developed by the National Institute of Corrections. The Learning and Performance Coach is a 36-hour hybrid training program focused on contemporary learning and performance knowledge and skills to prepare and deliver coaching programs. This is an extension of the Field Training Officer (FTO) On the Job (OJT) training program previously offered by NIC. This hybrid program is comprised of three virtual instructor-led classes, all three (3) hours in length using NIC's virtual platform, two, 8-hour in-person class days, and eleven (11) hours of pre-session and inter-session work completed by the participants. The program targets the importance of building and utilizing effective on-the-job coaching techniques. Throughout the course, participants will learn about new roles Learning and Performance Coaches are playing in their organizations' success and gain new or updated ideas and skills for facilitating others' learning.

## **Life-Saving Policies: Addressing Stigma and Enhancing Naloxone Awareness for People on Community Supervision**

Naloxone (Narcan) is vital in preventing opioid overdoses, especially for those under community supervision who are at high risk of drug-related deaths. Despite its importance, there's a limited understanding of community supervision officers' knowledge and perceptions of Naloxone. This gap is concerning as officers are key in addressing barriers to Naloxone access for their clients. To address this, we surveyed APPA members about their knowledge, views, and experiences with Naloxone. The workshop will present these findings, offer policy and practice recommendations, and encourage audience engagement on the implications for community supervision. Additionally, the workshop will feature a presentation and panel discussion with Brent Nowak from Shine A Light, a Las Vegas non-profit that distributes Narcan to people experiencing homelessness. He will share their approach to discussing Naloxone and address barriers highlighted in the study, including challenges related to knowledge, stigma and the lack of standardized policies in community supervision agencies.

## **Probation Pioneers: Advancing Best Practices through Innovation and Evidence-Based Excellence**

Join us for an exciting session with California's Alameda County Probation Department (ACPD) and discover how their cutting-edge Best Practices and Innovative Strategies Unit is revolutionizing probation. Learn how they prioritize evidence-based practices for community betterment and explore creative ways to incorporate research and innovation into your work. Enhance staff performance and client outcomes by examining ACPD's groundbreaking projects and ideas. Don't miss this opportunity to gain valuable insights that can propel your department to new heights!

## **What Now? Responding to Changes in Law and Policy**

You might not have a say in the content of reforms mandated by the legislature, the courts, or executive directive, but you can have a role in how it is implemented. When changes in law or policy require changes in community supervision or court practices, responding proactively minimizes confusion and unwanted consequences. This session will share ways to build resiliency in your jurisdiction by anticipating impacts, collaborating with stakeholders, adapting practices, monitoring outcomes, and making adjustments.



## **Alameda County's Progressive Approach to Juvenile Rehabilitation at Camp Sweeney: True Transformative Impact**

This presentation highlights Alameda County's forward-thinking approach to juvenile rehabilitation at Camp Sweeney, focusing on its transformative behavior management system, cognitive behavioral interventions (CBIs), and community reintegration efforts. Attendees will gain insight into how the camp's structured behavior management system fosters accountability and positive change, supporting youth development. The session will explore the integration of evidence-based CBIs into daily activities and individualized rehabilitation plans, addressing the underlying thought patterns driving delinquent behavior. Additionally, the presentation will showcase the impact of a robust incentive program and strong community partnerships in promoting long-term success and seamless reintegration into society. Through this session, participants will see the importance of a supportive, structured environment and strategic planning to achieve behavioral and program goals, offering valuable takeaways for professionals in community corrections.

## **Data-Driven Pathways: Transforming Juvenile Justice through Predictive Analytics**

In the juvenile justice landscape, aligning youth with appropriate services poses a significant challenge, often resulting in suboptimal outcomes and systemic inefficiencies. This presentation explores the critical role of predictive analytics in transforming decision-making processes. The session will introduce an advanced analytical approach that leverages a data-driven model to identify the most suitable interventions as well as predict the likelihood of specific outcomes occurring. We will delve into the challenges of traditional placement methods, which frequently lead to repetitive and ineffective program cycles for youth, exacerbating trauma and reducing the likelihood of successful outcomes. We will also examine a case study that demonstrates how harnessing historical data and specific predictive factors will enhance the accuracy of identifying interventions. This method not only aims to reduce the number of interventions that a child experiences, but also to validate the efficacy of programming, leading to system reform and improved outcomes in juvenile justice.

## **Thriving Together: Empowering Employees and Cultivating a Supportive Work Culture**

In today's dynamic and evolving work environments, organizations must prioritize the holistic well-being of their employees to foster sustained success. This presentation explores how to create a work environment where staff can thrive and perform at their best by focusing on three critical pillars: support, empowerment, and humanity. We will delve into practical strategies for cultivating a culture of support that provides employees with the resources, guidance, and encouragement they need. The session will also highlight the importance of empowering staff by fostering autonomy, trust, and opportunities for growth, ultimately unlocking their full potential. Finally, we will discuss how integrating humanity into workplace practices—acknowledging and respecting the unique needs, values, and experiences of each individual—can lead to a more engaged, motivated, and high-performing workforce. Attendees will leave with actionable insights and tools to build a workplace where everyone can thrive and contribute their best work.

## **Strategic Planning for Gender Justice: 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.

### **Life Changing Tools for Whole Brain Living**

Are you curious how understanding your brain can better impact the quality of your life? In *Whole Brain Living, The Anatomy of Choice and the Four Characters That Drive Our Life* by Dr. Jill Bolte Taylor, she introduces readers to the four characters of the brain that make up who we are and presents a new framework to understand our behaviors, feelings, and emotions. The sessions will function as a roadmap that you can use to help yourself transform your life by better understanding your whole brain. Our brains are cool! Once you master the techniques and concepts presented, you will feel empowered to make better choices and live the life you want to live. We will break down with clarity and simplicity how we can short-circuit our emotional reactivity and increase our ability to think clearly. In *Whole Brain Living* we train ourselves to shift our focus away from our reactivity into the healthier thinking and experiential parts of our brain. *Whole Brain Living* is a total game changer in that once these skills are mastered, we gain the ability to transform how we look at ourselves, how we interact with others, and ultimately how we contribute to the world.

### **ORCA PRIDE Model**

ORCA PRIDE Tribal Treatment Program was recognized by OJJDP as the only "promising practice" Tribal Youth offender treatment program in the nation in 2008. Originally created on the Port Gamble S'Klallam Tribe, the presentation provides participants the history leading to the development of the program, the 12 components of the program, and the exciting results. The ORCA PRIDE model has been presented at over 10 national conferences including the first annual Safe Schools National conference in Wash. D.C., National Indian Child Welfare Conference, and numerous regional and local conferences. Participants will learn how a true wrap around offender treatment approach can contribute to the reduction and possible elimination of secure detention with Tribal youth offenders. The ORCA PRIDE Tribal Youth Offender model remains relevant and available for Tribes who are battling the epidemic of drug and alcohol related (co-occurring) disorders in Tribal communities including some urban Indian organizations and off reservation communities.

### **Innovations in Supervision Require Continually Testing the Water Temperature**

The Kansas Department of Corrections (KDOC) has a long history of undertaking reform efforts to align its parole and probation supervision policies with best and evidence-based practices. With funding from a Bureau of Justice Assistance Innovations in Supervision grant, KDOC engaged consultants to conduct a system assessment of their practices, assist with updating policies and practices, train and coach staff on cognitive behavioral intervention tools, and build on an existing quality assurance structure to ensure an even stronger foundation for EBP continuous quality improvement and sustainability. Learn the outcomes of this work and understand why agencies must continually "test the water temperature" by asking staff what is working and what can be improved to ensure the environment is conducive to maintaining effective practices.

### **Sometimes, You Gotta Roll the Dice: An Examination of the Effects of Risk Perceptions on Technical Violations**

A major aspect of probation is using punishment to change behavior. Probationers know they are being monitored and know they will be punished for non-compliance, so why do people violate knowing they will get caught? Important theoretical developments in rational choice theory and offender decision-making improve our understanding of offender decision-making. One such development in rational choice theory is the significant of

perceptions (Apel, 2022). This presentation examines findings from a recent study on a large sample of probationers who completed a series of surveys regarding their thoughts, feelings, and attitudes towards probation and the risk for violating conditions of probation. Findings suggest that risk taxonomy is associated with probationer risk perceptions and the type of punishment imposed may influence future choices to engage in technical violation behaviors. This study further expands the criminological literature and challenges practitioners to investigate how probationers update their decision-making in response to sanctions.

### **Cultivating a Coaching Environment: Exploring the Ongoing Journey of Implementing the Coaching Model at SFAPD**

Join the staff of San Francisco Adult Probation Department's (SFAPD) implementation team as they take you on a journey through the ongoing process of implementing the Coaching Model. This interactive session will explore the unique experiences, wins, and challenges faced so far. With the implementation still in progress, and several years to go, the team will share valuable insights on how the model is reshaping their work, fostering leadership and management participation, and creating a new way to engage clients. You'll learn how leadership and management are not only supporting the cultural shift but also actively participating in it. As the Coaching Model enhances health and wellness across the department, you'll see how increased morale among deputy probation officers (DPOs) directly impacts the way clients are engaged. This boost in DPO morale is key to improving client outcomes, with potential reductions in recidivism as clients respond positively to more engaged supervision. This session isn't about a finished product—it's about real-time lessons, adjustments, and strategies that can benefit any department looking to shift its culture. You'll walk away with practical tools and insights that can help your own team successfully navigate similar changes.

### **Walking the Talk of Well Being: A Moral Imperative for an Atomic Mindset to Thrive rather than Survive our Stressful Work**

Sponsored by NAPE: Community supervision staff and agencies have faced grueling personal and organizational stress in the 2020s. We have "survived" several once-in-a-generation events in a seemingly relentless sequence of stressors. We are still adapting to a global pandemic; the great resignation; a pervasive opiate crisis; a shift to virtual and hybrid work; extraordinary justice reform; a national social justice movement; rapid growth of artificial intelligence; and more dangerous crime and supervision trends in our work. All of this on top of the usual legislative, policy and practice changes that seem small in comparison. Although we have been called to action on well-being to cope with the impacts of such large-scale change, we often wonder how we get beyond the usual lip service of "work/life balance" into a lasting cultural transformation. This presentation will offer a provocative, emotional, and intellectually compelling vision and call-to-action for a well-being culture and mindset.

### **Rethinking How we Supervise Women on Probation**

The MCAPD's Justice-Involved Women (JIW) Program has been not only successful in providing gender-specific and tailored probation supervision to women on JIW caseloads, but it has also led to meaningful services and interactions in a supportive and prosocial environment. It has provided value, strength, and a new approach to supervising women who may have otherwise reported feeling lost in the struggles that have historically been obstacles or challenges to success on probation. Women who have been supported by the JIW Program have reported feeling empowered and confident while securing healthy boundaries and relationships, which will impact not only their lives but the lives of their families and loved ones. Overall, the JIW Program continues to improve the supervision the Department provides to all women and enhances gender-specific supervision for those supervised on JIW caseloads. These women have a high rate of successful completion on probation and



reported having positive life updates because of the program. Overall, the JIW Program supports the Department's mission to implement evidence-based supervision strategies to reduce crime and promote positive behavioral change

### **Generation Exit: Why Probation and Parole Can't Keep Gen Z**

This eye-opening program, led by Gen Z professionals, offers an honest and data-driven exploration into why the newest generation of probation and parole officers are leaving the field. Designed to provide insights directly from the perspective of Gen Z, this session uncovers challenges and barriers pushing young professionals away highlighting what departments can do to reverse this trend. Participants will gain a deep understanding of the values and expectations that drive Gen Z employees and why current structures in probation and parole often fail to meet their needs. Featuring open discussions aimed at illuminating key factors contributing to Gen Z turnover. This program is essential for probation and parole leaders seeking to understand the root causes of Gen Z attrition and build effective strategies for creating a workplace that attracts and retains this talented generation. By proactively addressing these challenges, departments can reduce turnover and cultivate a thriving, future-focused workforce.

### **Motivational Interviewing in Practice**

In this interactive session, you will spend time developing and refining skills in motivational Interviewing (MI), with a focus on the application of open-ended questions, affirmations, reflections, and summaries (OARS) in the spirit of MI. You will receive brief instructions followed by opportunities to apply techniques in practice with a coach. This training serves both as a booster for those seeking more MI practice and an introduction for beginners. Coaching will be tailored to each participant's skill level. Participants will evaluate and create responses to realistic statements from Justice Involved Individuals and receive real time feedback in an enjoyable environment. Participants will leave energized and equipped with new ideas and responses to effect change in Justice Involved Individuals.

### **Flex Your Rapport**

We will explore the life changing power of building positive rapport and letting go of the power dynamic with those we supervise. In this workshop we will highlight the benefits of specialty programs and how the impact of building a trusting and positive relationship can create lasting success and behavior change in individual lives. We will discuss how collaborating with treatment providers, recovery mentors, deputy district attorneys, defense attorneys, and Judges, not only benefits those in the justice system but their families and the community at large. We will hear directly from some participants in our justice reinvestment programs and how the program and their relationship with their PO helped them create the changes they desired.

### **The Impact of Juvenile Justice and Delinquency Prevention Act (JJDP) on Welfare and Institution Codes**

With reformatory justice taking over for incarceration the demand for using Welfare and Institution Codes (WIC) are in demand. The reclassification of youth who offend and commit crime is less severe with WIC. An examination of this code and procedures will have attendees applying this information to improve their jobs.

### **Interstate Compact: Application of Risk, Needs & Responsivity Principles**

The Interstate Compact is a mechanism for transferring supervision responsibilities to another state ensuring standardized procedures for approving, supervising and returning individuals to the sentencing state. This session explores the Interstate Compact's role in transferring supervision across states and how shifts in criminal

justice practices have impacted its application. In 2023, ICAOS established a workgroup to assess the feasibility of incorporating risk, needs, and responsivity principles into the retaking process—returning individuals to their sentencing states. The session will highlight milestones in applying evidence-based practices (EBPs) to ICAOS rules, present findings from a national assessment on re-transferred retaking cases, and discuss ways to enhance policies and improve supervision practices.

### **Help Me Help You: How Community Engagement Strengthens Re-entry Efforts**

Law enforcement and public safety data only reflect part of the reality of re-entry. As more and more jurisdictions realize – and act – on the critical insights of lived experience throughout policy design and implementation, hear how three major state agencies are currently engaging with their residents and community-based organizations to inform better programming and services, leading to better outcomes for everyone. Our panelists from the Louisiana Department of Public Safety and Corrections, Massachusetts Probation, and Missouri Department of Corrections will speak to their efforts to build trust, identify actionable engagement points, and cross the divide between real-time public safety decision-making and community engagement programs. Audience members will gain a stronger understanding of both the strategy and tactics of active engagement with returning residents.

### **Personalities Will Make or Break the Workplace**

By understanding personality traits, you increase self-knowledge and self-awareness is essential to success. Your personality can help or hinder you. If you don't understand what drives your actions and behaviors, it's difficult to cultivate positive growth, especially in leadership roles. As you discover what inspires you, you'll identify what may hold you back. You'll discover the traits, habits and behaviors that propel you forward and also identify the traits, habits and behaviors that has caused you to mismanage, micromanage or misunderstand coworkers, family and friends.

### **The Link from Incarceration to Home: Is You**

Generally, when community supervision professionals discuss successful re-entry, the focus is typically client centered. What resources do the formerly incarcerated need; what action steps does he/she need to take to ensure successful re-entry? But have you considered, as a supervising officer, what you need to know and actions you need to take to aid in the re-entry process? This presentation will focus on how supervising officers can better prepare to assist formerly incarcerated individuals as they transition back into their communities – helping them overcome seen and unforeseen barriers.

This presentation will expand your case management toolbox by helping you understand hurdles faced by those under your supervision. Focus will be placed on understanding the following adjustment disorder elements:

Family – fitting within the family structure

Institutional Mentality – living without restrictions

Employment – securing and maintaining adequate employment

Mental Health – recognizing and assisting the suicidal individual

Substance Abuse – avoiding relapse



## **Essential Innovations for Justice-involved Women: The Promise and Impact of Center-based**

### **Models**

As the research on women has revealed women's unique pathways into the criminal justice system, we are called to develop dynamic and responsive programs and interventions. Center-based models represent one of the most promising and innovative supports for justice-involved women and have specific benefits for women who are on community supervision.

Featuring national experts, including directly impacted leaders who have architected impactful supports for women, this webinar introduces center-based models as an essential support for women on probation and parole. Virtual attendees will learn the key characteristics of center-based models for women, including dynamic cross-sector partnerships, and explore approaches to model design and operations.

Two specific models will be explored, and attendees will have an opportunity to ask questions and offer ideas. All are welcome to attend, including community corrections professionals, as well as those who work in human services, child welfare, behavioral health, education, and other sectors.

### **Building Bridges: Effective Servant Leadership for a Multigenerational Workforce**

This dynamic training is taught via a combination of lecture, discussion, and group activities. It is designed to empower leaders with the skills and insights needed to effectively manage and engage a multigenerational workforce through the principles of servant leadership. Participants will delve into the core concepts of servant leadership, emphasizing empathy, active listening, and commitment to employee development. They will explore the unique characteristics and work preferences of various generational cohorts and learn how to address and leverage these differences to enhance team cohesion and performance. The training will provide practical strategies for fostering a supportive and inclusive work environment, increasing employee engagement, and aligning team efforts with the organization's mission and goals. By the end of the program, leaders will be equipped to create a motivated and cohesive team that is not only aligned with the organization's mission but also empowered to contribute effectively toward its success.

### **Trapping in Plain Sight: Sex Trafficking and Social Media**

Commercial Sex Trafficking and Social Media This workshop explores the pitfalls of both sex trafficking and social media. Explaining the difference between sex trafficking and labor trafficking and areas of intersection of the two. This workshop will allow you to identify trafficking on social media on post, stories and reels. Explaining languages, tattoos and code words synonymous to trafficking. This workshop includes interactive case studies that include decoding social media post, identifying tattoos and emojis associated with sex ads on social media and adult sex sites. Lastly, this workshop will allow participants to conduct a base line assessment utilizing language, coding, emoji's and body language to complete an assessment, while understanding the psychological influence of manipulation and coercion.

### **Supervision of Gang Members on Supervision and Officer Safety Topics**

Attendees will learn basic gang identification and organization, specific issues with gang members on supervision – including effective supervision and monitoring of this population. This includes methods to reduce recidivism and victimization, gathering intelligence, and recommendations for violation dispositions. Other topics will include community partnerships and officer safety challenges with gang members - and ways to reduce those risks.

## **Building a Compassionate Workplace Culture: Fostering Employee Wellbeing and Organization Success in Criminal Justice Agencies**

A compassionate workplace culture is not just a desirable trait but a strategic advantage. Research consistently shows that such cultures lead to reduced burnout, enhanced teamwork, elevated job satisfaction, improved staff retention rates, and heightened overall productivity. This training draws from the expertise of the Center for Compassion Leadership, emphasizing the critical role of compassion in leadership across all organizational levels. It empowers participants to cultivate environments where compassion and compassionate accountability drives success, fostering leaders who inspire others towards collective goals regardless of formal titles. By prioritizing compassion, organizations can create resilient teams and achieve sustainable growth, enriching both employee well-being and organizational effectiveness.

## **Engaging the Voices of People with Lived Experience in Risk-Need-Responsivity (RNR)**

Risk-Need-Responsivity (RNR) demonstrates efficacy for improving public safety outcomes among people involved with the criminal-legal system. Yet, space for people directly impacted by RNR to openly discuss, learn about, and influence RNR-related policies, programs and practices is limited. Community Advisory Boards provide people impacted by an RNR a voice to steer its delivery in real-world settings. This workshop describes a practitioner-academic partnership that thoughtfully and intentionally co-designed a Community Advisory Board (CAB) comprised of people with lived experience in the criminal-legal system who help steer RNR delivery in a statewide alternative to incarceration system with Probation. The need for a RNR-focused CAB, process for determining whether a CAB is the best method to engage with people involved in the criminal-legal system around issues of RNR, lessons learned and practical guidance on designing and implementing a CAB in the criminal-legal system, and future directions will be discussed.

## **Gender Responsive Supervision: Examining the Limitations of the ‘Gender Neutral Approach’ to Community Supervision**

Across the US, there are over one million women on community supervision, accounting for about 25% of the people on probation and 18% of people on parole. While the number of women on community supervision has more than doubled since 1990, there is still a lack of research, policies and practices that are tailored to enhance women’s success on probation and parole. Panelists will discuss strategies for developing and implementing gender responsive policies and practices that promote rehabilitation, address trauma and support the unique needs of women to enhance their successful outcomes on community supervision.

## **Empowerment for Supervisors: Coaching Techniques to Address and Mitigate Staff Burnout**

The Criminal Justice System is a dynamic arena which places many demands on the frontline staff, especially professionals who directly assist justice-involved individuals. In this environment, supervisor effectiveness can make or break team morale and productivity. This 60-minute virtual workshop, Empowerment for Supervisors: Coaching Techniques to Address and Mitigate Staff Burnout, was developed to equip leaders with practical strategies to implement to support their team and face burnout head-on. Throughout the session, participants will: Gain insights into the signs, symptoms and underlying causes of burnout Discover tools to address burnout through one-on-one conversations to team-wide initiatives Creating an environment to apply coaching techniques to uplift staff Join us to bolster your supervisory skills, promote a healthier work environment, and empower your team to thrive, even in challenging times. The workshop presenters have boots on the ground experience in the fields of U.S. Probation, Residential Re-Entry Centers and supervisory leadership coaching.



## **County Probation in Utah: The Start of a New Supervision Process**

Since 1937, the State of Utah relied mainly on the Department of Adult Probation & Parole to serve the needs of the state regarding supervision of probationers and parolees. However, following the passage of the Justice Reinvestment Initiative in 2015, many medium- to high-risk offenders fell out from under the jurisdiction of AP&P and became supervised by private probation companies. This created a lack of appropriate supervision for many offenders and has since led to the creation of probation units formed under the Office of Sheriff in each county. This workshop will review how county probation came to fill a void created by well-meaning legislation and delve into the many lessons learned as law enforcement had to adapt to the world of supervision.

## **Coordinating and Collaborating with Behavioral Health Service Providers to Engage Supervisees in Treatment**

Regardless of whether your agency has a specialized caseload for people with mental illnesses, it's important that community supervision officers (CSOs) are equipped with the tools and knowledge to refer people with mental illnesses to local substance use and mental health service providers. However, a number of challenges can get in the way of service coordination for supervisees with mental illnesses, such as staff turnover, lack of transportation, and service waitlists. Additionally, there are communication barriers and differences in organizational culture and purpose (e.g., public safety approach of community supervision vs. mental health and recovery approach of service providers). To address these challenges, CSOs need strategies to bridge these gaps and improve collaboration. This session engages leaders from Georgia's Department of Behavioral Health and Development Disabilities and the Department of Community Supervision in a discussion about their efforts to improve collaboration between CSOs and service providers.

## **Using Data to Drive Decision Making: A Guide to Impactful Collection and Stakeholder Engagement**

Managing caseloads, reducing recidivism, ensuring program effectiveness, complying with Act 44, keeping stakeholders and staff happy...is it all too much? Do you find data boring? Let's look at the factors that are most useful to collect, methods for collection, and how that data is best presented to key stakeholders.

## **Revolutionizing Behavioral Health: Engaging with the Justice System and Healthcare**

This session will shed light on the pressing challenges faced by rural, remote, and frontier America in addressing behavioral health issues. Justice involved and those individuals housed in jails are now the frontline of the rural behavioral health crisis. Through engaging discussions and expert insights, we will explore the unique hurdles in system readiness, workforce development, data collection and multisystem coordination. Also, the session will uncover the discrepancies between well-intentioned policies and their implementation and identify potential solutions.

## **Effective Communication Strategies with Deaf, Hard of Hearing, Speech Disabled Parolees**

Workshop will focus on Americans with Disabilities Act requirement for effective communication (Title II) with deaf, hard of hearing, deaf/blind, and speech disabled individuals serving parole or probation sentences. ADA resources will be provided to accomplish this goal