



**American Probation and Parole Association  
2026 Winter Training Institute, March 1 - 4**

**Virtual Feb 24 - Mar 24, 2026**

**Tuesday, February 24**

- Virtual Platform Opens!

**Tuesday, March 24**

- Virtual Platform Closes!

*\*Changing Offender Behavior (COB) Continuing Education Units Certified  
See Details Below (Subject to Change)*

**Register Now**

## **BANK ON: PROMOTING FINANCIAL STABILITY FOR THOSE ON SUPERVISION BY MAKING CONNECTIONS TO SAFE, AFFORDABLE BANK AND CREDIT UNION ACCOUNTS**

**Description:** Having a safe, affordable bank or credit union account can help set people on supervision up for long-term financial stability. Without an account, people may be forced to rely on costly alternative financial services like check cashers and lack a safe place to keep their money. In this session, participants will learn strategies for connecting those who are on supervision or are about to be released from incarceration to banking access opportunities. They will hear from practitioners who have successfully created these opportunities and learn how to overcome common barriers to banking like identification issues. Participants will learn about available banking resources and about concrete ways they can leverage those resources to promote financial wellbeing. They will also learn how they can partner directly with the CFE Fund to build banking access opportunities into probation and parole systems.

### **Presenter**

#### **Aaron Hirsh**

Principal, Cities for Financial Empowerment Fund

**\*BEHIND THE CASELOAD: COMPASSION FATIGUE AND BURNOUT IN COMMUNITY CORRECTIONS**

**Description:** 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.

**Presenter**

**Cassandra Torres**

Assistant Professor of Criminal Justice, Bellevue University

**\*BEYOND COMPLIANCE: SMART SUPERVISION STRATEGIES FOR CLIENTS WITH SUBSTANCE USE DISORDERS**

**Description:** 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.

**Presenter**

**Lakieshia Jones**

Substance Abuse Counselor, Start Again Counseling, LLC

## **DIGITAL DISPARITIES: HOW AI REINFORCES RACIAL INEQUITY IN COMMUNITY SUPERVISION**

**Description:** 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.

### **Presenters**

#### **Aakash Gautam**

Assistant Professor, University of Pittsburgh

#### **Ronald Day**

Chief Operating Officer, The Fortune Society

#### **Kendra Bradner**

Director, Probation and Parole Project at Columbia Justice Lab

## **DRUG POLICIES IN ROMANIA: INSTITUTIONAL REFORM AND COMMUNITY COLLABORATION**

**Description:** 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.

### **Presenter**

**Ana-Maria Mohorea**

PhD Candidate, Doctoral School of Social Work, University of Bucharest

## **FLEXIBLE. AGILE. RESILIENT.: HOW TO GO F.A.R. IN CHALLENGING TIMES**

**Description:** 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.

### **Presenter**

**Andy Core, Ph.D.**

Peak Performance Author, Speaker, and Researcher

## **\*IDENTIFYING DYNAMIC RISK FACTORS IN THE SEX OFFENDER POPULATION**

**Description:** 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.

### **Presenters**

#### **Carlee Hanratty**

Adult Probation Officer, Maricopa County Adult Probation

#### **Cinthya Silva-Rojas**

Adult Surveillance Officer, Maricopa County Adult Probation

**\*LEADING ORGANIZATIONAL CHANGE: EFFECTIVE STRATEGIES FOR COMMUNICATION AND BUY-IN**

**Description:** 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.

**Presenters**

**Marlena Ohlinger**

Assistant Chief Probation Officer, Berks County Adult Probation and Parole Department

**Bryanna Davis**

Quality Assurance Supervisor, Berks County Adult Probation and Parole Department

## **PROJECT POSSIBILITIES: A CROSS-SYSTEM COLLABORATION TO SUPPORT INDIVIDUALS WITH SUBSTANCE USE DISORDERS**

**Description:** 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.

### **Presenters**

#### **Maria Gurganus**

M.S., The University of Alabama

#### **Tamekia Wilkins**

PhD, The University of Alabama

#### **Shanna McIntosh**

MS, AADC, The University of Alabama

#### **David Albright**

PhD, The University of Alabama

## **\*REPROGRAMMING THE BRAIN TO PREVAIL: THE 10 CODE MINDSET FOR HIGH-STRESS PUBLIC SAFETY WORK**

**Description:** 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.

### **Presenter**

#### **Scott Medlin**

National Speaker

## **RESTORATIVE APPROACHES TO INTIMATE VIOLENCE (RAIV): A RESTORATIVE REENTRY MODEL FOR DOMESTIC VIOLENCE CLIENTS AND SURVIVORS IN TRIBAL COMMUNITIES**

**Description:** 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.

### **Presenter**

**Deb Witzel**  
Consultant/Associate, NCJTC