

APPA's 51st Annual Training Institute | Chicago, IL

Virtual program is available August 11 – September 11, 2026

In-Person program is available August 16 – 19, 2026

*Sessions subject to change.

IN-PERSON SESSIONS

Intensive Session: The Human Side of Supervision: Evidence-Based Strategies for Behavior Change and Successful Reentry

Effective supervision is built on more than compliance; it requires approaches grounded in behavioral science, trust, and human connection. This intensive workshop explores evidence-based strategies that strengthen officer–client relationships and support long-term behavior change. Drawing on desistance theory, procedural justice, and emerging research in neuroscience, participants will examine how supervision practices influence motivation, compliance, and outcomes. The session emphasizes practical application, equipping attendees with tools to build trust, reinforce pro-social identity, and improve engagement with justice-involved individuals. Through interactive exercises and real-world scenarios, participants will leave with actionable strategies to enhance supervision effectiveness and support successful reentry.

Intensive Session: Building High-Performance Leadership Teams

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 (S.M.A.R.T.) 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 created a mission statement that defines their leadership purpose. This session blends clarity with confidence, empowering leaders to turn insight into measurable impact and transform how they lead their teams.

Intensive Session: Identity Before Compliance: Improving Accountability and Communication in Community Supervision

Community supervision systems often focus on compliance enforcement without addressing the identity and emotional factors driving behavior. When supervision conversations focus only on rules and sanctions, accountability can become reactive and short-lived. Identity Before Compliance introduces the Undugu Identity-Centered Accountability Model, a structured engagement framework that helps supervision professionals address the emotional and identity drivers beneath behavioral reactions. By integrating emotional intelligence, identity stabilization, and structured accountability conversations, officers can guide participants toward responsibility rather than resistance. Participants will explore how identity instability contributes to escalation and technical violations and learn strategies agencies can implement through cohort programming, staff training, and licensed implementation of the Undugu Shared Language curriculum.

Intensive Session: Impaired Driving Assessment Certification-FREE

This intensive workshop fulfills the requirements for certification on using the Impaired Driving Assessment (IDA) to enhance your ability to identify the appropriate supervision risk level of individuals who drive under the influence. Standard needs-risk assessments may show these individuals as being low risk. Assessing risk for this population is complex and can benefit from the use of an additional tool that looks specifically at DUI and the variables that factor into whether the individual is at risk of another DUI offense. This workshop prepares you to use the IDA either as a paper or online assessment.

How to Supervise Impaired Driving Cases: A Discussion of Different Approaches

Impaired driving is a significant public safety concern with damaging, and oftentimes, fatal consequences and the risks and needs of this population often differ from those on community supervision for other issues. Supervision agencies can and do adopt varied approaches to this problem, and the best approach for each agency may depend on a number of factors. In this workshop, we will discuss the varied approaches to this issue through two lenses. First, researchers from the Urban Institute will discuss various practices, tools, approaches, and the evidence supporting them as result of their ongoing evaluation of APPA's Probation and Parole Outreach Liaison (PPOL) launched by the National Highway Traffic Safety Administration. Following this, representatives from probation agencies using a range of distinct approaches will discuss the rationale behind their chosen strategies and how these align with their agencies' specific needs, capacities, and available resources.

From Blind Spots to Breakthroughs: Coaching and Skill Development at Every Level

Skill development doesn't happen through knowledge alone, it requires practice, feedback, and reflection. Yet at every level of an organization, from frontline staff to senior leaders, individuals face blind spots that limit growth and performance. This interactive session explores how coaching can be used to build skills, strengthen professional relationships, and improve outcomes across roles. Participants will examine why coaching can feel uncomfortable, what effective coaching looks like in real-world settings, and how simple, powerful questions can shift conversations. We will demonstrate how coaching the person, not the problem, is a powerful transformation tool for individuals at all levels of an organization. Through a live, mock community of practice, participants will also experience a practical approach to sustaining learning and skill development, without adding additional meetings to their schedules.

Coach or Referee: Bringing EBPs to Fruition

For more than 3 decades, community corrections agencies have been trying to implement evidence based practices, but continue to face significant barriers. As we reshape staff's role as coaches, we are beginning to see the uptake of evidence based interventions. Increased success rates, higher retention rates and greater staff satisfaction are a direct result of aligning staff's role with the true purpose of community supervision-to help people find paths to success.

From Model to Movement: What It Really Takes to Build a Coaching Organization

Community supervision agencies share a goal of public safety, but how that goal is achieved often shifts between compliance driven approaches and behavior change strategies. While many agencies are working to incorporate behavior change, daily practice is still shaped by structures that prioritize consistency, risk management, and enforcement. This creates a disconnect between what agencies aim to achieve and how work is carried out. Through a partnership between the National Institute of Corrections and Justice System Partners, three agencies are actively working to address this gap through implementation of the Coach (referee) Model for Change. A key lesson from this work is that training staff to coach is not enough. When organizational conditions remain unchanged, staff are often pulled back toward compliance driven practices. This session highlights real time implementation, lessons learned, and what it takes to better align systems and practices with behavior change

Facilitating Behavior Change: Building Training Capacity, Growing the Skills

This interactive workshop introduces participants to the National Institute of Corrections Facilitating Behavior Change (FBC) training and the soon to be available the FBC Train the Trainer curriculum. The training is designed to introduce staff to both the philosophy and the steps of Core Correctional Practices (CCP), building understanding and confidence in using the skills. The session explores how and when CCP skills can be applied to influence long-term behavior change in people under community supervision by addressing thinking patterns, motivation, and decision-making. The Train the Trainer curriculum provides future trainers with the required knowledge, skills, and abilities to facilitate training on CCPs and teach staff how to effectively apply the skills during one-on-one interactions with individuals on community supervision. Through facilitated discussion and practical demonstrations, participants will examine real-world supervision and teaching/coaching scenarios to strengthen their understanding of skill application across roles and settings.

Reframing Technical Violations for Women: Prevention, Response, and Gender-Responsive Practice

Addressing technical violations among women on probation and parole has emerged as a central priority for the Justice-Involved Women and Girls Committee, reflecting growing recognition that traditional responses often fail to account for women's pathways into and through the justice system. This workshop will present emerging data from the field, including insights from APPA members, on the prevalence, drivers, and impacts of technical violations among women under supervision. Grounded in a gender-responsive framework, the session will situate technical violations within the broader context of women's lived experiences - highlighting how factors such as trauma, relationship dynamics, caregiving responsibilities, and economic instability shape compliance and engagement. Participants will explore how current supervision practices can inadvertently contribute to system involvement and will examine strategies for prevention and nonpunitive, effective responses. The session will include perspectives from women with lived experience, as well as agencies actively working to redesign policies and practices to reduce reliance on punitive sanctions. Designed as both a learning session and a working space, the workshop will offer opportunities for participants to engage in dialogue and generate practical, innovative approaches to reducing technical violations and improving outcomes for women.

Officer Safety in Community Corrections: Are We Doing Enough?

Officer safety in community corrections is often approached reactively, focusing on physical risk while overlooking the growing impact of psychological stress, burnout, and perceived lack of support. This session brings together agency leaders to explore both physical and psychological safety, examining current gaps, barriers to implementation, and opportunities for meaningful change. Through a facilitated panel and interactive discussion, participants will gain insight into how safety culture, leadership decisions, and access to tools impact officer well-being and retention. Real-world examples and peer perspectives will highlight practical, scalable approaches that agencies can implement without significant resource strain. Attendees will leave with a clearer understanding of how to assess safety within their organization and take actionable steps to improve both officer protection and psychological resilience.

Leadership That Moves Behavior: Turning Disengaged Teams Into High-Performing Ones

Most organizations measure engagement—but struggle to create it. In high-pressure environments, leaders often rely on policy, procedure, and authority, yet still face burnout, disengagement, and inconsistent performance. This session challenges that approach by focusing on the one factor that drives behavior: leadership. Participants will learn how connection—not control—builds trust, improves communication, and sustains performance. Through practical examples, this session equips leaders with simple, repeatable behaviors they can use immediately to strengthen engagement, improve morale, and increase accountability. Attendees will leave with a clear framework for leading people more effectively in demanding environments—without adding complexity.

Supporting Autistic and Neurodivergent Individuals in the Courtroom and in the Community

Neurodiversity, including autism and other neurological differences, is being diagnosed in increasing numbers. Understanding the unique perspectives and challenges faced by individuals with autism is not only essential for ensuring fairness but also for ensuring equity within the justice system. By having a better understanding of how to support autistic individuals in the justice system, more informed and just probation and parole decisions will be made that promote safety, fairness, rehabilitation, and reintegration into the community. In this session, we will explore understanding and accommodating autism and other neurodiversities in the justice system, the courtroom and the community by gaining a better understanding of individuals with neurodiversity as well as exploring the importance of agency training, cross system collaboration,

accommodations in court, the community and effective supervision strategies. Session attendees will gain an understanding of ways to engage autistic individuals as well as learn how to access resources for inmates while incarcerated and upon release to the community.

Different Pathways, Different Responses: Female Impaired Drivers in the Justice System

Female impaired drivers are a growing presence in the justice system, yet their pathways to offending often differ in meaningful ways from those of men. Women are more likely to present with histories of trauma, higher rates of co-occurring mental health disorders, substance use linked to coping and relationships, and complex caregiving responsibilities. These factors shape not only why women engage in impaired driving, but also how they respond to court mandates, supervision, and treatment. Despite this, many system responses remain largely gender-neutral, limiting their effectiveness with this population. This workshop focuses on bridging the gap between understanding and practice. Participants will explore the distinct risk-needs-responsivity profiles of female impaired drivers and examine how these differences impact compliance, engagement, and recidivism. The session will highlight how traditional approaches may unintentionally overlook key drivers of behavior and identify opportunities to adapt responses without compromising accountability or public safety.

Raising the Standard: How the Impaired Driving Assessment Aligns with APPA Assessment Standards

As assessment practices continue to evolve, the American Probation and Parole Association has established updated standards to promote accuracy, equity, and effectiveness in community supervision. This session examines how the Impaired Driving Assessment (IDA) aligns with these new standards and supports agencies in delivering evidence-based responses to impaired driving behavior. Participants will explore how the IDA meets expectations around validation, risk/need identification, responsivity, and implementation fidelity. Through practical examples, this session will demonstrate how agencies can use the IDA not just to meet standards—but to improve outcomes.

Breaking Cycles: Identifying and Overcoming Barriers to Probation and Parole – A Courtroom Perspective

Why do individuals repeatedly cycle through the justice system—even after intervention? This dynamic and thought-provoking session explores the real barriers to successful probation and parole compliance from the unique vantage point of the courtroom.

Judge William Dawson and Chief Probation Officer Tierra Banks combine legal insight with behavioral science and lived system experience to break down the patterns, pressures, and systemic gaps that contribute to recidivism. Participants will gain a deeper understanding of the “Cycle Breaker Framework™”, a practical model designed to help justice professionals shift individuals from reactive patterns to intentional, structured transformation. This session goes beyond theory—offering actionable tools, intervention strategies, and mindset shifts that can be immediately applied in probation, parole, courtroom, and community settings.

From the Grey Area to the Zone of Effectiveness: Practical Strategies for Professional Boundaries in Community Supervision

Building rapport is essential to effective supervision—and the strongest practitioners know how to earn trust, convey empathy, and stay firmly within professional boundaries. This interactive, 60-minute session equips probation and parole professionals with a practical “Zone of Helpfulness” framework to reduce uncertainty in day-to-day decision-making, strengthen officer safety and wellness, and support consistent, ethical client engagement. Participants will work through realistic supervision scenarios and apply evidence-informed, trauma-responsive strategies to: (1) clarify the difference between supportive involvement, under-involvement, and over-involvement, (2) identify early warning signs that boundaries are slipping (in ourselves and colleagues), and (3) select concrete responses that preserve rapport while protecting staff, clients, and the agency. Key concepts include universal human needs, boundary “red flags,” calibration strategies for under/over-involvement, and resiliency practices that reduce empathy fatigue and vicarious trauma.

Simple Benefits of Simple Mindfulness Practice

Mindfulness has been scientifically proven to reduce stress, anxiety and generally improve mental health as well as physical health benefits. In this field that is often defined as being high stress and physically taxing, this talk will address how a basic incorporation of mindfulness in one’s day can assist in benefitting us all. In addition to the personal benefits, we will discuss how mindfulness can benefit certain populations we may serve as well as the communities we work toward bettering. We will look at scientific research that backs this practice in action as well as teach how to incorporate these practices into even the busiest of lives.

Living your Truth in the Professional World: Aligning your Authentic Self with your work in Corrections

This session explores the intersection of personal, professional, and organizational values and how they interconnect to define and drive the purpose of the organization. Participants will learn how their values manifest at all levels of an organization and will identify ways to support their organization to actualize its purpose.

Under Pressure: Adding DBT and ACT Skills to Your CCP Tool

Community supervision officers routinely manage high risk and high need individuals who present with emotional dysregulation, resistance to authority, impulsive behavior, and safety concerns—often within brief, high stress office visits. While Core Correctional Practices (CCP) provide a strong evidence based framework, officers frequently report difficulty translating CCP principles into concrete actions during real world supervision contacts. This session focuses on practical, skill based supervision strategies that officers can use immediately. Participants will learn how to integrate Core Correctional Practices with select Dialectical Behavior Therapy (DBT) and Acceptance and Commitment Therapy (ACT) skills to stabilize difficult encounters, interrupt unhelpful thinking patterns, and redirect supervisees toward safer, prosocial choices. Grounded in Risk Need Responsivity (RNR) principles, the session emphasizes micro interventions that fit within typical 15–30 minute supervision contacts and enhances officer safety, accountability, and behavior change across diverse supervision populations.

Beyond Recidivism: Measuring Success in Community Supervision

For decades, recidivism has been the primary measure of success in community supervision—yet it fails to capture the full picture of individual progress and system effectiveness. This session introduces a practical, field-informed framework that shifts the focus from failure-based metrics to measurable indicators of success. Drawing on lived experience, policy work, and coalition-building efforts, participants will explore how redefining success can improve outcomes, strengthen public safety, and transform supervision practices. Attendees will learn how to integrate success-based metrics into case planning, officer decision-making, and agency performance evaluation. Through guided activities, participants will apply the framework to real-world scenarios and leave with actionable strategies they can implement within their own agencies.

The Job Changed. Did you? Managing the Shift to Supervisor

Most supervisors step into the role ready to work hard. What they're not always prepared for is how different the work actually is. The habits that led to success on the

line don't always translate to leading others. That's where things start to get difficult. Supervisors find themselves doing more instead of leading, avoiding difficult conversations, or struggling to get the best from their staff. This session focuses on that shift. Participants will take a closer look at what actually changes after promotion and where supervisors most often get stuck. The session introduces practical tools that can be used immediately, including a clear way to handle difficult conversations and a simple approach to adjusting leadership based on what staff need. The emphasis is on application, not theory. Participants will leave with specific language, practical strategies, and a clearer understanding of how to lead effectively in their new role.

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

This session will provide an overview of the prevalence of mental illness within the criminal justice system. The session will focus on understanding crisis intervention practices for professionals to utilize with individuals under their supervision during crisis situations. Attendees will learn skills related to crisis prevention, de-escalation and brief, non-clinical, suicide assessment.

The Most Important Letter in the Alphabet is "U"

Community corrections professionals work in high-demand environments characterized by heavy caseloads, organizational pressures, emotional labor, and ongoing exposure to the trauma experienced by justice-involved individuals. While this work is essential to public safety and community stability, the cumulative cost to staff well-being is often underestimated or normalized. This workshop offers a trauma-informed overview of the impacts of community corrections work and introduces practical strategies to support sustainable well-being. The session begins with a brief examination of common occupational stressors in community corrections, including chronic workload demands, role strain, and indirect exposure to trauma. Using a trauma-informed lens, these experiences are framed as understandable responses to prolonged job demands rather than individual weakness. Participants will gain insight into how cumulative stress can affect energy, engagement, decision-making, and professional functioning over time.

Power, Purpose and Presence: Women Leading in Every Role

Women in leadership are often navigating multiple roles simultaneously: professional, personal, and community while maintaining performance, influence, and resilience. This dynamic and interactive session explores the realities women leaders face in balancing competing demands, overcoming leadership pressures, and sustaining long-term effectiveness. Participants will engage in guided reflection, real-time audience

interaction, and practical strategy development focused on strengthening leadership identity, increasing confidence, and preventing burnout. This session introduces a structured leadership approach that empowers women to lead authentically while maintaining balance across critical areas of their lives. Designed for professionals in community corrections, juvenile justice, and public safety, this session equips attendees with actionable tools to enhance leadership presence, build supportive networks, and navigate complex leadership expectations. Participants will leave with a clear action plan to lead with purpose, strengthen resilience, and maximize their impact in every role they carry.

From Burnout to Balance: A Self-Care Workshop For Today's Criminal Justice Workforce

"From Burnout to Balance: A Self-Care Workshop for Today's Criminal Justice Workforce." Do typical self-care workshops leave you feeling inspired but utterly without a concrete plan? Many professionals ask themselves: "What are the actual strategies to take care of myself, and how can I realistically incorporate them into my already demanding schedule?" The concept of prioritizing your wellbeing is wonderful in theory, but putting it into practice amidst professional and personal commitments presents a persistent, daily challenge. This workshop is designed to move beyond high-level discussion and address the growing need for sustainable self-care routines. We will not only explore why maintaining your wellbeing is essential for long-term career success, but we will also equip you with reasonable, practical techniques that you can implement immediately. You will learn to identify your own unique self-care needs, establish healthy boundaries, and develop simple, time-saving rituals that ensure you are maintaining your own health while still meeting the important demands of others. Whether you are a new hire at the start of your career, feeling overwhelmed, or a seasoned leader finally acknowledging the wear and tear of years of service, everyone is welcome. Join us and take the first concrete steps toward making self-care a non-negotiable part of your life.

Your Officers Are the Intervention: Why Staff Care Is Your Agency's Most Underused Performance Tool

Ask most agency leaders where staff wellbeing sits on their priority list, and the honest answer is: somewhere between HR compliance and the next budget cut. This session challenges that assumption directly. Drawing on international evidence from probation systems across Europe and North America, we argue that how an organisation treats its officers is not a welfare matter — it is a supervision quality decision. When officers are emotionally exhausted, disengaged, or merely "coping," their clients feel it: therapeutic alliance deteriorates, evidence-based skills erode, and outcomes decline. The research is clearer than most of us are comfortable admitting. But this session goes further than the familiar burnout narrative. We propose a shift in the conversation — from resilience

(surviving the job) to thriving (doing it well, sustainably, with purpose). Participants will leave with a practical framework for assessing and improving organisational care as a measurable driver of supervision quality.

The Map Isn't the Problem: How Leadership Drives Evidence-Based Practice

Evidence-Based Practices (EBPs) are widely adopted across community corrections, yet implementation gaps persist. Research shows that leadership behavior, not policy alone, determines whether EBPs are applied with fidelity. This interactive session explores how supervisors and managers translate evidence into daily practice through coaching, communication, and culture-building. Participants will examine research on leadership impact, including engagement, coaching effectiveness, and implementation science, while engaging in real-world scenarios that reflect common challenges in community corrections. Through a structured, skill-based activity, participants will practice applying the “4 C’s” leadership framework, Clarity, Coaching, Consistency, and Culture, to strengthen staff performance and client outcomes. This session bridges research and leadership, equipping participants with practical tools to move EBPs from theory into action.

Managing Justice-Involved Individuals with Mental Illness: Practical Strategies for Supervision

Community corrections professionals frequently supervise individuals with mental illness, where behavior can be misinterpreted as willful noncompliance rather than symptom-driven impairment. This session provides a structured framework for analyzing behavior and making defensible supervision decisions. Participants will learn how symptoms such as disorganization, impulsivity, emotional dysregulation, and cognitive impairment impact follow-through, communication, and compliance. The training focuses on distinguishing noncompliance from impairment, responding to common supervision challenges, and applying practical strategies that reduce escalation while maintaining accountability. Emphasis is placed on real-world application in probation, parole, and reentry settings, with the goal of improving engagement, reducing violations, and supporting more stable outcomes.

The Call That Never Comes: What Happens When Officer Safety Systems Fail

Community corrections officers make decisions every day in unpredictable environments during home visits, field contacts, travel, and after-hours responses. This workshop focuses on practical ways agencies can strengthen officer safety, reinforce accountability, and improve response when incidents occur. Participants will examine common gaps in field operations, including missed check-ins, limited supervisor

awareness, and unclear escalation procedures. The session translates these challenges into actionable strategies that leaders and line staff can apply immediately, including: Clearer safety expectations; Stronger communication practices; Better officer visibility in the field; Faster, more effective incident response. Attendees will leave with practical, field-tested approaches they can adapt immediately to strengthen situational awareness, accountability, and officer safety across community supervision operations.

From Data to Change: Building a Supervision Culture That Works

Effective supervision goes beyond monitoring compliance. It equips people to change. This interactive workshop blends instructional expertise with real-world community corrections experience to show how risk, need, and strengths assessment data can be transformed into a practical roadmap for skill-building and behavior change. Participants will learn how to translate assessment results into clear case plan priorities, targeted interventions, and intentional coaching strategies that support meaningful engagement with clients. The session emphasizes that tools alone are not enough. Lasting change requires the right training, clear policy, and visible leadership investment. Designed for frontline staff, supervisors, and upper management, this course provides a shared framework and common language to align data, daily practice, and organizational culture and drive consistent outcomes.

Effective Leadership Practices: From Cultivation to Implementation

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

Empowering Officers: 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.

When There's No One to Refer To: Creative Justice in Rural Communities

Rural communities often face the greatest challenges in administering justice—yet have the fewest places to turn. When There Is No One to Refer To: Creative Justice in Rural Communities explores how courts and county social services can work together to create effective, human-centered responses even when traditional mental health, substance use, and treatment resources are scarce or nonexistent. This interactive session invites participants to rethink what collaboration can look like. Through guided activities, attendees will map the overlooked strengths in their own communities, identify unconventional partners, and brainstorm solutions that bridge gaps in services. We will discuss shared challenges such as jails without treatment or medical support, responding to crises like suicide risk or food insecurity, and coordinating cross-agency referrals that support individuals during sentencing and after probation. Participants will leave with practical strategies, new collaborative ideas, and a clearer understanding of how to build sustainable, locally tailored solutions.

Driving Continuous Improvement in Probation and Parole: Applying PDSA and Coaching Strategies

Participants will learn how coaching can help build staff engagement, foster ownership of change efforts, maintain momentum, and support teams through challenges and uncertainty.

The session will highlight how agencies can use practitioner experience, operational data, and project outcomes to identify priorities, test small-scale changes, and evaluate impact. Panelists will discuss lessons learned from both successful projects and initiatives that did not achieve their intended results, demonstrating how setbacks and unexpected outcomes can provide valuable insights for future improvement efforts. Attendees will leave with practical strategies for coaching teams through change, creating a culture of continuous learning, and using the PDSA framework to determine whether innovations should be adopted, adapted, or abandoned within their agencies.

Titles Tell the Story: How the Words on Your Door Shape the Work Behind It

Job titles do more than describe work. They signal what an agency values, shape how staff carry out operations, and communicate to courts and individuals who they are working with.

This session examines how title and role design shape professional responsibility, daily decision-making, and operations in pretrial agencies, and guides participants through a structured process for assessing and strengthening role clarity in their own organizations.

From Policy to Practice: Implementing Officer Safety in Community Corrections

Many community corrections agencies recognize the importance of officer safety, yet struggle to translate that priority into practical, implementable solutions. This session focuses on how agencies can move from policy and intention to real-world execution. Participants will learn how to assess current safety gaps, build internal alignment, and implement scalable safety strategies that address both physical and psychological risks. Drawing on real-world examples, the session will explore common barriers such as funding, procurement, and organizational resistance, and how to overcome them. Attendees will leave with a clear, actionable framework for improving officer safety within their agency, including steps to initiate change, gain buy-in, and implement solutions that are both effective and sustainable.

WRAP-An Evidenced Based Practice Positively Changing Justice Outcomes

WRAP is now used in justice systems across the country. WRAP for Workplace Wellness and WRAP for Reentry, an evidenced based practice (EBP) is recognized as an innovative program shown to improve behavior, adverse trauma responses, mental health outcomes, reentry outcomes and prevent crisis. This workshop presentation will provide an overview of WRAP, including how developing a personalized wellness plan helps individuals to identify simple and safe wellness tools to create action plans for everyday life to maintain wellness, create a supportive workplace, reduce recidivism, and improve quality of life. The presentation will describe how to utilize this EBP to improve probation and parole outcomes through a plan centered on personal responsibility and action planning. It will demonstrate how WRAP can be used as a preventive strategy and a proactive way to address life challenges such as addiction, mental illness, veteran service-related experiences, relationship difficulties and improve natural support systems.

Under Pressure: Using DBT and ACT Skills for Safer DV Supervision

Domestic violence (DV) cases present uniquely high risk supervision challenges, including coercive control dynamics, emotional dysregulation, technology facilitated abuse, and frequent threats to victim safety. While Core Correctional Practices (CCP) provide an evidence based framework for effective supervision, officers often report difficulty translating CCP principles into actionable interventions during brief, high stress supervision contacts. This session introduces a practical supervision model that integrates CCP with Dialectical Behavior Therapy (DBT) and Acceptance and Commitment Therapy (ACT) skills. Participants will learn how to stabilize emotionally charged encounters, interrupt violent or antisocial thinking patterns, and redirect behavior toward prosocial choices—all within typical 15–30 minute office visits. Grounded in Risk Need Responsivity (RNR) and Coordinated Community Response (CCR) principles, the session emphasizes authoritative coaching without collusion, validation without minimizing abuse, and skills based micro interventions that enhance both victim safety and officer effectiveness.

Supporting Behavior Change and Workforce Readiness for Youth and Young Adults in Probation: Practical Strategies from the Field

Probation agencies are increasingly tasked with supporting behavior change, improving decision-making, and preparing individuals for successful reentry. This session focuses particularly on youth and young adults on probation, where building foundational cognitive, emotional, and workforce readiness skills is especially critical. While traditional supervision models often emphasize compliance, there is growing recognition of the need for approaches that build underlying skills tied to long-term success. This session draws on insights from supporting multiple probation agencies implementing structured, skill-building interventions within supervision. Attendees will learn how different agencies are integrating these approaches into their workflows, the implementation models that are emerging, and the challenges encountered along the way. The session will highlight practical strategies that can be adapted across jurisdictions, including those working with transition-age populations.

The Impaired Driver Puzzle: Pitfalls, Profiles & Proven Practices

This presentation takes a national, data-informed look at impaired driving and offers a shared approach that supports both pretrial and probation decision-making. It explains why uniform responses don't work: many people resolve after a first DWI, while a smaller group continues impaired driving despite repeated system contact, creating ongoing public-safety risk. The session shows how pretrial and probation teams—alongside judges and partners—can use the same framework to identify higher-risk individuals, set clearer expectations, and match supervision, monitoring, and treatment

intensity to actual risk and need. It emphasizes using validated, DWI-specific screening and assessment to guide conditions, target referrals, and apply consistent response pathways when compliance slips. The goal is to strengthen front-end and supervision-stage practice in ways that improve compliance, reduce repeat impaired driving, and support safer community outcomes.

From Officer to Leader: The Skills Community Supervision Never Taught You

Middle managers in community supervision are almost universally promoted on the basis of technical competence, including knowledge of supervision conditions, policy compliance, and caseload management. The skills that determine whether they actually succeed in the role are almost entirely different. Research on perceived supervisor support and organizational culture consistently identifies the supervisor as the single most influential factor in whether evidence-based practices reach the frontline level. Yet most agencies invest little in developing the relational, communicative, and adaptive skills that make that influence possible. This session identifies six non-technical skill domains critical to middle manager effectiveness in probation and parole, grounded in current research and translated into field-realistic practice. Participants will assess their own skill gaps, engage in peer discussion, and leave with at least one concrete development commitment.

It's all about "PEOPLING" – Our journey from line staff to district leadership

There are many people whose work performance puts them in line for promotion. They are excellent in their roles; committed to helping individuals under supervision while valuing the integral part they play in public safety and collaboration with community partners. However, when it comes to making the transition from being “the one in charge of their own work” to becoming “the one responsible for the people who are in charge of the work”, some falter, become disillusioned or fail to find continued professional satisfaction. How do we identify those who are ready to take on the full challenge of leadership? What can we do to coach our next cohort of leaders? What factors contribute to an inexperienced supervisor’s development and success? How can we shift our professional priorities to maintain enthusiasm, fulfillment and joy in the workplace as promotions take us further away from the actual work that started our fire in the first place? We will take participants through an informal, yet poignant discussion about our paths through this process; the mistakes we made, the lessons we learned and the success we have enjoyed leading people as they strive toward operating at their natural best. This presentation will target those interested in discussing leadership styles, the mindset for effective leadership, the power of relationship building and the process for initiating and following through with effective dialogue in the workplace.

From Framework to Field: Building Consistent Supervision Through CCP, DBT, and ACT

Community supervision agencies are increasingly expected to manage high risk, high need cases involving emotional dysregulation, behavioral health challenges, resistance to authority, and safety concerns—often within brief, high stress supervision contacts. While Core Correctional Practices (CCP) provide a strong evidence based framework, agency leaders frequently report challenges with consistent implementation, staff confidence, and translating theory into day to day practice. This session is designed for agency leaders, supervisors, and training staff seeking to strengthen supervision outcomes through practical, scalable implementation strategies. Participants will explore how integrating Dialectical Behavior Therapy (DBT) and Acceptance and Commitment Therapy (ACT) skills into CCP can support officer decision making, reduce escalation, and improve behavior change across diverse supervision populations, including high risk, justice involved individuals. Grounded in Risk Need Responsivity (RNR) principles, the session focuses on supervision models, training priorities, and policy level supports that enable officers to move beyond compliance driven check ins toward more effective, skill based supervision.

The Power of Relationships: Your Real Superpower Panel presentation with Board members, Commissioners

This presentation will explore The Power of Relationships as a foundational driver of effectiveness, trust, and organizational performance in law enforcement and public service. It examines how relationships may influence decision-making, communication, leadership, and community engagement across multiple levels of the criminal justice system. The session will highlight the importance of internal relationships between leadership and staff, peer-to-peer collaboration, and interagency partnerships, as well as external relationships with communities, stakeholders, and individuals under supervision. Special attention will focus on how differing perspectives—such as leadership versus frontline staff, community versus agency expectations, and risk versus rehabilitation priorities—shape outcomes and organizational culture. Drawing from research and practice in corrections and public safety, the presentation will emphasize how strong, trust-based relationships enhance psychological safety, improve job performance, reduce conflict, and strengthen public trust. Participants will gain practical strategies to build, sustain, and leverage relationships to improve both organizational and community outcomes.

LeadForward Leadership Development Program: Rise. Lead. Inspire.

The LeadForward program is a staff leadership development initiative focused on strengthening front-line employees' leadership skills. The program emphasizes building core competencies such as communication, collaboration, decision-making, and self-

awareness to support effective leadership in everyday work. Through structured learning, mentorship, and real-world application, participants develop the ability to lead effectively, foster teamwork, and contribute to a positive and high-performing work environment. This session will provide a comprehensive overview of a Maricopa County Juvenile Probation Department's leadership development program, including its design, key focus areas, strategies for staff engagement, and approaches to successful implementation. Facilitators will share insights and lessons learned throughout the program's development. Attendees will also have opportunities to engage in interactive small-group discussions, fostering collaboration, reflection, and practical application of concepts.

Beyond the Exclusion Zone: How Survivor-Centric Proximity Monitoring Closes the Gap in Domestic Violence Supervision

Traditional GPS ankle monitoring protects locations — not people. Exclusion zones alert agencies when an offender enters a predefined area, but survivors remain invisible to the system the moment they step outside their front door. This session introduces SafeReach, a survivor-centric proximity alert platform built on existing offender monitoring infrastructure that delivers real-time safety intelligence directly to the survivor's phone — wherever they are. Attendees will explore how dynamic proximity monitoring differs from static exclusion zones, how the technology integrates with existing supervision workflows, and how agencies can fund access through token-based models at no cost to survivors. The session examines legal and privacy considerations, GPS vendor integration, and the operational case for embedding victim notification into standard supervision practice. Real-world deployment scenarios and a live platform demonstration will ground the discussion in practical application for probation and parole agencies of all sizes.

From Belief to Behavior: Translating Effective Intervention into Practice

In community supervision, outcomes are shaped not only by policies and programs, but by the quality of everyday staff-client interactions. This session examines how staff mindset, overarching and organizational principles, and evidence based principles work together to influence behavior change. Participants will explore the idea that every interaction is an opportunity—one that can either reinforce risk or support growth. Drawing on the principles of effective intervention and the Risk Need Responsivity framework, this interactive session highlights how belief in human change, growth oriented thinking, and intentional practice activate the impact of evidence based strategies. Through reflection and real world examples shared by both presenters and participants, attendees will leave with practical insights into how words, tone, and actions communicate messages about people, power, and possibility—and how aligning

mindset creates the conditions to positively impact lives and contribute to safer communities.

Behind the Caseload: New Insights on Compassion Fatigue in Community Corrections

Community corrections professionals balance supervision and rehabilitation responsibilities while working with clients who often have complex trauma histories. These role demands can contribute to burnout, secondary traumatic stress, and compassion fatigue; yet limited research has examined the professional quality of life among community corrections professionals. This session presents preliminary findings from a statewide study using the Professional Quality of Life (ProQOL) Scale. Early results suggest that organizational demands—including frontline supervision roles, hours worked, and the frequency of field visits—may influence levels of secondary traumatic stress. Findings also reveal mixed results regarding the effectiveness of commonly used individual and agency-led wellness programs. Participants will compare their professional experiences with emerging data and explore evidence-based strategies that individuals and agencies can use to strengthen professional well-being.

I've Completed the Risk/Needs Assessment—Now What? Sharing Assessment Results with Justice-Involved Individuals

Risk/Needs assessments are a fundamental part of sentencing, community supervision, guiding supervision levels and case planning. The term assessment originates from the Latin word *assidere*, meaning to sit beside—a reminder that our role is not just to assess but also to engage. Too often, officers quickly move from completing the assessment to making sentencing recommendations and supervision decisions without fully involving the individual in the process. However, meaningful engagement with justice-involved individuals about their assessment results can foster collaboration, increase motivation, and lead to more effective supervision outcomes. This interactive session will provide a structured approach for officers to share assessment results, offer meaningful feedback, and explore the individual's perspective on the findings. Participants will learn how to communicate assessment data in a way that encourages understanding, self-reflection, and buy-in for next steps.

From Incarceration 2 Impacts

This engaging 60-minute session equips probation and parole professionals with practical strategies to better motivate and engage justice-involved individuals during the reentry process. Drawing from his experience speaking inside correctional facilities across the country, Baron Warren provides insight into the mindset barriers individuals face when transitioning from incarceration to community supervision. Participants will

learn a simple, field-tested framework centered on integrity, personal responsibility, lifelong learning, accountability, and mentorship—principles that reinforce supervision goals and support long-term desistance. This session provides practical communication tools and motivational approaches officers can immediately apply during supervision meetings to help individuals move from incarceration toward becoming productive members of their communities.

Deflection and Reentry: Expanding Opportunities in Probation and Parole

Deflection is a pre-arrest strategy that connects individuals to treatment, recovery, and supportive services in lieu of deeper involvement with the justice system. While typically used prior to system entry, it offers a practical opportunity for community supervision professionals to improve outcomes without expanding enforcement. This session focuses on two applications: connecting family members and close contacts of individuals under supervision to deflection services, and using deflection as a bridge at reentry when supervision ends. Participants will learn how to identify needs within an individual's social environment that contribute to violations and instability, and how to facilitate voluntary referrals for those not under supervision. The session also demonstrates how deflection can support continuity of care at reentry, reducing recidivism and preventing future system involvement. Participants will leave with actionable strategies they can implement to strengthen engagement, reduce violations, and improve long-term outcomes.

From Survival to Stability: Community-Based Reentry Models that Reduce Recidivism and Improve Health Outcomes with Kindness

This session presents an innovative, community-based reentry model designed to reduce recidivism by addressing social determinants of health, workforce readiness, and behavioral health needs. Led by Kindful Restoration, this model integrates Community Health Workers (CHWs), care navigation, and structured compliance frameworks to support justice-involved individuals transitioning back into the community. Participants will explore how coordinated services—including housing navigation, healthcare linkage, and workforce support—can stabilize individuals post-release while improving system outcomes. The session will highlight real-world implementation strategies, lessons learned, and measurable outcomes tied to engagement and compliance.

From Homeless to Stability

Housing instability is one of the strongest predictors of recidivism among individuals involved in the criminal justice system. Research shows that individuals experiencing homelessness are significantly more likely to experience re-arrest, technical violations, and failure to appear in court. Despite this, many community corrections agencies lack structured, role-specific strategies to address homelessness within supervision practices. This interactive session equips Pretrial Investigators, Pretrial Probation Officers, and Post-Release/Probation Officers with practical, field-tested approaches to address housing instability as a core supervision strategy. Participants will learn how to assess housing risk, adapt supervision conditions, and implement stabilization-focused interventions that improve compliance and outcomes. Emphasis will be placed on cross-team collaboration, resource coordination, and realistic strategies that can be implemented immediately, even in resource-limited jurisdictions. Participants will leave with actionable tools to integrate housing-focused approaches into daily supervision and reduce recidivism.

How Changing the Face of Behavioral Health Support Eases Reentry and Decreases Recidivism

Approximately 85% of incarcerated individuals have some problematic substance use (NIDA), and mental illness is twice as common in inmates as the general population (NAMI). These chronic conditions are often left untreated because of healthcare gaps and stigma, which makes re-entry more difficult and recidivism more likely. Session attendees will break down the statistics around inmate substance use and mental health, identify causes of recidivism and challenges to re-entry, and pinpoint ways to keep people engaged in treatment and recovery, including using peer coaches with a similar lived experience (e.g., have been formerly incarcerated and are in recovery), leveraging community and educational resources, and incorporating family support to improve the chance of successful recovery. We'll also share lessons learned from implementing a similar support program with the Federal Bureau of Prisons and additional inmate populations.

Why Your Why Matters

"Why Your Why Matters" is an interactive 60–90-minute workshop designed to help professionals uncover and reconnect with their core motivations, values, and purpose. Grounded in Simon Sinek's Start with Why framework, this session explores the difference between manipulation and inspiration, introducing the Golden Circle as a tool for purpose-driven leadership. Participants will engage in guided reflection, discussion, and practical exercises to identify their personal "why" and align it with their leadership approach. Ideal for current and emerging leaders, this workshop provides actionable

insights to strengthen trust, enhance motivation, and support both personal and professional growth. Attendees will leave with a clearer sense of purpose and a plan to apply their insights in real-world settings.

Speeding Through Life: Understanding the Complicated Relationship Between ADHD and Substance Use

The prevalence of ADHD has increased substantially over the last decade, with the number of adults diagnosed with ADHD almost doubling. Amongst those with ADHD, approximately 40% also struggle with substance use. The impulsivity and mood symptoms associated with an ADHD diagnosis are often misunderstood, leading to self-medication and risky behavior. While prescription medication is often the first line approach for treating ADHD, there are concerns that those who struggle with addiction will abuse these medications, making their recovery more difficult. This presentation will assist the audience with identifying behavioral and emotional interventions to treat ADHD symptoms, which, in turn, may decrease substance use with this population. Cognitive behavioral strategies will be introduced, with an opportunity to model and role play these interventions.

VIRTUAL SESSIONS

Protecting Probation Workforce: Organizational and Leadership Strategies For Wellbeing And Burnout Prevention

Drawing on international research on probation staff stress, morale, and burnout prevention, this workshop invites participants to compare protective practices in European probation systems and consider how those approaches could apply in their own agencies. Building on themes of screening, prevention, recovery, and resilience, the session moves beyond discussion to practical planning. Through brainstorming, guided reflection, structured activities, and leadership exercises, attendees will consider both their own well-being and the needs of team members with different stress levels, roles, and support needs. Participants will leave with practical ideas and a concrete action plan that identifies what their agencies already do, what may be missing, and what could realistically be implemented after the Summer Institute. The session will help participants define short-term, low-resource steps and longer-term strategies requiring broader leadership support, with the goal of improving workplace culture, supporting staff well-being, and strengthening probation practice in sustainable, practical ways.

Beyond Probation: Building Your Next Chapter of Purpose

This session explores meaningful career pathways for probation officers ready to transition into new roles, whether as employees or leaders. Participants will learn how to translate their unique skills—such as case management, crisis intervention, communication, and ethical decision-making—into a wide range of professional opportunities across public service, nonprofit organizations, private sectors, and leadership positions. The session will also highlight educational pathways, certifications, and training programs that support career advancement and long-term growth. Attendees will gain practical strategies for navigating career changes, positioning their experience effectively, and identifying roles that align with their strengths and values. Whether pursuing advancement within a new organization or stepping into leadership, this session is designed to empower probation professionals to confidently take their next steps beyond the field.

Say the Hard Thing: Using Core Correctional Practices to Drive Change in Recovery

Sustained recovery doesn't end when supervision does—it depends on the quality of conversations participants have long after court involvement. This session equips probation officers and practitioners with practical strategies grounded in Core Correctional Practices (CCP) to prepare individuals for the real-world conversations they will face in recovery. Participants will learn how to use skillful communication, cognitive restructuring, and relationship-building techniques to help individuals navigate high-risk situations, set boundaries, and engage in difficult but necessary conversations with family, peers, and support systems. Through applied examples, this session emphasizes how CCP can be used not just to manage behavior during supervision, but to build lasting skills that promote long-term recovery, resilience, and independence beyond the justice system.