



ACCEPTED SESSIONS

As of December 8th, 2025 - **Subject to Change***

**Sessions listed below have been accepted and are pending confirmation.*

A Collective Impact Approach to Reentry: Creating an Individualized Reintegration Plan for Justice-Involved Youth and Families

The Georgia Department of Juvenile Justice's Office of Reentry Services will present an overview of our coordinated reentry process. This framework involves collaborating with multi-agency teams, internal/external stakeholders, and community partners to support the transition of youth. These services, supports, and resources are essential to successful reintegration. A collective impact approach across systems of care is foundational to this process.

A New Narrative of Justice: Correction with Compassion from the Bench

A New Narrative of Justice. As a Judge for 14 years I have developed and implemented programs in Ohio to affect real correction with compassion. This ability is based on my proven system leadership, mending and movement. This session will equip the group with tools to lead, create better relationship and manage themselves and others so to avoid negative interaction with the Legal System. As a Judge and Yoga Teacher, I may even throw in some workshop friendly yoga!

Advancing Compassionate Justice: How Compassion Can Be Taught and Practiced Across Systems

The call for compassion in justice systems is growing worldwide. Probation and parole professionals are finding that true accountability and public safety thrive when human dignity and compassion guide daily practice. This workshop brings together insights from the Supervision Around the World (SAW) Project, which has documented real examples of compassionate supervision and restorative practices across multiple countries, and the Satyarthi Movement for Global Compassion (SMGC), founded by Nobel Peace Laureate Kailash Satyarthi, promoting compassion as a trainable skill and foundation for ethical leadership. Together, the SAW Project and SMGC will demonstrate how compassion can be taught, practiced, and sustained within community corrections. Participants will learn from international examples—from Uganda's community reintegration efforts to Bhutan's "Compassionate Leadership" curriculum—and reflect on how similar strategies can enhance outcomes locally. The session blends storytelling, professional reflection, and peer dialogue to demonstrate that compassion is not soft—it's strategic, teachable, and transformative.

APPA's 10 Core Principles: Changing the Landscape for Juvenile Justice

In the Spring of 2022, under the direction of the American Probation and Parole Association President, a dozen member committee of a diverse group of probation and parole administrators, in partnership with young peoples and community stakeholders identified 10 Core Principles for Juvenile Probation--rooted in adolescent development, inclusion and equity--which was subsequently adopted by APPA. This workshop will cover three areas: (1) we will unpack and review the 10 core principles and how they are consistent with what the science tells us about working with adolescents; (2) we will hear about living examples on operationalizing these principles into practice; and, finally, (3) we will spend some time interactively discussing strategies and approaches that APPA can take to ensure these principles are applied and maximized throughout the probation profession and with key stakeholders.

Applying Resilience and Mindfulness in Leadership

Living in a mindful manner increases our awareness of what is happening around us and places us in a better position of accessing our innate wisdom. This session explores what it means to be mindful, the research supporting this concept, and tools that leaders can easily access to help them stay focused while maintaining a sense of calmness. We will also discuss stressors that are inherent in the work and the tools that may lead a more balanced, healthier life. Stress and secondary trauma are realities that affect us on a gross and subtle level. Recognizing that fact begins the process of healing and developing lifelong tools so that we can better serve our communities.

Balancing Safety and Growth: A Comprehensive Approach to Managing Sexual Offenders in the Community

This training session introduces a Comprehensive Model for managing sexual offenders in the community informed by a gap analysis that included 1) a Correctional Program Checklist (CPC) assessment, 2) an extensive literature review, and 3) comparative analysis of legal standards and practices across jurisdictions. Grounded in the Principles of Effective Intervention (PEI), the Comprehensive Model features risk-based supervision, cognitive-behavioral strategies, and structured reentry planning. Participants will learn to apply validated risk and responsivity tools, tailor interventions to individual needs, and implement fidelity monitoring and outcome measurement protocols. The model also incorporates strengths-based rehabilitation principles from the Good Lives Model (GLM) to promote prosocial development. Further, the comprehensive model includes traditional Containment Model strategies such as multidisciplinary collaboration, offense-specific supervision, polygraph use, and victim-centered safeguards, by embedding rehabilitation within accountability structures.

Bank On: Promoting Financial Stability for Those on Supervision by Making Connections to Safe, Affordable Bank and Credit Union Accounts

Having a safe, affordable bank or credit union account can help set people on supervision up for long-term financial stability. Without an account, people may be forced to rely on costly alternative financial services like check cashers and lack a safe place to keep their money. In this session, participants will learn strategies for connecting those who are on supervision or are about to be released from incarceration to banking access opportunities. They will hear from practitioners who have successfully created these opportunities and learn how to overcome common barriers to banking like identification

issues. Participants will learn about available banking resources and about concrete ways they can leverage those resources to promote financial wellbeing. They will also learn how they can partner directly with the CFE Fund to build banking access opportunities into probation and parole systems.

Behind the Caseload: Compassion Fatigue and Burnout in Community Corrections

Community corrections professionals carry more than just caseloads – they also carry trauma, crisis, and responsibility. Both enforcers and advocates, they navigate the emotional toll of helping clients change while protecting public safety. Still, their own well-being is too often overlooked. Examining burnout, secondary traumatic stress, and compassion fatigue reveals the invisible cost of this work. Research using the Professional Quality of Life Scale shows how trauma exposure, high caseloads, and role conflict can lead to serious consequences. This session focuses on the lived experiences of those on the front lines, exposing a vital truth: meaningful change begins with supporting the well-being of the people who make that change possible.

Beyond Awareness: Understanding Neurodivergent Disabilities in Community Corrections

Individuals with identified, as well as unidentified, disabilities are disproportionately impacted by the criminal justice system, often facing barriers in communication, understanding, and access to appropriate support. This presentation aims to enhance understanding of autism and other neurodivergent disabilities, and how it intersects with community corrections. Session participants will learn to recognize indicators of autism and other neurodivergent disabilities during interactions, providing participants with tools to recognize these signs and establish standards to respond appropriately. At the end of the session, participants will not only have a deeper understanding of autism and other neurodivergent disabilities, but they will also be equipped with the knowledge needed to apply this understanding in their day-to-day work.

Beyond Compliance: A National Exploration of Supervision Conditions, Trends, and Emerging Practices

There is much variation in the way conditions of supervision are imposed, modified, and managed across the fifty states. To better understand these nuances, CJI has conducted a national landscape analysis through examination of publicly available information and the gathering of qualitative data from state agencies. This analysis includes the connection between imposition of conditions and individually assessed risk, need, and responsivity, the role of the officer/agent in modifying conditions, and the use of financial conditions, among other topics. Our methods included statutory and administrative analysis, a national survey, and several case studies focused on individual states. This workshop will review CJI's landscape analysis, including key findings related to trends and policy considerations. Participants will then engage in an interactive breakout session where they will have the opportunity to consider how these findings relate to the use of supervision conditions in their own jurisdiction.

Beyond Compliance: Smart Supervision Strategies for Clients with Substance Use Disorders

Supervising clients with substance use disorders requires more than enforcing conditions—it requires understanding the science of change. This interactive session equips probation and parole officers with evidence-based tools to improve supervision outcomes, reduce relapse, and strengthen accountability.

Participants will explore practical strategies that blend structure with support, including motivational interviewing, trauma-informed communication, and cognitive-behavioral techniques that foster intrinsic motivation. Using realistic field scenarios, attendees will learn how to identify relapse warning signs early, respond effectively to setbacks, and reinforce progress without enabling or escalating resistance. By integrating these approaches, officers can shift from a compliance-driven mindset to a change-focused model that enhances both client success and community safety.

Bitcoin: A Practical Primer for Probation and Parole Officers

This session will provide practical literacy for probation and parole officers who may encounter Bitcoin and other cryptocurrencies in their caseloads. While fraud, gambling, and illicit transactions are not new, the technology of money is changing. So are the tools for detecting and responding to these crimes. Probation and parole professionals are not required to be experts in all new technology, but they may have to work with those who are, and officers should be able to report before the court with both confidence and credibility when a case involves a cryptocurrency. This session combines both the perspectives of a probation officer with field experience and a blockchain forensic specialist and would benefit anyone looking to build actionable knowledge for the field or a unique training to share with peers at home.

Building Bridges to Better Condition Setting: Probation and Pleas

Plea bargains typically include supervision conditions, often without input from probation officials or results of a risk-need assessment tool. This often results in conditions that are not appropriate for the individual, and that do not address the drivers of criminal behavior. This panel will address one state's approach to condition setting which involves probation, judicial, and prosecutor officials working together to include probation input into plea negotiations. In addition, we present three papers on probation's role in the court and how condition-setting is impacted. First, we highlight how probation's interactions with the court create "feedback loops," which can either reinforce positive communication and collaboration or promote dysfunctional cycles of ineffective communication leading to probation's exclusion from condition-setting. Second, we examine one consequence of probation's exclusion: inappropriate conditions, focusing specifically on unenforceable conditions and how they stress officers. Finally, we explore the ways that officers use violation processes to amend inappropriate conditions on the "back-end" when they are excluded from condition-setting.

Building Capacity, Driving Change: Lessons from the IDOC-UCCI Partnership

This session explores the multi-year partnership between the Indiana Department of Correction (IDOC) and the University of Cincinnati Corrections Institute (UCCI), supported by BJA's Innovations in Supervision Initiative grant (BJA-2020-17131). The collaboration focused on implementing and validating evidence-based practices across 78 community corrections agencies. Through a combination of interactive activities and real-world examples, participants will engage in mapping technical assistance models and developing action plans tailored to their own agencies. The session will highlight how technical assistance, coaching, training, and action planning events were used to build agency capacity, overcome resistance, and promote sustainable change. Key outcomes include the validation of the CPC-CSA tool, the development of guidance documents, and the creation of scalable models for other

jurisdictions.

Building Cross-System Veteran Supports in Supervision and Courts

Effective veteran programming succeeds when systems align. Delaware's work has brought probation, courts, VA, providers, and nonprofits together to support justice-involved veterans through screening, training, veteran-only supervision classes, and stakeholder work groups. In this 90-minute session, I'll walk panelists through our implementation journey, discuss challenges and course corrections, and highlight how metrics informed continuous improvement. Attendees will receive a replicable roadmap and guidance on scaling to different jurisdiction sizes. (Format: presentation with embedded Q&A; no formal exercises.)

CIT Programs and the Role of Probation and Parole: Bridging the Gap for Better Outcomes

Join us for an interactive workshop exploring the critical role of Crisis Intervention Team (CIT) programs in supporting individuals with mental health challenges in the justice system. Traditionally designed for law enforcement, CIT training equips officers with skills to respond effectively to mental health crises. Probation and parole officers are equally vital in this continuum of care. This session will examine how CIT programs work, why they are essential for public safety and individual recovery, and how CIT's principles can be applied beyond policing. Participants will gain practical strategies for incorporating CIT approaches into their daily work and learn how to collaborate with law enforcement, mental health professionals, and community partners to build stronger, more responsive systems. Whether you're new to CIT or looking to deepen your impact, this workshop offers actionable tools and insights to enhance your response in crisis situations and support better outcomes for those under supervision.

Creating Your Own Confidence

This thought-provoking session will allow attendees to appreciate the importance of purposefully building their confidence. Undergirding themes include recognizing why it is important to set boundaries; comprehending the importance of cultivating a circle of likeminded, positive women; and underscoring the importance of identifying one's values while living authentically. In addition, the concept of women doing it all will be discussed through the lens of societal indoctrination.

Data-Driven Strategic Planning: Using the Science of Implementation to Identify and Address Barriers to Effective Supervision

Most organizations create strategic plans to satisfy agency mandates. However, meaningful strategic plans are driven by data and address the contextual factors that could impede the effective delivery of programs. In this session, we discuss how the Georgia Department of Community Supervision (DCS) leverages research findings to inform its strategic plan. Additionally, we describe how DCS uses implementation science to translate research-informed strategies into real-world settings. For example, research shows that officer-level factors, such as stress, may reduce the quality of interactions. When stressed, officers tend to be more directive and less understanding of people's circumstances. For this reason, we are evaluating the relationship between officer stress and our Enhanced Supervision Program (ESP), an evidence-based set of communication techniques. During this workshop, we present

preliminary findings indicating that increased officer stress is associated with decreased use of ESP skills. Implications of the findings will be discussed.

Digital Disparities: How AI Reinforces Racial Inequity in Community Supervision

As artificial intelligence and algorithmic tools rapidly spread across probation and parole, communities are left asking whether these technologies can reduce bias and improve outcomes or simply entrench the inequities that already exist. While risk assessments and predictive analytics are often marketed as neutral, they have too often deepened racial disparities and expanded surveillance. This panel will examine how AI can be developed and used responsibly to support people on supervision by improving employment opportunities, stability, and access to services while also helping officers make fairer, more informed decisions. Panelists will unpack the hidden biases in current systems and discuss how technology, if grounded in equity and transparency, could strengthen both opportunity and accountability within community supervision.

Diyanian: 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 Diyanian (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.

Do's and Don'ts of Effective Coaching

In this workshop, we will discuss considering things such as 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, observe different coaching practices, and practice creating a coaching exercise or tool with techniques that you can then apply within your agency. The goal is to learn the coaching do's and don'ts to increase job productivity, staff retention, and staff development.

Driving Client Engagement to Reduce Absconding and Revocation

Driving Client Engagement to Reduce Absconding and Revocation is a community corrections guide in creating an environment between departmental culture, policy and procedure, supervision practices, data, and performance expectations to improve outcomes for probationers and parolees by increasing successful discharges from supervision and reducing revocations. This workshop invites the audience into the room with supervision agency leaders from statewide leadership, 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.

Drug Policies in Romania: Institutional Reform and Community Collaboration

The workshop explores the challenges and solutions in Romania's drug policies within the context of institutional reform and community collaboration. Fragmentation across justice, health and social services hinders prevention, treatment and the reintegration of individuals with substance use disorders. Participants will examine these barriers and discuss how reforms and community partnerships can foster more effective responses, reduce recidivism and support social reintegration. The session offers a framework for critical reflection and the exchange of internationally transferable best practices, helping participants identify concrete strategies for their own communities. Drawing on examples from Romania, the workshop highlights lessons relevant for professionals in corrections, public health and drug policy development.

Effective Leadership Practices: From Cultivation to Implementation

When discussing leadership, we often overlook the negative effects leaders can have when they fail to create environments where their teams feel safe to share ideas and concerns without fear of judgment, negative consequences, or retaliation. We rarely acknowledge that some leaders may let jealousy or insecurity block great ideas, undermining their team's potential. This situation can lead to disengagement among staff, stifling innovation and creativity, and ultimately harming our organizations. Historically, we have been hesitant to call out these harmful behaviors, often quick to blame external factors like lack of resources, staff shortages, or generational differences. While these are valid issues that need attention, they should never justify a leader's failure to foster a healthy and safe environment where staff can thrive and grow. During this panel, representatives from the National Association of Probation Executives will discuss cultivating healthy leadership habits and building more cohesive teams.

Empowering Officers and Enhancing Outcomes: The Future of Success Coaching in Corrections

This workshop introduces innovative success coaching specifically designed for correctional officers, emphasizing both personal and professional growth. Participants will explore the significance of success coaching in a correctional training environment and examine the objectives and strategies of a pilot initiative aimed at expanding this coaching to promote officer empowerment and development. Key benefits of this approach include enhanced performance, reduced burnout, improved relationships, and lower turnover rates. Real-world applications and participant testimonials will be discussed, alongside future directions for program expansion and collaboration.

Exploring Artificial Intelligence in Community Corrections: Smarter Tools for Smarter Supervision

This session explores how artificial intelligence (AI) can enhance the supervision of probationers within community corrections. Participants will learn how AI tools can support case management, identify risk patterns, improve decision-making, and streamline reporting. The presentation will highlight practical applications—such as predictive analytics and communication tools—that help officers focus more on engagement and outcomes rather than administrative tasks. Real-world examples and ethical

considerations will be discussed to ensure technology strengthens, rather than replaces, professional judgment.

Family-Engaged Case Planning: A Core Component of Juvenile Probation Transformation

Probation departments are increasingly working to transform the policies, practices, and culture of juvenile probation, with the goal of improving outcomes for youth, families, and communities and making the job of being a juvenile probation officer more fulfilling. An important part of the transformation process is reimagining case planning. Five jurisdictions from across the country recently completed an in-depth, APPA-accredited training on family-engaged case planning. Funded by the Annie E. Casey Foundation and crafted by a diverse team of practitioners, young people and family members with lived experience, and youth justice experts, this case planning model helps to align probation with powerful studies on adolescent brain development and effective responses to delinquent behavior. This interactive workshop will explore the approach and how one jurisdiction – St. Louis County – is bringing it to life.

Flexible. Agile. Resilient.: How to go F.A.R. in Challenging Times

In this high-energy, forward-looking program, performance psychologist Dr. Andy Core provides evidence based solutions to ensure probation professionals are mentally equipped to adapt, lead, and thrive in rapid change. This session equips you to go F.A.R. by learning how to:

- Strengthen the internal skills that fuel external success
- Maintain peak productivity—even in a world full of interruptions
- Stay centered, healthy, & happy—even when it all feels overwhelming
- Lead with clarity and confidence—even when the path ahead is unclear

This is more than a motivational talk. It's a launchpad for becoming the kind of probation professional the future demands—focused, resilient, and impossible to replace.

From Barriers to Bridges: Building Collaborative Supervision through Multnomah County Stabilization and Readiness Program

Strong working relationships are the foundation of effective supervision, especially when serving clients with acute mental health and stabilization needs. This interactive workshop explores how rapport, empathy, and coordinated partnerships can strengthen accountability, engagement, and reentry outcomes. Drawing from real success stories within the Stabilization and Readiness Program (SARP), a low-barrier, wraparound model supporting justice-involved individuals with acute mental health needs, participants will examine how trust-based supervision reduces resistance and promotes behavioral stability. Community collaboration examples including Oregon Health & Science University (OHSU) nursing students, the Goodwill Auxiliary Program, behavioral health providers, and peer mentors, illustrate cross-disciplinary teamwork and shared responsibility. Bridging APPA's Community Collaboration and Smart Supervision focus areas, attendees will gain practical strategies to balance structure with support, apply relational approaches to caseload management, and strengthen

communication systems that promote sustainable change and enhance long-term reintegration success.

From Bars to Back Roads: Women Navigating Reentry in Rural Communities

This presentation examines women's perspectives on reentry after incarceration, highlighting the realities of transitioning back into rural communities. Drawing from lived experiences, the study uncovers the extent to which women felt prepared at the time of release and the barriers they face in securing stable housing, employment, health care, and family reunification. Findings reveal significant gaps between pre-release planning and post-release realities, with recurring challenges related to stigma, transportation, supervision requirements, and limited rural resources. Attendees will gain insight into women's strengths and supports that aid in resilience, as well as their direct reflections on what would have helped them feel more prepared. The session will close with practical strategies for practitioners and policymakers to improve reentry planning and programming tailored to women's unique needs in rural settings.

From Incarceration to Impact

Probation and parole professionals are on the frontlines of reentry, where the right guidance can mean the difference between success and setback. In this dynamic session, author and reentry strategist Baron Warren shares proven strategies drawn from his work in over 100 correctional facilities nationwide. Using his 5 Steps Framework—Integrity, Purpose, Lifelong Learning, Accountability, and Mentorship—participants will learn practical tools to inspire change, reduce violations, and strengthen community reintegration. Through real-life stories and actionable insights, attendees will gain approaches to balance public safety with human transformation, empowering them to move justice-involved individuals from incarceration to true impact.

From Vanished to Verified: Redefining Absconders in Community Supervision

Managing absconders across jurisdictions remains one of the most complex challenges in community supervision. Recent revisions to the Interstate Compact rules redefine "absconding," expand investigative requirements, and introduce flexibility in retaking decisions—marking a shift toward a more collaborative and individualized approach. This session will examine the new absconder framework, effective April 2026, including the updated definition of "abscond," required investigative activities, and options for states to agree on alternatives to mandatory retaking. Participants will explore how these changes affect operations, ICOTS workflows, and compliance while balancing public safety, accountability, and resource efficiency. An interactive discussion will highlight best practices and strategies for successful implementation that protect communities and support positive supervision outcomes.

From Within the Circle: Developing Tribal Reentry Programs Using Existing Strengths

How do tribal nations create effective reentry programs when funding is limited or nonexistent? This interactive session explores how tribal communities can design, launch, and sustain reentry efforts using existing people, partnerships, and practices. Participants will examine models from Indian Country where probation, courts, cultural programs, and community members have built strong reentry pathways without new money. The session highlights how to map existing resources, leverage cultural and

community assets, and create coordinated case plans that draw on tradition, values, and collaboration. Attendees will leave with a practical action plan for building a reentry program that is realistic, culturally grounded, and sustainable—proving that the best solutions often come from within the circle.

Funding Recovery: The Power of Oxford Houses in Probation Success

This workshop explores how Community Corrections agencies can use funds to support Oxford Houses for people on probation. Participants will learn how sober living environments promote recovery, reduce recidivism, and build community partnerships. The session highlights collaboration between probation, treatment providers, and community partners to sustain recovery housing and promote accountability through peer support. Discussion will focus on evidence-based practices, the role of stable housing in prevention and relapse reduction, and the benefits of including recovery housing in supervision plans. Attendees will gain practical insight into funding, implementation, and outcomes showing how Oxford Houses support both public safety and rehabilitation.

Georgia DCS Develops a Network of Frontline Spokespersons and You Can Too

Every agency has a story, yet the people closest to the work often have fewer opportunities to tell it. The Georgia Department of Community Supervision (DCS) set out to change that narrative with the creation of the District Public Information Officer (DPIO) Program. The initiative began with a clear realization: the employees who engage with communities every day and build trust with partners are the ones shaping public perception. DCS prepares frontline professionals to serve as district-level information officers in partnership with External Affairs, embedding trained communicators across the state. These employees receive strategic communications training that strengthens their ability to represent the agency while continuing their regular duties. The program also builds a bridge between emerging leaders and executive leadership, offering a broader, communication-centered view of the organization. This presentation explores the story behind the DPIO Program, its motivation, design, and impact, and offers lessons adaptable to any statewide technical organization.

Global to Local: Smart Technology Innovations in Community Supervision

Technology continues to shape how community corrections professionals deliver supervision, connect with clients, and promote successful reentry. This workshop bridges global innovation and local implementation—showing how digital tools can both transform systems and meet on-the-ground needs. Julie Truschel, Founder of the Supervision Around the World (SAW) Project and Chair of APPA's International Relations Committee, will highlight worldwide applications of supervision technology such as electronic monitoring, digital reporting, and data-driven assessment models that enhance outcomes through compassionate use. Erica Averion, Executive Director of the Florida Foundation for Correctional Excellence, will spotlight Florida's Mobile Reentry Van - a mobile service unit using advanced digital tools to provide client onboarding, resource access, and program engagement in real time. Together, presenters will connect international lessons with community practice, demonstrating technology's power to make justice more humane, efficient, and inclusive.

How Can Upper Management Improve Probation Department Work Conditions

Upper management in a probation department can improve work conditions and address issues like high turnover and burnout by focusing on leadership, communication, employee wellness, and systemic reforms. A top-down approach is most effective for creating a positive and supportive work environment

How Do You Play Responsibly with AI?

Artificial intelligence (AI) is everywhere — often used knowingly or unknowingly in our daily lives at home and at work. While its ability to streamline tasks is undeniable, its role in community corrections raises questions. Some practitioners are eager adopters, while others remain cautious. This interactive workshop will provide participants with a practical “safety roadmap” to safeguard data and guide responsible decision-making. Together, we will explore how AI connects to evidence-based practices, examine ethical and moral considerations, and discuss whether AI should be viewed as a tool to replace staff or as a means to enhance their effectiveness. Participants will leave with a framework for evaluating AI within their organizations — and their own professional lives — ensuring that adoption enhances, rather than compromises, their mission.

I Care: Wellness and Self-Care

This workshop is specifically designed to provide attendees with knowledge about the impact that stress can have on them and to describe ways to reduce the adverse effects of secondary traumatic stress and compassion fatigue commonly experienced by Juvenile Justice practitioners. The goal of the workshop is to increase their awareness of healthy self-care techniques that will enhance their overall wellness and sense of well-being, and improve their understanding of personal resilience.

I’ve done my DWI Assessment. Now What?

Around the country, courts and probation departments have adopted DWI specific assessment tools such as APPA’s Impaired Driving Assessment to better capture the unique criminogenic risk factors of the impaired driving population. While these tools may capture the factors that contribute to the risk of a new DWI, it can be a challenge to effectively translate this information to a supervision case plan. In particular, practitioners who work with impaired drivers typically see a high degree of defensiveness, low motivation to make changes and even a reluctance to recognize that they participated in criminal conduct. This interactive presentation will provide practical tools to debrief DWI assessment results with your client, and take this information to build a collaborative case supervision plan focused on those domains that contribute most to DWI recidivism.

Identifying Dynamic Risk Factors in the Sex Offender Population

How the stacked assessments, the FROST, STATIC99R, and the SOTIPS contribute to the supervision of a sex offender. Using these assessments to assist in guiding supervision intensity, treatment planning, and monitoring progress. These assessments combine a dynamic and progress-based evaluation to ensure a responsive supervision plan. This approach ensures supervision is responsive, evidence-based, and focused on risk reduction, accountability, and community safety.

In Her Shoes: What Would You Choose? Understanding the Impossible Decisions of Survivors

What would you do if you had to choose between your safety and your child's stability, or between escaping violence and risking homelessness? In Their Shoes: What Would You Choose? is an immersive, scenario-based workshop that places participants in the lives of individuals experiencing domestic violence. This training deepens understanding of how survivors' decisions intersect with the work of probation, parole, and other justice system professionals. Participants will navigate realistic situations that highlight the barriers survivors face, the impact of system responses, and the importance of coordinated community efforts. Through guided reflection and discussion, attendees will explore practical ways to enhance victim safety, increase offender accountability, and strengthen trauma-informed supervision practices. This powerful experience challenges participants to see domestic violence through a new lens, and to apply that insight in their daily interactions and case management.

Indigenizing Data: Applying an Indigenous Research Paradigm to Reentry Data Collection and Evaluation

Traditional data collection often misses the full story of reentry in Tribal and community-based contexts. This session introduces an Indigenous research paradigm that centers relational accountability, community voice, and respect for lived experience to transform how probation, parole, and reentry programs design, collect, and interpret data. When data honors story and relationship alongside statistics, it becomes a tool for transformation. Participants will learn how Indigenous research paradigms can reshape reentry evaluation through data sovereignty and community-defined measures of success, creating outcomes that are more ethical, accurate, and healing-centered. Using Tribal reentry case examples, the presentation demonstrates how culturally grounded evaluation strategies overcome barriers such as data mistrust and limited capacity. These practices are also transferable to non-Native systems seeking more equitable, human-centered approaches to measuring reentry success—balancing quantitative evidence with qualitative understanding to reflect both compliance and connection.

Inspiring Excellence: Strategies to Motivate the Probation Workforce

Probation professionals face unique challenges that can impact motivation, engagement, and long-term retention, especially in the face of high-stakes decision-making, growing caseloads, and limited resources. As agencies work to support public safety and rehabilitation, investing in workforce motivation is essential to maintaining a resilient, purpose-driven team. This interactive session will explore evidence-based strategies and practical tools to inspire excellence within the probation workforce. Participants will examine key motivation theories and discuss how these frameworks can be applied in real-world settings to boost morale, enhance performance, and strengthen staff commitment to the mission. Presenters will share case examples from the field and facilitate discussion around common challenges, such as addressing burnout, fostering autonomy, and cultivating a culture of recognition and growth.

Intensive Session: Building High Performance Leadership Teams: Leading with Confidence, Clarity, and Emotional Intelligence

This interactive session equips leaders to analyze their leadership style, evaluate emotional intelligence in action, and apply strategies that strengthen confidence, collaboration, and accountability. Through guided reflection and real-world exercises, participants will demonstrate effective communication skills that build trust and design a personal leadership mission statement aligned with organizational goals. Each activity incorporates specific, measurable, achievable, relevant, and time bound outcomes, ensuring participants leave with actionable tools to improve team performance and engagement. By the end of the session, leaders will have identified one behavior to strengthen, developed a strategy to enhance emotional intelligence, and create a mission statement that defines their leadership purpose. This session blends clarity and confidence, empowering leaders to turn insight into measurable impact and transform how they lead their teams.

Intensive Session: Impaired Driver Assessment Certification Training (FREE)

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

Intensive Session: Improving Community Supervision Response: Domestic Violence (FREE)

Are you a Probation, Parole, or Pretrial officer who monitors domestic violence offenders? Have you wished for specialized training for monitoring these defendants and how to support case victims? This course is for you! This will be a day long train-the-trainer curriculum focusing on these topics, and more! You are not required to be a formal instructor to participate in this course, it is open to Officers of all skills levels. You will be asked to take what you learn back to your agencies and train your peers. We will provide the curriculum to you for your future use, and a certificate of completion. There is pre-work of a one-hour self paced DV 101 course available here:

<https://lms.thelearningcommunitytoendviolence.org/training/domestic-violence-101>

Intensive Session: Leading the Future: Integration of Artificial Intelligence within Community Supervision

This highly interactive workshop combines expert presentations, live demonstrations, a moderated panel, and facilitated small-group exercises designed to foster peer exchange and practical learning. Artificial Intelligence (AI) is transforming how organizations make decisions and deliver services across every sector, including criminal justice and community corrections. While AI offers opportunities to increase efficiency, improve decision-making, and enhance client outcomes, it also raises important ethical and operational questions. Building on APPA's earlier session, Embracing the Future: Integrating

AI into Practice, this workshop moves from exploration to implementation. Participants will gain a hands-on understanding of how AI can be responsibly integrated into daily practice, operations, and workforce development. Through demonstrations, case studies, and discussion, attendees will examine how AI can streamline processes, strengthen data-informed decisions, and expand capacity—while safeguarding human judgment, ethics, and the profession’s core mission of accountability, equity, and rehabilitation.

Intensive Session: Solving Complex Supervision Problems by Implementing the Standards (FREE)

The National Standards for Community Supervision were developed to provide a comprehensive resource for community supervision agencies, drawing upon the latest research in the field and the perspectives of both practitioners and researchers committed to evidence-based practices. As APPA continues to collect feedback on the Standards and how agencies can best use the information, the Training Institute offers an opportunity for officers and agency leaders to brainstorm Standards implementation. To help break down the content within the Standards and do a deeper dive into subject areas that agencies rank as top priority, CJI will introduce summaries of the Standards that highlight the essential elements of each Standard. These ‘one-pager’ tools will outline: resources that may be needed to implement the Standard, questions agencies should discuss to anticipate challenges to implementation, and practical considerations around timeline and outcomes the agency might expect to observe from changes that are implemented. Specifically, this session will focus on how supervision conditions are imposed, enforced, and modified during supervision can be guided by the Standards.

Intensive Session: The Cultural Architecture of Change: Understanding, Assessing, and Transforming Organizational Culture in Community Corrections

Organizational culture is the invisible architecture determining whether strategic initiatives succeed or fail. For community corrections leaders, shaping it is the foundation of sustainable change. This workshop provides a deep dive into organizational culture. Using Edgar Schein’s model, participants will learn to assess their agency’s culture, from visible artifacts to invisible assumptions. The Competing Values Framework then helps leaders diagnose their culture and create an action plan for intentional transformation. We integrate Self-Determination Theory to move teams from compliance to commitment by addressing their core needs for autonomy, competence, and relatedness. The session culminates in Strategic Narrative Development. Participants will learn to craft stories that function as vessels of culture, triggering neurological responses to foster trust and prosocial behavior. Through hands-on activities, leaders will assess their culture, diagnose motivation challenges, and craft strategic narratives—leaving with concrete tools to lead transformation.

Leading Organizational Change: Effective Strategies for Communication and Buy-In

How do you typically approach the implementation of significant organizational changes within your department? Whether it's structural adjustments, staffing shifts, training initiatives, legislative updates, or the adoption of evidence-based practices, do your staff readily embrace change, or is there resistance at the mere mention of a new approach? This workshop will focus on strategies for effectively communicating organizational change to internal stakeholders, fostering greater buy-in, and minimizing resistance. We will explore key dimensions of effective communication, practical techniques for creating a collaborative and supportive environment, and the critical role of credible messengers.

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 individuals 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!

Level-Up with Women

Over the years, the needs of justice-involved women have been only marginally addressed across the criminal justice field. As professionals, we recognize the importance of intentionally reducing recidivism for all individuals, yet women often face unique challenges that require tailored approaches. When women are absent from their households, particularly those with children, the emotional and economic stability of the family often declines. Therefore, it is our duty to advocate for more equitable and effective outcomes through gender-responsive and culturally sensitive practices. Programs for women should emphasize joy, healing, and empowerment rather than focusing solely on trauma or compliance. Empowerment includes developing financial literacy, promoting career readiness, and creating pathways toward independence and self-sufficiency. By integrating these tools and fostering supportive supervision models, community corrections can play a vital role in helping women rebuild their lives, strengthen families, and achieve sustainable positive outcomes.

Local Validation: Is Close Enough Good Enough?

One of the national standards for community supervision that APPA released in 2024 includes using a locally validated Risk and Needs Assessment (RNA). But what does local or valid even mean, and why are these criteria important? An assessment validated in a near-by jurisdiction ("close enough") is often assumed to be acceptable ("good enough"), but is that true? Predictive validity, accuracy, and fairness vary widely across jurisdictions, and tools that perform well in one place can over- or under-classify system-impacted individuals in another. This session unpacks what validation really means, why accuracy is not the same as validity, and how overreliance on validations in other places perpetuates inequity. Drawing on real-world case examples we will show what happens when agencies test tools against their own data. We will outline a practical roadmap for conducting local validation, even with limited resources, and discuss how transparency and equity can be built into the process. Participants will leave with concrete strategies for making the case to leadership, commissioning local validation, and interpreting results for practice.

Measuring What Matters: Assessing the Quality of Drug Treatment Services

Individuals under correctional supervision have disproportionately high rates of substance use disorders and elevated risk for opioid overdose mortality. Efforts to reduce substance use and drug-related crime include drug courts, alternative to incarceration programs, and correctional treatment programs. Yet relatively little is known about the nature and quality of treatment services or its impact on outcomes. The Treatment Quality Index (TQI) is a new framework designed to assess the quality of drug treatment by drawing on existing guidelines, international standards and existing research. This workshop

introduces the TQI and its seven dimensions of treatment quality, exploring their relevance for evaluating programs in the US and international contexts. Participants will apply the TQI to a treatment program of their choosing and reflect whether it meets baseline quality criteria. Through group discussions, participants will provide feedback on the TQI and consider its potential applications for program evaluation, contracting, and quality improvement.

Measuring What Matters: Defining Success in Probation

Across the country, probation agencies are rethinking how they define and measure success. While recidivism remains an important indicator, it tells only part of the story. This session explores how agencies can design and implement performance measures that reflect meaningful progress and outcomes for clients, staff, and organizations. Participants will examine measures tied to desistance from crime, quality of supervision interactions, the use of incentives versus sanctions, and the application of specific skills by staff. Real examples will illustrate how data can be used to guide learning, improve outcomes, and tell a more complete story of supervision success. Attendees will receive the recently developed “Probation Performance Measures Resource Guide,” and leave with practical strategies and sample measures they can adapt to their own agency context.

Meeting Offenders Where They Are: Innovative Community Supervision

Meeting Offenders Where They Are: Innovative Community Supervision highlights an initiative between the Florida Foundation for Correctional Excellence (FFCE) and the Florida Department of Corrections (FDC) designed to transform the re-entry experience. This session introduces a mobile outreach model that delivers essential services directly to individuals under supervision. By removing transportation and access barriers, the program creates meaningful opportunities for stability, dignity, and success. Attendees will gain insight into the program’s development, early outcomes, and plans for expansion. Through data and strategy, this presentation demonstrates how innovation and compassion intersect to reduce recidivism and strengthen communities. Participants will leave inspired by a replicable model of progress that meets people where they are and helps them move forward.

Narratives of Change: Leveraging AI to Identify Transformation in Community Corrections Clients

Research shows that identity transformation - how individuals view themselves in relation to crime, responsibility, and community - is one of the most reliable predictors of desistance from crime. Yet these identity shifts are often subtle. This proposal explores how structured digital journaling using tools like the Atlas platform give participants space to articulate changing self-concepts and prosocial goals, and how advances in artificial intelligence can help practitioners recognize and reinforce these small but meaningful shifts in thinking that signal long-term behavioral change. Drawing on current desistance research and real-world examples from digital journaling, the session will demonstrate how AI models can flag readiness to change and emerging prosocial identities at scale.

Nothing For Us or About Us Without Us: The Execution of 2-Gen. Strategies and Principles with Justice-impacted Families

The 2-Gen. approach emphasizes amplifying the family voice, respecting the family as experts in their own lives, and applying cross systems collaboration. Through the implementation of these principles,

Georgia aims to improve outcomes for justice impacted families and build an ecosystem of support. This session will introduce the 2-Gen. principles and strategies when engaging families to foster successful reintegration and afford access to resources and opportunities to be heard and valued. Nothing for us or about us without us.

Optimizing Probation: One-Stop Shop to Reduce Recidivism

This interactive workshop invites justice and community partners to explore how integrated probation services can strengthen collaboration, promote rehabilitation, and improve public safety. It delves into the benefits of transforming Local Probation into a “one-stop shop” where probationers can access educational, employment, health-related, and identification resources under one coordinated system. This model not only streamlines service delivery but also humanizes the probation experience, removing barriers and expediting a client’s ability to access essential services needed to contribute to society. Workshop participants examine real-world examples of the importance of enhancing service delivery for clients and discuss strategies that improve probation officers’ capacity to serve as change agents rather than solely monitors of compliance. It not only enhances staff wellness and aligns with the National Institute of Corrections’ 8 principles of effective interventions, but also increases positive outcomes for probationers. Amidst current budget cuts, agencies also benefit from sharing space.

Parenting Programs Led by Probation Officers: A Path to Positive Change

This workshop will explore the benefits of in-house parenting classes led by Probation Officers to improve accountability and effectiveness in supporting families, and how to implement it in your own department. The training program focuses on equipping parents of difficult or out-of-control children with practical techniques for positive change. We will examine the outcomes for youth whose parents completed the program, highlighting improved results. Additionally, the class is offered in both English and Spanish to ensure accessibility for our diverse community. The program serves as a preventive measure for families at risk of entering the justice system, supports those already court-involved, and offers ongoing assistance for lasting success.

Personalities 2: The Art of Office War

Personalities 2 is the second installment to the nationally recognized original presentation “Personalities Will Make or Break your Workplace” and brings the same level of education and entertainment by merging popular culture with evidence-based practice. The first installment examines the 4 personality types while explaining the reasons why certain people behave the way they do. Personalities 2 focuses on the “personality clash” aspect of conflict and provides tools to help navigate when dealing with personalities you feel to be too difficult, too sensitive, “A-type” or annoying, especially in the workplace.

Project Possibilities: A Cross-System Collaboration to Support Individuals with Substance Use Disorders

This session presents Project Possibilities, a collaborative effort across the state of Alabama that aims to reduce recidivism by diverting opioid, stimulant and other substance users to recovery resources from reentry into the justice system. This program is a sustained effort between the Alabama Department of Mental Health, Alabama Bureau of Pardons and Parole (ABPP), ViTAL at the University of Alabama, Recovery Organization of Support Specialists, and Peers Engaged in Recovery. Together, they work to

integrate evidence-based treatment and peer recovery support into existing systems of service. Individuals who are reentering the community require immediate support upon leaving a correctional facility including treatment, recovery services, health care, housing, employment, transportation, access to food, and various other social services to support successful reentry into the community. Through this collaborative support system, peer recovery support specialists assist ABPP by providing access to services in rural areas of the state, resulting in a decreased rate of reentry for individuals with substance use disorders.

Punitive Justice Model for Parole and Probation

Whether criminal punishment advances just desserts or utilitarian aims, underlying the processes of criminal punishment are the following principles: the process must be fair (i.e., without bias and with due process); offenders must be treated as equals (i.e., similar offender, similar crime, similar punishment) and punishments must be parsimonious (i.e., no longer than necessary) and proportionate (i.e., proportional to seriousness of crime) to the seriousness of crimes. A handful of states have taken measures assuring these four underlying principles guide their decisions around release and supervision in an effort to advance justice. These reforms have focused on the sentencing stage, but few have focused on back-end decisions. Parole and probation officials are in a unique position to assure that fairness, equality, parsimony, and proportionality are part of the decision-making process and thus significantly influence justice outcomes. Participants will be asked to apply these principles to various case scenarios.

Reentry the Tribal Way: Blending Culture, Science, and Second Chances

Successful tribal reentry goes beyond compliance—it's about restoring balance, belonging, and purpose. This dynamic 90-minute session spotlights innovative, research-informed practices that weave together evidence-based approaches with tribal culture, ceremony, and tradition. Participants will explore how Talking Circles, Peacemaking, and family engagement strengthen motivation, accountability, and healing. Presenters will share new research linking culturally grounded reentry strategies to reduced recidivism, improved wellness, and stronger community connections. The session emphasizes collaboration among probation, reentry, and cultural leaders to design holistic, strengths-based plans rooted in identity, relationships, and responsibility. Participants will leave with practical tools to blend what works with what's sacred—honoring both science and spirit in reentry success.

Reentry with a Purpose: Bridging the Gap through Transferable Reentry Strategies

Reentry is not a single moment of release—it is a community process of restoring balance, healing relationships, and reclaiming identity. When reentry planning centers culture, belonging, and relational accountability, success becomes both sustainable and transformative. This session highlights innovative Tribal reentry models that blend evidence-informed practices with traditional healing, community accountability, and peer-led support. Participants will learn how culturally grounded programming addresses persistent barriers such as housing instability and behavioral health needs while strengthening community connection. Attendees will explore how these models can inform non-Native systems through restorative case planning, peer mentorship integration, and holistic, data-informed support networks. Through interactive discussion and practical exercises, participants will leave with actionable

tools, a reentry planning template, and measurable evaluation strategies adaptable to any community. Grounded in justice, culture, and collaboration, this session demonstrates that community-driven, culturally humble approaches create true pathways home.

Reimagining Officer Caseload Assignment: The Benefits and Challenges of Adult Community Corrections Caseload Assignments Weighted by Clients' Risk and Needs Score in Douglas County, Kansas

This session introduce a practical, evidence-based tool for improving caseload organization, prioritization, and data-driven supervision.

Reprogramming the Brain to Prevail: The 10 Code Mindset for High-Stress Public Safety Work

Community corrections professionals face relentless pressure—heavy caseloads, emotional fatigue, and the constant demand to stay composed under stress. The 10 Code Mindset equips attendees with proven tools to strengthen their mental resilience and regain focus, purpose, and confidence in their daily work. Drawing from his experience as a Marine Corps veteran, former law enforcement officer, and national speaker, Scott Medlin teaches how to reprogram the brain's "default settings" through simple, science-backed habits rooted in neuroplasticity and the Reticular Activating System (RAS). Participants will discover how to shift from reactive survival mode to proactive leadership, creating a ripple effect of stability and morale across their teams and communities. This engaging session blends real-world stories, humor, and actionable strategies designed to help community corrections professionals prevail—not just survive—in high-stress environments.

Resilience within the Workplace: How to Build It

This session introduces participants to the core principles of workplace resilience and the ways individuals and organizations can strengthen their ability to adapt to challenges. Using the American Psychological Association's definition, the session explores resilience as the mental, emotional, and behavioral flexibility needed to navigate stress, from everyday frustrations to major life events. Participants will learn why resilience matters for overall health, communication, creativity, decision-making, and long-term well-being. The session outlines practical strategies to build resilience, including identifying personal strengths, practicing self-care, stepping outside comfort zones, and managing stress effectively. It also emphasizes the importance of organizational support, such as proactive training, peer programs, routine mental-health check-ins, and access to ongoing wellness resources. By the end, attendees will understand how to reduce stigma, normalize struggle, and help create a workplace culture that encourages growth, compassion, and continuous wellness.

Restorative Approaches to Intimate Violence (RAIV): A Restorative Reentry Model for Domestic Violence Clients and Survivors in Tribal Communities

Completion of domestic violence treatment does not mark the end of growth or transformation. Individuals working to change harmful behaviors continue to need support, accountability, and cultural connection. Survivors, too, often face limited options beyond crisis intervention or the criminal legal

system. Restorative Approaches to Intimate Violence (RAIV) offers a tribally informed, community-based path for continued healing through Circles of Support and Accountability. Grounded in Indigenous teachings of balance, respect, and reciprocity, RAIV engages Core Members—those who have caused harm—and community supporters in shared accountability and relational learning. The model honors survivors' voices, promotes safety, and supports ongoing growth through storytelling and community healing. Participants will hear how this approach bridges evidence-based practice and Indigenous restorative principles to rebuild trust and wellbeing.

Segment 1: Foundations of Community Corrections and AI

This 60-minute session—the first in a three-part series—introduces evidence-based practices (EBPs) for community corrections staff and leadership, exploring how artificial intelligence (AI) can enhance their work. Participants will review the Risk-Need-Responsivity (RNR) model and Principles of Effective Intervention, identifying opportunities for AI to strengthen outcomes. The session introduces AI in a non-technical way, examines its presence in daily life, and shares key concepts and types relevant to corrections. Participants will learn when AI can be ethically and effectively applied—and when it should not be. This foundational session helps build understanding of how community corrections can begin integrating innovative technology in low-effort, high-impact ways.

Segment 2: Practical Applications of AI in Community Corrections

This 60-minute interactive workshop—the second in a three-part series—explores practical, low-effort, high-impact applications of artificial intelligence (AI) in community corrections. Participants will begin by identifying familiar uses of AI in daily life to normalize its presence and potential in professional settings. The session will then demonstrate how tools like Copilot, ChatGPT, and Gemini can support training development, streamline case documentation, and enhance communication between staff and clients. Through guided demonstrations and hands-on exercises, attendees will gain actionable skills and confidence to integrate AI into their workflows, improving efficiency and engagement.

Segment 3: Ethics, Governance, and Implementation Strategies

This 60-minute session—the final in a three-part series—explores how artificial intelligence can be responsibly integrated into community corrections. Participants will examine key ethical considerations, including privacy, bias, and transparency, while learning governance frameworks that ensure accountability and trust. The discussion will highlight strategies for balancing innovation with human oversight and provide practical guidance through a real-world case study of AI implementation in community corrections. Leaders in the field will share lessons learned and pro-tips—what they wish they had known earlier—so attendees leave with actionable insights for ethical and effective AI adoption.

Skill-Building Supervision: How Officer Competencies Shape Client Change

The skills officers bring to each supervision interaction can make the difference between client engagement and disengagement, and individual case progress and stagnation. This session focuses on the core competencies that can foster meaningful change and drive risk-reduction efforts: active listening and clear communication, goal setting, the effective use of incentives and reinforcement, promoting client commitment to change, and problem-solving. Participants will explore how agencies

can define, observe, and coach these skills in real-world practice, turning evidence-based principles into everyday supervision strategies. Through examples, exercises, and scenario-based discussions, attendees will see how targeted skill development improves outcomes for both clients and staff. By the end of the session, participants will walk away with actionable tools to assess officer strengths, provide constructive feedback, and build a culture of continuous learning that promotes better client engagement, stronger supervision quality, and long-term success.

Snapshots to Stories: Building a Complete Picture of Sobriety through Smart Supervision

Community corrections professionals face a persistent challenge: supervision often relies on fragmented data—isolated test results, check-ins, and reports that capture moments but miss momentum. This session explores how agencies are rethinking sobriety management through Smart Supervision, integrating reliable monitoring and treatment data to form a complete picture of client progress. As more departments transition from point-in-time testing to continuous transdermal monitoring, both clients and case managers benefit from greater consistency, insight, and confidence in outcomes. Attendees will gain field-based insights on how clarity, consistency, and collaboration drive restorative outcomes. Participants will learn how to leverage transdermal-based supervision practices to close testing gaps, enhance accountability, and strengthen community reintegration while improving case management efficiency and supporting client recovery.

Someone on Their Side: How Evidence-Based Training Helps Professionals Reduce Stigma Against Justice-Involved Persons with Substance Use Disorders

This session presents a peer-informed stigma reduction training developed through a community-engaged implementation science research collaboration between VitAL Alabama, the University of Alabama School of Social Work, and Alabama Bureau of Pardons and Parole. Using the Health Equity Implementation Framework (HEIF), we conducted a three-part focus group with certified peer support specialists (n=5 per group) working across Alabama's community supervision system. Peer specialists identified medication for opioid use disorders treatment as the most prevalent stigma, alongside intersecting stigmas related to sexual orientation, sex offense charges, fentanyl use, and socioeconomic status. These stigmas manifest in direct provider-recipient interactions (Encounter), organizational culture and policies (Context), and sociopolitical forces and social norms (Societal Context). The resulting evidence-based training targets probation officers, parole officers, and behavioral health specialists. Attendees will explore the HEIF-guided development process, training components addressing unconscious bias through interactive scenarios, and scalable implementation strategies informed by frontline peer perspectives.

Stories from The Field: How Jurisdictions Are Using a Free Juvenile Probation Transformation Training Series to Spark Local Discussion and Change

The Annie E. Casey Foundation's free, online Juvenile Probation Transformation Training Series is designed to help practitioners and community partners advance juvenile probation reforms. The APPA accredited series spans seven interactive courses: (1) introduction to probation transformation, (2) racial equity and community partnership, (3) the adolescent brain and youth development, (4) youth partnership and positive youth justice, (5) family partnership, (6) introduction to trauma, and (7) organizational culture. The overall purpose of the series is better and more equitable outcomes for

youth, families, and communities. In this workshop, participants will hear how three jurisdictions have uniquely and creatively used the courses to spark discussion and change in their counties.

Striving for a Seat at the Table: Exploring the Incorporation of Probation and Parole into Gender-based Violence Prevention

The Corrections field is not exempt in being impacted by both the subtle and overt ramifications of gender-based violence (GBV) which is a pervasive epidemic interwoven into the fabric of homes, workplaces, and community. Moreover, within Corrections, many systemic and societal gaps surrounding GBV exist. Ongoing challenges of compliance, monitoring, risk assessing, supervisory review, offender accountability, enduring relationships with offenders, and victim safety must be addressed with constant and consistent GBV education, training, and coordinated response. These challenges show up when victim concerns and needs are not successfully addressed and when the offenders' abusive and manipulative tactics are overlooked, misinterpreted, or perceivably rewarded within the criminal justice system. The lengthy interaction with offenders on various levels provides a unique opportunity for Corrections officials to help prevent, intervene, or respond to GBV as it relates to both victims and offenders as well as their families.

The CASE for Collaboration: A Framework for Strengthening Justice and Treatment Partnerships

Collaboration among court teams, supervision, treatment providers, and community partners is essential for delivering effective interventions and improving client outcomes. Yet, the siloed nature of decision-making across these systems often leads to fragmented service delivery. This session introduces the Collaborative Approach to Service Engagement (CASE) framework, a research-informed framework to strengthen collaboration among team members at key steps of a client's supervision—assessment, case planning, service matching, and progress monitoring. Real-world examples from program partners will illustrate how common obstacles can hinder collaboration and how indicators of effective collaboration can drive system improvement. Through guided reflection and interactive discussion, participants will apply a self-rating tool to assess their team's current level of collaboration and identify strategies to enhance outcomes. The session will also highlight how CASE can serve as a practical, proactive framework for promoting effective teamwork and sustainable system-level collaboration within justice and treatment court settings.

The Hard Work of Happiness: Finding Hope, Meaning, and Joy in Service

Working in community corrections means carrying the weight of others' stories while striving to serve with fairness, compassion, and consistency. It's challenging work—and profoundly meaningful. In this keynote, Anthony Poponi invites us to explore the science and spirit of workplace happiness through six key elements: hope, resilience, relationships, meaning, service, and support. Drawing from positive psychology and real-world stories from the field, this session highlights how teams can sustain their sense of purpose and connection even in the face of burnout and change. You'll rediscover the "why" behind your work, learn practical ways to strengthen trust and collaboration, and leave with renewed energy for serving others—and for supporting each other. Happiness isn't something we chase outside of the work we do; it's something we create together, one relationship, one act of service, and one moment of hope at a time.

The Hidden Sentence: How Post-Incarceration Syndrome Shapes Reentry

Post-Incarceration Syndrome (PICS) is a trauma-related condition often observed in individuals adjusting to community life after incarceration. It reflects the lasting impact of institutionalization, hypervigilance, emotional withdrawal, and learned distrust that can complicate compliance and engagement during supervision. This session explores how PICS manifests in behavior, affects reentry stability, and influences decision-making among returning citizens. Participants will learn to recognize symptoms of incarceration-related trauma, distinguish them from defiance or resistance, and apply trauma-informed approaches that strengthen trust and accountability. Through case examples, discussion, and interactive practice, this workshop bridges behavioral health and community supervision, equipping officers, treatment providers, and reentry professionals with evidence-based tools to promote successful adjustment, reduce revocations, and support desistance.

The Voice of the Victim: A Crime Victim's Right to Be Treated with Respect, Reasonably Protected, and the Right to be Heard

Many criminal justice post-conviction services, including community supervision, have historically centered around supporting the person who caused harm to be accountable for their actions and to ensure community safety. Yet victims of crime have rights that our agencies are also responsible to uphold. These victims are often our most overlooked stakeholder. This session will help educate participants on who is a crime victim, crime victims' rights, and how we can better assist victims in what we do and ensure that their rights are being honored and their voices heard.

Thinking and Action: Breaking Down the Behavior Chain

"I wasn't thinking!" How many times have we heard clients say this when asked about the decisions that brought them here? The truth is, they were thinking—but the thoughts that guided their choices often went unnoticed or unexamined. In today's session, we're going to dig deeper into those thought patterns and uncover what's really happening in the moments before a poor decision is made. We'll introduce a simple, effective tool—the behavior chain—that helps break down the sequence of events leading up to an action. This approach can easily be incorporated into everyday office visits, giving us practical insight into our clients' decision-making. From there, we'll explore cognitive restructuring: how to challenge and reshape unhelpful thinking in ways that support positive change. By the end, you'll have strategies to not only understand offender behavior, but also to actively guide clients toward healthier, more constructive choices.

Tribal Youth Notification Systems: Establishing Notification Systems for non-ICWA Juvenile Justice Cases

The Indian Child Welfare Act of 1978 (ICWA) mandates Tribal notification for all child welfare cases within a State. The ICWA notification limits notification to juvenile status offenses and has no mandate to notify for delinquency cases involving Tribal Youth. This session will provide an overview of Tribal Youth Notification Systems (TYNS) and how they function in the juvenile justice setting. This session will identify current notification systems, how they were established, the process for notification in non-ICWA cases, and the goals of establishing a TYNS program.

Tribal Youth Notification Systems: Understanding the Tribal notification process and information sharing in a TYNS program

This session will provide a review of the policies and procedures for sharing information on youth involved in non-ICWA cases within the juvenile justice systems of the 10 States that currently have a Tribal Youth Notification System or have modified their ICWA notification policies to include juvenile delinquency cases. This session will discuss the different types of notification (ICWA vs non-ICWA) and how each State shares information and with whom. Attendees will develop an understanding of the information sharing requirements, limitations, and future dissemination policies pertaining to youth information.

Unarmed Officer Response to an Active Shooter Event

The session provides strategies, guidance, and a proven plan for surviving an active shooter event as a non-sworn, un-armed community supervision officer. Topics include the history and prevalence of active shooter events, civilian response options, medical issues and various considerations for conducting drills.

Using Data-Driven Methods to Design Workforce Wellbeing Programs: Methods, Results, and Action Steps from an Agency-wide Wellbeing Assessment

Studies show that adult corrections staff, including institutions and community supervision, face a high prevalence of negative health outcomes due to stressors associated with their position. Chronic stress, vicarious trauma, and exposure to workplace assault and other incidents can contribute to negative physical and mental health outcomes, create challenges with job performance and turnover, and ultimately impact rapport with supervisees and the implementation of effective supervision practices. Consequently, agencies are turning their focus to workforce well-being and implementing programs to support staff. This workshop will show how data-driven survey methods were used to inform the North Carolina Department of Adult Correction's action plan for expanding wellness services. Presenters will describe the study, how the findings influence programmatic decisions, and real-world feasibility considerations.

Wellness in Action: Building a Culture of Physical and Mental Health in the Workplace

This 90-minute session explores the vital connection between probation officer wellness and community outcomes. Participants will examine how mental and physical health directly influence decision-making, communication, and supervision effectiveness. Through interactive discussion and practical strategies, the session highlights ways to reduce burnout, manage stress, and build resilience within the profession. Emphasis is placed on integrating wellness practices—such as mindfulness, fitness, and peer support—into daily routines to enhance officer performance and longevity. The training also focuses on community collaboration, showing how wellness-centered officers strengthen relationships, build public trust, and promote safer, more supportive reentry environments. By the end of the session, attendees will understand that officer wellness is not only essential for individual health but is a foundation for stronger supervision outcomes and healthier communities. Participants will leave with actionable tools to sustain balance, improve engagement, and foster collective well-being across the system.

Where Research and Practice Meet: The Georgia Department of Community Supervision and Research-Practitioner Partnerships (RPPs)

Research–practitioner partnerships (RPPs) have emerged as a powerful tool for advancing evidence-based practices in community supervision. Supported at the national, state, and local levels (e.g., the National Institute of Justice), RPPs create an environment where researchers and practitioners collaboratively generate knowledge, translate findings into practice, strengthen public safety, and improve criminal justice outcomes. The Georgia Department of Community Supervision (DCS) is a research-oriented agency that routinely collaborates with academic and research institutions to leverage research to evaluate DCS’s Person-Centered Supervision Model. This workshop will explore key factors in fostering RPPs, including: implementation science, leadership engagement, identifying the right partners, benefits, navigating challenges, and defining shared goals. This session examines how meaningful partnerships can enhance supervision strategies, guide organizational decision-making, and support innovation in probation and parole settings. Attendees will leave with practical, evidence-based strategies for initiating and sustaining impactful RPPs that advance person-centered supervision and improve outcomes.

Why Do Probation Departments Still Have Retention and Hiring Issues

This presentation will identify the growing staff crisis for probation departments. The challenges of hiring and retention relating to turnover will also be uncovered. An analysis of recent historical trends relating to generation Z workers will prove the workforce is reducing itself.

Why Your Why Matters: Start to Finish

Discover the power of purpose in the “Why Your Why Matters” workshop, a 60-minute interactive session designed for emerging and current leaders. Grounded in Simon Sinek’s “Start with Why,” this session guides participants through reflective activities to uncover their core motivations and values. Ideal for professionals seeking to lead with greater clarity and intention, the workshop offers practical tools to align daily actions with long-term purpose, enhancing both personal fulfillment and professional impact.

Women Behind the Wheel: Understanding Female Impaired Drivers

Traditionally alcohol consumption has been a male-dominated activity. In the United States, men drink more often and more heavily than women. Research of impaired driving among females has historically gotten lost in the much larger pool of male offending. While men historically outpace women in drinking patterns, and deaths related to alcohol use, the differences among the genders are shrinking. In 2019 women made up about 25% of the alcohol-impaired drivers involved in fatal crashes. Experts attribute the increase in female impaired driving to changes in social norms about women and alcohol use, and the increase in miles driven by women. Recognizing the differences between the genders in alcohol use, are important considerations in judicial, pretrial and probation supervision when encountering female impaired drivers. This interactive presentation will provide research as well as sentencing, supervision and treatment strategies to improve effectiveness in promoting successful outcomes for this population.