



WORKSHOPS

As of September 18, 2024 - **Subject to Change***

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

“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.

Academy Graduate, Now What?

At DPSST in Oregon, the first step in the certification process is completing the Basic Parole and Probation academy. Post graduation, each officer must complete the standardized field training manual. This manual acts as the guide for both trainees and trainers, ensuring that all essential aspects of Parole and Probation in Oregon are covered systematically. This workshop will highlight the widespread adoption of a training program built by Reno Police Department, called Police Training Officer (PTO). In Oregon, several agencies have tailored this training to fit the needs of Probation and Parole Officers. This training model focuses more on problem-based learning and critical thinking rather than rote learning which is more aligned with how DPSST basic academy operates. In this workshop we will review the historical context of field training post academy graduation, then we will engage participants in real-world problem-solving activities, and then finally, we will conclude with tangible take aways.

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

Addressing Staffing Shortages and Promoting Staff Wellness

The Community Supervision Resource Center (CSRC) is providing short-term technical assistance to five probation agencies designed to enhance staff recruitment, retention, and well-being. This opportunity is funded by the Bureau of Justice Assistance (BJA) and administered by the Center for Effective Public Policy (CEPP). Each agency formed a local working group to gather and analyze relevant staffing data and used data-driven insights to develop policy and practice changes for improving staff recruitment, retention, or wellness. Work plans were created to guide the implementation of agreed-upon policy or practice changes to address the identified issues. This session will explore the specific employment and workforce obstacles identified by each agency, the targeted strategies developed to address the issues, and the benefits observed after the implementation of each strategy.

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.

Advanced Safety: A Tactical Approach to Identifying and Navigating Threats

In this session, you will be guided through five essential steps for safe tactical field operations. This training enhances officers' preparedness by focusing on the proper identification, planning, briefing, execution, and debriefing of field operations. Participants will analyze and identify key factors in each step and develop their understanding of how to strengthen the fundamentals of field practices. In an interactive group, you will evaluate real world cases and apply the skills learned to enhance operational safety.

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.

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.

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.

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.

Ape Siyalu Diyaniyan: Girls+ and the Promise for Meaningful Probation Work

With the recent growth of scholarly understanding surrounding girls' specific needs, vulnerabilities to traumatic experiences, and powerful strengths, a more informed and purposeful type of community supervision for girls is a necessity. In this workshop, learn why girls-focused work is important and explore a trauma-responsive model for probation supervision of girls+, Ape Siyalu Diyaniyan (All Our Daughters), a supervision model designed in consultation with the National Child Traumatic Stress Network's Essential Elements of a Trauma-Informed Juvenile Justice System and the 8 Principles of Evidence Based Practices in Corrections. Through the lens of this supervision model, discover ways your agency can implement trauma-responsive methods and create shifts in how we supervise girls on probation. Empowering approaches for agents in their day-to-day work as well as policy ideas for leadership will be offered.

Are You Talking Too Much? Asking Not Telling: A Leader's New Formula for Success Subtitle: Creating a Culture of Feedback

Feedback is essential for development. Everyone has blind spots. There are certain characteristics most of us just don't see about ourselves. Sometimes these characteristics are space for improvement. Often, there are also strengths—things we do incredibly well—but we don't realize how to leverage our strengths with others. Feedback is the most instructive tool to help individuals understand others' perceptions of themselves—and there is significant power in that process. In this session from the MPS, you will learn how to manage and promote feedback using the strategic application of the CORE Communication Skills: asking questions, listening, finding areas of agreement and being specific about the behavior you are addressing and linking that behavior to its outcome. Promote use and apply these skills with your supervisor, your direct reports, and peer to peer. Understand the role of emotion when giving/receiving feedback. Understand how triggers ignite emotion/defensiveness. Discover intentional programming to establish a feedback loop from the field back to training to enhance input on needs assessment from departmental level managers. Apply what you discover, share what you learn with others in your agency, so you all may be more OPEN; to seeing one another in new and more collaborative ways.

Awareness! Inclusion! Competence! Innovative Approaches to Building Competence

Come join us for a session designed to elevate your understanding and skills in cultural competency and inclusion. In this session, you will analyze the Ohio Department of Rehabilitation and Correction's innovative strategies to foster equitability through cultural diversity initiatives. Through interactive exercises and discussions with leaders in cross-cultural competency and LGBTQI inclusion, you will evaluate the effectiveness of these strategic efforts in reducing bias. Engage in hands on training exercises where you will apply your knowledge to real world scenarios, enhancing your competence in fostering an inclusive environment. By the end of this session, you will be able to synthesize the ODRC'S training initiatives with your professional practice, create action plans to advance equitability in your own work, and demonstrate a commitment to inclusivity towards all individuals and groups.

Because I Said So! Compliance-driven Programming Feels Right but Does it Change Behavior?

Did you ever ask your parents why you needed to do something and get the response, "Because I said so!"? While that may have given you the motivation to complete the task, the end result is that you likely learned very little, if anything from the task and perhaps even resented your parents in the process. Unfortunately, this is the exact process often used with impaired drivers in jurisdictions across the country. Legislative mandates, uninformed sentencing, and cookie-cutter programming and supervision might make us feel like we're responding to the problem of impaired driving when, in reality, are likely having less of an impact on behavior change than we think. To truly change behavior, we must understand and respond to human behavior consistent with decades of research and achieve the desired outcome. This requires understanding who the impaired driver is, what risks and needs they present, and setting up programming that carries the best chance of lasting behavior change. This session will examine the difference between compliance and behavior change, effective practices in responding to behavior, and setting up programming based on the individual's risk and need. Note: This session also applies to those outside impaired driving.

Body Worn Cameras for Field Probation Officers: What You Need to Know

Law Enforcement has been and continues to use Body Worn Cameras (BWC) for protection, evidence and transparency while making a record in their field work. It has proven to be an effective, yet sometimes a controversial tool. The use of BWC with field probation and parole officers in almost non-existent but should this be considered, in big part for safety? This session will explore the uses, benefits, challenges and important things to consider in adopting them for probation and parole work.

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

Women are increasingly taking on leadership positions in the field of corrections, which has traditionally been male-dominated. According to a report by the National Institute of Corrections, women make up about 27% of the correctional workforce in the United States but only about 13% of management positions. Addressing the challenges and barriers that women face in law enforcement leadership roles is crucial for fostering a more inclusive and supportive work environment. The purpose of a workshop on breaking barriers for women working in probation, parole, and corrections is to address the common challenges and barriers faced by women in these fields, particularly in leadership roles, and to explore strategies to overcome them. By addressing the challenges and barriers faced by women in probation, parole, and corrections, and implementing strategies to support women in leadership roles, organizations can create a more inclusive and equitable workplace that enables women to thrive, excel, and contribute effectively to the law enforcement community.

Breaking 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.

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.

Bridging the Gaps: Developing Leadership Curriculum That Works For You

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

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.

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.

Building Bridges: How the Justice Reinvestment Initiative Enhances Reentry Outcomes

Studies show that providing support to individuals who are reentering the community after incarceration can greatly impact their likelihood of staying out, thus enhancing overall public safety. This session will explore ways Louisiana, Utah, and Tennessee improve reentry policies and practices through the Justice Reinvestment Initiative (JRI). These states have used cost savings as a result of JRI to expand educational, vocational, and pre-release programming in state prisons and local jails and community-based programs (Louisiana), created interventions to improve reentry coordination (Louisiana and Utah), and created additional incentives and new opportunities to engage employers in reentry efforts (Tennessee). Participants will leave the workshop with tips to improve reentry, examples of practices implemented in the three states, and ideas on how to transform reentry in their jurisdictions.

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.

Building Resilience: Using Positive Neuroplasticity to Prevent and Overcome Cynicism and Burnout in Criminal Justice

In this training session, we delve into the concept of resilience through the framework of the Window of Tolerance and explore how Positive Neuroplasticity can be harnessed to build enduring inner strengths. Introduced by Dr. Rick Hanson, Positive Neuroplasticity focuses on transforming fleeting moments of positivity into lasting neural structures that enhance resilience and resourcefulness. This approach is especially crucial for criminal justice professionals who face constant exposure to negative stimuli and high-stress environments. Such exposure can foster cynicism and burnout, exacerbated by our brain's inherent negativity bias—a tendency to focus more on the negative aspects of life. By understanding and counteracting this bias through techniques like Taking in the Good, participants will learn to rewire their brains, improving their ability to handle challenges and fostering greater happiness and fulfillment both in their professional and personal lives. This session provides practical tools to mitigate burnout and enhance overall well-being.

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.

Cannabis and Community Supervision: How Law Enforcement Can Detect and Document Driver Impairment from Cannabis

Green lab trainings are a great way to learn the signs of cannabis impairment. In a controlled environment, volunteers dose with various amounts of cannabis while attendees learn about the science of alcohol and cannabis impairment. Then attendees are given a chance to observe the volunteers undergo a series of

impairment tests and document the results. Responsibility.org and the National District Attorneys Association have published a Cannabis Impairment Detection Workshop Guide.

Career Explorer Program: Building Brighter Futures for Youth

Join us for an interactive workshop to learn about the Career Explorer Program, a transformative eight-week paid summer internship for youth ages 15 to 22 facing barriers to employment and career development. Created by the Marin County Probation Department, this program offers hands-on work experience across county departments, non-profits, and education partners. Participants gain valuable skills, build professional networks, and explore potential career pathways in a supportive and structured environment. This workshop will explore the program's origins, its evolution since 2015, its success in expanding opportunities for youth, and how it helps participants build skills and professional networks and explore career pathways. Learn how the program connects youth to meaningful opportunities and how it can inspire growth, self-sufficiency, and a brighter future for our community's young people. Discover how the Career Explorer Program makes a difference through a strong collaboration among county departments that ultimately provides participants with a brighter future.

Case Planning is Critical: Just ask the National Standards

Many agencies have said that the most difficult part of implementing evidence-based practices is linking the information obtained during the assessment process to a case plan and using the plan as a roadmap during community supervision. Indeed, the Past Presidents and national consultants have found this to be true helping agencies using the APPA Building and Sustaining an EBP Organization checklist. Useable case planning is a key lynchpin on which agencies implement effective targeting of criminogenic domains and reduce recidivism measures, and measure EBP success or failure. A key part of the assessment process is the relationship the worker develops with the client. Now, national standards have devoted an entire chapter to case planning. Participants will learn about the research that highlights the importance of case planning, observe a video that demonstrates how to build a professional alliance with a client who is under community supervision, and learn about how the National Standards on Community Supervision is suggesting key components of case planning.

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.

Cognitive Behavioral Programs: T4C vs MRT

This training does not provide a certification in either cognitive behavioral program. This presentation is designed to promote awareness and education for two of the more widely accepted cognitive behavioral programs utilized by criminal justice professionals. Participants can expect to gain an understanding of the pros and cons of each program, develop an understanding of who would benefit from each program, and discuss barriers that

challenge our target population. Attendees will review and engage in specific activities selected from each curriculum to gain a better understanding of the group dynamic.

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.

Collaborative Mural-making in Community Corrections

Art is a part of the human experience that can be integrated into community corrections to support client behavior change and enhance employee wellness. This workshop explains the “why” of doing a collaborative mural project with justice-involved individuals, and details the “how,” demonstrating that this activity is both feasible and accessible. We will present a case study of implementing collaborative mural-making in a program designed to serve individuals with complex mental health needs. We will show images of two murals completed by program participants, and detail the steps in creating them. We will speak to the benefits and lessons learned from art projects carried out with client and staff collaboration.

Collaborative Power: Strengthening Community Supervision through Partnerships

Today's dynamic criminal legal environment requires strong partnerships to achieve success during community supervision. This interactive training session aims to provide professionals in the community supervision field with the strategies needed to build and maintain effective collaborations for implementing initiatives in their agency. Pennsylvania's York County Probation and their technical assistance provider, Justice System Partners, will discuss the work completed with funds from the Comprehensive Opioid, Stimulant, and Substance Use Program (COSSUP), awarded by the Bureau of Justice Assistance. Presenters will share how the grant is helping to improve existing county collaborations with probation, community organizations, the courts, peer support agencies, and other important stakeholders to better support individuals under supervision and reentering the community.

Community Protection vs Officer Safety: Effective Sex Offender Containment for Understaffed Agencies

Registered and convicted sex offenders pose an increased risk to officer safety. Containing them effectively in our communities, while maintaining officer safety is an ongoing constant challenge for our field staff and management. How can agencies which are struggling to hire new officers continue to protect both the community and their field officers at the same time? As we have seen, becoming armed is not an "end all" solution for officers in danger. This Workshop will discuss offender risk, field work standards, departmental options, personal and professional liability, and the importance of using Evidence Based collaborative solutions to make up a gap in qualified and trained personnel.

Community Supervision Strategies: Swift, Certain, and Fair in the U.S. Today

Swift, Certain, and Fair (SCF) is a set of principles for community supervision, often misunderstood as being a program (with particular policies and procedures). In the last decade, a wide range of SCF implementations has emerged, with considerable variation in populations and practice. To succeed, an SCF implementation should be developed by the jurisdiction and agencies involved in light of local circumstances—the only common denominator is that responses to clients' positive and negative behaviors are swift, certain, and fair. In this workshop, you'll learn about how SCF is being implemented and about funding opportunities under Community Supervision Strategies. We'll look at your agency's responses to client behaviors and you'll leave with a plan to include SCF principles in your daily work.

Compassionate Leadership: Supervising a Group or Individual Clients

Leadership is the capacity to shift the inner place from which we operate. So that the primary job of leadership is to help people discover the power of seeing and seeing together. This session focuses on a leader's capacities for change, the traits of a compassionate leader, actionable routines for cultivating wise compassion, and leadership in crisis.

Connecting Probationers with Community-based Homelessness Resources

Research suggests that homelessness can increase the risk of recidivism by nearly 50% (Jacobs, 2020). Historically, connecting probationers to housing support has been difficult due to criminal history exclusions in local programs. In recent years, housing providers have started reducing exclusions and increasing collaboration with supervision agencies, which can result in more referrals and additional resources for probationers. Sacramento and Ventura County Probation Departments have built partnerships with their local homelessness systems. Presenters from each community will share different models for partnership and the impact on probationers' ability to access housing. Homebase, a national homelessness expert, will also present on the federal commitment to increasing access to homelessness resources for individuals with criminal histories, and steps that community supervision agencies can take to see these changes in their local communities. This session will include information on identifying local homelessness resources and tools for agencies to initiate collaboration.

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

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

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.

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.

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.

Creating a Collaborative and Coaching Community for CQI & Data Professionals in Community Supervision

The Assistant Director for the Indiana Department of Correction - Community Corrections Division and Cass County Court Services Director partnered to create an interactive forum for community supervision professionals (pretrial, probation, and community corrections). The forum allows these practitioners to discuss and exchange ideas that promote evidence-based practices, data and performance measurement, and continuous quality improvement. This partnership has helped bridge the divide between grantor and grantee, bolstering grantee success and shifting the perspective on data and CQI from punitive to a coaching mindset. This mindset is then translated to local agency leadership. What began as a monthly meeting space has grown into a vibrant community of professionals who exchange ideas in a safe and engaging peer network. Sustained participant engagement has occurred since the Summer of 2023, with over 60% of the funded counties participating. This network has produced measurable progress in implementing quality assurance and data measurement in local counties. Examples of tangible deliverables and accomplishments demonstrate how attendees have utilized the skills and knowledge obtained from the community. The presentation will also cover how to overcome challenges such as encouraging engagement, creating relevant content, and translating topics into actionable implementation of a community to foster grantee growth and success.

Crime and the Media

Many law enforcement incidents are receiving extensive attention in the News Media. The crimes and how the media edits a story versus the actual report will be presented to educate all parties on how effective community safety is promoted. Use of force techniques will be articulated to allow the public to determine why proper community safety is provided to counter crime.

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.

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 our purpose. Let's learn how to harness this superpower of resilience as we cultivate positive work environments.

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.

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!

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.

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.

Democratizing Reentry Success

New technology is revolutionizing the community corrections field by empowering probation and parole officers to better support justice-impacted individuals. This 60-minute session will begin with a 15-minute talk by Harley Blakeman, CEO of Honest Jobs, Inc., discussing how innovative tools, and a partnership with APPA, are helping community corrections professionals reduce recidivism and improve public safety by connecting clients with employment and critical support services more efficiently than ever before. A 30-minute panel discussion will follow, featuring representatives from three organizations, who will share real-world experiences and outcomes. The session will conclude with a 15-minute Q&A, giving attendees the opportunity to engage directly with Harley and the panelists to explore how these technologies can be implemented in their own agencies.

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

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.

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.

Do the Odds Change?

Examining patterns of behavior over time is a universally accepted principle in criminal justice. Charging, sentencing, and release decisions all consider the patterns of a person's prior behavior. Domains like severity and frequency of crimes, employment, housing, relationships, and drug use are all examined for trends; any changes in these domains are seen as predictors of future behavior. Yet, when that same person re-enters the community, changes in these domains are not seen or measured in the same way. Upon release, change is often ignored if it does not meet a defined level, “completion”. The goal of the workshop is to demonstrate that changes, even when they don't ultimately end with completion, are progress and yield improved results for the client and the community. Attendees will watch a series of videos and use a rubric to assess client's behavior through a desistance lens.

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

Effective Strategies for Supervising Sex Offenders Under the Interstate Compact

Managing the supervision of sex offenders relocating to other states under the Interstate Compact presents unique challenges that require careful planning, collaboration, and communication between jurisdictions. This workshop will explore the complexities of supervising outgoing sex offenders. Through a combination of case studies, interactive discussions, and real-world examples, participants will learn how to create comprehensive supervision plans, ensure the effective transfer of critical information between states, and address violations or high-risk behaviors. Attendees will also gain insight into how collaborative efforts between probation officers, Courts, treatment providers, and other stakeholders can improve outcomes for offenders and communities alike. By the end of the session, participants will be equipped with practical strategies and tools to enhance their supervision practices and facilitate successful transitions for offenders under the Interstate compact.

Eliminating Health Care Barriers: Enrolling Court Users in the Massachusetts Medicaid Program at Court Locations

The Massachusetts Probation Service (MPS) and MassHealth executed an agreement with the Massachusetts Office of Medicaid (MassHealth) in November 2022, so that MPS could become a Designated Certified Application Counselor Organization. The first phase of the initiative launched in July 2023 with 15 court locations. As of August 2024, there are over 70 court locations sending referrals to the PSD to assist court users with MassHealth applications. The PSD has received over 700 referrals to date, and collected and analyzed, race, demographic, engagement, and outcome data. The program is available to all, pretrial and post dispositional court users to address physical, mental health and substance use treatment needs. This session will present the background and importance of this initiative, best practices for engaging a state Medicaid agency to develop these agreements, discuss solutions to unique challenges that arose, and share findings of the data analysis of referrals and participants.

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.

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.

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.

Ending to the Revolving Door-Preparing for Success, Not Arrest

In the United States, over 3.5 million individuals are under supervision, and this number is increasing. Every year, more than 500,000 people are released from incarceration and put under some form of supervision. These individuals face many obstacles as they transition from incarceration to life outside of detention, and often struggle with behaviors that lead them back into custody. This presentation will feature innovative and evidenced-based approaches from correctional experts and professionals who will share best practices and proven methods for preparing, transitioning, and supervising individuals to achieve successful outcomes and long-term success.

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.

Enhancing Probation Officer Safety During Fieldwork: Strategies and Solutions

Fieldwork presents unique safety challenges for probation officers, who often work alone in unpredictable environments. This workshop will delve into practical strategies and solutions to enhance officer safety during these critical interactions. Attendees will learn about the latest tools and technologies designed to mitigate risks, effective fieldwork protocols, and best practices for handling high-risk situations. By focusing on proactive measures, this workshop aims to equip probation officers and their agencies with the knowledge and resources needed to ensure safety in the field.

Evaluating ICAOS Rules: A Fresh Look at Interstate Compact Applications for Absconders

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 will explore how changes in the criminal justice community and cultural shifts have affected the application of Compact rules, especially for individuals who abscond. ICAOS Commissioners and Administrators have discussed rule changes to improve outcomes by allowing individuals to be where they can succeed while ensuring public safety. The workshop will present these ideas, their impact on complex cases, and effective communication strategies.

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.

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.

Experientially Credentialed: Engaging and Embedding Peer Supports in Community Supervision

Peer support professionals bring their own personal knowledge and experience of what it is like to live and thrive during and after justice-involvement. They support people's progress toward self-determined lives by sharing vital experiential information and real examples of the power of change. Beyond offering an example, connection and hope peer supports provide strengths-based support and are experientially credentialed by their own journeys. They are also evidence of how our systems can work and become key partners in our work to help

others walking a path they have traveled. You will hear about one agency's effort to embed adult and juvenile peer support services into community supervision departments and the results they have had. Presenters will share about their implementation, their goals and strategies, their successes, and challenges, and what is next. A Peer Support will tell her story of navigating the system and how she is now helping build innovative justice solutions.

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.

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.

Fentanyl: Fake & Fatal

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

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.

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.

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.

From Incarceration to Reentry: Setting Reentrants up for Success

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

From Prison to Purpose: 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.

From Status Quo to Reform

From the earliest days of our country until The latter part of the 20th century one can argue that our criminal justice system changed relatively little. However, in the latter part of the 1900's until now, the US and many parts of the world have embarked on substantial system reforms. Entirely new strategies have been utilized in some

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

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.

Future Forward: Solution-focused Treatment for Clients in Criminal Justice

Solution-focused Therapy for Justice (SFTJ) is an evidence-based treatment based on positive psychology principles which focuses on the clients goals and aspirations for their future and rewards progress for accomplishments and achievements along the way. In this session, the traditional treatment model is challenged for the possibility of a better way to support clients, avoid relapse and recidivism, and increase their willingness to engage in treatment. Participants in this session can expect thought-provoking "ideas that make you go 'hmmmm'" so come prepared to move outside the box and consider new ways of thinking that maybe we should have been thinking all along.

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.

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.

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.

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.

Get Better Information and Make Better Decisions with Instant Hair Drug Testing

Join us to hear information about Rapid Hair Drug Testing, a new innovative drug testing technology, and how the results are Improving Accountability and decision-making. The ability to test hair for drugs combined with the affordability and speed of an Instant test device has finally made hair testing accessible for use in more drug testing situations. With a 90-Day window-of-detection, hair detects drugs 60% more of the time compared to urine. But, rapid hair testing is not just a tool to "catch" people abusing drugs. It changes the conversation officers, case workers, counselors, and judges have with their clients, who finally have to be honest and accountable about their drug use. By having timely information that was being missed by other testing methods, people can get connected with treatment they need. Get an demonstration of how the test is administered and

information about test panels available, cutoffs, and confirmatory methods. Also hear directly from a Probation Department in Texas how rapid hair testing was implemented and the impact it has made.

Graduated Reentry: Successful Transition through Positive Reinforcement and Engagement.

Washington State Department of Corrections (DOC) Graduated Reentry (GRE) program offers a unique opportunity for individuals to serve the remainder of their confinement sentence in the community. The high completion rate is based on the support and engagement the individual receives from staff. GRE has multiple pathways for transitioning to the community. The goals for GRE are to provide opportunities for incarcerated individuals to build skills through delivery of treatment, programs, work, education or participation in cognitive behavioral interventions, while in a partial confinement setting. Positive support systems such as family, mentors, and community engagement are significant factors needed in supporting one's transition from incarceration. We recognize that individuals transitioning from a correctional facility are more successful when they have community support or resources before, during, and after their release. We have a dedicated team of corrections professionals across the state to serve our incarcerated and reentering populations.

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.

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.

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.

How Do We Rehabilitate the Unhabilitated?

How do we leverage technology to assist in creating environments where pro-social changes can be made? Research and evidence-based practices tell us that rewards and incentives play a crucial role in facilitating positive change, yet many Community Corrections do not have a formal modality to offer rewards and incentives. What would the technology look like to achieve this goal of rewarding and incentivizing pro-social behaviors? How do we get staff to buy in? How do we educate the sentencing authority on the research and evidence of positive reinforcements enough to get them to change their sentencing habits? Prepare to look at what your own agency's rewards and incentives program might look like.

How Do You Collaborate? Regional Care Teams in Maine

The Regional Care Teams are a network made up of individuals from youth-serving agencies, systems, organizations, and communities in each Department of Corrections (DOC) region who meet monthly to share resources, fill in gaps, and respond to local needs of youth referred to the initiative, and also develop strategies to inform policy and practice at the systems level.

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, responsivity, 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.”

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.

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.

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.

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.

Integrating Acceptance and Commitment Therapy (ACT) Techniques into Client Work

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

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.

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.

Is Home Ready For Me

The course is structured with lecture discussion with attendees and several ice breakers throughout the course on issues faced by the formerly incarcerated. Discussion Summary: Providing awareness on mental health while exploring the crisis that formerly incarcerated undergo once re-entering society. Discussion Summary: Providing awareness on mental health while exploring the crisis that inmates undergo once re-entering society. Objectives: Upon completing this workshop, participants will better understand the following disorders and person recently release face once returning home.

It's Time for a Change! How Moving Away from the Traditional FTO Model to the PTO Training Model has Impacted our Onboarding and Culture Change within Douglas County Community Correction's Office

As the field of public safety continues to struggle with recruitment, hiring and retention, agencies across the country are constantly trying to find better ways to hire and retain employees. While traditional Field Training and Evaluation (FTEP) programs offer necessary skills, it often focuses on a strict scoring and evaluation model. This workshop will explore Douglas County Community Corrections' investment in utilizing the Parole Training Officer (PTO) program that focuses on the officer's learning capacity and problem-solving skills. The problem-based Parole Training Officer model fits the unique goals, philosophies, and practices in the field of adult community corrections. Through this workshop you will explore the specialized components of PTO for parole and probation, including what it is to be a trainer/coach vs. an evaluator. This training will also cover how the PTO model has strengthened internal system alignment and effective office culture change.

Justice for All? The Potency of Language and Impact of Incarceration on People with Substance Use Disorders

Addict. Criminal. Dirty. Hardcore. Alcoholic. Felon. These are common words used to describe justice-involved individuals with substance use disorders; words that reinforce the belief that they are moral failures, and which can undermine successful treatment and recovery. The use of non-stigmatizing language can improve outcomes, strengthen community partnerships, and impact funding. Substance use disorders are treatable, and when done correctly, individuals can find abstinence, recovery, and behavior change, so that they never find themselves back in the justice system. Moreover, and especially as a response to impaired driving, the system-response often leans toward leniency or punishment, and rarely effective treatment. The words we choose and a punitive response can be very potent for this population, often continuing to perpetuate mistrust, retraumatizing the individual, and potential death. This session will examine the words we choose and the impact on this population while also providing alternatives to avoid stigmatization and re-traumatization. Further, the session will review recent data highlighting the negative and potentially deadly role incarceration can have on this population and offer alternatives to incarceration that will have a positive impact on this population and the system.

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 holistic 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.

Juvenile Justice Reform in Kansas

In 2015, the State of Kansas passed legislation for juvenile justice reform to address the inconsistencies that existed among the juvenile offender population. Prior to juvenile justice reform, youth in Kansas were sentenced to longer probation terms, had higher rates of lower level offenders incarcerated at the Juvenile Correctional Facility and longer terms of out of home placements. This reform shifted the focus of rehabilitation of juvenile offenders to take place within their community with the use of evidence-based programming and interventions rather than in secure environmental settings or out of placements. With the implementation of Senate Bill 367, this workshop examines how the State of Kansas nearly eliminated the use of out of home placement, restructured the sentencing grid to reduce the number of youth sentenced to incarceration, and enforced sentencing guidelines to reduce probation term limits.

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!

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!

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.

Leveraging Agency Funds to Support Oxford Houses: Enhancing Recovery and Community Reintegration

This presentation delves into how these sober living environments facilitate successful reintegration by providing stable housing and a supportive community. Participants will explore case studies, funding strategies, and outcomes that demonstrate reduced recidivism and enhanced recovery. Learn about the collaborative efforts between corrections agencies and Oxford Houses, highlighting the benefits of a structured yet independent living arrangement. Engage in discussions on best practices, challenges, and future directions in leveraging community corrections resources to foster long-term success for probationers. This workshop is essential for corrections professionals, policymakers, and anyone interested in innovative approaches to criminal justice and rehabilitation.

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.

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.

Meditation for Staff Wellness

In this workshop, we will take a look at the Meditation for Staff Wellness sessions that I have implemented within my agency, discussing my approach to implementing these sessions as well as analyzing the feedback that has been provided by participants. The goal is to provide relevant information on staff wellness that may be implemented within your own agency.

Mind the Gap: Connecting the Dots between Brain Injury and the Justice System

The CDC has stated that brain injury in the justice system is a significant public health challenge. Research shows 40-90% of incarcerated individuals have a history of brain injury compared to 8% in the general public. Individuals with brain injury have recidivism rates of 69% compared to 37% for those without a brain injury. This presentation explores the intersectionality of brain injury and the justice system. We will share brain injury fundamentals including definition, symptoms, evidence based screening tools and outcomes. We will equip attendees with simple brain injury informed community supervision and motivational interviewing adaptations aligned with the risk-need-responsivity framework. Brain injury does not excuse criminal behavior but it may help professionals understand the root of what often presents as anti social behavior and choices. Research is beginning to illuminate that brain injury specific resource facilitation (case management) and simple strategies lead to better outcomes for this population.

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.

Navigating Changing Conditions: Lessons from Monroe County, Indiana

From 2019 to 2023, Monroe County, Indiana, embarked on a groundbreaking initiative to tackle the root causes of probation revocations. Through a thorough assessment, the county identified that the excessive number of conditions imposed on probationers, often untailed and communicated in authoritative language, was a significant factor leading to technical violations and subsequent revocations. Recognizing that these conditions were more punitive than supportive, Monroe County retooled its approach, placing an emphasis on empowerment, individualized support, and successful outcomes. This panel will explore Monroe County's innovative process of revamping its probation conditions system. The discussion will cover the steps taken to shift from a punitive to a supportive model, highlighting the role of frontline officers in this transformation. Panelists will share the strategies used to empower officers to tailor conditions to the unique circumstances of each probationer, reduce unnecessary technical violations, and ultimately promote successful outcomes.

Next-Gen Leadership: Navigating Management and Diversity in Public Safety

As agencies encounter growing diversity in backgrounds, experiences, and perspectives, it is essential for emerging leaders to develop adaptable leadership styles that promote inclusivity and team morale. In this workshop participants will explore key management approaches, including communication techniques, conflict resolution, and fostering collaboration within diverse teams. Hands-on activities and facilitated group discussions will provide real-world insights into addressing the unique challenges of leading dynamic teams while maintaining high performance and team cohesion. In addition to personal leadership development, this workshop will also address the broader organization goal of succession planning. Agencies benefit by preparing early-career leaders for higher roles, ensuring smooth transitions, mission continuity, and a strong, adaptable workforce.

NJ Judiciary JOBS (Judiciary Opportunities for Building Success) Initiative, Reducing Recidivism through Gainful Employment

The NJ Judiciary strives to find innovative solutions for some of the most important societal issues, through collaboration and cooperation with government, business, and community partners. As we took a closer look at challenges for individuals serving a probation sentence, the Judiciary found that one of the most significant barriers for probation clients, including those in Drug Court, is to find stable employment, regardless of education level or job experience. Joblessness is a criminogenic factor, meaning that there is a causal connection between unemployment and recidivism. Under the leadership of the Chief Justice, the Judiciary Opportunities for Building Success (JOBS) Program was created to establish a foundation for probation client's future success and becoming gainful members of the community. We have found that by integrating treatment with supervision, and enhancing employment support and opportunities, these solutions address the complex needs of this population. Join Hon. Mark H. Sandson, J.S.C. (Ret.), and his team for a hands on tutorial about how the JOBS Program was established, how it has been pursued by Probation, and how our experience can be replicated throughout the country.

Not SMART, But the Hard Way of Fulfilling Goals

In this session, participants will learn the differences between SMART and HARD goals. Participants will broaden their abilities to create goals and feel more fulfilled within the workplace. This session will include examples utilized by leadership at Marion County Community Corrections as they implemented HARD goals with front line staff. Presenter(s) will explain barriers that they faced and the difficulties encountered through the process of making their goals less SMART. Attendees will have the opportunity to develop and discuss their own goals. Yes, this process can be HARD.

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.

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

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

Paving a Trail of Hope: The PATHfinder Club: A Support Club for Systems-involved/impacted Youth

Learn about an innovative support strategy for justice-involved and impacted youth that is replicable and happening in sites across the country. Presenters will discuss the history, purpose, structure, and impact of the PATHfinder Club – a community where members feel comfortable and confident to set and achieve goals, expand their resilience, conquer challenges, embrace opportunities for healing and self-expression and connect in meaningful ways with their peers, loved ones and their community. Through art, writing, mindfulness, and community building, members pave a trail from hurt and harm to hope and healing, blending the best of intervention, expression, and empowerment opportunities. Attendees will learn about this inspirational model and its implementation, concrete ways to utilize tools from the model in their own practice and get to hear

about and experience first-hand some of the impacts and outcomes of the PATHfinder Club. Evaluation outcomes will be shared and discussed along with writing and art from current and former members, including published work created to educate, empower, and create meaningful change by sharing the stories, experiences, wisdom, and resilience of youth.

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.

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!

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.

Public Safety and Justice for All: Reconciling the Casework and Law Enforcement Functions of Community Corrections

The general public and politicians have significant influence over our work. Too often, the general public and politicians do not understand how community corrections organizations support the delivery of public safety and justice for all. Community corrections is an important component of America's criminal justice system. Each component of the criminal justice system delivers public safety and justice for all in different ways. Community corrections services are unique because they involve straddling helping and law enforcement functions while never losing site of public safety and justice objectives. This blending of helping and law enforcement requires certain values and skill sets, and tenacious efforts to document how what we do has public value. This presentation will clarify whether or not we have adequately resolved the age-old debate about individual and organizational identity regarding casework and law enforcement and how a reconciliation of the two enhances public safety and justice for all.

Pushing Toward Parity: Getting to the Root of Racial Disparities in Corrections

Although racial and ethnic disparities in state imprisonment have narrowed significantly over the past 20 years, the reasons for this narrowing remain unclear. How does a deeper look at the context paint a different picture of these trends? What key lessons can stakeholders across stages of the criminal justice system use to guide future policy and practice efforts? During this session, presenters will provide data-driven context for—and implications of—the changes in state imprisonment disparities. The conversation will be grounded in research from the Council on Criminal Justice on: (1) national analyses of Black-White imprisonment disparity between 2000 and 2020; (2) a state-level analysis exploring how state sentencing reforms influenced disparity; (3) an examination of the challenges inherent to exploring imprisonment disparities between Hispanic and non-Hispanic White people; and (4) a national analysis of racial and ethnic disparities in state imprisonment for female populations from 2000 to 2020.

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.

Real Talk about Psychological Safety: A key to Culture Work in Community Supervision.

Culture is upstream from all strategy, rules, policies, programs, practices, and well-being events. Yet, when we face culture work, DEI, implementation, and leadership development we invariably face barriers to the real talk needed to do our best work on culture. We avoid the "elephant in the room" conversations; we talk about others rather than TO them; or we internalize the things we really need to express to grow our culture in healthy ways. This presentation will offer several truth bombs and how we can delve into the realm of psychological safety as a central means to our best culture work. The presenter will offer a framework for psychological safety and a diagnostic tool to measure and understand psychological safety. The presenter will also offer an atomic growth mindset to healthy culture work in order to maximize the benefits of our day-to-day service work in community supervision.

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.

Redefining the Pretrial Paradigm: A New Model of Success-Based Pretrial Supervision

We have more data on pretrial risk today than ever before in the history of bail reform. This data shows that most individuals on pretrial release successfully appear for court as required and remain arrest-free. However, current pretrial release conditions often focus on the arrest charge or financial considerations, rather than addressing the specific risk factors or barriers to success that individual defendants face. This interactive session will highlight new research from the National Institute of Corrections' recent pretrial publications. It will introduce a "success-based" pretrial supervision model, emphasizing the need to shift from compliance-based supervision to one that effectively incorporates supportive services to improve outcomes. The session will also cover redefining what constitutes "pretrial misconduct." Real-life examples from both urban and rural jurisdictions will demonstrate how implementing these new models can lead to more successful pretrial outcomes. The session will make the case for the pretrial field to adopt a new, holistic paradigm for pretrial supervision - one that better integrates services, support, and a more nuanced understanding of "pretrial risk." Strategies for implementing this innovative approach will also be discussed. Includes interactive activity where attendees will develop an implementation plan and resource inventory to incorporate this new research to promote pretrial advancement in their jurisdictions.

Refocus Unit: Changing and Refocusing the Mindset of Youth in Maricopa County Detention Center

Maricopa County Detention Center has developed a unit to help change the mind set of our most assaultive, disruptive youth. The Refocus Unit combines the rules and structure of detention and thought based programing. This unit gives youth the space and time to think about past actions and develop positive plans on how to overcome past challenges and triggers.

Reimagine Your Role of 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.

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.

Restorative Control Tactics and De-escalation

Officer safety is first and foremost during any criminal justice encounter. Acivilate's Restorative Control/ De-escalation Tactics have been developed to increase the likelihood of successful intervention while decreasing the likelihood of injury to both officers and subjects. The tactics that will be introduced are based on the Strikes Takedowns Offensive Redirection and Manipulation (S.T.O.R.M.) model developed by the former Commander of the Gwinnett County Sheriff's Office, GA Tactical Team.

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.

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.

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

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.

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.

Some Conditions May Apply: Reforming Supervision Conditions in Montana

From 2020 through 2022, the Crime and Justice Institute (CJI) conducted a comprehensive assessment of Montana's supervision and revocation policies and practices, finding that a high number of supervision conditions were consistently applied to people on supervision, regardless of their assessed risk level. Montana DOC convened a workgroup of legislators, DOC staff, and participants from across the legal system to identify areas for improvement in the condition-setting process, and brainstorm both legislative and administrative solutions to reduce conditions, and make condition-removal easier. This workshop will share background information from our initial assessment in Montana, lessons learned from the condition workgroup process, and the progress Montana has made in improving its system for setting and modifying conditions of supervision. Through an interactive breakout session, participants will discuss their own states' processes for setting conditions of supervision and devise a plan to apply insights towards potential changes in their states.

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.

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.

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.

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.

Strengthening Ties: Connecting Core Correctional Practices to the Community

When Louisiana Department of Corrections implemented core correctional practices training in institutions and community supervision in 2018, they immediately recognized the need to share their training with community partners so they are able to provide additional cognitive-behavioral intervention dosage to encourage long-term behavior change. The Crime and Justice Institute (CJI) assisted Louisiana DOC in implementing this goal, and the results have risen beyond expectations. During this workshop, Louisiana DOC will review the steps they took to bring core correctional practices training to their community partners, how they rolled out a state-wide initiative aimed at successful implementation of these skills and share testimonials from staff and community partners who use these skills in their day-to-day work. Presenters will provide helpful tips and lessons learned, with an eye towards preparing agencies to implement similar strategies in their state.

Success Focused Leadership: "Getting the Monkey Off Your Back"

INTRODUCTION: Do you find yourself typically “running out of time” while your subordinates are typically “running out of work?” Do you ask the question, “Why do I have so much work” and if you really step back and think about it, you realize that it’s not really yours? Are you the type of Manager who feels that it’s your job to solve all of your staff problems? Do you find yourself taking on so much of the staff/team/unit responsibilities that you find yourself answering to them more than the reverse? There is a way out! Encouraging staff to take more initiative does not make you appear less strong, more vulnerable or less useful. When you encourage staff to handle their own situations they acquire new skills - and you liberate time to do your own job. This workshop exposes those “next steps” and gives you information and insight on how to regain and grow your “Discretionary” time. This allows you more time to focus on leading your team/unit/area of responsibility. If you are in a Management/Leadership position and find yourself “overwhelmed” at times, you will find this workshop most useful in strengthening your leadership skills and developing those of your staff, while expanding your toolbox.

Super Food for Mental Disorders

Comprehensive understanding of the effects of both healthy and unhealthy food choices on the brain. We will explore the connection between nutrition and common mental disorders like ADHD, depression, and stress, and unlock the secrets to managing these conditions through a carefully tailored diet.

Supervising Gun-Involved Young Adults

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

Supervision of 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.

Supporting the Supporters: Health and Wellness for Probation Officers and Support Staff

Probation Officers and Probation staff take on many roles and responsibilities leading to unique stressors and challenges faced in the profession (high caseloads, potentially dangerous individuals, emotional strain). Physical, emotional, and psychological effects of chronic stress on Probation Officers and staff can lead to burnout, compassion fatigue, and vicarious trauma. This workshop will highlight the impact of job stress, common mental health issues among probation staff, importance of mental health support, physical health considerations, work-

life balance, wellness programs and resources, and coping strategies. The workshop will also provide ideas on how to create a supportive work environment and advocate for policies that prioritize officer health and wellness.

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.

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.

Ten Core Principles of Probation: Chicago's First Juvenile Court: Hold Probation Accountable for Meaningful Results

In the daily effort to create opportunities for youth and families, we often lose sight of our true focus—the individuals we serve. While we develop policies, procedures, and meetings with community partners, we still hold the reins as a system. This session aims to establish a deliberate approach to policy and procedure, embracing challenging and uncomfortable discussions about our work. Instead of simply creating policies and mandating enforcement, this Cook County approach equips you with the tools to craft policies, address equity concerns, and apply a trauma-informed perspective. Learn how the first Juvenile Court redirects this work to engage in meaningful dialogue to drive the impactful change needed to foster success and demonstrate authenticity in our work and truly hold ourselves accountable.

The Art (& Science) of Communication

Effective communication is foundational for building trust in any setting; whether that's working directly with clients or establishing your role on a leadership team. In this session, participants will discuss the importance of wording, delivery, and perception. The session will engage participants with reviewing, learning and practicing how to minimize conflict and maximize effectiveness in this exploration of the art (& science) of communication.

The Do's and Don'ts of Effective Coaching

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

The Essential Role of Probation Officers in Community Safety

Probation Officers play a crucial role in the criminal justice system, acting as both enforcers of the law and providers of critical resources to individuals under their supervision. Their work not only ensures compliance with probation conditions but also helps to build safer communities by offering support and guidance to those seeking to turn their lives around. This presentation will highlight the essential functions of Probation Officers, showcasing how their enforcement efforts and resource allocation contribute to public safety. You will hear impactful stories of how lives were impacted, illustrating the profound and lasting impact they have on individuals and communities alike. Join us to explore the multifaceted responsibilities of these dedicated professionals and gain insights into how they shape safer futures for all.

The Healing within the Sacred Circle

This workshop is an experiential exercise to allow for Correctional Officers and Providers to explore a simple tool to promote self-care. The exercise will simulate a Traditional Talking Circle where individuals can share on a guided topic to build on resilience skills and reinforce mindfulness in the workplace. The exercises and objectives will: 3. Identify creative methods that allow self-care in a safe environment

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.

The Impacts of Incarceration: The Voices, The Experiences, The Wisdom

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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.

The Metamorphosis of Youth with Challenging Cognitive Development

This workshop will focus on the everchanging landscape of adolescent cognitive functions. Deputized officers will uncover techniques to enhance the success of at risk youth.

The Need for Trauma-Responsive Drug Testing Protocols in Community Corrections

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The New Mindset of Gangs

This course will provide an updated understanding of Gang Culture with a focus on the new mindset of the younger generation of gang members. Course will provide information on gang signs and gestures and includes training on the identification of the different levels of sophistication among gang members. Course provides training on the identification of gang related tattoos and religious beliefs. Additionally, course will show trainees how to identify social media sites and their use by gang members and how to track and compile information and resources from the web. In conclusion, the class will develop in a small group setting, how to influence youth to participate in Mental Health services, educational service, and family reunification. To avoid youth from joining gangs or leading into drug addiction. These subjects will be discussed as possible solutions to reduce recidivism.

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

Leadership today is required to be mission driven, innovative and provide a vision for those they lead. This session highlights the journey and lessons learned from some of the top leaders in community corrections both in agencies and professional organizations. Participants will hear and discuss various perspectives to include management styles and team building approaches of these professionals that guided them from serving on the front line to executive positions.

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.

Thinking Beyond Whereabouts Unknown: Areas of Opportunity to Reduce Absconding

Between 2019 and 2022, the Crime and Justice Institute (CJI) conducted a comprehensive assessment of community supervision policies and practices in four states: Colorado, Florida, Mississippi, and Montana, seeking to identify the factors driving revocations from probation and parole. Through quantitative and qualitative analyses, a common theme emerged across state community supervision populations: absconding was frequently reported as a violation behavior. As a result, CJI sought to further understand who is most likely to

abscond, for what reasons, and at what point during their sentence. To learn more, CJI partnered with the Montana Department of Corrections to conduct an in-depth quantitative assessment of community supervision case files, comparing demographics, risk, needs, and responsivity factors, supervision conditions, and violations by termination type to identify correlates of absconding behavior. Additionally, CJI conducted focus groups in Montana and Florida speaking to individuals currently or formerly on community supervision to identify the circumstances of their life while on supervision that may have led to absconding, as well as larger barriers to reporting regularly and to successfully avoiding revocation. During this session, CJI will review findings from this assessment, identifying overall thematic links in the quantitative and qualitative findings, suggested opportunities for reducing absconding behavior, and discuss how agencies can improve supervision outcomes in their area.

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.

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

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.

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.

Transforming Standards Into Practice: A Guide for Community Supervision Agencies

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.

Transforming Supervision: Innovative Practices and Emerging Trends in Sex Offender Supervision and Reintegration

Supervising people convicted of sex offenses is a critical aspect of probation and parole work. The scope of evidence-based practices is limited; however, the array of best practices used by agencies to manage and support the reintegration of clients is expansive and emerging. This workshop will present new information about promising and best practices collected as part of the National Inventory of Sex Offender Management Practices (NI-SOM). Promising practices in housing, discharge planning, court procedures, and victim engagement will be presented. Then, presenters will facilitate a dialogue and engage audience members in group activities to examine these practices and shape ongoing research and policy, and how information is disseminated. This session is suitable for people working with and/or actively supervising people convicted of sex offenses.

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.

Trauma Informed Care: Should We be Doing More?

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

Trauma-Informed Drug Testing

Based on three published articles over the past year, innovative trauma-informed approaches are finally being applied to drug testing a justice-involved population.

Truancy Prevention with the Probation Resource Officer Initiative

Our presentation strives to educate and empower attendees to step out of professional silos and begin creating a collaborative approach for the fight against truancy and delinquency in school settings. Following our presentation, you will have the knowledge and drive to create a powerful and successful collaborative in your community.

Twenty Days of PO School in Ninety Minutes

The Ohio Adult Parole Authority has developed a comprehensive 20-day training program for newly hired officers, designed to build proficiency in balancing community safety with rehabilitation roles. This workshop will provide an overview of the program's schedule, highlighting how it equips officers with the necessary skills. Participants will zoom in on specific sections of the training program, engaging in hands-on exercises that span evidence-based practices to cultural competency. The workshop will also demonstrate how to effectively use feedback to continuously improve the training program, ensuring that it remains dynamic and responsive to the needs of both officers and the justice involved individuals with whom they work.

Understanding Recovery as a Process: Knowing When to Introduce Evidence-Based CBT Interventions for Justice Involved Clients

The Justice System too often sees addiction recovery in a linear and uncomplicated manner, rather than as a process that requires time and patience for the client to heal. Understanding the recovery process and targeting interventions at different points in the process can put the client in a better position to succeed. Sobriety is not recovery. Attendees will discover the process of recovery, better understand the barriers to recovery including the role of the brain in recovery, and how targeting CBT interventions at different phases of recovery can enhance the chances for success.

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.

Unmasking a Monster: How Probation Officers Can Build Rapport with Sex Offenders to Reduce Recidivism

This workshop will investigate the connection between a client's success and their probation officer's demeanor and supervision style. We will focus on evaluating training we received and how we apply it throughout our caseload. We will detail how we apply knowledge of Effective Practices in Correctional Settings-II (EPICS-II) and Motivational Interviewing in our supervision strategies. Specific cases will be analyzed to understand how supervision tactics can affect a client's performance on probation. We will discuss challenges faced while supervising this population and how the mistaken beliefs that probation officers may have an impact on their supervision style. This discussion will include research-driven knowledge on steps that can be taken to have productive interactions with individuals who have committed a sex offense.

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.

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.

Using Innovative and Evidence-Based Behavioral Health Support to Address Reentry and Decrease Recidivism

Approximately 85% of incarcerated individuals have some problematic substance use (NIDA), and mental illness is twice as common in inmates as the general population (NAMI). These chronic conditions are often left untreated because of healthcare gaps and stigma, which makes re-entry more difficult and recidivism more likely. Session attendees will break down the statistics around inmate substance use and mental health, identify causes of recidivism and challenges to re-entry, and pinpoint ways to keep people engaged in treatment and recovery, including using peer coaches with a similar lived experience (e.g., have been formerly incarcerated and are in recovery), leveraging community and educational resources, and incorporating family support to improve the chance of successful recovery. We'll also share lessons learned from implementing a similar support program with the Federal Bureau of Prisons and additional inmate populations.

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.

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

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.

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.

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.

When Life Gives You Lemons, Make: A New Training Program

Training is an instrumental component of any organization. Policies and procedures change, organizations innovate to maximize outcomes, employees adapt to the dynamics of their role, staff come and go. All these factors require quality training for an organization to be successful. Onboarding and promotional training could be viewed as the most important. This session explores the journey of a midwestern community based corrections agency that, in order to meet the needs of staff and the agency, overhauled a decades-old onboarding and promotional training system. The presenter will discuss how evidence-informed practices were incorporated to address challenges and deficiencies while building on strengths and responding to feedback of staff involved.

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.

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.

Wow! Five Generations in the Work Force: How do I Lead?

This session will review the challenges for leadership in an era in which there are five generations in the workforce, all of which are diverse, yet similar. How do leaders approach leading a team with such diversity of age, experience, and knowledge. This inter-active session looks at this topic in-depth and provides some tools to help conquer the challenge.

Xylazine: How To Protect Our Participants

Just when we thought Naloxone was the answer, we now have a new adulterant to contend with that is non-responsive to opioid overdose reversal. As drug courts scamper to learn about this additive substance, our clients are also learning experientially; treatment teams need to stay ahead. We have done the research for you—you only need to come and take what we have gathered.

You are Now Entering the Growth Zone: Implementation Science and Culture Change

This workshop is designed for individuals involved in driving organizational change, particularly in the context of adaptive change. Participants will have the opportunity to apply principles of implementation science and explore the critical role of implementation teams in guiding staff through transitions. By practicing these concepts, participants will develop strategies to support their team effectively and foster a culture of growth and innovation. This workshop focuses on practical applications of appreciative thinkings to help achieve successful change. It is ideal for those looking to practice new leadership strategies.

You've Been SBIRT-ed!

The healthcare system has been using Screening, Brief Intervention, and Referral to Treatment (SBIRT), an evidence-based approach to identifying and addressing substance use disorders for decades. In fact, you've been SBIRT-ed when visiting your doctor. This effective model is being replicated with justice-involved individuals; particularly, impaired drivers. While two-thirds of impaired drivers never go on to repeat this behavior, the remaining one-third pose a significant risk to the community. Wouldn't it be advantageous if we could determine who may be a repeater and treat that individual as opposed to waiting until they become a repeater? During this session, we will explore the three components of SBIRT: screening, brief intervention, and referral to treatment. We will discuss various screening tools and their utility in identifying individuals who may be at risk for substance use disorders. We will also cover brief intervention techniques that can be used to initiate behavior change in those with problematic substance use, as well as referral to appropriate treatment services for those who require more intensive support. This session will review the evidence supporting the use of SBIRT in a variety of healthcare settings, and we'll also examine how one jurisdiction has implemented it with all impaired drivers in a justice setting. We will uncover the challenges and opportunities associated with implementing SBIRT in this jurisdiction so that you may replicate it in your community.