

# INTENSIVE SESSIONS

Join us on Sunday, March 1<sup>st</sup>, 2026 for an intensive session! Gain in-depth insights on key topics in community corrections and earn extra Continuing Education Credits. To sign up, add an intensive session to your [registration](#) or contact Kimberly Mills at [kimberly.mills@csg.org](mailto:kimberly.mills@csg.org). Please note – most intensive sessions are available for an additional \$50.

## **INTENSIVE SESSION: SOLVING COMPLEX SUPERVISION PROBLEMS BY IMPLEMENTING THE STANDARDS (FREE)**

SUNDAY, MARCH 1ST | 8:00 AM - 12:00 PM ET

Community Collaboration

Research/Evidence-based Practices

Supervision Strategies

**Session Description:** 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.

### **PRESENTERS**

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#### **Caitlin Flood**

Manager, Crime and Justice Institute

Caitlin started her career as a public defender and has provided training and technical assistance to different jurisdictions working towards criminal justice reform through treatment courts, pretrial interventions, and community supervision reform. Caitlin leads CJI’s community supervision revocation reform work, assisting states with data-driven, evidence-based strategies to improve supervision outcomes. Caitlin is committed to reforming the justice system through the use of data-driven approaches that reduce the reliance on incarceration, strengthen community supervision practices, and include diverse voices in planning and implementation work. She received her Bachelor of Arts in

Government & Law and Philosophy from Lafayette College and her Juris Doctorate from New York University Law School.

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**Valerie Meade**

Deputy Director, Crime and Justice Institute

Valerie Meade is a Deputy Director with the Crime and Justice Institute (CJI). Valerie brings nearly three decades of experience in the adult and youth justice field, with a robust background in both community and institutional settings. Her expertise encompasses cognitive-behavioral interventions, motivational interviewing, case management, model fidelity, staff development and continuous quality improvement. In her role as Deputy Director at CJI, Valerie oversees initiatives aimed at assisting jurisdictions with the sustainable implementation of evidence-based practices. She supports staff and stakeholders through culture change to foster improved outcomes. Valerie is dedicated to enhancing the quality of justice system programs and practices through collaborative efforts that lead to improved public safety. Valerie holds a Bachelor of Arts in Psychology and Criminal Justice from Lindenwood University in St. Charles, Missouri.

**INTENSIVE SESSION: BUILDING HIGH PERFORMANCE LEADERSHIP TEAMS: LEADING WITH CONFIDENCE, CLARITY, AND EMOTIONAL INTELLIGENCE**

SUNDAY, MARCH 1ST | 8:00 AM - 12:00 PM ET

Leadership and Management

Supervision Strategies

**Session Description:** 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.

**PRESENTERS**

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**Dr. Jason C. Garnett**

Founder and Principal, JCG & Company

Dr. Jason C. Garnett is a nationally recognized strategic leadership and corrections expert with more than 20 years of executive experience advancing criminal justice reform and organizational transformation. As the former Chief of Parole and Acting Assistant Director for the Illinois Department of Corrections, he led statewide reentry initiatives serving over 15,000 parolees and managed a team of 350 professionals, achieving a measurable reduction in recidivism and earning a 100% accreditation rating from the American Correctional Association. Now the Founder and Principal of Jason C. Garnett & Company, Dr. Garnett partners with correctional agencies, corporations, and educational institutions to develop high-performing leadership teams grounded in clarity, accountability, and emotional intelligence. His firm helps organizations align vision with execution through mission driven leadership and measurable outcomes. A Marquis Who's Who Millennium Honoree, Dr. Garnett holds a Doctorate in Public Administration from the University of Illinois Springfield and a Master's in Rehabilitation from Southern Illinois University in Carbondale. His work continues to empower leaders and organizations to drive sustainable impact and meaningful change.

### **Marcus Ivy**

Consultant, JCG & Company

Marcus Ivy is a seasoned corrections professional and leadership trainer with more than 25 years dedicated service to the Illinois Department of Corrections. Beginning his career in 1999 as a Correctional Officer, Mr. Ivy advanced through multiple leadership roles, including Parole Commander, Administrative Commander, and ultimately Deputy Chief of Parole, where he oversaw statewide operations and leadership development initiatives. Throughout his tenure, Mr. Ivy played a pivotal role in designing and implementing critical training programs such as CPR, Close Quarter Combat, Host-Site Safety, Leadership Training, and annual Policy Compliance standards. As a core member of the Parole Division's Training Team, he helped establish professional development frameworks that continue to strengthen leadership capacity and operational excellence across the agency. Mr. Ivy earned his Master of Ministry degree from Olivet Nazarene University in Bourbonnais, Illinois, in 2012. Following his retirement in 2024, he continues to serve as a mentor and leadership consultant, promoting accountability, resilience, and purpose driven leadership within the corrections community and beyond.

## **INTENSIVE SESSION: DISMANTLING TEACHING OUR CHILDREN TO KILL: CONTINUING TRAUMATIC STRESS DISORDER BECAUSE THERE IS NO POST: RESTORING SANCTUARY**

SUNDAY, MARCH 1ST | 8:00 AM - 12:00 PM ET

Community Collaboration

Juvenile Justice

Reentry

**Session Description:** Understanding the connection between adverse childhood experiences (ACE) and the pathology of intentional interpersonal firearm injuries and homicides affecting children, young people and families in America. The session will address building long lasting comprehensive community wide collaborations and strategy of collective efficacy through a trauma informed lens. The session is a didactic interactive paradigm building addressing safety, emotions/loss, and future (SELF); taking a deep

dive into mass shootings in schools, homes, and community; and the missing protective factors and preventive measures engaging attendees in model conceptualization that can serve to dismantle the pandemic of violence in America.

## **PRESENTERS**

### **LeeRoy Jordan**

Independent Consultant, Afrikan American Men United to Save Our Lives, Inc. (AAMUSOL)

LeeRoy Jordan has a body of work that spans more than four decades and counting. He has served in roles across the spectrum of working with people as a counselor, court liaison, case manager, criminal justice advocate, supervising criminal justice advocate, assistant director of court programs, youth services director, assistant director, program director of several community based organizations in Charlotte, NC., Philadelphia, PA and New York City, New York. He has worked extensively with justice impacted populations inclusive of juvenile delinquents, pre-trial felony defendants, parole and probation violators, individuals experiencing co-occurring disorders (substance use/mental health), unhoused populations, jail and prison inmates. He has advocated for the restoration of parole supervision for technical parole violators and alternative to incarceration. He is a certified gang specialist; working with youth gang members for nearly 20 years, he has trained and been certified as violence prevention specialist/educator and a certified chemical dependency/addiction professional emeritus. Mr. Jordan has been a presenter at local, state, national and international conferences. Over a 30 year period he worked for three of the largest agencies in the nation, Center for Alternative Sentencing Services, The Osborne Association and the DOE Fund, Inc., respectively, working with justice impacted populations. He has spent the past four years serving as the program director/senior consultant for City Startup Labs' Restorative Pathways providing reentry services to returning citizens.

## **INTENSIVE SESSION: IMPAIRED DRIVER ASSESSMENT CERTIFICATION TRAINING (FREE)**

SUNDAY, MARCH 1ST | 8:00 AM - 12:00 PM ET

Community Collaboration

Prevention

Supervision Strategies

**Session Description:** 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.

## **PRESENTERS**

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**Andrea Henderson**

Region 6 Probation Fellow, APPA

Andrea Henderson earned a Bachelor of Science in Criminal Justice in 1994 and retired as a Supervisor from the Harris County CSCD in Houston in 2022. She possesses extensive experience working with clients in Felony Substance Abuse facilities, as well as those on probation for DWI and sex-related offenses. With nearly a decade of experience working directly with Harris County Criminal Courts and clients under Pretrial Bond supervision, Andrea has been a certified DWI Education Instructor for the State of Texas since 2006. She is dedicated to educating DWI offenders about the significance of applying classroom lessons to prevent further offenses and save lives.

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**Paul Hofmann**

NHTSA Region 8 Probation Fellow, APPA

Paul Hofmann is the Probation and Parole Outreach Liaison for the American Probation and Parole Association (APPA) in NHTSA Region 8. Previously, Paul worked for Colorado's Judicial Department in the Division of Probation Services as a probation analyst. In this role, he oversaw the state's Alcohol and Drug Driving Safety Program, supported local probation departments in staff training, conducted offender assessments, and supervised DWI offenders. Paul also collaborated with Colorado's Highway Safety Office to secure training and funding for the establishment of the state's first six DWI courts. He brings over 30 years of experience in training probation and parole officers, community corrections case managers, and substance abuse counselors.

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**Les Schultz**

NHTSA Region 5 Probation Fellow, APPA

Les P. Schultz recently retired as a Probation Director in Southern Minnesota. He has been very active in the DWI/DUI world, developing several intensive supervision programs and a multi county treatment court. Les has been very active in various correctional associations including APPA where he was a Regional Representative at Large and Treasurer. He also has taught correctional courses at a local State college. Looking ahead, Les is excited to start in this new role and assist various states with education and information.

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**Mark Stodola**

Probation Fellow, APPA

As American Probation and Parole Association's Probation Fellow, Mark Stodola brings over 30 years of experience working in the field of court management and adult probation in Arizona. Mark worked at the Maricopa County Adult Probation Department for 18 years serving in a number of capacities

including division director overseeing drug and alcohol treatment programs, problem solving courts and services for the mentally ill. Mark later became the Court Administrator of the Tempe Municipal Court where he served for eight years managing the day to day activities of the court. Most recently Mark served as Program Services Manager in the Adult Probation Services Division of the Arizona Supreme Court where he had oversight of treatment programs for Arizona's Adult Probation Departments. Mark has presented training on topics surrounding high risk drunk drivers at national, regional and state conferences throughout the country. Mark also is an adjunct instructor at Arizona State University. Mark received his undergraduate degree in History from the University of Wisconsin-Madison and his Master's Degree in Education from Northern Arizona University. Mark became a Graduate Fellow through the National Council of State Courts Institute of Court Management.

### **INTENSIVE SESSION: IMPROVING COMMUNITY SUPERVISION RESPONSE: DOMESTIC VIOLENCE (FREE)**

SUNDAY, MARCH 1ST | 8:00 AM - 4:00 PM ET

Supervision Strategies

Victims' Issues

**Session Description:** 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>

### **PRESENTERS**

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**Jennifer Waindle**

Deputy Director, BWJP

Jennifer Waindle joins BWJP with extensive experience in domestic violence prevention and law enforcement. She has spent more than 18 years in various leadership roles in metro Atlanta. Her current role is as the Deputy Director of the National Center on Legal Approaches to Prevent Family Violence. One of her many projects is Improving Community Supervision Response. This project provides national technical assistance and training for probation, parole, and pretrial officers on domestic violence, stalking, sexual assault, dating violence, and more.

### **INTENSIVE SESSION: LEADING THE FUTURE: INTEGRATION OF ARTIFICIAL INTELLIGENCE WITHIN COMMUNITY SUPERVISION**

SUNDAY, MARCH 1ST | 8:00 AM - 12:00 PM ET

## Supervision Strategies

### Technology

**Session Description:** 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.

### PRESENTERS

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#### Michael Laughlin

Client Executive - Courts and Justice Division, Tyler Technology

Michael Laughlin holds a Master's in Counseling and Guidance and brings more than 35 years of experience in clinical and criminal justice systems at the city, county, state, and federal levels. A former Senior U.S. Pretrial and Probation Officer and County Manager for Jail Diversion, Pretrial Services, and Criminal Justice systems in multiple Texas jurisdictions, he has extensive experience managing and developing innovative programs that bridge treatment, supervision, and reentry. Mr. Laughlin is the immediate past President of the Texas Association of Pretrial Services and currently serves on both the Professional Development Committee and the National Association of Pretrial Services Agencies (NAPSA) Diversion Committee. He is a Licensed Professional Counselor-Supervisor, Licensed Chemical Dependency Counselor, and a nationally Certified Offender Workforce Specialist, Pretrial Release, and Pretrial Diversion Professional. Over his career, he has led and trained on topics including treatment, workforce development, performance measurement, and the use of technology in community supervision. He is currently focused on advancing the responsible integration of Artificial Intelligence (AI) into community supervision to improve outcomes for justice-involved individuals, their families, and their communities.

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#### Vik Manne

Chief Technology Officer - Co-founder, TRACKtech, LLC

Vik is an enterprise security architect and Artificial Intelligence (AI) researcher with extensive experience helping organizations succeed in complex technology initiatives. As a former Chief Technology Officer and Chief Information Security Officer, he provides mission-critical technical leadership across enterprise

architecture, cybersecurity, and digital transformation. With a background spanning network design, enterprise software and mobile app development, and project management, Vik takes a holistic approach to aligning technology with business vision and future growth. His work focuses on secure, standards-based software development and advancing AI and machine learning integration across enterprise systems. Vik oversees research and development in correctional and public-sector technology, emphasizing human-centered design, data ethics, and compliance with CJIS, HIPAA, and FedRAMP standards. A Certified Information Systems Security Professional (CISSP), he frequently speaks at conferences and contributes to professional communities focused on cybersecurity, AI, and open-source innovation.

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### **Brian Passenheim**

Chief, Placer County Probation

Brian Passenheim began his career with the Placer County Probation Department in 2004 and was appointed Chief Probation Officer in March 2025. A graduate of South Dakota State University with a B.A. in Sociology and the University of San Diego with an M.S. in Law Enforcement and Public Safety Leadership, he has served in every rank within the department. His experience includes leadership in field training, safety, public information, and the CSEC (Commercially Sexually Exploited Children) team. Chief Passenheim is dedicated to enhancing public safety, promoting rehabilitation, and fostering collaborative partnerships that create opportunities for positive change and stronger communities throughout Placer County.

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### **Cristel Tullock**

Chief, San Francisco Adult Probation Department

Cristel Tullock, Chief of the San Francisco Adult Probation Department, has more than 25 years of experience in community corrections. She has developed innovative reentry strategies for individuals with complex supervision needs and led programs that promote rehabilitation and accountability. A graduate of the APPA Leadership Institute (2016), Chief Tullock serves on the APPA Artificial Intelligence and Technology Committees and was appointed by the Chief Justice of California to the Criminal Law Advisory Committee, 2025.

## **INTENSIVE SESSION: THE CULTURAL ARCHITECTURE OF CHANGE: UNDERSTANDING, ASSESSING, AND TRANSFORMING ORGANIZATIONAL CULTURE IN COMMUNITY CORRECTIONS**

SUNDAY, MARCH 1ST | 8:00 AM - 12:00 PM ET

Leadership and Management

Research/Evidence-based Practices

**Session Description:** 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.

## **PRESENTERS**

### **Zachary McElgunn**

Director of Education, Proven Quality Practices

Zach McElgunn is a seasoned healthcare and human services professional with a decade of experience supporting organizations' research, accreditation, and implementation efforts. He began his career as a research assistant at the University of Virginia, where he honed his skills in statistical analysis, behavioral health narrative analysis, and poster presentations. Since that time, Zach has partnered with numerous organizations to: achieve accreditations and certifications, develop and deliver continuing education programs, and implement evidence-based practices (EBPs). Guiding organizations through the process of obtaining and maintaining industry-recognized standards, Zach finds both curiosity and passion in the opportunity to enhance the professional development of healthcare and human services staff. Zach has presented at national and international conferences on topics such as evidence-based practice selection, implementation science and practice, organizational culture, and workforce development (recruitment, retention, and performance). His work and experience currently sit at the intersection of accreditation, EBP implementation, organizational culture, and self-determination theory, allowing him to provide detailed perspective and analysis of efforts to improve organizational performance and outcomes.

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### **Charles Robinson**

Deputy Chief, Probation & Pretrial Services Office

Charles Robinson, Deputy Chief of the Probation & Pretrial Services Office, boasts over 20 years of experience in county and federal probation, including caseload supervision and chief probation officer roles. He co-authored influential training programs like Decision Points and EPICS II, focusing on cognitive-behavioral strategies for client rehabilitation and officer effectiveness. A seasoned consultant, Robinson has trained leaders and staff in juvenile and adult correctional settings across the globe, promoting evidence-based community supervision practices. His work has contributed to research literature on effective community supervision. Robinson is deeply committed to the impact of probation officers, believing their direct interactions significantly influence clients and communities.