



WORKSHOPS

As of October 21st, 2025 - **Subject to Change***

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

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!

All Aboard the Tren de Aragua, Next Stop the United States

This presentation will introduce the impact of Venezuela's organized crime impacting the United States. Also, the presentation will provide from a prison group to an international association. Recent data collected proves the criminal organizational structure is a growing international threat

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 Risk and Relief: Responsible AI Use in the Community Supervision Workflow

Generative AI tools like ChatGPT and Gemini are rapidly entering the workplace, promising relief from administrative burden. But in community supervision, they pose unique risks when used without safeguards for client data like Personally Identifiable Information (PII) or Protected Health Information (PHI). This session offers a non-technical, justice-focused introduction to generative AI: what it is, how it works, and where it fits responsibly into documentation-heavy workflows. We'll walk through real-world examples of how probation professionals are exploring these tools, while highlighting missteps to avoid – including potential violations of privacy

policies, HIPAA, and internal security standards. Participants will leave with a foundational understanding of AI tools, practical use cases for safe implementation, and key questions to ask before adopting new technology in their organization.

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.

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: 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.

Beyond Recidivism: Rethinking Success Metrics

Recidivism dominates how probation and parole measure “success.” Yet recidivism is a system response—it reflects arrests, convictions, or revocations—not an individual’s behavioral change or growth. Recidivism does not measure what many assume; it can suggest failure where progress is being made, or imply success where little behavioral change has occurred. This session challenges the fixation on recidivism and presents a broader menu of measures that better capture desistance and quality of life. Alternative indicators such as housing stability, sobriety, and relationships can be tracked alongside recidivism to build a fuller picture of individual and agency-wide outcomes. We will show how agencies can select measures, develop simple ways to track them, and use the results to inform supervision approaches. Participants will leave with practical options for starting small—adding one or two new outcomes—and strategies for making the case to stakeholders.

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.

Breaking Barriers: Mental Health, Nutrition, and Criminal Behavior

“Breaking Barriers: Mental Health, Nutrition, and Criminal Behavior,” an insightful session that delves into the critical links between mental health, nutrition, and criminal activity. Featuring experts from psychology, nutrition, and criminology, this discussion will highlight how dietary choices influence emotional well-being and behavior. Attendees will explore how proper nutrition can enhance mental health, improve emotional regulation, and potentially reduce criminal behavior. By breaking the stigma around mental health and emphasizing the role of

nutrition, this session aims to inspire new approaches for fostering healthier communities and preventing crime through holistic interventions.

Breaking the Cycle: The New Jersey Judiciary's Gun Violence Reduction Initiative (GVRI)

The New Jersey Judiciary's Gun Violence Reduction Initiative (GVRI) is a collaborative, evidence-based model aimed at reducing gun and weapon-related offenses among individuals on probation. Developed in response to increasing firearm violence, GVRI unites the judiciary, probation, law enforcement, and community partners to identify risks, close service gaps, and promote long-term behavioral change. This workshop offers an inside look at GVRI's structure, referral process, and multidisciplinary Advisory Board, which develops individualized plans connecting participants to counseling, mentoring, education, job training, and housing support. Attendees will explore outcomes, lessons learned, and how community engagement enhances accountability and public safety. Designed for probation, parole, and justice professionals, this session highlights how cross-system collaboration can reduce recidivism and strengthen community trust.

Breathe. Reset. Lead: Enriching Work and Life through Mindfulness in Community Corrections

Community corrections professionals face ongoing exposure to stress, threat, and vicarious trauma that can lead to compassion fatigue and burnout—undermining personal well-being, mental and emotional health, and professional performance, making staff wellness a critical priority for every agency. This experiential Mindfulness-Based Wellness & Resiliency (MBWR) workshop introduces science-backed, evidence-based tools to enhance health, communication, and self-regulation. Participants will practice job-relevant techniques that strengthen physiological balance, self-leadership, and emotional regulation, enabling staff to operate more effectively under pressure. Evaluations of MBWR show measurable reductions in stress, fatigue, and reactivity, along with gains in focus, sleep quality, and overall resilience. These practices support healthier workplace culture, improved morale, and sustainable performance for individuals and teams throughout community corrections. Applicable to professionals at all levels, the session connects emerging neuroscience with practical strategies that enrich daily life, strengthen communication, and foster a culture of resilience and well-being.

Brief Structured Intervention to Reduce Substance Use in Juveniles

Teen Intervene is an evidence-based program designed for adolescents aged 12–19 who are experiencing mild to moderate issues related to alcohol or other drug use. The goal of the program is to help teens self-identify why they use substances and ultimately enable teens to take responsibility and plan for change or reduction in their substance use. In our partnership with Arizona State University School of Criminology and Criminal Justice, we have gathered data over the past 2 years of implementation and with over 673 juveniles completing the program, and have yielded results that demonstrate consistently strong satisfaction across two consecutive program years, suggesting that Teen Intervene continues to be viewed by youth as a valuable and engaging support resource. Results suggest that Teen Intervene continues to positively influence youths' knowledge, motivation, and self-confidence in reducing their substance use.

Bringing Peer Recovery Support into Community Corrections: Resources and Local Insights

Integrating peer recovery support into community supervision is a growing practice, but still relatively new to the field of community corrections. This session will assist agencies in understanding the value of peer support and will introduce resources for implementing peer recovery support services in community supervision settings. A practical framework for planning, implementing, and maintaining these services will be provided that is grounded in national standards and best practices from the peer support field. Attendees will hear from a local agency currently using peer recovery support in practice, sharing real-world lessons learned, challenges faced, and successes achieved. Whether your agency is just beginning or looking to enhance existing services, this session offers a timely opportunity to explore how peer support can strengthen recovery and engagement in community supervision.

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.)

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.

Challenges and Adaptations During the COVID-19 Pandemic for Community Corrections Workers: Lessons Learned and Considerations for Looking Ahead

This session provides an overview of results from a new research study examining how the COVID-19 pandemic shaped the daily work of frontline community corrections staff across the country. In collaboration with the National Institute of Corrections, the authors conducted six focus groups with community corrections staff representing probation, pretrial, parole board, and parole agencies (N=47) between 2022 and 2023. Analysis of the data established three thematic areas: (1) strains in staffing capacity; (2) challenges of working from home; and (3) barriers to client management. Discussion of each of these areas will occur. Results offer important lessons learned for community corrections staff, including considerations towards established caseload sizes, strategic collaborations between community and institutional corrections staff, expansions of staff recruitment and retention efforts, and sustained prioritization of emergency preparedness and nuanced applications of technology.

Choose to Rise: Five Keys to Maintain Balance and Ignite Momentum

Disruption is the new norm. The ability to adapt and thrive is paramount. Janine shares five keys to maintain balance and spark momentum when it is needed most. Drawing from her own experiences, Janine outlines the DROPP Method - a roadmap to help you RISE with resilience. Discover actionable strategies to empower yourself both personally and professionally. Prepare to confront that challenge you've been procrastinating on and leave equipped with tools to conquer it head-on.

Collaborative Reintegration of Civilly Committed Sexually Violent Persons

This session would detail the successful discharge process for the Justice Involved Individual's (JII's) who are civilly committed as sexually violent persons to the Arizona Community Protection and Treatment Center (ACPTC), which is housed at the Arizona State Hospital. We will discuss the pathway forward to advancement regarding reintegration for individuals through the collaborative efforts of the Adult Probation Department and ACPTC. This partnership involves participating in Sex Offender treatment, treatment staffings, coordinating monthly visitation meetings at probation offices, internal consequences for non-compliant behavior at ACPTC, including probation violations that can result in Petitions to Revoke, and coordinating the successful discharge of the JII's permanently leaving the ACPTC facility.

Communicating Among System and Community Partners: Why Understanding Content Matters in Providing Safety and Accountability.

This workshop will highlight the vital role of strong, intentional partnerships between probation and parole officers and community / system advocates in creating effective, healthy, community-centered responses to victims of intimate partner violence. Participants will

examine how these partnerships—built on trust, respect, and shared goals—can bridge service gaps, enhance safety planning, and promote accountability for those who cause harm. Facilitated by an advocate, and a probation officer the session will combine discussion, real-world examples, and interactive activities to help attendees explore strategies for fostering mutual understanding, improving cross-discipline communication, building long-term collaborative relationships, and incorporating self-care into their work. The goal of the workshop is to inspire and equip participants with partnership-driven strategies that prioritize safety while supporting meaningful change for individuals who use violence.

Community Partnerships for Behavioral Change and Violence Reduction

Partnerships in the community serve behavioral change and violence reduction. For community-supervision agencies, these partners are often thought of as treatment or social-service providers. But partnerships with other public-safety agencies can reduce community violence and promote behavioral change in the people we supervise. In Cedar Rapids, Iowa, the community-supervision agency partners with the police, prosecutor's office, federal authorities, and service agencies to combat gun violence and reduce recidivism among gun offenders, from pretrial through parole. This workshop will relate how the partnership works in Cedar Rapids and in other communities with similar approaches. An activity will help workshop participants assess their own partnerships and develop a plan to increase partnerships in their jurisdiction.

Conditions That Count: A New Study to Identify and Evaluate Pretrial Supervision Strategies that Actually Work

This session offers a hands-on look at Kentucky's innovative application of the swift, certain, and fair (SCF) supervision model in the pretrial context. We will explore how evidence-based strategies like graduated responses are being tested to improve outcomes for moderate- to high-risk individuals. Participants will engage in a discussion about how intentional supervision conditions can be both feasible and impactful, balancing accountability with support. Learn how this approach is being evaluated in real time to determine which conditions truly work, and how the findings can inform smarter, more effective pretrial 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 Corrections: Leveraging RAS, Certifi, and AI for Smarter Supervision and Training

In this 60-minute interactive session, participants will explore how the Risk Assessment System and Certifi systems can transform corrections practice by enabling agencies to track both real client data and staff training data. Through hands-on demonstrations and guided discussion, attendees will learn how these platforms support fidelity monitoring, reliability tracking, and

performance improvement across individual, unit, and agency levels. Participants will leave with a clear understanding of how to use these tools to support evidence-based practice, improve staff development, and enhance client outcomes.

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.

Derailing the Criminal Enterprise of Tren de Aragua

This presentation provides an overview of the Venezuelan criminal organization Tren de Aragua (TdA). Topics will trace the gang's evolution from a prison organization to a transnational criminal enterprise. Employing expert analysis, and proactive journalism, the presentation will analyze TdA's structure, criminal portfolio, and its exploitation of Venezuelan migration.

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.

Dismantling Teaching Our Children to Kill: Continuing Traumatic Stress Disorder Because There Is No Post: Restoring Sanctuary

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.

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

This workshop will investigate female probation officers supervising an Intensive Probation Supervision-Sex Offender & Standard-Sex Offender Caseload, and a Standard-Sex Offender Unit in Maricopa County, Arizona. We'll focus on evaluating supervision expectations we're required to meet in these assignments. We'll detail how we apply knowledge of the sex offender offense cycle/treatment. Specific cases will be analyzed to understand the effects of supervising these individuals and how officer-safety concerns are addressed. We'll discuss issues faced while supervising this population and the mistaken beliefs that male sex offenders subscribe to. We'll share the challenges women face in a primarily male profession, including research-driven knowledge on steps to take to support women in community supervision. Our department is providing services to officers. The current public service research is primarily focused male officers' mental health. We aim to synthesize this problem space.

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.

Durango Detention Guitar Club: Providing Meaningful Opportunities for Self Expression

Participants in this session will gain insight into the Maricopa County Juvenile Detention Guitar Club, a program designed to engage justice-involved youth by offering meaningful opportunities for self-expression through music. By encouraging creativity, collaboration, and personal expression, this initiative fosters personal growth, builds self-confidence, and promotes positive behavioral change. The program incorporates evidence-based practices, focusing on areas such as pro-social skills and peer/social support networks as identified in our assessment tools. This approach helps youth successfully transition back into the community by channeling their energy into music, thereby reducing the likelihood of recidivism. Through their musical journey, youth are empowered to find their voice, share their stories, and imagine a future beyond the justice system.

Effective Leadership Practices and Factors

The session will outline leadership factors, that involves Effective Communication, Organization Structure, Personality Identity, Team Building and the CEO/Boss mindset. These areas of concentration focuses on the how leadership is perceived, received, implemented and executed. It also, focuses on how leaders are identified.

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 Probation Officers: Enhancing Decision-making in the Supervision of Sex Offenders

This presentation aims to explore strategies for empowering probation officers with greater autonomy and informed decision-making capabilities when supervising individuals convicted of sex offenses. By equipping officers with the right tools, training, and discretion, agencies can improve supervision outcomes, reduce recidivism, and foster a more adaptive and responsive justice system.

Engagement Matters: Building Effective Working Relationships

Have you ever worked with someone involved in the justice system, where the connection did not feel real, and meaningful change felt out of reach? This workshop dives into what makes working relationships truly effective when supporting people involved in the justice system. You'll explore why authentic engagement matters, and how it directly impacts the ability to address the root causes of non-law-abiding behavior. Using practical strategies, you'll learn how to build trust with individuals who may seem resistant to change. From the very first appointment, when conducting assessments and providing feedback, and developing case planning targets, we'll walk through techniques that foster buy-in. Whether you're new to this work or looking to deepen your impact, this session provides actionable tools to help you build relationships that lead to real change.

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.

Faith in Action: The Role of Spirituality and Religious Beliefs in Shaping Probation and Parole Officer Practices

Probation and parole is a unique field in the criminal justice system where establishing a professional working alliance with those on supervision is crucial to their successful rehabilitation. Knowing that officer behaviors are one of the greatest predictors of an individual's success, have you considered the influence your spirituality and religious beliefs have on building partnership and maintaining a strong working alliance? Being aware of one's own

religiosity allows for introspection, helping to avoid bias while promoting fairness, empathy, and respect for the diverse backgrounds and beliefs of those on supervision. This workshop will explore our own level of religiosity and how interfaith plays a critical role in the way we practice community supervision. Join us for an encouraging and uplifting session!

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.

Finding Calm in the Chaos

Step away from the noise and into a space designed to restore your balance. Finding Calm in the Chaos invites attendees to slow down, breathe deeply, and reconnect with calm—even in the midst of demanding schedules and constant change. In this experiential workshop, you'll be treated to a mini wellness retreat right in your conference chair. Soft lighting, soothing aromas, and tranquil music set the tone as you learn practical tools to reset your mind and body throughout the workday. Together, we'll explore:

- Simple stress-relief techniques you can use in real time during your day
- Chair yoga and breathwork to release tension and re-energize your body
- Guided meditation and mindfulness moments to restore clarity and focus. You'll leave refreshed, grounded, and equipped with hands-on strategies to cultivate calm amid chaos—turning ordinary moments into opportunities for resilience, presence, and renewal.

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.

Followship: The Key to Productive Leadership

Followship is the often-overlooked foundation of effective leadership. Great leaders are first great followers—those who model accountability, initiative, and humility. By learning to support others, navigate authority, and contribute without a title, followers develop the critical skills needed to lead well. Leadership isn't just about giving direction, but also about understanding how to follow with purpose and integrity. This session will allow current and future leaders the opportunity to explore the value of the teach, model, and coach methodology through the lens of followship.

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 Check-Ins to Change: Practical Tools for Probation and Parole Officers

Every day, probation and parole officers juggle packed caseloads, mounting pressures, and the need to create real behavior change. What if there were practical, evidence-based resources that could make those conversations easier—and more effective? This session introduces R1 Learning, an interactive curriculum that transforms supervision from paperwork-driven check-

ins into meaningful skill-building moments. Using a hands-on card system and digital tools, officers can spark conversations that uncover barriers, teach decision-making strategies, and foster accountability. Participants will discover how agencies nationwide are using R1 to increase engagement, build motivation, and strengthen officer-client relationships. Attendees will leave with ready-to-use activities, fresh insights, and simple techniques to embed into their daily practice—tools that make the work not just easier, but more impactful.

From Custody to Community: Strengthening Medicaid Access Through Collaboration

This session highlights how the Virginia Department of Corrections (VADOC) is strengthening post-release Medicaid coordination through collaboration with the Department of Medical Assistance Services (DMAS) and Probation and Parole Districts. Participants will learn how interagency efforts streamline Medicaid enrollment, eligibility, and redetermination for individuals under community supervision, ensuring uninterrupted coverage and continuity of care upon release. The session also covers the expansion of the VADOC–DMAS data-sharing agreement, giving probation and parole staff real-time access to Medicaid coverage information, and explores implementation of Section 5121 of the federal Consolidated Appropriations Act to enhance pre-release healthcare planning. By focusing on collaborative triaging between the Benefits Team and community supervision staff, this workshop demonstrates how coordinated post-release Medicaid support reduces coverage gaps, promotes health equity, and improves reentry outcomes for returning citizens.

From Incarceration 2 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 Relapse to Reintegration: Evidence-Based Approaches for Community Corrections

Substance use disorders (SUDs) remain a major factor in recidivism and supervision challenges in community corrections. Justice-involved individuals returning from incarceration often face co-occurring mental health conditions, limited access to treatment, and social barriers that increase relapse risk. This session explores evidence-based strategies for assessing, supervising, and supporting individuals with SUDs during supervision and reentry. Participants will learn how to integrate screening, motivational interviewing, treatment referrals, and harm reduction approaches into supervision practices. Through interactive case discussions, role-play exercises, and planning activities, attendees will practice designing individualized, measurable interventions that balance accountability with recovery support. Drawing from current research and best practices in SUD management for criminal justice populations, this workshop equips probation and parole officers, clinicians, and reentry professionals with actionable tools to

reduce relapse, improve engagement, and promote long-term community stability.

From Supervision to Employment Success: How Collaboration Builds Second Chances in New Jersey

The NJ Judiciary strives to find innovative solutions for some of the most important societal issues, through collaboration and cooperation with all community partners. As we took a closer look at challenges for individuals on Probation, the Judiciary found that one of the most significant barriers for probation clients, is to find stable employment, regardless of education level or job experience. Joblessness is a criminogenic factor, meaning that there is a causal connection between unemployment and recidivism. The Judiciary Opportunities for Building Success (JOBS) Program was created to establish a foundation for probation client's future success. We have found that by integrating treatment with supervision, enhancing employment support and opportunities, these solutions address the complex needs of this population. Join us for a tutorial on how the JOBS Program was established, how it's been pursued by Probation, and how our experience can be replicated throughout the Country.

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.

Generations in Motion: Building Resilience Among Black Fathers with ACEs

Justice-involved Black fathers often carry the compounded effects of Adverse Childhood Experiences (ACEs), including abuse, neglect, and exposure to community and systemic trauma. These experiences can influence emotional regulation, decision-making, parenting, and engagement with supervision, creating challenges during reentry. This session explores how ACEs affect Black fathers and presents evidence-based strategies to foster resilience, strengthen family connections, and support successful community reintegration. Participants will learn to recognize trauma responses, differentiate them from noncompliance, and apply trauma-informed, culturally responsive approaches in supervision and programming. Through interactive case discussions, role-playing, and practical planning exercises, attendees will practice designing measurable, trauma-responsive interventions that improve relational outcomes, engagement, and stability. Drawing from research on ACEs, intergenerational trauma, and culturally informed supervision, this workshop equips probation officers, clinicians, and reentry professionals with actionable tools to break cycles of trauma and promote long-term positive outcomes.

Getting the Right People on the Bus: Issues and Strategies for Improving Recruitment and Retention for Probation and Parole Officers

Probation & parole agencies nation-wide are experiencing challenges in recruitment and retention of probation and parole officers (PPO). This session will identify critical issues and present proven strategies to improve the effectiveness of recruitment efforts and increase retention of PPOs. Among the key issues which will be addressed are the lack of awareness about the role, function and jobs in probation and parole, the lack of appropriate coursework related to probation and parole at the undergraduate level, and the lack of opportunities to engage undergraduates and expose them to the opportunities and work of probation and parole officers. The participants will be engaged to discuss both issues they have encountered and strategies they have utilized to address these challenges in their agencies.

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.

Hamilton County Court of Common Pleas Adult Probation: Enhancing Probation Practices for Safer Communities, Transition to a Risk Based Supervision Model

The Hamilton County Court of Common Pleas Adult Probation Department has transitioned to a Risk Based Supervision Model. Learn how this evidence-based approach can help departments prioritize and allocate resources and interventions based off risk of the Probationer. Implementation was not easy but through training, focus groups and surveys the shift from a culture that was more Law Enforcement focused to a more treatment approach was a lot smoother. Participants will also learn how Continuous Quality Improvement plays a vital role in ensuring the fidelity of the model is being utilized throughout the department. Finally, participants will learn about the collaboration with and the University of Cincinnati Corrections Institute in the development of a Behavior Management System (BMS). This holistic approach helps create safer environments by focusing on prevention, improving outcomes and enhancing accountability.

High-Risk Probationers and Problem-Solving/Accountability Courts

Problem solving/accountability courts (ACs) aim to interrupt the cycle of arrest and conviction for individuals with persistent drug and mental health problems that lead to criminal activity. A state probation agency implemented a Swift, Certain, and Fair sanctions pilot project to expand the use of ACs as an alternative to revocation to address probation violations likely to lead to revocation. Probation partnered with mental health and drug courts in four judicial circuits. The plan called for ACs to expand criteria and consider higher risk probationers for assessment and intake, thus diverting individuals from prison and increasing AC capacity. This session: 1) leads attendees through the project evaluation - policies, training, referral, supervision, outcomes – to final recommendations and conclusions about the pilot; then 2) assigns session attendees in small groups to consider management and policy issues that often arise with interagency collaborations.

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.

How to Prevent AI Producing Biases in Probation Departments

Right now AI is expanding faster than departments can control it. This presentation will prevent AI biases for probation departments getting out of control. This seminar requires a multifaceted approach involving rigorous data oversight, transparent algorithmic design, human-centered processes, and broad regulatory standards. Attendees will walk away with the confidence to enhance their organizations with potential solutions to improve overall operations

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.

Identifying and Responding to Stalking and Monitoring Stalking Offenders

Stalking is a prevalent, dangerous, and often misunderstood crime. This presentation explores the dynamics of stalking, focusing on the highly contextual nature of the crime by discussing common tactics used by perpetrators, tips for identifying stalking behaviors, and guidance on how to provide effective supervision for offenders that promotes the safety of victims and the community. The training will also explore the co-occurrence of stalking with domestic and sexual violence and the risk factors that accompany such behaviors, while providing practical tools to plan for victim safety and hold offenders accountable.

Identifying Crisis For Justice Impacted People

This presentation will expand your case management toolbox by helping you understand hurdles faced by those under your supervision. Focus will be placed on understanding the following adjustment disorder elements: Family – fitting within the family structure Institutional Mentality – living without restrictions Employment – securing and maintaining adequate employment Mental Health – recognizing and assisting the suicidal individual Substance Abuse – avoiding relapse.

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.

Improving Community Supervision Response: Domestic Violence

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

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.

Infusing Acceptance and Commitment (ACT) Skills in Our Work With Clients

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

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.

Introducing Indigenous Youth to Careers in Justice

The National Indian Youth Justice Academy (NIYJA) is a youth development initiative that mentors Native American youth and inspires interest in public safety and justice careers serving their tribal communities. The Academy offers a two-week immersive learning experience introducing participants to the fields of law enforcement, judicial services, legal advocacy, probation, corrections, fire, and emergency medical services (EMS). Grounded in Native culture, tradition, and leadership values, NIYJA fosters resilience, personal growth, and community responsibility. Participants engage in team building, leadership training, and hands-on learning with tribal justice and emergency response professionals. Mentorship, mental health awareness, and post-academy support provide continued guidance and pathways for youth to lead and serve within their tribal nations.

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!

Leadership, Preparing for The Future

Leadership is more than just a title—it's about influence, purpose, and impact. This presentation will explore the foundations of leadership, including different leadership styles, the importance of knowing your "why," and the reality that leadership is not about personal gain but about serving others. We'll discuss how to find your niche, navigate challenges like difficult employees and rejection, and embrace the lessons those moments bring. Ultimately, leadership is about the legacy you leave behind—how will you be remembered?

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.

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.

Meditation for Staff Wellness and Retention

In this workshop, we will take a look at the 10-minute guided meditation sessions that I have implemented within my agency, discussing my approach to implementing these sessions as well as analyzing the feedback that has been provided by participants. The goal is to provide relevant information on staff wellness that may be implemented within your own agency.

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.

Mirror Mirror: Who Am I?

This session is designed for YOU and anyone who works in the business of people. We will take a journey through the quiet power of self-awareness and interpersonal grace. Along this journey, we will remain professionally curious about how to uncover our potential blind spots in our invisible mirror. And as our journey together concludes, we'll focus on bridging the gap between intention and impact.

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.

No Budget, No Problem: Building Transitional Living Programs for Justice-involved Individuals

In 2023, the Maine Department of Corrections opened its first Transitional Home to support adult males transitioning out of prison, those at risk of incarceration, or experiencing housing instability. This home provides residents with up to six months of rent-free housing, along with access to a dedicated caseworker who helps them navigate job opportunities, secure stable housing, and connect with physical and mental health care — particularly in some of Maine's most rural communities. Thanks to the use of existing resources and strong community collaboration, Maine successfully expanded the program, opening a second Transitional Home for women in early 2025. The Department's long-term goal is to replicate this model across the state, fostering a consistent and supportive reentry approach that promotes success for some of Maine's most vulnerable populations.

Not All Wounds are Visible: Reducing Suicide Among Colleagues and People on Your Caseload

Suicide is a primary cause of death among current and retired corrections professionals. It is a leading cause of death among those under supervision being the 2 and 3 highest cause of death in youth 10-24. This workshop will discuss and practice developing the skill adjust our cultures around the topic and to assist colleagues or people on your caseload who are considering suicide to make different choices. Learning simple engagement skills developed by suicide prevention professionals, participants will be able to assist and redirect those contemplating suicide to other options. Those trained in these simple skills greatly reduce the % of suicides of those they have interacted with. Sessions will also provide national helpline resources.

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

Parenting Inside Out (PIO) is a highly rated evidence-based parenting skills training program designed for justice system-impacted parents. Widely considered the curriculum of choice, PIO has been successfully implemented in jails, prisons, community corrections, and community-based organizations, throughout 46 states and internationally. Evaluative results demonstrate PIO’s ability to holistically support parents and their children while increasing parent-child contact, parental involvement, parental resiliency and coping skills, and reducing recidivism. This workshop will feature an overview of the program, examination of the randomized control trial outcomes supporting the program’s evidence-based status, and a first-hand user experience of PIO through a lesson demonstration. Workshop attendees will be invited to participate, pose questions, share their experience, offer ideas, reflections, and be in community with others currently or interested in implementing PIO.

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.

Responsivity Needs: How to Assess and Provide Services that Remove SDOH Barriers to Recovery

This presentation will explore how addressing responsivity needs and social determinants of health (SDOH) can dramatically improve outcomes for justice-involved individuals. Attendees will learn how structured support that addresses responsivity needs can improve engagement, promote lasting health, encourage prosocial behaviors, and foster long-term recovery. Plus, this session will cover ways to do this while reducing the burden on criminal justice systems and staff. Attendees will gain actionable tools and lessons from real-world examples on how to integrate SDOH assessments into supervision, leverage community resources, and enhance participant engagement through evidence-based approaches.

Responsivity: The Forgotten "R": Mapping Change Into Action

The Risk-Need-Responsivity (RNR) framework is foundational to community corrections, yet the third pillar—responsivity—often receives the least attention. Responsivity reflects how factors such as motivation, trauma, cognition, mental health, housing, and social supports shape engagement in supervision and services. When these shifts—positive or negative—go unnoticed, supervision can become mismatched and opportunities for change lost. This session restores responsivity to equal footing with risk and need, showing how it can be measured and acted upon in daily practice. By recognizing responsivity as evidence of progress and regression, officers can tailor supervision to support desistance and sustained behavior change. Drawing from psychology, public health, criminology, and adult learning, along with lessons from coaching and training, the session offers practical strategies for observing and responding to responsivity in real time and incorporating these insights into supervision and case planning.

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.

Restorative Justice Practices for Tribal Corrections Clients, Victims and Communities

Restorative Justice Practices (RJP) have deep roots in tribal cultures from around the world. Many models and practices have been adapted to meet the needs of humans involved with the criminal legal system as people harmed, community or family members impacted by crime or people responsible for the harm of criminal activity. In this session participants will: 1. Gain a sense of possibility for restorative justice practices in tribal and criminal justice systems 2.

What RJP are and are not 3. Distinguish between restorative approaches and retributive approaches 4. Understand the key questions asked in restorative practices 5. Recognize the spectrum of practices available to the criminal justice systems

Results-Driven Coaching: The Community Corrections Professionals' Guide to Constructing an Alliance between Data and Coaching to Improve Outcomes Across Six Targeted Supervision Practices and Three Strategies to Achieve Next-level Results

Results-Driven Coaching is a workshop that invites the audience into the examination room with a supervision agency leader from quality control to share the impact of their partnership with other leaders to improve 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.

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.

Sex Offender Supervision Reimagined: How Sinter has Revolutionized Offender Digital Monitoring

Justice agencies face a constant challenge: balancing supervised individuals' need for digital access with the responsibility to prevent online behaviors that threaten community safety. Traditional tools relying on random screenshots fail to capture real-time context or intent. Sinter changes that. Purpose-built for offender digital monitoring, it provides continuous visibility across devices, detecting high-risk behavior through keyword and emoji flagging, CSAM URL blocking, and instant alerts. Each violation is logged in automated, court-ready reports, easing officer workload and strengthening accountability. This session reveals how Sinter's proactive, intelligence-driven approach transforms supervision from reactive observation to preventive intervention—helping justice agencies identify intent before harm occurs, reduce recidivism, and ensure safer digital reintegration.

Shaping Organizational Culture

There needs to be priority given to the usage of the OCAI instrument. Identifying and shaping the culture of one's organization is essential to leading employees effectively. Using the Organizational Culture Assessment instrument (OCAI) determines the organization's existing culture. The tool provides an organization with data that may not be recognizable without a full-picture analysis (Cameron & Quinn, 2011, p. 98). This tool accurately measures company culture and organizational effectiveness (Cameron & Quinn, 2011, p. 46). The instrument will also allow leaders to understand, measure, and cultivate the organizational culture. The OCAI is a validated research method based on the Competing Values Framework developed by Kim Cameron & Robert Quinn. The OCAI identifies the type of culture, giving the leaders tools on how to improve the organization. This presentation explores how to apply the OCAI instrument and discusses the components of the Competing Values Framework, which provides an analysis of all of the organizational culture types.

Silent Burdens: Trauma and Reentry Challenges for Black Men

Black men returning from incarceration often carry cumulative trauma from systemic racism, community violence, and institutional experiences, which can impact supervision compliance, engagement in services, and successful reentry. This session explores how trauma manifests in behavior, decision-making, and supervision challenges. Participants will learn to recognize

trauma-related behaviors, differentiate them from resistance, and apply trauma-informed, culturally responsive strategies to build trust, strengthen engagement, and promote accountability. Through interactive case discussions, role-playing, and planning exercises, attendees will practice developing measurable, trauma-informed reentry interventions that integrate behavioral health supports, community resources, and supervision strategies. Drawing on evidence from trauma-informed care, desistance science, and culturally responsive supervision, this workshop equips officers, clinicians, and reentry professionals with practical tools to support stabilization, reduce revocations, and foster long-term community integration.

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.

So You Want to Build a Correctional Employee Wellness Program?

This session offers a focused and informative exploration of building wellness programs for correctional employees, designed to provide participants with practical insights and tangible “next steps”. Through clear explanations, real-world examples, and interactive activities, attendees will gain a deeper understanding of key concepts of how we are building services for corrections professionals in Kansas. Whether you're new to the subject or looking to refine your expertise, this session delivers concise, relevant content tailored to needs. Ideal for

professionals, students, or curious learners seeking clarity and confidence in correctional employee wellness programs.

Solution-Focused Therapy and Contingency Management: Evidence-Based Practices for Behavioral Change

Supporting sustained behavior change in justice-involved situations requires practical, evidence-based tools that can be applied in supervision settings. This session introduces two highly effective approaches, Solution-Focused Therapy (SFT) and Contingency Management (CM), that align with supervision goals by emphasizing accountability, motivation, and measurable progress. Through evidence and case examples, this session will demonstrate SFT and CM in action and how they can be integrated to improve outcomes, reduce recidivism, and build trust with clients.

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.

Sustaining Teams, Igniting Engagement: Activating Hope, Resilience, Meaning, and Support

High-performing community corrections teams don't just happen—they are cultivated. This four-hour interactive workshop invites probation, parole, and community corrections professionals to explore how hope, resilience, meaning, and support can be measured, strengthened, and activated to sustain teams, improve engagement, and boost morale. Participants will examine evidence-based frameworks and practical tools to assess team well-being, identify strengths and gaps, and design strategies that reinforce connection, trust, and purpose. Through guided reflection, group exercises, and case studies, attendees will gain insight into the dynamics that energize teams and create thriving workplaces. This session empowers professionals to move from theory to actionable practices that foster collaboration, resilience, and satisfaction, even in high-stress environments. Attendees will leave inspired, equipped with practical approaches to cultivate engagement and well-being across their agencies.

The 10 Code Mindset

The 10 Code Mindset equips probation and parole professionals to step beyond survival mode and prevail in the toughest moments of their careers. Built from Scott Medlin's experience as a Marine Corps veteran and law enforcement officer, this framework helps officers recognize how the brain's natural hardwiring—stress, hyper-vigilance, and constant crisis management—can hold them back if left unchecked. By learning practical strategies to reset, refocus, and move forward with clarity, officers gain the ability to separate one challenge from the next and respond with better judgment and resilience. The 10 Code Mindset isn't about clichés or quick fixes—it's about building a way of thinking that sustains long-term growth, sharpens performance, and strengthens the impact officers have on their communities.

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 Cheat Code for Staff: A New Tool for Supervision and Success

This dynamic, skill-based workshop introduces The Cheat Code—a practical, evidence-informed framework that helps probation and parole officers strengthen supervision outcomes, reduce violations, and improve communication with clients. Co-authored by lived-experience experts Jonas Royster and Armand King, The Cheat Code integrates emotional intelligence, behavior change, and structured accountability to complement supervision strategies. Through interactive, scenario-based learning, participants will apply, analyze, and create real-time solutions using The Cheat Code Guidebook. The session includes a unique method-acting activity, where the presenters role-play officer and client interactions to model trust-building and effective communication strategies. Attendees then collaborate in small groups to identify specific Cheat Code steps and tips that can be immediately implemented with their own caseloads. By the end of the session, participants will leave with actionable tools to enhance compliance, strengthen rapport, and reduce stress for both officers and clients.

The Cost of Caring: How to Combat Compassion Fatigue

How can we preserve our resiliency while working with treatment court clients? Compassion fatigue, vicarious trauma, and burnout have become common terms used to describe those who are in helping professions. This workshop will help teach treatment court professionals how to incorporate simple, quick, and effective tools for self-care. Learning Objectives 1) Learn the difference between compassion fatigue and burnout, and understand how trauma and vicarious trauma can affect daily functioning. 2) Notice the signs of burnout in yourself and others. 3) Understand the concept of Post Traumatic Growth. 4) Learn how to incorporate self-care techniques into daily schedule.

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.

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 Poconi 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 Impact of AI for Gang Intervention Probation Officers

This presentation will introduce the exponential growth of AI and its challenges for probation departments. POs will identify facilitated solutions on enhancing case management with improving the data they acquire. The attendee will analyze gang activities to provide proactive supervision while promoting community safety. Finally, this presentation will introduce biases and what can be done to eradicate their fallacies.

The Impact of Incorporating Probation and Parole Field Experience Programs for Criminal Justice Majors

Studies suggest that field experience is beneficial to students across various disciplines. Field experience exposes students to new opportunities and networking possibilities as well as enhance skills such as communication, report writing, organization of work, information acquisition, and independency. In addition, it can lead to a higher probability of getting hired. The goal of this presentation and discussion is to engage in a dialogue on the importance of probation/parole field experience for criminal justice majors interested in probation/parole as a career. The discussion is open to everyone to provide a discussion that is diverse and one that can offer various perspectives. The goal is to explore best practices to implement probation/parole field experience programs in probation/parole departments; real-life testimonials and research; and benefits and drawbacks of probation/parole field experience programs.

The Intersection between Mental Health and Community Corrections: Crisis Prevention, Intervention, and De-escalation

This session is most appropriate for supervision officers and/or treatment specialists and is geared towards a nuts and bolts, skills-based overview of how to intervene with individuals under supervision in crisis situations. The majority of criminal justice personnel do not have clinical backgrounds and therefore are not adequately trained to manage individuals in the midst of a significant mental health crisis (even though a majority of probation officers have individuals with severe and persistent mental illnesses on their caseloads). This session will focus on the importance of understanding mental illness as a reentry barrier, discuss crisis prevention, review suicidality, and provide foundational crisis intervention and de-escalation skills for probation officers to utilize with individuals under their supervision.

The Methodical and Successful Use of Artificial Intelligence in the Community Corrections

The presentation will focus on the specific value and impact to Community Corrections. Specifics include 1) Overview of AI concepts; 2) Appropriate and well-defined Use Case examples; and 3) An AI Playbook to demonstrate the best path for the ethical use of AI-based capabilities

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.

Training with Digital Twins: Enhancing Staff Skills through Immersive Simulation

Training alone isn't enough—research shows that true skill acquisition requires modeling, practice, and coaching. This 90-minute session introduces the Client Persona Twin Rig, a prototype simulation platform that generates realistic personas for interview practice and behavioral analysis. Participants will complete at least two hands-on simulations that reflect the complexities of real-world corrections scenarios, applying interviewing techniques in a dynamic, immersive environment. Through guided practice, structured reflection, and collaborative discussion, attendees will explore how AI-powered tools can bridge the gap between knowledge and performance. The session highlights how immersive technology can enhance staff training, improve communication strategies, and support broader organizational goals. By experiencing realistic scenarios and receiving feedback in real time, participants will practice using innovative technology and identify ways innovative approaches can support both professional development and operational effectiveness.

Trial by Media

This course will introduce the media's relationship with crime and disclose the history between the two. Also, the class will contrast the types of content in our media and community impact. Plus, an analysis of new media with its relationship with social constructionism will be covered. This class will also focus on criminogenic media in our society. A comparison of professional crime fighters versus civilian crime fighters is covered. Plus, how are the courts impacted on crime issues and the media. Finally, the class will share how media court trials take place.

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.

Understanding Mental Health Within Your Agency: From Anxiety, Depression, and PTSD to All of the Others.

This course provides law enforcement professionals with a comprehensive understanding of anxiety and its impact within policing environments. Participants will explore the physiological, psychological, and behavioral dimensions of anxiety as it presents in officers, staff, and organizational culture. Through real-world case studies, clinical insights, and peer-driven discussions, the course addresses how anxiety manifests in high-stress roles, the barriers to seeking help, and the often-unspoken stigma surrounding mental health in law enforcement.

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.

Utilizing Generative AI in the Supervision of High Risk Offenders to Increase both Officer and Community Safety

This session will provide detailed AI prompts which specialized officers can use to develop realistic and meaningful supervision strategies to enhance officer safety, wellbeing and overall effectiveness.

Virtual Care for Opioid Recovery: Truly Meeting Clients Where They Are

The session will focus on a low barrier access to care for individuals suffering from opioid use disorder. Often, criminal justice involved clients experience inability to manage transportation, miss work or other appointments, or just want to go to areas where the treatment is offered to due to geographical risks and triggers. Virtual care for provider meetings, recovery coaching and peer support offer a safe alternative to those barriers.

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.

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 Do Probation Officers Need AI for Gang Intervention

AI tools will provide probation officers solutions by automating routine tasks, improving risk assessment, and enhancing overall support. Also, the use of AI also raises ethical concerns about potential algorithmic bias, privacy, and over-reliance on technology. This seminar elevates practical AI applications with enhanced ethical considerations. The on site training introduces AI is very supportive resources for human officers stimulating their cognitive decision making process.

Why Your Why Matters: Start to Finish

Discover the power of purpose in the “Why Your Why Matters” workshop, a 60–90-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.