



Tuesday, January 21

- Virtual Platform Opens! (*Times listed below are in Pacific Standard Time*)

Sunday, January 26

- 03:15 pm - 05:00 pm *Livestreamed Opening Plenary*

Monday, January 27

- 09:15 am - 10:15 am *Livestreamed Workshop*
- 10:30 am - 11:30 pm *Livestreamed Workshop*
- 11:45 am - 12:45 pm *Livestreamed Plenary*
- 02:00 pm - 03:00 pm *Livestreamed Workshop*
- 03:15 pm - 04:45 pm *Livestreamed Plenary*

Tuesday, January 28

- 09:15 am - 10:15 am *Livestreamed Workshop*
- 10:30 am - 11:30 am *Livestreamed Workshop*
- 12:40 pm - 02:15 pm *Livestreamed Workshop*
- 02:30 pm - 04:00 pm *Livestreamed Workshop*
- 04:15 pm - 05:15 pm *Livestreamed Workshop*

Wednesday, January 29

- 08:00 am - 09:30 am *Livestreamed Workshop*
- 09:45 am - 10:45 am *Livestreamed Workshop*
- 11:00 am - 12:30 pm *Livestreamed Closing Plenary*

Friday, February 21

- Virtual Platform Closes!

Register Now



APPA's 2025 Winter Training Institute

VIRTUAL SESSIONS

As of November 22nd, 2024 – Subject to Change

All times listed below are in Pacific Time

Livestreamed Sessions

OPENING PLENARY (TBD)

SUNDAY, JANUARY 26TH | 3:15 PM - 5:00 PM

STAFFING FOR SUCCESS: WINNING THE TALENT WAR IN THE MODERN ERA

MONDAY, JANUARY 27TH | 9:15 AM - 10:15 AM

Description: 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.

Presenters

Bert Flewellen

Deputy Commissioner of Operations, Georgia Department of Community Supervision



Shanta Porter

Executive Operations Director, Georgia Department of Community Supervision

Phillip Hinson

Deputy Commissioner of Operations, Georgia Department of Community Supervision

SEE SOMETHING, SAY SOMETHING IS A FALSE NARRATIVE! ACTIVE BYSTANDERSHIP IN COMMUNITY CORRECTIONS PREVENTS HARM TO STAFF, SUPERVISEES, AND THE COMMUNITY

MONDAY, JANUARY 27TH | 10:30 AM - 11:30 AM

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

Presenters

Abigail Tucker

Psychologist and CoFounder, Heroes Active Bystandership Training

PLENARY (TBD)

MONDAY, JANUARY 27TH | 11:45 AM - 12:45 PM

WOMEN AND JUSTICE: WHAT WE KNOW, WHERE WE'VE BEEN AND WHERE WE NEED TO GO

MONDAY, JANUARY 27TH | 2:00 PM - 3:00 PM

Description: This session explores the state of knowledge regarding the complex pathways that lead women into the criminal justice system. Historically, research on women's unique experiences and pathways existed in the shadows of mainstream scholarship. This session will review the powerful women-centered scholarship that has paved the way to deeper and more accurate understandings of women, and emerging research that focuses on the intersection of gender, race, and other identities as a critical, underexplored and growing body of work. Attendees will explore



foundational and emergent findings on women's pathways and how these insights can and must inform community supervision policies and practices. This session also serves as a call to action for administrators, practitioners, researchers, policy makers and advocates, providing concrete strategies community supervision stakeholders can take to improve outcomes among women on community supervision and facilitate meaningful and sustainable system transformation.

Presenters

Alyssa Benedict, PhD

Executive Director and Co-founder, CORE Associates and Women's Justice Institute

Bree Boppre, PhD

Senior Research Associate, Justice Policy Center, Urban Institute

Sandra Brown, MA

Director of Training, Women's Justice Institute

Deanne Benos

Co-founder and Executive Director, Women's Justice Institute

PLENARY: SAFEWRAP™: THE FUTURE OF 2-ON-1 RESTRAINT

MONDAY, JANUARY 27TH | 3:15 PM - 4:45 PM

Description: Sponsored by NAPE: Join Rener Gracie for a special presentation of the new SafeWrap™ lateral restraint system that has been adopted by the Los Angeles County Probation Department.

SafeWrap was created by Gracie University in response to inquiries from healthcare institutions that needed a way to safely restrain aggressive, suicidal, or emotionally disturbed patients in hospitals. The system utilizes no joint locks or choke holds, was specifically designed to avoid compression of the diaphragm to facilitate breathing and reduce the potential of a panicked response in the restrained individual.

The system was so effective in healthcare applications, it was quickly realized that SafeWrap had the potential to save lives and minimize traumas across various sectors, from law enforcement to first responders, while maintaining the public's confidence in the frontline personnel of these organizations.

With probation and parole officers under increasingly higher levels of scrutiny surrounding use of force, this is a presentation you do not want to miss.

Presenters

Rener Gracie

CEO and Head Instructor, Gracie University of Jiu-Jitsu



INTENSIVE SERVICES FOSTER CARE FOR JUVENILE JUSTICE-INVOLVED YOUTH

TUESDAY, JANUARY 28TH | 9:15 AM - 10:15 AM

Description: 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.

Presenters

Maria McKee

Director of Research & Planning, San Francisco Juvenile Probation Department

Jessica Bishop

Supervising Probation Officer, San Francisco Juvenile Probation Department

Dr. Rita Williams-Washington, MSW, Ed.D.

Program Director II, Alternative Family Services

Rosa Hernandez

Program Director for the Juvenile Probation Program, Alternative Family Services

WHY DON'T THEY MIND THEIR T'S AND C'S? BRAIN INJURY AND JUVENILE JUSTICE: FOUNDATIONAL INFORMATION TO ELEVATE PRACTICE

TUESDAY, JANUARY 28TH | 10:30 AM - 11:30 AM

Description: 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.

Presenters

Kelly Miller

Senior Manager for Technical Assistance, National Association of State Head Injury Administrators

FROM 213 YEARS TO A LIFE OF PURPOSE AND PROSPERITY: UNLEASHING POTENTIAL THROUGH RESILIENCE AND TRANSFORMATION

TUESDAY, JANUARY 28TH | 12:45 PM - 2:15 PM

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

Presenters

Adam Clausen

Director of Innovation and Social Impact and Co-founder, Social Purpose Corrections and Legacy Impact Group, LLC

CRITICAL SAFETY AND AWARENESS TRAINING FOR OFFICERS: STRATEGIES FOR FIELD SURVIVAL AND EFFECTIVE INTERACTION

TUESDAY, JANUARY 28TH | 2:30 PM - 4:00 PM

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



Presenters

Darcy Leutzinger

Assistant Professor, University of the Pacific

Dr. Lindsay Gietzen

Program Director and Professor, University of the Pacific

RELATIONSHIPS: THE LINCHPIN OF SUCCESSFUL MANAGEMENT OF MENTAL HEALTH CASELOADS

TUESDAY, JANUARY 28TH | 4:15 PM - 5:15 PM

Description: 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.

Presenters

Tonya B Van Deirse

Research Associate Professor, University of North Carolina at Chapel Hill

Brian Gates

Director of Program Services, North Carolina Department of Adult Correction

Charles Lane

Assistant Judicial District Manager, Division of Community Supervision, North Carolina Department of Adult Correction

Dave Peterson

Regional Vice President, Trillium Health Resources



BREAKING BOUNDARIES: EMPOWERING WOMEN IN COMMUNITY JUSTICE

WEDNESDAY, JANUARY 29TH | 8:00 AM - 9:30 AM

Description: 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.

Presenters

Jennifer Brady

Chief Probation Officer, Massachusetts Probation Service

Dr. Carmen Gomez

Deputy Commissioner Pretrial Services, Massachusetts Probation Service

Dr. Alexandra Walker

Director, Community Relations Strategy, ACJI

CLOSING PLENARY: TRANSFORMING ADVERSITY INTO OPPORTUNITY: LESSONS FROM A JOURNEY OF REDEMPTION, REINVENTION AND RESILIENCE

WEDNESDAY, JANUARY 29TH | 11:00 AM - 12:30 PM

Description: In this captivating closing plenary session, Adam and Rosanne Clausen share their powerful story of turning a 213-year federal prison sentence into a life of purpose, prosperity, and impact. Through candid conversation, they will explore the critical moments of self-transformation, the role of personal and community support, and the unwavering resilience that fueled their journey from a life of incarceration to one of entrepreneurship and advocacy. This session will challenge participants to see the untapped potential in those they supervise and inspire them to apply these lessons in their work.



Presenters

Roseanne Clausen

CEO and Founder, Strong Prison Wives & Families

Adam Clausen

Director of Innovation and Social Impact and Co-founder, Social Purpose Corrections and Legacy Impact Group, LLC

Pre-Recorded Sessions

BUILDING A COMPASSIONATE WORKPLACE CULTURE: FOSTERING EMPLOYEE WELLBEING AND ORGANIZATION SUCCESS IN CRIMINAL JUSTICE AGENCIES

Description: 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.

Presenters

Helene Creager

Wellness and Leadership Trainer, Consultant and Coach, Independant Contractor

BUREAU OF JUSTICE STATISTICS PRESENTS: A DISCUSSION ON COMMUNITY CORRECTIONS DATA COLLECTION EFFORTS

Description: 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.



Presenters

Danielle Kaeble

Statistician, Bureau of Justice Statistics, U.S. Department of Justice

Erin Kennedy

Program Manager, Court Systems Research, RTI International

Lindsay A. Bostwick, PhD

Statistician, Bureau of Justice Statistics, U.S. Department of Justice

Katrina Cole, PhD

Research Associate, Justice Information Resource Network

Shaun Gann, Ph.D.

Statistician, Bureau of Justice Statistics, U.S. Department of Justice

COORDINATING AND COLLABORATING WITH BEHAVIORAL HEALTH SERVICE PROVIDERS TO ENGAGE SUPERVISEES IN TREATMENT

Description: 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.

Presenters

Kasey Barton

Specialized Mental Health Supervision Program Manager, Georgia Department of Community Supervision

Carol McVey

Director, Office of Adult Mental Health, Division of Behavioral Health and Developmental Disabilities



Nicholas Powell

Director of Strategic Planning & Analysis, Georgia Department of Community Supervision

Tonya Van Deinse

Research Associate Professor, University of North Carolina at Chapel Hill

EFFECTIVE COMMUNICATION STRATEGIES WITH DEAF, HARD OF HEARING, SPEECH DISABLED PAROLEES

Description: 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

Presenters

Paul Singleton

Senior National Director, ZVRS and Purple Communications Better Together

EMPOWERMENT FOR SUPERVISORS: COACHING TECHNIQUES TO ADDRESS AND MITIGATE STAFF BURNOUT

Description: 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.

Presenters

January Welks

Training & Quality Assurance Coordinator, Community Solutions, Inc.

Kristina Zapata

Associate Director, Community Solutions, Inc.



ENGAGING THE VOICES OF PEOPLE WITH LIVED EXPERIENCE IN RISK-NEED-RESPONSIVITY (RNR)

Description: 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.

Presenters

Vincent L. Lorenti, JD

Executive Director, Office of Community Corrections for the Massachusetts Probation Service

Michelle Crist

Instructor of Psychiatry, University of Massachusetts Chan Medical School

Dara Drawbridge

Assistant Professor of Psychiatry, University of Massachusetts Chan Medical School

GENDER RESPONSIVE SUPERVISION: EXAMINING THE LIMITATIONS OF THE 'GENDER NEUTRAL APPROACH' TO COMMUNITY SUPERVISION

Description: 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.

Presenters

Wendy Still

Former Chief Probation Officer and EXiT Steering Committee Member, Alameda and San Francisco County



Wendy Sawyer

Research Director, Prison Policy Initiative

LaTonya Myers

Healthcare Advocate, Healthcare Connections for Women in Reentry, Founder, Above All Odds

Barbara Broderick

Chair, Executives Transforming Probation & Parole

REVOLUTIONIZING BEHAVIORAL HEALTHS: ENGAGING WITH THE JUSTICE SYSTEM AND HEALTHCARE

Description: 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.

Presenters

Jason Haglund

Senior Consultant, Rural Policy Partners

Renee Schulte

Senior Consultant, Rural Policy Partners

SUPERVISING OF GANG MEMBERS ON SUPERVISION AND OFFICER SAFETY TOPICS

Description: 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.

Presenters

Michael McNicholas

Correctional Probation Sr. Officer, Florida Department of Corrections 18-2 Cocoa Probation and Parole Services



TRAPPING IN PLAIN SIGHT: SEX TRAFFICKING AND SOCIAL MEDIA

Description: 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.

Presenters

Dr. Kisha Roberts-Tabb

Special Population Program Manager, Cook County Juvenile Probation and Court Services

USING DATA TO DRIVE DECISION MAKING: A GUIDE TO IMPACTFUL COLLECTION AND STAKEHOLDER ENGAGEMENT

Description: 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.

Presenters

Bryanna Davis

Quality Assurance Supervisor, Berks County Adult Probation & Parole

WHAT NOW? RESPONDING TO CHANGES IN LAW AND POLICY

Description: 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.

Presenters

Jonathan Kulick

Co-Director, Swift Certain Fair Resource Center Marron Institute NYU



Sandy F. Mullins

Co-Director, Swift Certain Fair Resource Center Marron Institute NYU

Peggy Carey

Fellow, Swift Certain Fair Resource Center Marron Institute NYU

Past Recorded Sessions

AM I SAFE HERE? NAVIGATING AUTHENTICITY AND PSYCHOLOGICAL SAFETY IN CRIMINAL JUSTICE SETTINGS

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

Presenters

Ersela N. Demerson

Parole Officer, Texas Department of Criminal Justice

COGNITIVE BEHAVIORAL PROGRAMS: T4C VS MRT

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

Presenters

Blake Kresca

Program Coordinator, Marion County Community Corrections

James Aulby

Program Coordinator, Marion County Community Corrections

DEATH, POLITICS, AND RED TAPE: FAILING FORWARD IN COMMUNITY CORRECTIONS

Description: Embracing a career in corrections is not for the faint of heart. Even the most passionate, committed, and capable professionals can become hardened, cynical, and ultimately burn out. In a field where change is hard and success feels short-lived, hope and passion can be in



short supply. So how do we stay focused on the important work that we do, those we serve, and show up resiliently optimistic each day? Join Dr. Alexandra Walker as she shares how to move through our failures by embracing resilient optimism. Learn and connect with others as we learn what it means to fail forward in community corrections.

Presenters

Dr. Alexandra Walker

Director of Community Relations, Alliance for Community and Justice Innovation (ACJI)

DO NOT CALL ME SWEETIE: FEMALE OFFICERS SUPERVISING A MALE SEX OFFENDER CASELOAD

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

Presenters

Doris Tucker

Adult Probation Officer, Maricopa County Adult Probation

Lizette Gallardo

Adult Probation Officer, Maricopa County Adult Probation

DOMESTIC VIOLENCE CASES: PROBATION AND THE JUDGE AS PARTNERS

Description: Dedicated domestic violence courts, misdemeanor and felony, work to keep families safer, and motivate offenders to change and be accountable. Working with a judicial officer to keep on top of victim safety issues and offender lapses is a best practice that can be developed with a coordinated community response. Bring your court and partners together to work with probation on these goals.



Presenters

Wendy Million

City Magistrate, Domestic Violence Court, Tucson City Court

Christina DeGrood

Unit Supervisor Adult Probation, Pima County Adult Probation

ESSENTIAL INNOVATIONS FOR JUSTICE-INVOLVED WOMEN: THE PROMISE AND IMPACT OF CENTER-BASED MODELS

Description: As the research on women has revealed women's unique pathways into the criminal justice system, we are called to develop dynamic and responsive programs and interventions. Center-based models represent one of the most promising and innovative supports for justice-involved women and have specific benefits for women who are on community supervision. Featuring national experts, including directly impacted leaders who have architected impactful supports for women, this webinar introduces center-based models as an essential support for women on probation and parole. Webinar attendees will learn the key characteristics of center-based models for women, including dynamic cross-sector partnerships, and explore approaches to model design and operations. Two specific models will be explored, and attendees will have an opportunity to ask questions and offer ideas. All are welcome to attend, including community corrections professionals, as well as those who work in human services, child welfare, behavioral health, education, and other sectors.

Presenters

KimberLee Whitney

District Director, Oregon Department of Human Services

Colette Payne

Director, Reclamation Project, Women's Justice Institute

Leticia Longoria-Navarro

Executive Director, The Pathfinder Network

Deanne Benos

Co-Founder and Director, Women's Justice Institute

Alyssa Benedict

Executive Director, CORE Associates LLC



HOW TO BE A COACH: INGREDIENTS FOR EFFECTIVE OBSERVATIONS & COACHING

Description: It is no secret the vital role that community corrections professionals play in the success of persons in the justice system. Likewise, fostering a culture that supports behavior change in corrections organizations can be challenging. There are many factors that agencies must consider as they help to build staff's confidence and capacity using EBPs, including who will support such practices. This session aims to promote the professional development of staff who also play a coaching role. Specifically, participants will examine ways to strengthen the quality of coaching and discuss the importance of observation, modeling, mentoring, and regular feedback in their roles as a coach. Strategies to help others build skills will also be discussed and practiced.

Presenters

Eric Willoughby

Research Associate, University of Cincinnati Corrections Institute

Andrew Krebs

Post-Doctoral Fellow, University of Cincinnati Corrections Institute

IMPROVING THE SUPERVISION OF OFFENDERS WITH SERIOUS MENTAL ILLNESSES: TIPS, TRICKS AND TOOLS FOR PROBATION AND PAROLE OFFICERS

Description: Individuals with serious mental illnesses on probation and parole have complex needs, elevated criminogenic risks, and present challenges to the probation/parole officers who supervise them. In collaboration with the School of Social Work at the University of North Carolina at Chapel Hill, the North Carolina Department of Public Safety has innovated special programs and initiatives to equip probation and parole officers with the skills and tools needed to optimize criminal justice and mental health outcomes for mentally ill people under supervision. In this interactive workshop, participants will learn about these programs and initiatives and gain hands-on experience with: our mental health training modules for officers; our brief assessments of mental health and social determinants of health; our decision tools and worksheets; our strategies used to facilitate consultation between mental health professionals and officers; and our lessons learned regarding the implementation and evaluation of specialty mental health probation.

Presenters

Sonya Brown

Social Work Program Administrator, North Carolina Department of Public Safety

Karen Buck

Evidence Based Practice Administrator, North Carolina Department of Public Safety

Gary S. Cuddeback

Professor, Virginia Commonwealth University



Andrea Murray-Lichtman

Clinical Associate Professor, University of North Carolina at Chapel Hill

NAVIGATING THE LANDSCAPE: RESPONSIBLE AI USE IN COMMUNITY SUPERVISION

Description: In the evolving landscape of probation services and enhanced digital tools, the integration of artificial intelligence (AI) holds great promise for enhancing human decision-making processes, improving resource allocation, evaluating program efficacy, and ultimately fostering rehabilitation and community safety. However, with this promise comes a pressing need for responsible AI implementation to ensure fairness, transparency, and ethical accountability.

This presentation and discussion explore the imperative of responsible AI use within US community supervision and associated criminal justice partners. It examines the key considerations inherent in deploying AI algorithms for assessments, supervision prioritization, staff productivity tools, intervention planning, and more. By delving into the foundations of responsible AI decision-making, the presentation underscores the importance of quality data sources, staff education, mitigating biases, ensuring algorithmic transparency, and safeguarding individual rights and privacy. A key premise discussed is the importance of human decision-makers who are well informed of the capabilities and limitations of the AI-enabled tools they use.

Furthermore, the presentation highlights the potential benefits of AI-enabled innovations in probation services, such as predictive analytics for enhancing services delivery to justice involved individuals, optimizing resource allocation, and supporting staff in their interactions with their client caseload. Additionally, it explores the need for data governance, security, and privacy protection in AI-enabled probation systems. It emphasizes the importance of the use of quality data upon which to create AI-enabled systems, robust data management practices and adherence to legal and ethical guidelines to prevent misuse and ensure the integrity and reliability of AI-enabled decision-making.

By fostering a culture of responsible AI use, we as industry leaders can set the standard to harness the transformative potential of AI technologies to advance the goals of rehabilitation, public safety, and social justice.

Presenters

Hakan Klarin

CIO, Swedish Prison & Probation Services

Simon Bonk

Chief Research Officer, Telio

Mike Sparling

CIO, MHS



Jason Garnett

Chief of Parole, Illinois Department of Corrections

SCREENING AND WORKING IN COMMUNITY SUPERVISION WITH PEOPLE WITH BRAIN INJURY

Description: While studies on supervisees in community corrections are sparse, according to jail and prison studies, 25-87% of male inmates report having experienced a head or brain injury compared to 8.5% in the general population. Inmates who have had head injuries may experience mental health problems such as severe depression and anxiety, substance use disorders, difficulty controlling anger, or suicidal thoughts and/or attempts. Female inmates convicted of a violent crime are also more likely to have sustained a brain injury. Up to 87% of women residing in domestic violence shelters have reported head injuries due to the violence. The presence of a brain injury may impact the community supervision process in various ways in both supervisees and their victims. This presentation will provide an overview of brain injury, introduce a brief screening tool, and identify ways community supervision staff can work more effectively towards successful outcomes with individuals who might be living with a brain injury.

Presenters

Mark Pedrotty

Professor in Pediatrics, University of New Mexico

Gwyn Kaitis

Consultant, APPA

SHIFTING SUPERVISION FOCUS FROM THE “WHAT” TO THE “WHY”

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

Presenters

Simone Sawyer

Program Associate, Evident Change

Jeff Morino

Program Associate, Evident Change



Katie Meyer

CAIS/JAIS Program Manger, Evident Change

STAFF SHORTAGES IN COMMUNITY CORRECTIONS: FINDING AND RETAINING TALENT

Description: Don't miss this opportunity to engage in a dynamic and interactive panel discussion featuring industry experts, as we delve into the pressing issue of staff shortages in community corrections. Building on the success of a previous webinar, this eagerly anticipated part two session promises fresh insights and a wealth of knowledge from our esteemed subject matter experts. During this session, our panelists will lead a comprehensive exploration of the root causes of staff shortages and their far-reaching impact on the field of community corrections. Join us to actively participate in this crucial conversation, as you have the unique opportunity to raise your questions and interact with our panelists directly. Together, we will pave the way for a stronger and more resilient community corrections field by tackling the challenges of staff shortages head-on.

Presenters

Joe Winkler

Assistant Secretary, Florida Department of Corrections

Carmen Gomez

Regional Supervisor, MA Probation Service/MA Trial Court/Office of Commissioner of Probation

Sarah Douthit

Chief Probation Officer, Coconino County Adult Probation

Charles Robinson

Deputy Chief, Probation and Pretrial Services Office- Administrative Office of the United States Courts

SWIFT AND CERTAIN RESPONSES TO VIOLATIONS: HAVE WE FOUND THE SILVER BULLET FOR RECIDIVISM REDUCTION, OR HAVE WE CREATED AN OBSTACLE TO EVIDENCE-BASED PRACTICES FOR RECIDIVISM REDUCTION?

Description: The history of probation, parole, and community corrections is replete with examples of practices and programs that begin with the promise of enhancing public safety, but end with disappointment. There are many reasons why our profession adopts new strategies for doing business. Ideally, it should be because public safety and justice are enhanced. In reality, however, the adoption of new programs and practices may be based on political and public perceptions and seemingly commonsense, which in the end may be closer to nonsense. This workshop will explore what works and what does not regarding recidivism reduction, the politics of community



correctional policies and practices, and the need for a creating a work environment where line staff can effectively manage short-term risk and accomplish long-term behavioral reform.

Presenters

Dr. Mario Papanozzi

Professor, University of North Carolina Pembroke

THE MEDICINE WHEEL AS A TREATMENT TOOL

Description: The medicine wheel is a Native American/Alaska Native model that has been used as a spiritual and life guide to healing and well being for many generations. There are many variations of the medicine wheel used by different tribes who all focus on living in balance and in harmony with all of creation. Participants will learn to use the medicine wheel as an assessment, treatment and recovery tool for mental, physical, emotional and spiritual wellbeing to improve social, communication and relationship skills.

Presenters

Nora Cornelius, LMHC, SUDP

Co-occurring Therapist, Goodheart Behavior Health

UNDEFINABLE RELATIONSHIP: THE JOURNEY TO FIND MY VOICE AND BEGIN TO HEAL

Description: It is impossible to imagine sitting down to engage in conversation with the person responsible for the death of a loved one, let alone forgive them. During this presentation you will witness a true story of the power of forgiveness, accepting responsibility and how lives can be changed through the process of Victim Offender Mediation. You will also hear about the real challenges that come as a result of the process, which may last a lifetime. It is never easy to confront tragedy face to face, but it is even harder to never have the opportunity to gain insight and clarity allowing the process of healing to begin.

This presentation will allow you to hear Sheila's story and the path she took to engage with the person responsible for the death of her mother, to find a different vision of what could happen for both of them, and, to turn tragedy into hope and anger into forgiveness.

Presenters

Sheila Kembel

Victim Offender Mediation Advocate