



WORKSHOPS

As of May 20th, 2026 - Subject to Change*

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

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.

Innovative Problem-solving by Implementing the Standards

The National Standards for Community Supervision were developed to provide a comprehensive resource for community supervision agencies, drawing upon the latest research in the field and the perspectives of both practitioners and researchers committed to evidence-based practices. This session offers an opportunity for officers and agency leaders to review and brainstorm supporting resources that supplement the Standards, including quick reference guides that highlight essential elements of each Standard and the Putting the National Standards Into Action: An Organizational Framework for Effective Community Supervision resource for agency considerations when implementing the Standards. To ensure the Standards are accessible, this session will include facilitated discussion around how Standards are currently reflected in participants' agency policy and procedure and what changes are needed to better embed Standards into practice.

Specifically, this session asks participants to consider resources needed to implement the Standards, questions agencies should discuss to anticipate challenges to implementation, and practical considerations around timeline and outcomes the agency might expect to observe from changes that are implemented. This session will forecast and solicit feedback about future in-person regional training and webinar opportunities designed to help agencies implement the Standards, as a step towards an accreditation process APPA plans to develop.

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.

Enhancing Community Supervision: Improving Officer Efficiency and Strengthening Fee Management

Community supervision agencies face growing caseloads, evolving client needs, and increased accountability expectations—often with limited resources. To address these challenges, many are adopting practical, easy-to-implement solutions that enhance supervision without requiring major system changes. This workshop explores integrated, add-on tools that improve efficiency and support more meaningful officer-client interactions. Attendees will examine mobile applications that provide real-time access to information, enabling officers to complete tasks in the field, reduce administrative work, and focus on behavior change. The session will also highlight modern fee management approaches that improve collection rates and increase agency revenue through automation, flexible payment options, and streamlined reporting. By reducing the need for officers to act as collection agents, these solutions allow them to focus on supporting clients and driving positive outcomes. Together, these tools help agencies operate more efficiently while strengthening supervision practices.

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, responsiveness, 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.

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.

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.

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.

Leadership in Corrections

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 men and women 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!

How to do the APPA National Standards: Implementation Lessons

APPA has issued national standards for the field of probation and parole. An evaluation of the implementation of the standards in 7 different organizations is ongoing. This session will focus on how different organizations are using the national standards, and how the standards will be evaluated. The goal is discuss different methods for implementing the standards.

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.

Tribal Reentry Topic

The topic for this workshop will be determined in May 2026.

Tribal Reentry Forum: I will come up with a cool title

This Forum will present attendees the opportunity to engage with Tribal Reentry Professionals to enhance their knowledge to planning, implementing, or enhancing Tribal Reentry programs.

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

This workshop introduces probation and parole professionals to the Plan-Do-Study-Act (PDSA) cycle and coaching as practical strategies to improve staff effectiveness and client outcomes. Moving beyond traditional top-down approaches, PDSA engages staff at all levels to identify priorities, test solutions, and drive continuous improvement. Participants will learn how to use available data—including practitioner experience—to identify barriers, implement targeted changes, and evaluate results. The session features a PDSA pilot with the Massachusetts Probation Service, supported by coaches from George Mason University. Panelists will highlight lessons learned, including elevating staff voice in selecting improvement priorities, empowering staff to design and implement solutions, and using data to assess impact. Attendees will leave with a practical framework to evaluate outcomes and determine whether to adopt, adapt, or abandon changes within their agencies.

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.

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.

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.

Real-Time Risk Intelligence with Vector: How Predictive Technology Is Transforming Supervision Caseload Management

As supervision caseloads grow, providing consistent, individualized oversight becomes a daily challenge. This session examines how predictive technology is shifting the way professionals approach case management, moving from reactive responses to earlier, more informed decision-making. Attendees will explore a real-world use case in which a supervision professional used Vector to monitor client risk movement and determine where to focus their time and resources. Discussion will include how Vector works in practice, what implementation looks like, and how organizations can think critically about integrating similar tools into their workflows.

Evaluating Pandemic Guidelines for Community Corrections: A Structured Expert Feedback Session

APPA is currently collaborating with University of Central Florida and George Mason University to understand the experiences of probation and parole agencies and staff during the COVID-19 pandemic in an effort funded by the National Science Foundation. All findings will be used to inform data-driven Guidelines for Community Corrections

Responses to Viral Pandemics. This workshop will convene researchers, practitioners, and policy stakeholders to systematically assess the appropriateness of proposed pandemic guidelines for community corrections agencies. The session is designed to gather structured expert feedback to inform the refinement of guideline recommendations grounded in existing research and case studies. Input generated during the workshop will be used to inform ongoing guideline development and to ensure that proposed recommendations are responsive to the realities of community corrections work. The session is designed to be participatory and will provide attendees with the opportunity to help shape future guidelines.

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.

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.

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.

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 understand their own authority and purpose, and communicate to courts and defendants who they are working with. In pretrial services, where the presumption of innocence and least restrictive conditions of release set the work apart from probation and parole, role clarity is not a bureaucratic detail. It is a practice driver. Research on role ambiguity consistently links unclear role expectations to reduced job performance, lower job satisfaction, and decreased organizational commitment. In pretrial settings, role confusion carries additional stakes: it can produce supervision practices that drift toward a correctional rather than court-services orientation, undermining the constitutional principles the work is meant to uphold. This session examines how title and role design shape professional identity, daily decision-making, and organizational culture in pretrial agencies, and guides participants through a structured process for assessing and strengthening role clarity in their own organizations.

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.

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.

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.

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.

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Incentives, Innovation, and Impact: A New Model for Digital Behavior Change Programming with Justice-Involved Youth

Juvenile agencies are increasingly tasked with delivering interventions that are both risk-need-responsive and engaging. This session highlights how Alameda County designed and implemented an innovative program using the Atlas platform to support meaningful behavior change among justice-involved youth, and insights on dosage and goal completion for staff. Participants will learn how Alameda created the Atlas Learning Center, a trauma-informed physical space where youth complete assignments tied directly to their case plans. The program incorporates structured incentives, phased implementation across units, and ongoing feedback from staff and youth to strengthen fidelity and engagement. Presenters will discuss how digital tools support case planning, track dosage and progress, and help agencies deliver consistent programming aligned with risk-need-responsivity. Attendees will gain practical strategies for designing engaging, scalable programming that supports youth development while strengthening accountability and outcomes.

Using AI to Transform Officer Coaching and CQI

Sitting in on one client interaction per quarter isn't coaching. It's a snapshot. Community supervision leaders need a better way to ensure officers are consistently applying EBPs and leveraging the tools your agency provides. AI changes the equation. With continuous, targeted feedback, supervisors can coach officers in real time, driving meaningful improvements in client outcomes rather than waiting for the next observation cycle. In this

session, we'll hear directly from an agency using AI-powered coaching tools to reshape their CQI process: what they built, what changed, and what the outcomes look like.

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.

From Supervision to Support: Using Digital Technology to Improve Probation Outcomes with PARCA

Community supervision agencies face mounting pressure to improve client outcomes while managing high caseloads and limited resources. The Probation and Reintegration Coach Application (PARCA), developed with funding from the National Institute on Drug Abuse (NIDA Grant #1R42DA056255, PI: Dr. Faye Taxman), is an evidence-based digital platform designed to bridge the gap between officers and clients. PARCA includes a mobile app for clients — supporting goal-setting, treatment engagement, and resource access — and a web dashboard giving officers real-time visibility into client progress and compliance. Grounded in Contingency Management and Motivational Interviewing, PARCA incentivizes positive behaviors while equipping officers with actionable, data-driven insights to guide case decisions. This session presents findings from real-world implementation in two Texas probation agencies, including lessons learned, user experiences from officers and clients, and strategies for successfully integrating digital tools into existing supervision workflows to improve accountability and recovery outcomes.

Leveraging AI for Early Intervention: Predictive Analytics and Personalized Support to Reduce Recidivism

Artificial intelligence is transforming community supervision by enabling early, proactive interventions that prevent recidivism. This session equips probation, parole, and pretrial professionals with practical, ethical, and data-driven tools for applying AI in supervision. Presenters will demonstrate how predictive analytics and natural language processing can identify early warning indicators—such as changes in employment stability, housing, or communication tone—before violations occur. Attendees will explore case studies from pilot programs that achieved measurable reductions in technical violations and new arrests. The session emphasizes responsible AI use with transparency, bias mitigation, and client-centered ethics. Participants will leave with actionable frameworks and templates

for assessing risk, designing intervention workflows, and integrating AI tools within existing case management systems—enhancing public safety and supporting successful reentry.

Conditions That Count: Kentucky tests novel pretrial supervision strategies for moderate to high-risk clients

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. Presenters will explore how evidence-based strategies like graduated responses 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 work, and how the findings can inform smarter, more effective pretrial supervision.

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.

Predict to Prevent: Using Mobile Device Activity to Identify Recidivism Risk Before It Happens

Recidivism rarely happens without warning. Long before an individual reoffends, behavioral patterns emerge — and increasingly, those patterns show up on mobile devices. This session explores how community supervision professionals can leverage mobile device activity data as an early-warning tool to identify individuals at heightened risk of reoffending. Attendees will examine the behavioral and digital indicators that correlate with recidivism risk, including communication patterns, application usage, location data, and online behavior. Drawing on emerging research and real-world supervision technology,

presenters will demonstrate practical frameworks for integrating mobile monitoring insights into case planning and intervention strategies. This session equips officers and agency leaders with actionable knowledge to move from reactive supervision to proactive intervention — identifying risk earlier, targeting resources more effectively, and ultimately reducing reoffending in their communities.

Real Colors Workshop

Everyone has a distinct temperament or personality. Real Colors is a fun, easy to understand system designed to identify a person’s temperament, or Real Colors. The Real Colors Workshop allows participants to examine who they are and how they relate to others, empowers participants by providing a framework for effective communication, and it provides keys to understanding what motivates each of the temperaments.

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.

Margarita Potseluiko, Head of the International Partners Cooperation Unit.

Public Institution “Center of Probation”.

Leading and Embracing the Future: Artificial Intelligence in Community Supervision - Integration, Opportunities, Challenges, and Ethical Applications

This ongoing interactive series combines expert presentations, demonstrations, interactive panels, and facilitated exercises to foster peer exchange and practical learning. Artificial Intelligence (AI) has become a force shaping organizational planning, decisions, and service delivery across sectors, including community corrections. As its use becomes more prevalent, AI continues offering opportunities to strengthen efficiency, effectiveness, and outcomes. Its growing role though also underscores persistent ethical, security, legal, and operational considerations agencies must manage. Building on prior APPA sessions in

Atlanta (Spring 2026), NYC (Summer 2025); and Las Vegas (Winter 2025), this workshop moves from exploration/planning to implementation and maintenance. Participants will gain greater understanding of how AI is being responsibly integrated into daily correctional practice and staff development. Through demonstrations, case studies, and discussion; attendees will examine how AI can streamline processes, strengthen data-informed decisions, and expand capacity while safeguarding human judgment, ethics, and our core mission of equitable accountability and rehabilitation.

From Data to Decisions: Strengthening Pretrial and Supervision Outcomes Through Connected Information

Community supervision professionals are expected to make critical decisions using information that is often incomplete, delayed, or siloed across systems. Building on the challenges identified in the reentry transition, this session explores how agencies can strengthen decision-making by improving access to timely, reliable data across the justice continuum – helping officers focus attention where it matters most during high-risk periods. Participants will examine common data challenges, including fragmented systems and inconsistent reporting, and learn practical strategies to establish a “single source of truth” for case management. The session also explores how supervision tools and monitoring strategies can be calibrated based on real-time data and risk, helping officers prioritize effort and respond more effectively. Emerging technologies, including AI-assisted tools, are discussed within a human-in-the-loop framework that reinforces professional judgment and accountability. Through case-based discussion, attendees will gain insight into how stronger data practices support risk assessment, compliance monitoring, and more informed supervision outcomes.

The Reentry Cliff: Strengthening the Transition from Custody to Community Supervision

The transition from incarceration to the community is one of the most critical—and least structured—periods in the justice system. Individuals face elevated risks of overdose, homelessness, and recidivism within the first days following release, yet coordination across agencies is often fragmented or absent. This session reframes reentry as a systems challenge, rather than an individual failure. Participants will examine where breakdowns occur across custody, pretrial, courts, and supervision—and how gaps in housing, behavioral health, and information continuity undermine outcomes. Through practical frameworks and real-world scenarios, attendees will explore how structured pre-release planning, coordinated workflows, and shared data can create a more effective bridge to the community, improving both public safety and long-term reentry success.

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.

Building on Conditions Trends: Emerging Practices from National Landscape

Across the fifty states, there is much variation in the way conditions of supervision are imposed, modified, and managed. To better understand these nuances, CJI has conducted a national landscape analysis through examination of publicly available information and qualitative data from supervision agencies through a national survey and case studies focused on individual states.. This analysis includes the connection between imposition of conditions and individually assessed risk, need, and responsivity and the role of the officer in modifying conditions. This workshop will review CJI’s Community Supervision Conditions Nationwide: A Landscape Analysis, including key findings related to trends and policy considerations. CJI will present examples of community supervision agencies taking some of the lessons learned from the landscape analysis and implementing changes for participants to consider. Participants will then engage in an interactive breakout session to consider how these findings relate to the use of supervision conditions in their own jurisdiction.

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.

Same Challenges, Different Countries: A Live International Exchange on Leadership, Practice, and the Future of Community Supervision

What does Massachusetts have in common with His Majesty's Prison and Probation Service in England and Wales and probation systems across Europe? More than most practitioners realize. Workforce strain, staff morale, caseload pressure, burnout, and the urgent challenge of retaining skilled officers are not American problems. They are global ones. This session is a live, facilitated international exchange featuring executive leadership from Massachusetts Probation Service and international partners from the Confederation of European Probation. Framed by the Global Co-Learning Network, presenters will move beyond comparison to genuine dialogue: what are we each trying, what is working, what has failed, and what can we adapt from each other? Participants will engage directly with international leaders through structured discussion, leave with concrete strategies for workforce sustainability and staff morale, and learn how to become part of the Global Co-Learning Network to continue the conversation.

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.

Reduce speeding with Intelligent Speed Assistance- A Practical, Proven Tool to Enforce Speed Compliance and Increase Road Safety

This presentation explains how Active Intelligent Speed Assistance (ISA) technology helps reduce speeding and improve road safety by preventing drivers from exceeding posted speed limits. It highlights the difference between passive warning systems and active

speed-limiting systems, while demonstrating how court-ordered ISA programs can support probation supervision, reduce repeat speeding offenses, and enhance public safety. The presentation also reviews crash statistics, successful ISA pilot programs, device features, compliance reporting, and the growing adoption of ISA programs across multiple states.

Veronica will share details; needs Faye Taxman & Katie Green (do not conflict schedules)

Veronica's bicycle analogy, recorded session in BM

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.

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.

From Supervision to a Specialized Response within Community Corrections

This training provides a comprehensive framework for developing and strengthening an anti-trafficking unit within juvenile probation systems, with a focus on addressing the unique vulnerabilities of justice-involved youth. Participants will gain a deeper understanding of how human trafficking and the critical role probation departments play in identification, conducting effective screenings, intervention, prevention, integrating multidisciplinary approaches, and implementing strategies that disrupt exploitation while supporting long-term stability for youth. Designed to increase awareness of youth vulnerabilities to exploitation, including the impact of social determinants, while equipping professionals with the ability to engage youth through a trauma-informed lens, and effectively responding to the complex realities facing exploited and at-risk youth. Offering strategies to build or enhance anti-trafficking units, improve cross-system collaboration, and align policies with best practices. Ultimately, this training aims to improve outcomes for youth and families by shifting from punitive responses to holistic, restorative approaches that prioritize safety, healing, and opportunity.

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.

Under Pressure: Adding DBT and ACT Skills to Your CCP Tool (Line Staff Version)

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.

Stronger Together: Intentional Collaboration and Successful Outcomes

In 2021, Indiana enacted legislation requiring all 92 counties to establish a local Justice Reinvestment Advisory Council (JRAC), creating a statewide framework for structured stakeholder collaboration. This workshop explores how intentional collaboration—designed with clear purpose, defined roles, and shared accountability—can improve justice system outcomes across diverse jurisdictions. Participants will examine how deliberately forming multidisciplinary teams with balanced representation and consistent engagement strengthens decision-making and promotes alignment across agencies. The session will highlight how these collaborative approaches lead to more effective use of resources, increased reliance on data and evidence-based practices, and measurable reductions in recidivism. Drawing on real-world examples from Indiana counties, participants will see how intentional collaboration drives system-wide improvements. Attendees will leave with an achievable framework and actionable strategies to build or refine collaborative structures that produce meaningful, sustainable, and measurable results in their own jurisdictions.

Strategies for Cross-System Collaboration to Improve Outcomes for People with Mental Illness

People with mental illnesses are overrepresented on community supervision caseloads across the United States. These individuals face greater difficulties meeting the terms of their supervision and have higher rates of violations compared to individuals without mental illnesses. Specialized mental health supervision approaches have emerged to address the unique needs of this population. In these specialized models, community supervision officers perform duties beyond what is typically expected. Although specialized mental health officers often receive advanced training, supporting the individual in maintaining safety and stability within the community relies on the quality of collaboration and coordination between community supervision officers and treatment providers. However, due to myriad challenges impeding collaboration, agencies need to

develop strategies specifically focused on enhancing capacity for collaboration. This session describes a project in North Carolina, funded by the National Institute of Mental Health, to enhance collaboration between specialized mental health officers and treatment providers.

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.

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.

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.

Walking the Line: Navigating Social and Political Risks in Probation and Parole Practice

This one-hour training explores the growing social and political risks facing probation officers and their impact on career advancement and organizational legitimacy. This session guides participants from foundational awareness to critical thinking, equipping them with practical strategies to navigate complex professional environments. Social risks, driven by public perception, cultural expectations, and digital visibility, can affect credibility through social media activity, communication, and personal associations. Political risks emerge from shifting policies, leadership priorities, and polarized debates, requiring officers to maintain neutrality while adapting to change. Through real-world scenarios, participants analyze how missteps can damage reputations, limit promotion opportunities, and create agency liability. The training emphasizes professional judgment, ethical communication, and risk mitigation aligned with leadership competencies. Participants will develop tools to manage their professional identity, assess risk exposure, and create a career advancement plan that supports both individual success and organizational trust.

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.

Building High-Performance Leadership Teams Workshop

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.

The Anatomy of the Severely Wounded: The Addiction Trauma Connection

This will be interactive workshop consisting of lecture and case studies of three people who were severely wounded in early childhood and self-medicated for years with drugs and alcohol. The workshop will provide an overview of the work Ms. Freeman conducted with court-mandated clients from 2004 – 2015 who had extensive childhood and adulthood trauma and substance use disorders. She will provide examples of the changes that occurred in the clients' lives when the trauma and addiction were addressed simultaneously.

Get Me Off This Roller Coaster: Navigating the Ups and Downs of a Career in Probation...A Cautionary Tale

A career in probation can feel like riding a roller coaster—thrilling, meaningful, unpredictable, and at times overwhelming. The highs can be extraordinary, but the lows can quietly take a toll. This session offers an honest, compassionate look at the emotional landscape of probation work, drawing on real experiences, reflective storytelling, and trauma informed wellness practices. Participants will explore the cumulative impact of stress, organizational chaos, and chronic exposure to trauma, while also reconnecting with the meaning, purpose, and moments that make the work matter. Through discussion and guided reflection, attendees will identify strategies to build sustainable careers, protect their well being, and avoid the slow slide into burnout and cynicism. This is both a cautionary tale and a hopeful one.

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

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.

Going from Good to Great in Employee Engagement: The Reach Beyond Compliance Culture

Leaders, staff, and clients operate within cultures often built on compliance. Rules, policies, and accountability systems are essential for safety and structure. However, compliance alone rarely produces the level of engagement, innovation, and discretionary effort required for sustained excellence and thriving employee retention. This session explores the difference between Compliance Culture and Commitment Culture. Compliance cultures move performance from poor to acceptable by focusing on control and implied consequences. Commitment cultures move performance from good to great by activating purpose, psychological safety, appreciation, and shared ownership of purpose. Drawing from research in organizational psychology, employee engagement, and leadership science, participants will examine how audacious and psychologically safe environments unlock the discretionary effort that drives extraordinary performance.

Mental Illness and Justice Involvement: A Neurodevelopmental Perspective

Despite decades of research, there is a deeply entrenched misconception among both the public and justice professionals that mental illness causes criminal behavior. This misconception contributes to misaligned expectations, inappropriate placements and conditions, ineffective interventions, and higher rates of return. This workshop examines how developmental risk factors, trauma exposure, and neurobiological vulnerabilities shape experience of justice involvement over time. Participants will explore how disruptions in brain systems responsible for emotion regulation, impulse control, and decision-making influence supervision behavior, particularly during adolescence and early adulthood when many mental health conditions emerge. Rather than viewing noncompliance as willful misconduct, this session reframes challenging behaviors as the

product of early adversity, chronic stress, and impaired self-regulation. Using applied activities and realistic case examples, participants will learn how mental illness intersects with trauma and criminogenic risk without directly causing criminal behavior, and how developmentally responsive supervision strategies can improve engagement, safety, and outcomes.

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.

Unlocking the Workforce: Creating a Practice Model that Agents Actually Use

In this interactive session, participants will learn how the Minnesota Department of Corrections (MN DOC) developed a community supervision practice model to support the implementation of case planning. Participants will explore the strategies used during implementation and how leadership and agents collaborated to build a support structure around the model. This included a coaching approach, practical agent resources, and technology supports designed to sustain the work in daily supervision practice. The resulting “Case Plan Roadmap” helped move the organization from fragmented efforts to a shared practice model focused on continuous improvement. This highly interactive session will engage participants in hands-on learning activities designed to help them understand how to build and implement a practice model within their own agencies. Participants will leave with practical tools to design, implement, and sustain a supervision practice model in their own organizations.

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.

Hiring the Expert in the Room: Peer Recovery Support in Community Supervision

Community supervision agencies are increasingly recognizing that peer recovery support specialists (PRSS), trained professionals with lived experience of substance use, behavioral health conditions, and the justice system, can meaningfully improve outcomes for people on probation and parole. But successful integration requires more than hiring a peer. It demands intentional policy, clearly defined roles, staff training, ethical safeguards, and a sustained commitment to fidelity. This session introduces the Guidelines for Community Supervision Professionals and the companion Implementation Guide as a practical framework for planning, implementing, and sustaining peer recovery support programs in community supervision settings. Participants will hear directly from an agency director and supervisor who values peer work in the agency and a peer recovery support specialist currently working in community supervision. Attendees will leave with actionable strategies for assessing organizational readiness, defining the peer role, and avoiding common implementation pitfalls, regardless of where their agency is on the implementation continuum.

Living with Integrity: Practical Tools for Ethical Decision-Making, Resilience, and Professional Alignment in Community Corrections

Professionals in probation, parole, and juvenile justice regularly face difficult decisions that test their judgment, values, and resilience. Over time, heavy caseloads, exposure to trauma, and organizational pressure can lead to burnout or ethical fatigue. This interactive training explores integrity as a practical tool for navigating the challenges of community corrections work. Drawing from real experience inside the juvenile justice system, the session introduces reflection frameworks and decision-making tools that help professionals remain aligned with their values while working in high-pressure environments. Participants will engage in guided exercises and real-world scenarios that strengthen ethical clarity, reinforce purpose, and support long-term resilience. Attendees

will leave with practical strategies they can immediately apply to maintain integrity, improve decision-making, and sustain effectiveness in their roles.

Breaking the Cycle: Integrating Restorative Justice and Structural Reform for Sustainable Reentry

This workshop explores a comprehensive Master Plan approach to community corrections, led by Kirk Ray Smith, Executive Director of the Hampton Sheriff's Office Re-entry Division. Drawing from his leadership in the Transition and Re-entry Center Initiative, the session examines the intersection of prevention, reentry, and structural reform. Participants will analyze how to lower recidivism through programs that emphasize restorative justice and proactive planning for individuals transitioning from correctional facilities.

Semantics Matters: Emotional Language and De-Escalation in Community Supervision

Semantics Matters introduces the Undugu Shared Language Model, a communication framework that equips supervision professionals and participants with the same emotional vocabulary and regulation tools. Officers learn to identify primary emotional triggers beneath behavioral reactions and guide interactions toward responsibility rather than resistance. Through applied supervision scenarios and language-reframing exercises, participants practice recognizing escalation signals, conducting structured supervision conversations, and maintaining authority while reducing confrontation. Participants leave with practical tools they can implement immediately. The framework aligns with evidence-based supervision practices focused on effective officer-participant engagement.

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 – 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. We will share how it is currently being implemented and the 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 be highly participatory with experiential activities and plenty of time for audience discussion and Q&A.

From Risk to Identity: Integrating Desistance into Community Supervision Practice

Evidence-based supervision has traditionally emphasized risk assessment and the targeting of criminogenic needs through the Risk-Need-Responsivity (RNR) model. While foundational, desistance research highlights the critical role of identity transformation, social relationships, and narrative change in sustaining long-term behavior change. This session explores how practitioners can integrate desistance-informed approaches into everyday supervision while maintaining fidelity to evidence-based principles. Participants will examine the shift from a solely risk-focused lens to one that also incorporates identity, motivation, and personal agency. Drawing on international practice experience, this session provides practical strategies for translating these concepts into case planning and officer-client interactions, equipping participants with actionable tools to enhance engagement, support rehabilitation, and strengthen public safety outcomes.

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.

How Can I do EBP Safely in the Field?

Fieldwork is where evidence-based practices (EBP) meet real-world complexity, and where officer safety concerns often collide with the desire to support meaningful behavior change. While research highlights the effectiveness of EBP, it rarely addresses the realities of entering homes, navigating unpredictable environments, and engaging individuals and families safely. This workshop tackles the question officers ask most – “How can I do EBP safely in the field?” Participants will explore blended approaches that honor both community safety and officer well-being, with strategies for preparing households, managing the dynamics of other residents, and maintaining professional boundaries. Through practical tools, demonstrations, and scenario-based discussions, the session equips officers to integrate the four core competencies into field contacts while assessing and responding to safety cues in real time.

The Power of Communication: Integrating CR/2 to Strengthen Outcomes in Community Corrections

Trauma-informed care is now widely recognized as essential in community corrections, yet agencies often struggle to understand how it fits alongside required evidence-based models. Rather than competing with these approaches, trauma-informed communication has the potential to strengthen their impact when applied intentionally and consistently. This workshop introduces Creating Regulation and Resilience (CR/2), a cutting-edge trauma-informed communication model designed to enhance interactions between staff and clients, as well as among staff themselves. Participants will explore how CR/2 supports the effective implementation of evidence-based practices, including motivational enhancement and structured casework, by building the foundational skills necessary for regulation, connection, and behavior change. The session will highlight innovative work from agencies actively integrating CR/2 into their systems, demonstrating how communication can serve as a unifying framework across initiatives. Participants will hear perspectives from staff, leadership, and directly impacted individuals, and will engage in discussion around practical strategies for embedding trauma-informed communication into daily practice to improve safety, engagement, and outcomes.

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.

Transforming Accountability: Deconstructing 20 Years of Restorative Curriculum, Empirical Efficacy, and Client Engagement

For over two decades, CJC has pioneered cost-effective, high-impact Brief Restorative Justice Interventions (bRJIs) designed to repair harm and significantly reduce recidivism. This workshop explores the foundational curriculum, data analysis, and long-term outcomes of our unique 8-hour, single-session model. We will present findings from three peer-reviewed research studies published in partnership with the University of Nebraska.

These studies provide rigorous empirical evidence demonstrating how our unique approach—which integrates surrogate victim impact statements and emotional hygiene skills—catalyzes profound psychological shifts, reduces the frequency of re-offending, prolongs the time to re-offend, and ultimately prevents future crime. Attendees will gain an in-depth understanding of how to drive meaningful behavioral change, enhance staff competencies, and improve public safety.

The Human Shock Absorber: Strength in the Middle Seat When You're Everyone's Anchor

Middle managers are often the overworked and underappreciated stabilizers who constantly carry the load of upward demands and downward needs. Often looked at as the anchor everyone relies on, yet their own support often runs thin. This workshop will validate their experience, strengthen their leadership capacity, and equip them with strategies that directly improve wellness, morale, and organizational stickiness. After all, an agency's best asset is the people.

FROM ORDINARY TO EXTRAORDINARY: How Great Cultures Are Built Through Leadership

Organizational culture is not defined by mission statements or strategic plans—it is defined by what leadership behavior consistently reinforces. Many agencies struggle with performance, accountability, and engagement not because of poor strategy, but because leadership culture is misaligned with execution. This interactive workshop explores how high-performing organizations intentionally build culture through leadership behavior, standards, and systems. Using the Four Pillars of Culture-Changing Leadership framework, participants will examine how everyday leadership actions shape culture and influence outcomes. Through guided reflection and practical exercises, attendees will identify leadership behaviors that reinforce negative norms and develop actionable strategies to strengthen alignment, accountability, and performance. Participants will leave with a clear, practical blueprint to build culture by design and move their organization from ordinary to extraordinary.

The Culture Mirror What Leadership Behavior Is Really Teaching Your Organization

Most organizations believe culture is shaped by mission statements, value posters, and strategic plans. In reality, culture is shaped by leadership behavior. Every action leaders take—or fail to take—teaches the organization what is truly acceptable. Employees do not study the values statement. They study what leadership behavior rewards, tolerates, ignores, and corrects. This workshop introduces The Culture Mirror, a leadership framework that helps leaders recognize how their behaviors shape organizational culture

and determine whether strategy succeeds or fails. Using the Four Pillars of Culture-Changing Leadership, participants will learn how to intentionally shape culture through leadership behavior, standards, empowerment, and systems. Participants will leave with a Leadership Culture Alignment Plan they can immediately apply within their organization.

What Gets in the Way of Help: Stigma and Substance Use Among People on Probation and Parole in Alabama

People on probation and parole experience stigma from multiple sources — criminal legal personnel, law enforcement, health care providers, and community members — yet little is known about which sources of stigma most strongly drive substance use in this population. This session presents findings from Project Possibilities, a cross-sectional survey of 386 adults on probation and parole across nine Alabama Bureau of Pardons and Parole sites. Guided by Modified Labeling Theory, we examined associations between four domains of stigma — criminal justice, police, health care, and spiritual — and drug and alcohol use severity and tested whether social support moderated these associations. We also tested whether they differed by gender. Findings carry direct implications for how community supervision professionals can recognize stigma-related barriers, tailor their supervision approach, and connect people under their supervision with appropriate substance use services.

Psychopathology and Supervision of High Risk and Sexually Violent offenders

This 4-hour presentation examines the intersection of psychopathology and supervision of high-risk offenders in community settings. Participants will develop a practical understanding of key mental health conditions, including personality disorders, paraphilic disorders, and co-occurring substance use. The session highlights empirically supported risk variables linked to recidivism, with emphasis on dynamic factors such as emotional regulation deficits, antisocial cognition, and deviant arousal patterns. Instruction focuses on translating clinical insight into structured supervision strategies that enhance accountability and promote behavioral change. Participants will learn applied approaches for assessing and monitoring risk, reinforcing prosocial behavior, and responding to destabilization. Core principles from risk-need-responsivity and desistance frameworks are integrated throughout. Case study exercises allow participants to apply concepts within realistic supervision scenarios, improving decision-making with complex, high-risk individuals.

The Ripple Effect: Teaching Accountability and Decision-Making to Justice-Involved Youth

Professionals working in probation, detention, and community supervision frequently encounter youth who struggle to recognize the broader consequences of their actions. Many justice-involved youth have difficulty understanding how a single decision can affect victims, families, and their own future opportunities. This interactive session introduces the Ripple Effect framework, a practical approach developed through years of working directly with justice-involved youth. The model helps professionals guide youth through structured conversations that build empathy, accountability, and perspective. Participants will learn strategies for helping youth reflect on their decisions and better understand how their behavior impacts others and their own future. Through discussion and scenario-based activities, attendees will gain practical tools they can apply in supervision meetings, group settings, and diversion programs to strengthen decision-making and promote greater accountability.

“Where You From? Run that Fade!” A Highlight Reel of Los Angeles Gang Trends in Juvenile Institutions

We'd like to tell you a story... Dive deep into the streets of Los Angeles, the epicenter of gang culture influencing trends across the nation and around the world. We'll breakdown the ever-evolving gang trends inside the juvenile institutions of LA, where street affiliations can drive behavior, identity, and politics on the inside. From notorious block rivalries to shifting power structures and alliances within juvenile facilities, LA continues to set the pace for gang dynamics that ripple far beyond city limits. We'll explore the unique gang culture dynamic in LA, the political and legislative landscape of the county and state, and the subsequent impact on LA's juvenile justice system. Gain exclusive insights into how these trends shape lives and dictate actions that resonate on and off the streets. This is a must-see workshop for those navigating these complex environments, exploring the intricacies of a subculture that's become a local phenomenon and global export.

Reducing Caseload Burden Through Structured Communication in Community Supervision

Community supervision agencies are facing growing caseloads, limited staffing, and ongoing challenges in maintaining consistent communication with justice-involved individuals. Traditional outreach methods - phone calls, voicemails, and paper-based processes - often result in missed appointments, delayed responses, and increased administrative burden for staff. This session presents a practical, field-tested approach to improving communication through structured, mobile-first strategies. Featuring a real-

world case study from Yavapai County Adult Probation, participants will explore how one agency streamlined internal communication, improved responsiveness, and reduced repetitive staff tasks by implementing centralized resources and structured messaging workflows. Attendees will identify common communication gaps, apply a replicable framework for more effective outreach, and develop actionable strategies to improve efficiency and engagement within their own agencies - without requiring additional staff or complex system changes.

Burned Out Behind the Badge: What the Research Says About Compassion Fatigue in Juvenile Probation — and What to Do About It

Juvenile probation officers operate at the intersection of trauma, systemic pressure, and unrelenting caseloads — yet workforce wellness remains an afterthought in most agencies. This session presents original doctoral research examining compassion fatigue, burnout, and secondary traumatic stress among juvenile probation officers through the lens of the Professional Quality of Life (ProQOL) framework. Participants will explore what the data reveals about the hidden costs of this work, how those costs manifest across supervision styles and tenure, and why traditional self-care messaging consistently fails to produce sustainable change. Drawing on findings from a qualitative descriptive dissertation study, this session moves beyond awareness to action — introducing the Fidescope Wellness Index™ (FWI™), a profession-specific wellness awareness instrument designed for community corrections professionals. Attendees will leave with a clear conceptual framework, evidence-based talking points for leadership, and a practical tool they can bring back to their agencies immediately.

A Supportive Approach to Auditing: Moving Beyond the Checklist

This training introduces the concept of supportive auditing as a balanced approach that strengthens accountability while fostering collaboration and growth. Participants will explore how traditional auditing methods can be enhanced by incorporating clear communication, empathy, and a problem-solving mindset. This session will look at ways to engage staff, identify root causes, and turn audit findings into opportunities for growth rather than criticism. Through real-world examples and guided discussion, attendees will learn tools to conduct audits that not only ensure compliance but also support performance, strengthen team dynamics, and promote a culture of improvement.

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.

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.

The Weight You Carry: Trauma, Loss and Survival in Probation and Parole

Probation and parole officers often carry more than caseloads—they carry the weight of trauma, loss, and the emotional impact of working closely with individuals in crisis. When participants relapse, experience serious harm, or die, the effects on officers can be profound yet rarely addressed. This session explores the realities of secondary and vicarious trauma in probation work, including how repeated exposure to loss impacts decision-making, well-being, and professional longevity. Participants will gain insight into recognizing signs of trauma, understanding its cumulative effects, and implementing practical, evidence-informed strategies to support resilience. Through real-world examples and interactive discussion, this session emphasizes sustainable self-care, peer support, and organizational approaches to ensure officers can continue their work effectively without carrying the burden alone.

The Power of Connection: Building Trust with Justice-Involved Youth

Professionals working in probation, detention, and diversion programs often face a significant challenge when working with justice-involved youth: building trust while maintaining accountability. Many young people entering the juvenile justice system have experienced trauma, instability, and strained relationships with authority figures. This session explores practical strategies professionals can use to build meaningful connections with justice-involved youth while maintaining appropriate professional boundaries. Drawing from years of experience working directly with youth in detention and court-involved settings, participants will learn communication approaches that encourage engagement, reflection, and accountability. Through discussion and scenario-based examples, attendees will gain practical tools they can apply during supervision meetings, group programs, and daily interactions to strengthen rapport and improve outcomes with youth under their supervision.

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 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.

Scaling Staff Wellness in Corrections: Outcomes from a 400+ person Mindfulness-Based Implementation

Correctional agencies face persistent challenges related to staff stress, burnout, and retention. This session presents findings from a three-year longitudinal evaluation of a mindfulness-based resiliency and wellness initiative implemented across a large unified correctional agency. Participants included probation and parole, corrections officers, and administrative staff. Using validated instruments and repeated measures, the study provides insight into how large-scale wellness initiatives can be implemented with fidelity and sustainability in complex correctional environments. Drawing on multiple surveys collected over time from approximately 400 staff, the evaluation found statistically significant improvements in well-being, resilience, and reductions in the adverse effects of secondary trauma. The initiative was delivered with a multi-level, multi-modal strategy, relying on a four-pronged approach to developing staff mindfulness skills across in-person, virtual, and hybrid settings. Findings will be complemented by implementation insights from large-scale program delivery, illustrating how these outcomes were achieved in practice.

Regulate. Refocus. Lead. Enhancing Performance and Resilience with Mindfulness-Based Skills

Community corrections professionals operate under constant exposure to stress, threat, and vicarious trauma—conditions that degrade decision-making, communication, and long-term health, contributing to burnout and making staff wellness and performance a critical priority for agencies. This experiential Mindfulness-Based Wellness & Resiliency (MBWR) session delivers practical, evidence-based skills to strengthen physiological regulation, emotional control, and leadership under pressure. Participants will learn and practice simple, job-relevant techniques to better manage stress in real time, support effective communication, and maintain focus under pressure. Program evaluations with corrections personnel have demonstrated statistically significant improvements in resilience, emotional regulation, and reductions in burnout, along with measurable decreases in the adverse effects of secondary trauma. This session translates that research into accessible tools that support healthier staff, stronger teams, and more effective supervision. Applicable across roles, this workshop integrates neuroscience with real-world application to enhance performance, communication, and sustainable resilience.

Making Behavior Systems Work: Simple, Real World Strategies for Corrections

Effective behavioral management systems are essential for community supervision agencies to support rehabilitation, reinforce positive choices, and increase safety. Yet creating a system that actually works in the real world can be challenging. Many agencies struggle with unclear expectations, inconsistent application, or systems that work on paper but fall apart in practice. This session offers a practical, experience driven framework for building and sustaining a behavior management system that staff can use confidently and consistently. We'll focus on strategies that translate research into practice, help agencies anticipate and navigate common barriers, and create the staff alignment needed for a system to succeed long term. Participants will learn what truly makes a behavior management system effective, explore examples from real agencies, and engage in hands on activities that support developing or refining their own system. This session is designed for practitioners who want concrete tools to strengthen behavior change and accountability in their programs.

Supporting Successful Reentry Through the Community Pathways Program: A Partnership with MA Parole

This workshop explores the PRO: Community Pathways Program, an initiative designed to strengthen the delivery of care for individuals with substance use disorders (SUD) and mental health conditions as they transition from incarceration to the community under Massachusetts Parole Board supervision. Reentry is a uniquely vulnerable period—marked by abrupt changes, high stress, and increased risk of overdose, crisis, and suicide. The workshop emphasizes that strong collaboration with parole is essential in mitigating these risks and creating supportive, stabilizing pathways that promote safety, health, and long-term success. The workshop highlights the profound importance of parole-community collaboration in safeguarding individuals during the reentry period, a time of heightened vulnerability when stressors can quickly escalate into crises, including risk for self-harm. The PRO: Community Pathways Program offers an integrated, treatment-focused framework that equips Parole staff with the tools, partnerships, and clinical expertise needed to promote stability, connection, and success. Through these efforts, the Program helps transform reentry from a period of risk into a structured pathway toward health and community reintegration.

From AI Ugh to AI Ahh: Understanding AI use and the implications for justice practitioners

Have you ever watched a three-year-old navigate a smartphone or asked a teenager to download an app and wondered how they learn so fast? While systems take months to

craft policies, young people adopt tools like generative AI in days. Adults often understand AI through efficiency and time-saving, but youth use it in more personal, expressive, and relational ways. Without planning, systems and adults can be caught off guard, and in some cases, this lack of preparedness may contribute to justice involvement. Restrictions meant to protect rarely keep pace with rapid change. This session is not a debate about whether AI is good or bad. Drawing on listening sessions with system professionals and youth, participants will examine how and why AI is used differently and develop shared understanding, guidance, and developmentally informed strategies. This engaging session blends AI fundamentals, youth perspectives, research insights, and practical approaches for action.

From Reentry to Stability: Measuring Outcomes in the Transition to Success Program

This session presents evaluation findings from the first year of the Transition to Success[®] program implemented by Bridges Reentry and the Televerde Foundation. The program supports justice-involved women transitioning from incarceration by addressing key social determinants that influence successful reentry, including housing stability, employment, financial literacy, health, and social support. Participants will learn how the Life Area Survey (LAS) is used to assess strengths and needs across multiple life domains and track participant progress over time. Through examples from program data, attendees will practice interpreting LAS results to identify areas of stability and need. The session will also highlight practical strategies for using assessment and evaluation findings to inform case planning, supervision practices, and service coordination aimed at improving reentry outcomes and long-term stability.

From Paperwork to Peoplework: How AI and Automation Can Shift How Agents Spend Their Day

Community supervision agents spend hours each week on tasks that keep them at their desks instead of with the people on their caseloads — planning routes, tracking contacts, reviewing eligibility, writing case notes, and filling out paperwork. AI and automation tools are starting to change that equation, but they're not the same thing, and knowing the difference matters. This session gives participants a practical framework for distinguishing between AI and automation, understanding when each is the right fit, and evaluating vendor claims critically. Presenters walk through real implementations across multiple state agencies where targeted technology reduced administrative burden at each stage of an agent's day: from automated route planning and task management, to AI-assisted case documentation, to workflow tools that surface eligible clients with pre-filled paperwork. Participants will audit their own workflows, match problems to the right type of solution, and build a plan to reclaim time where it counts.

Leveraging Purpose-Built Enterprise-Level Artificial Intelligence Automation and Peer Coaching to Drive the High-Fidelity and Measurable Implementation of Core Correctional Practices - after over 10 Years of Struggles

: We will discuss the struggles we have faced implementing Core Correctional Practices in the Adult Probation System in Arizona. As a result of those struggles, we partnered with a provider who has trained thousands of community correctional professionals in Core Correctional Practices and manually scored over 40,000 recordings of staff using the curriculum. Our training, coaching, and quality assurance processes will be supported and empowered by automation (electronic learning models, skill use planning activities, branched logic-driven recording review tools, fidelity-based benchmarks throughout all features, proprietary evaluation algorithms, and multiple closed - enterprise-level artificial intelligence tools) that can save significant agency and staff resources throughout skill acquisition to competency. In one county, we have been studying the impact of this hybrid approach in a randomized controlled trial involving over thirty officers, over ten peer coaches, and hundreds of skill use recordings.

Best Practices in Probation Supervision: But Are You ‘Dosage Ready’?

Many probation agencies embrace evidence-based practices (EBPs) in their culture, policies, and procedures, while others are further along in their implementation efforts. The Dosage Probation Model builds on these practices by incentivizing justice-involved individuals to engage in activities that reduce their risk of reoffending. It emphasizes delivering interventions and services proven to reduce recidivism, while also creating opportunities for early termination of supervision once risk-reduction goals have been achieved. It shifts the focus from time-served to measurable change. This session introduces implementation for agencies ready to begin measuring dosage and adopting a more outcomes-driven approach to supervision. Specifically, it will guide participants through the foundational steps of assessing agency readiness, aligning staff and leadership, and building the foundation for a dosage-based model that promotes more effective and successful outcomes.

From Compliance to Change: How New Jersey Probation is Driving Engagement, Opportunity, and Public Safety

New Jersey Probation has shifted from a compliance-driven model to an approach focused on engagement, opportunity, and long-term behavior change. This workshop highlights innovative, field-tested strategies that improve outcomes while strengthening public safety. Participants will learn how New Jersey is implementing targeted initiatives to address the complex needs of individuals under supervision, including a statewide JOBS program

connecting clients to employment and training opportunities; a gun violence reduction initiative integrating supervision with focused deterrence and community collaboration; mental health diversion efforts that increase access to treatment; and juvenile engagement events that build trust and promote pro-social development. This session emphasizes practical application. Attendees will gain insight into implementation, key challenges, and lessons learned, with a focus on cross-system partnerships, staff engagement, and scalability. Participants will leave with actionable strategies they can adapt to enhance engagement, improve outcomes, and support safer communities.

How to Handle Being Mishandled due to Hidden Trauma

With ardent compassion, this session description represents research, expertise and the implementation of. “How to Handle Being Mishandled Professionally due to Hidden Trauma” focuses on concepts/methodologies, poetry and studies. Many of the concepts/methodologies taught in this session are: Conflict, Denial, Disagreement Forgiveness, Inferiority, Intrapersonal and Interpersonal skills, Self Actualization, and Resilience. Two short poems: One concentrated on interpersonal. One concentrated on Intrapersonal. Which later reveals in the session the specific reflective based poems both correlates. While earning a MA in Urban Development in 2017, ethnography research was completed which led to the discovery of hidden trauma. Over 10 subjects were used in the research and the end result produced a 48-page thesis. Since, public speaking through government entities and with organizations throughout Chicagoland advocates the importance of awareness and empowering paradigm shifts.

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.

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.

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.

The Five Stages of Incarceration

The 5 Stages of Incarceration is a transformative program designed to help youth understand and navigate the emotional and psychological journey of incarceration while preparing for long-term success. Through a structured framework—Self-Denial, Anger, Victimization, Acceptance, and Transformation—participants gain self-awareness, develop emotional intelligence, and learn how to take accountability for their choices. This session combines real-life experiences, guided reflection, and practical strategies to help youth shift their mindset, build resilience, and make positive decisions. Participants will leave equipped with tools to break negative cycles, strengthen their identity, and create a clear path toward personal growth and successful reentry into their communities.

Expanding measures of “success” on community supervision

Approximately three million people in the United States are currently under probation supervision, which far exceeds the number of individuals in prisons, jails, or on parole. Given the volume of those on community supervision, the field has both a responsibility and an interest in evaluating outcomes for this population. Traditional measures of success have been primarily defined as the absence of failure, which reflects the deficit-focused frameworks dominant within the field. However, there is growing interest within academic and practitioner communities to understand the impacts and outcomes of probation

supervision from a more holistic standpoint. This presentation reports findings from one effort to do so, featuring a randomized-control trial in which individuals in the treatment group completed a short set of wellness-related questions at each probation meeting. Challenges and technical limitations related to expanding measures of success for this population will also be discussed.

Not all wounds are visible. Developing practices that reduce suicide both among colleagues and caseloads.

Suicide is a primary cause of death among current and retired corrections professionals and those under supervision. This workshop will review and practice skills that have been shown to reduce suicide and develop new support systems. Suicide professionals have developed simple engagement skills participants will be able to assist and redirect those contemplating suicide to other options. Data indicates those trained in these simple skills greatly reduce the % of suicides of those they have interacted with. National resources will also be highlighted.

Driven to Succeed: How Transportation Access Transforms Recovery Court Outcomes

Transportation barriers remain one of the most significant yet under-addressed challenges impacting compliance and outcomes in community supervision. This session will highlight New Jersey's statewide Recovery Court initiative leveraging transportation models to improve participant engagement in treatment, supervision, and court obligations. Presentation will share data from a large-scale implementation that has already served over 3,000 clients. Attendees will learn how transportation access directly impacts treatment adherence, reduces technical violations, and supports reductions in recidivism. The session will provide a practical, replicable framework for implementing transportation solutions within probation, parole, and treatment court systems. Participants will engage in interactive exercises to assess transportation gaps within their own jurisdictions and develop actionable strategies to address these barriers using evidence-based and cost-effective approaches.

Bridging the Gap: The Family Navigator Model as a Catalyst for Trust, Access, and Partnership

For many youth and families, walking into a courthouse is overwhelming, confusing, and often intimidating. What if their first point of contact was not the system—but a trusted guide with lived experience? This session highlights Cook County Juvenile Probation's innovative Family Navigator model, a relationship-centered approach designed to support youth and families from the moment they enter the court building. Family Navigators—individuals with lived and learned experience—serve as trusted partners who help families

understand the process, reduce fear, and build meaningful connections with probation and court stakeholders. This role goes beyond navigation; it creates a bridge between systems and communities, fostering trust, improving engagement, and centering the voices of those most impacted. Participants will explore how this model strengthens outcomes by humanizing the court experience, enhancing communication, and reinforcing a trauma-informed, equity-centered approach to juvenile justice. This interactive session provides practical tools to replicate or adapt the Family Navigator model in other jurisdictions.

The Power of Networking at Conferences: Turning Conversations into Career Currency

Conferences provide more than training, they offer access to relationships that influence careers, leadership pathways, and professional impact. Yet many attendees leave without leveraging these opportunities. This interactive session reframes networking as a strategic leadership skill rather than a transactional activity. Participants will learn how to build meaningful professional relationships, strengthen their professional identity, and increase visibility through intentional engagement. The session introduces practical frameworks, including the Networking Confidence Formula and the “Five People in the Room” strategy, to help attendees identify key connections that influence career advancement. Through guided reflection and real-world application, participants will develop actionable strategies to move from passive attendance to purposeful engagement. This session equips professionals with the tools to expand their influence, enhance collaboration across jurisdictions, and position themselves for leadership opportunities within the field. By equipping participants with intentional strategies for relationship-building, visibility, and influence, this workshop supports the development of a more connected, collaborative, and forward-thinking workforce. Attendees will leave prepared to leverage professional interactions as a catalyst for leadership growth, cross-jurisdictional collaboration, and long-term career success.

They're Already Using It: AI Risk Management for Community Supervision Teams

Generative AI tools are already in your agency, whether leadership knows it or not. Probation and parole officers are using ChatGPT, Gemini, and similar tools to draft reports, summarize case notes, and manage documentation loads. Most are doing it without guidance or guardrails, and without realizing the exposure they're creating. This session gives participants a concrete, justice-specific framework for spotting where AI use creates real compliance risk, HIPAA violations, PII exposure, internal policy breaches, and what agencies can do beyond a blanket ban. Through a hands-on case file exercise, participants will identify sensitive information in real supervision scenarios, practice responsible redaction, and walk away with specific questions to drive policy conversations back home. There is no technical background required.

Speed of Trust: Building Safer & Healthier Teams

This session explores how trust directly impacts safety, staff wellness, and organizational culture in correctional environments. Participants will learn the core principles of the Speed of Trust framework and how they apply to offenders. Improving communication, reducing conflict, and strengthening teamwork. We will share practical tools, real-world examples, and implementation strategies to help leaders and line staff build high-trust relationships that support resilience, retention, and effective rehabilitation.

Working with Emerging Adults – Expanding Supervision Practices to Reduce Recidivism

Supervising emerging adults presents unique challenges, as ongoing brain development often hinders their ability to connect behaviors with long-term consequences. The Emerging Adult Caseload Collaboration (EACC) in Dallas, Texas, addresses these needs through an intensive probation and pre-trial model that was originally developed in Hidalgo County, TX. By utilizing swift, certain, and fair responses, the EACC provides a structured framework of incentives and sanctions tailored to young adult development. This approach prioritizes positive reinforcement to encourage prosocial behavior while maintaining clear accountability. By offering resources specifically targeted to this age group's unique needs, the program aims to reduce recidivism, improve life outcomes, and enhance public safety.

Achieving Success with the Hardest Population: The Sexual Violence Survivor Empathy Panels

The sex offender population can be one of the most difficult populations to work with and supervise and finding effective programs is a difficult as the concept of empathy development. The Survivor Empathy Panels were created to give survivors the opportunity to speak about their experiences in a way that helps them recover and provides empathy development for sex offenders on community supervision. The Survivor Empathy Panels have achieved success in providing these panels to over 500 sex offenders in Colorado with positive results. This workshop will provide professionals with the tools to create their own program, client responses and hear from a survivor who has been part of the panels and how it impacted her life.

Best Practices for Managing Personality Disorders with Mandated Clients

Personality disorders are a commonality in mandated clients, but being difficult to detect and treat is essentially their job description. The ability to identify and address personality disorders increases your competence and confidence in working with this challenging population. The four personality disorders we focus on will be borderline, antisocial, narcissistic, and histrionic.

Credible Messenger Mentoring

Here's a polished, program-ready session description under 150 words: **Session Description:** Credible Messenger Mentoring is a powerful prevention and intervention strategy that leverages the lived experiences of individuals who have successfully navigated the justice system to guide and support justice-involved youth. This session explores how credible messengers build trust, model positive behavior, and interrupt cycles of violence and recidivism. Participants will gain insight into how mentoring relationships grounded in authenticity, accountability, and shared experience can influence behavior change and improve outcomes. The session will also highlight practical approaches to integrating credible messenger programs within community corrections, schools, and community-based organizations. Attendees will leave with a deeper understanding of how to implement mentoring strategies that promote healing, personal responsibility, and long-term success for youth.

From Feedback to Partnership: Embedding Youth & Family Voice in Juvenile Probation

What if feedback wasn't a checkbox—but a driving force behind how probation systems operate, adapt, and build trust? This session spotlights how Cook County Juvenile Probation is shifting from collecting input to sharing power with youth and families—treating their lived experiences as essential to decision-making, accountability, and system redesign. Through intentional structures, including multiple feedback channels and the innovative Family Navigator role, Cook County is creating meaningful opportunities for youth and families to influence practice in real time. Participants will explore how feedback—both positive and critical—is not only welcomed, but reinforced through transparent response loops and incentives that value participation. This work is helping transform system culture, reduce barriers, and position families as true partners in harm reduction and healing. This highly interactive session moves beyond theory, offering concrete tools and replicable strategies for agencies seeking to authentically center the voices of those they serve.

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.

Trauma, Boys, and the Road to Supervision Failure: What Community Corrections Can Do Early

Boys and young men often carry trauma long before they enter systems, but the damage rarely shows up with a label. It shows up in school failure, impulsivity, violence, shutdown, substance use, fractured relationships, hopelessness, and avoidant behavior that later reads as defiance. This session connects the realities of male trauma to community corrections practice and focuses on what staff can actually do. Participants will examine where early trauma shows up across education, mental health, suicide risk, family stability, and supervision outcomes, then learn practical strategies to improve engagement, accountability, and case planning. The session emphasizes field-ready interventions, relationship-based structure, and concrete ways agencies can respond earlier and more effectively with boys and young men before patterns harden into deeper system involvement.

Bridging the Divide: A Corrections Liaison Model for Enhancing Outcomes in Involuntary Inpatient Transitions

Problem Statement When individuals with criminal justice involvement are under involuntary treatment in institutional settings, a lack of collaboration between mental health and criminal justice systems unfavorably impacts discharge success. These systemic gaps often result in fragmented care and increased risk of supervision violations upon reentry. **The Liaison Program Model** This presentation explores a specialized liaison program designed to connect community corrections field operations with mental health resources. The program focuses on "multidisciplinary emulsification" to break down silos between systems. Key operational functions include:

- **Legal Alignment:** Facilitating warrant resolution and violation preparation prior to discharge.
- **System Education:** Orienting Department of Corrections (DOC) staff to mental health laws to ensure coherence between legal requirements and clinical realities.
- **Supervision Integration:** Ensuring community supervision assignments are coherent with the patient's clinical needs.
- **Discharge Integrity:** Actively managing discharge plan facilitation to ensure transitions do not result in technical violations.

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.

Balancing Accountability and Reality: Managing Legal Financial Obligations in Community Supervision

Supervision professionals enforce legal financial obligations (LFOs) while supervising individuals struggling to meet basic needs (housing, transportation, family support). This creates tension between accountability, public safety, and fairness -- especially in times of economic contraction. This interactive session equips professionals with evidence-based strategies and practical tools for navigating LFO-related challenges with adult and juvenile supervisees. Drawing on research, practitioner experience, and lessons learned during COVID-era funding disruptions, participants examine how LFOs shape supervision decisions, officer-client relationships, and revocation risk, explore responsibly exercised discretion, communicate effectively with courts and stakeholders, and advocate within existing policy constraints without compromising supervision goals. The session will review recent research/policy trends related to LFO reductions in the juvenile system, prompting discussion about emerging approaches and practice implications. Through guided discussion, real-world case studies, and scenario-based exercises, participants will leave with strategies, language, and decision-making tools they can immediately apply when plans collide with financial realities.

Holistic Response to Intimate Partner Violence Cases in Pretrial Settings

One of the more ambiguous branches of the criminal justice system is how pretrial cases are supervised. Some defendants are without supervision at all, some are supervised by community programs, and others by a traditional probation model. We recently learned from nationwide listening sessions that it is rare to account for the unique needs of survivors of IPV cases and what accountability can look like for IPV defendants. Presenters will be sharing some current trends and best practices in addressing this gap in the criminal justice system. The overarching goals of IPV-related pretrial work should be to enhance survivor safety, prevent future homicide or violence, support survivor autonomy, and ensure accountability for those who cause harm.

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.

Moving beyond Carrot vs. Stick: The Impact of Incentives on Supervision Outcomes

In 2022, with financial support from Arnold Ventures, researchers at the University of Wyoming launched a multi-year collaboration with the Denver Adult Probation Department (DAPD) to better understand how incentives can promote positive supervision outcomes. This presentation offers the first comprehensive look at findings from this innovative partnership. Specific research questions move beyond whether or not incentives are effective, to include:

- How does the effectiveness of incentives vary across client characteristics such as age, risk level, and gender?
- Do outcomes differ based on the type of incentive used (e.g., verbal praise, gift cards, reduced supervision requirements)?
- To what extent does the officer-supervisee relationship shape the impact of incentives?
- What practical challenges do officers face when implementing incentive-based approaches?

Beyond presenting results, this session highlights actionable insights for policy and practice. We conclude by discussing how DAPD is using these findings to refine officer training and reshape supervision strategies.

Women, Risk & Reality: Responsive Supervision in the Community

Women represent the fastest-growing population under community supervision, yet supervision practices often remain gender-neutral. This session explores how trauma, relationships, caregiving responsibilities, and instability shape women's pathways and influence compliance. Participants will examine how traditional supervision approaches—while well-intentioned—can unintentionally increase risk when they fail to account for these realities. Grounded in evidence-based practices and gender-responsive principles, this session translates research into practical strategies for frontline officers. Attendees will learn how to distinguish between defiance and destabilization, respond to violations with context, and apply supervision techniques that strengthen engagement while maintaining accountability. This skill-based session emphasizes real-world application, equipping officers with tools to improve compliance, reduce technical violations, and enhance public safety.

Breaking The Cycle: Rebuilding Healthy Relationships After Incarceration

“Breaking the Cycle: Rebuilding Healthy Relationships After Incarceration” is a transformative 90-minute presentation designed to help individuals successfully reconnect with family and community after incarceration. Drawing from lived experience and practical strategies, this session explores the emotional, mental, and behavioral barriers that often hinder healthy relationships during reentry. Participants will gain insight into trust-building, effective communication, accountability, and emotional intelligence as essential tools for restoring connections. The presentation also addresses generational cycles, trauma, and personal responsibility, empowering individuals to make intentional choices that lead to lasting change. This session is ideal for justice-involved individuals, service providers, and community stakeholders committed to supporting successful reintegration and building stronger, healthier relationships.

Changing the Trajectory: Early Identification of In-Custody Veterans for Veterans Treatment Court

Across jurisdictions, justice-involved veterans often go unidentified, missing critical opportunities for early intervention and connection to the Maricopa County Superior Court's Veterans Treatment Court (VTC). This session highlights an innovative collaboration between Maricopa County Adult Probation Veterans Court Unit and Maricopa County Sheriff's Office designed to identify veterans while in custody and create a direct pathway to treatment court consideration before and/or after sentencing. Participants will learn how this initiative was developed, implemented, and sustained within an existing jail

system, including screening strategies, stakeholder engagement, data tracking, and overcoming operational barriers. The presentation will offer framework other agencies may be able to adapt in their own jurisdictions to improve early identification, enhance access to veteran-specific resources, and ultimately change case trajectories for those who served.

From the Grey Area to the Zone of Helpfulness: 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.

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.

Tackling Transportation: Strengthening Supervision Operations to Provide Support That Reduces Recidivism

Community-supervision agencies and their partners are strengthening supervision operations to provide support services for people on supervision. Without stabilizing factors such as housing, medical care, employment, and transportation, their clients struggle to meet the terms of their supervision, resulting in incarceration or reoffending. This session will highlight examples from the field, with a focus on operational strategies to provide transportation services for people on supervision to attend court-mandated appointments, mental-health assessments, programming, and treatment. We’ll discuss

the types of transportation programs being provided by community-supervision agencies and their partners and how this support reduces crime and recidivism.

The Power of Relationships: Your Real Superpower

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.

Guiding Change: How NJ Courts Are Addressing Gun Violence Among Probation Clients

This session will introduce the New Jersey Judiciary's Gun Violence Reduction Initiative, launched in 2021 to address rising gun violence across the state. The initiative targets probation clients at moderate-to-high risk of reoffending with weapon-related offenses. Attendees will learn how the program operates through partnerships between courts, resource providers, and community members to identify service gaps and encourage positive behavioral change. The session will cover the role of the Advisory Board, which recommends services such as counseling, mentoring, job training, education, and housing assistance based on individual client needs. Current operating counties and the impact of collaborative, innovative approaches to reducing gun violence will be discussed. Participants will gain practical insights into how this initiative is saving lives and creating opportunities for clients to move toward a better future.

Beyond the Algorithm: A Strategic Storytelling Framework to Build Trust, Shape Perception, and Strengthen Outcomes in Probation

Probation is doing powerful work every day, yet much of it is unseen, misunderstood, or disconnected from public perception. At the Alameda County Probation Department, we

have intentionally shifted our approach to strategic communications, moving beyond content-driven efforts to a storytelling model that shapes how our work is seen, understood, and experienced by staff, partners, and the communities we serve. This session introduces a practical, field-tested framework grounded in five core pillars: Start Within, Tell the Story, Make the Work Visible, Bring the Mission to Life, and Use What You Have. Supported by the C³ Model (Curiosity, Connection, Community), this approach centers meaningful engagement over content volume, recognizing that connection, not just communication, is what builds trust. Participants will leave with a clear framework and practical tools they can apply immediately, regardless of agency size, staffing, or resources.

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.

Navigating Pretrial Reform: Cook County's Approach to Misdemeanor Risk and Supervision of Domestic Violence Cases

This session provides an overview of how Cook County's Social Service Department (SSD) delivers pretrial services and supervision for misdemeanor DV cases following implementation of the Illinois Pretrial Fairness Act on September 18, 2023. Participants will learn how pre-release and post-release units operate within the SSD Pretrial Services Division and how risk is assessed using the Public Safety Assessment (PSA) and the Domestic Violence Screening Instrument (DVSI). The session highlights supervision strategies for misdemeanor domestic violence cases, discusses emerging trends since PFA implementation, and how electronic monitoring is used as a supervision tool. Relevant data will be incorporated to illustrate key points and support discussion.

From Inclusion to Leadership: Advancing the Power of Lived Experience in Justice System Change

Across the country, there is growing recognition of the importance of engaging people with lived experience in justice system reform. Yet too often, this engagement remains surface-level, limited to storytelling without meaningful influence on decision-making, design, or

implementation. This workshop will focus on authentic leadership and partnership with directly impacted individuals. Grounded in emerging practice and field experience, the session will outline key principles for responsibly engaging lived experience leaders, including clarity of roles, compensation, preparation and support, and the intentional sharing of power. Participants will be introduced to a practical framework for structuring this work in a way that is ethical, sustainable, and impactful - ensuring that engagement is not extractive, but instead contributes to leadership development and meaningful system change. The workshop will include perspectives from directly impacted leaders, alongside agencies and organizations that are actively embedding lived experience into policy, program design, and system transformation efforts. Participants will also have opportunities to reflect on their own practices and generate concrete strategies to strengthen how lived experience is integrated within their organizations.

Elevate & Exhale: Winning Without the Burnout

This workshop helps participants rethink success through a more sustainable lens and build habits that support high performance without constant pressure. Using a blend of reflection, science, and practical strategy, attendees explore how stress affects the body and mind, identify their own stress triggers, and examine the beliefs and behaviors that can lead to burnout. The session introduces clear, usable tools for setting boundaries, managing workload, and recovering effectively so success feels achievable rather than exhausting. Participants will leave with a stronger understanding of the stress response, a personalized framework for recognizing warning signs early, and actionable steps they can apply in work and life right away. The workshop also creates space to define success in a way that aligns with personal values, capacity, and long-term well-being. By the end, attendees will be better equipped to thrive with resilience, protect their energy, and pursue meaningful goals without sacrificing themselves in the process.

Beyond Oversight: Collaborative Leadership in Peer-Led Supervision

Traditional supervision models are evolving. This session explores the integration of Certified Peer Support Professionals within management structures to foster a culture of mutual accountability and healing. Participants will learn how a relationship-based approach to supervision—grounded in trauma-informed care—can reduce staff burnout and improve client outcomes. We will discuss practical strategies for facilitating peer-led initiatives that align with department goals while maintaining high ethical standards.

Talk Saves Lives (AFSP) and What now?

Presentation of Talks Saves Lives (AFSP Program), then a conversation and a challenge to Agencies, Departments, or Organizations to think about what we can do PRIOR to a staff

member being in crisis and what are we going to do after to reduce the stigma and reduce the barriers for someone to ask for help. Talk Saves Lives: An Introduction to Suicide Prevention is AFSP's flagship suicide prevention education program that covers the scope of this leading cause of death, what the research has found to be the warning signs and risk factors of suicide, and the strategies that prevent it.

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.

Targeting Gun Violence: The Role of Probation and Parole in Firearm Suppression

Effective supervision of individuals with firearm-related convictions requires that probation and parole departments receive appropriate, evidence-based training and resources. Through grant funding, the Berks County Adult Probation and Parole Department in Pennsylvania created a Firearm Suppression Unit to do just that. By leveraging collaborative interagency relationships, conducting firearm suppression details, and utilizing evidence-based practices, officers can combat the issue from a safety and cognitive-behavioral standpoint. Participants will engage in hands-on learning with a homegrown cognitive behavioral group and commonly encountered firearm components to enhance their knowledge and identification skills. Journey with us as we walk through program development, effective field tactics, and sustainability planning to help keep our communities safe.

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.

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.

THE IMPACT OF PROGRAM REFERRAL CLASSES IN REDUCING RECIDIVISM

"THE IMPACT OF PROGRAM REFERRAL CLASSES IN REDUCING RECIDIVISM" -the tendency of a convicted criminal to relapse into criminal behavior, resulting in re-arrest, reconviction, or re-incarceration.

High Potency, High Stakes: Understanding Marijuana Use in Justice-Involved Populations

This presentation provides justice system and behavioral health professionals with an in-depth overview of cannabis, including current products, potency, methods of ingestion, and behavioral health impacts. Participants will examine how marijuana use may affect cognition, mental health, daily functioning, and engagement in treatment courts and justice-involved programming. The session encourages reflection on personal beliefs, cultural influences, and societal shifts surrounding marijuana legalization and social permissiveness. Through interactive polling and guided discussion, attendees will learn practical, non-judgmental strategies for discussing marijuana use, assessing for Cannabis Use Disorder, and supporting individuals in making informed decisions about use. The training emphasizes harm-reduction, evidence-based education, and concrete communication tools to improve outcomes for justice-involved individuals.

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.

Reframing Expectations: A Model to Understand Recovery as a Process and Knowing When To Introduce Evidence-Based CBT Interventions for Justice Involved Clients.

One of the biggest obstacles to effective treatment and supervision of SUD clients is our own expectation of what they are capable of doing at any given time. A big piece of evidence in evidence-based practice is often ignored or minimized in the justice system and treatment industry: the role of the brain in recovery. Addiction recovery is often seen as linear and uncomplicated, rather than as a process that requires time and patience for the client to heal. The Columbiana County Day Reporting Program (CCDRP) model was created with an understanding of recovery as a process and targeting interventions at different points in the process to increase the chances of success. Attendees will learn the process of recovery, will better understand the role of the brain in recovery, and how targeting evidence-based CBT interventions at different phases of sobriety and early recovery can enhance the chances for success.

The Culture Effect: How Workplace Norms Shape Supervision and Success

Community Corrections agencies operate at the intersection of public safety, behavior change, and community trust. Organizational culture directly influences officer decision-making, client and community engagement, morale, burnout, and outcomes. This workshop will equip community corrections professionals, from line staff to agency leaders, with practical tools to strengthen organizational culture, reinforce shared values, improve justice systems outcomes and create a workplace where staff feel supported and aligned with the mission. Through interactive discussion and audience polling, workshop participants will learn to understand how culture shapes officer behavior, client interactions, and develop actionable steps to strengthen a culture that supports evidence-based supervision and improved public safety outcomes.

Première Ligne / First Line (Prison to Palace)

On April 2, 2024, Senegal inaugurated a president released from prison ten days before the election — the culmination of years of protest, political imprisonment, and democratic

resistance led by young people with everything to lose and no formal power. *Première Ligne / First Line* is the photographic exhibition that documented that struggle from the inside. Its creator, Abdou Karim Ndoye, was there for all of it. This session uses Ndoye's work as a lens for a conversation American community supervision professionals rarely have: what does reentry look like when an entire society commits to it together? What does civic restoration mean at scale — and what does it demand of the people closest to those making the crossing? Facilitated through image-based dialogue, participants will connect an international democratic moment to the daily work of supervision, case management, and reintegration.

Youth Violence and the Justice System's Response

This training draws on three federally collected data sources, the Uniform Crime Reporting Program, the National Juvenile Court Data Archive, and the Census of Juveniles in Residential Placement, to explore national trends in youth violence and the juvenile justice system's response. The training will examine patterns in youth arrests, juvenile court case processing, and placement in juvenile residential facilities. Current trends will be examined within historical context, particularly comparing youth violence today with the mid-1990s peak. The training will highlight differences in how violent offenses by youth are addressed and will help attendees recognize emerging issues, better understand the communities they serve, and engage with data-driven discussions that broaden perspectives and inform equitable policy and practice.

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.

Three DUI Evaluation Programs and Strategies Used in Midwest Jurisdictions for Successful Outcomes

A discussion of three DUI evaluation court programs within the greater Chicagoland area to gain a deeper understanding of whether their activities and associated processes lead to meaningful outcomes. To determine if meaningful outcomes were achieved the similarities, differences, and credibility with the judiciary were compared. Locally, in 2022 the DUI evaluation program within the Circuit Court of Cook County transitioned from a nongovernmental program to the court's misdemeanor probation department. This program has used a multidimensional approach in assessing the risk to public safety and biopsychosocial dysfunction of those arrested for driving a motor vehicle under the influence of alcohol and/or drugs. Data from this program's multidimensional approach will also be presented.

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.

From Policy to Practice: Advancing Equity and Accountability in Juvenile Probation

In systems committed to serving youth and families, it is easy to become consumed by policies, procedures, and partnerships—while unintentionally maintaining control in ways that limit authentic engagement and meaningful change. This dynamic session challenges participants to rethink how policies are created, interpreted, and implemented, drawing on innovative work from Chicago's first Juvenile Court and Cook County Juvenile Probation. This presentation showcases how court and probation leadership have shifted from compliance-driven policy making to a more deliberate, equity-centered, and trauma-informed approach. By grounding decisions in data, elevating youth and family voice, and embracing difficult but necessary conversations, this model moves beyond policy on paper to policy in action—fostering accountability, transparency, and better outcomes.

Participants will leave with practical tools to critically examine their own policies, facilitate courageous conversations, and align their practices with the values they aim to uphold.

The Most Important Alphabet is "You"

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.

Centering Youth and Families to Individualize and Minimize Conditions

This session highlights innovative work in Chicago's first Juvenile Court, where two judges, in partnership with Cook County Juvenile Probation, have transformed courtroom practices through a trauma-informed, youth-centered approach. Drawing on comprehensive social investigations and direct engagement with youth and families, these judges have shifted away from traditional probation models—limiting probation conditions to a minimum of four, even in serious cases such as unlawful weapon use, vehicular hijacking, and armed robbery. Participants will explore how this judicial leadership, prioritizes meaningful connections, community stability, and individualized success goals—reducing unnecessary system involvement while maintaining accountability and public safety.

Wellness in the Workplace: Diet and Movement for a Better You!

Considering we spend one-half of every waking day in our respective office spaces, making decisions that positively impact our health during this timeframe is of great importance. This dynamic session will guide you through a workday, with a focus on the impact of daily food choices on health, work performance, and energy levels – both short- and long-term. We'll also discuss several physical issues that can manifest due to a career in a sedentary job and navigate different ways we can mitigate these problems through specific movement. You'll be provided with up-to-date evidence-based content and ample options for health improvement that can be incorporated into a daily routine within the workplace.

Throughout the session, you will also have the opportunity to attempt some of the movement techniques discussed, with the goal of not sitting through the full 90 minutes!

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.

Juvenile Firearm Intervention

This 60-minute workshop will introduce the Maine Department of Corrections’ partnership with Journey.do, a gun safety intervention program designed for juveniles involved in firearm-related offenses. Participants will gain an overview of how the program is implemented within both community supervision and secure confinement settings, with a focus on reducing recidivism and promoting behavioral change. The session will highlight evidence-informed strategies, collaboration between correctional staff and program facilitators, and practical tools for engaging youth in meaningful discussions about firearm safety and decision-making. Attendees will leave with a clearer understanding of how this partnership supports rehabilitation, enhances public safety, and provides structured intervention for at-risk youth.

From Practitioner to Leader: The Hidden Transition Every New Supervisor Must Make

Many of the most capable professionals in community supervision are eventually asked to supervise others. Yet the transition from individual contributor to supervisor and leader is one of the most difficult and least supported shifts in professional life. Technical

excellence does not automatically translate into leadership effectiveness. The skills that made someone successful in their previous role can become barriers when they begin leading people. This session explores the pivotal moment when professionals cross the threshold into leadership. Participants will examine the mindset shifts required to move from doing the work to leading the work through others. We will explore the hidden challenges that new supervisors face including credibility, trust, decision making, difficult conversations, and team accountability.

Bureau of Justice Statistics Presents: A Discussion on Community Corrections Data Collection Activities

The Bureau of Justice Statistics (BJS) will present on updates on their community corrections data collections. This will include information from recently released community corrections reports, including Probation and Parole in the United States, 2024. This report presents statistics on adults under community supervision, including trends in the size and characteristics of the overall community supervision population, and statistical trends related to those populations. Presenters will also discuss changes to the Annual Probation Survey in 2023, including a revised data collection instrument for misdemeanor-only supervising agencies. In addition to the report, presenters will review data analysis tools, including BJS data analysis tools for probation and parole data, and the dashboard available to Annual Probation Survey (APS) respondents with the data they submit to the collection.

The Cannabis Aenigma—Medicinal and Recreational Marijuana in Probation and Parole

Medicinal and recreational marijuana have thrown criminal justice practitioners and treatment providers alike into a frenzy. What do we do with participants whom we know have a problematic cannabis history but now possess a cannabis card or claim solely recreational use? Ironically, the impact of cannabis on recovery and health can remain, regardless of the origin and legality of the source. These societal changes are not as complicated as they appear, and this workshop will help simplify and unravel the cannabis aenigma.

LINC IT and Beyond: Building Developmentally Responsive Interventions for Emerging Adults

Nebraska's Emerging Adult Pilot Project revealed significant service gaps affecting the unique risks and responsivity needs of the emerging adult population. In response, the project expanded available interventions and developed new, research informed programming tailored to this group. Existing services include Race Based Stress, Trauma &

Empowerment (RBSTE), a structured mentorship program, and micro credential education opportunities. Additionally, Nebraska created Leading Individuals to the Next Chapter – Integrative Training (LINC IT), a cognitive behavioral group designed specifically for emerging adults and facilitated by probation officers. LINC IT combines experiential activities, skill building, and relationship centered practices to promote personal growth, prosocial identity formation, and successful transition into adulthood. This session will highlight program design, implementation lessons, and observed impacts on participant engagement and skill transfer.

From Research to Reality: Implementing Emerging Adult Case Management Strategies

Nebraska Probation, in partnership with the Annie E. Casey Foundation and Columbia University’s Emerging Adult Justice Lab, launched a pilot to integrate the Emerging Adult Developmental Framework into adult probation case management. The project equips officers supervising high risk emerging adults with an enhanced understanding of developmental maturity, identity formation, and the impact of trauma on behavior and decision making. This session will share lessons learned, implementation strategies, officer feedback, and preliminary impacts on engagement and outcomes for emerging adults.

Leading with Purpose, Empowering Change

This session highlights a peer-to-peer approach to strategic planning developed within Alameda County, inspired by our Chief’s vision to move away from traditional consultant-led models. Through a hands-on, inclusive process, we engaged staff, external partners, and clients via a series of town hall meetings to gather diverse perspectives and foster shared ownership. Participants will learn how stakeholder feedback was collected, synthesized, and translated into clear objectives and actionable tasks that informed the final strategic plan. This session will also explore practical strategies for facilitating meaningful engagement, building internal capacity, and creating cost-effective, community-informed plans. Attendees will leave with tools and insights to implement collaborative, transparent, and sustainable strategic planning processes within their own organizations.

Getting the Right People on the Bus: Issues and Strategies for Improving Recruitment and Retention for Probation & 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.

From Burnout to Balance: 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.

No Bolonga Sandwich (BS) Leadership

The session will explore practical applications for today's Community Corrections agencies to improve retention, culture, tensions, and to have honest conversations about our values as leaders. Leadership does not have to feel like an impossible task, but rather an opportunity to help others grow to their fullest potential. It is imperative that we demystify leadership and reach a foundational consensus of unacceptable practices that often interfere with productive and thriving work environments.

Recovery Doesn't Start at the Door: What Community Providers Need to Know About Incarceration and Reentry

Incarcerated individuals with substance use disorders are often released into the community with complex needs, but community providers aren't always equipped with the full picture. This session, presented from a correctional lens, explores the substance use

and recovery experience from behind the fence, offering insights that can empower providers to better support individuals post-release. Participants will gain knowledge regarding the information that is imparted to correctional staff on substance use. A discussion will be conducted to determine how community partners and behavioral health stakeholders can support a seamless recovery pathway. Topics will include substance use and trauma in incarcerated populations, behavioral readiness for change, the role of evidence-based programming in custody, and strategies for continuity of care at reentry.

Reducing Recidivism with swift, certain and fair principles for Domestic Violence and Sex Offenders

The South Carolina Department of Probation, Parole and Pardon Services (SCDPPPS) was awarded a grant in October 2022 funded by the U. S Department of Justice, Office of Justice Programs, Bureau of Justice Assistance titled Swift, Certain and Fair (SCF) Supervision: Applying the Principles Behind Project HOPE Grant. The Hawaii Opportunity Probation with Enforcement (HOPE) Program was first implemented in 2004. The overall goal of the SWIFT Program is to reduce recidivism and improve outcomes through the application of SCF principles for domestic violence offenders and sex offenders. The purpose of the SCF Initiative is to provide community supervision agencies with information, resources, and training and technical assistance (TTA) to engage in collaborative problem-solving with stakeholders using data and research informed strategies to assess and improve responses to client behavior. The SWIFT program will increase the timeliness of the sanctions administered to ensure individuals connect the sanction to their behavior.

Using Community Corrections Funding to Support Recovery Housing

A workshop on the transformative impact of Community Corrections agencies utilizing funds to support Oxford Houses for probationers. This presentation delves into how these sober living environments facilitate successful reintegration by providing stable housing and a supportive community. Participants will explore case studies, funding strategies, and outcomes that demonstrate reduced recidivism and enhanced recovery. Learn about the collaborative efforts between corrections agencies and Oxford Houses, highlighting the benefits of a structured yet independent living arrangement. Engage in discussions on best practices, challenges, and future directions in leveraging community corrections resources to foster long-term success for probationers. This workshop is essential for corrections professionals, policymakers, and anyone interested in innovative approaches to criminal justice and rehabilitation.

Stronger Together-National Association of Service Providers

This workshop, sponsored by the National Association of Service Providers, will provide an overview of the association's mission and highlight how government agencies, manufacturers, and private service providers can collaborate to present a unified voice on topics related to offender monitoring. The session will also cover the association's best practice guidelines, available training opportunities, and forthcoming accreditation programs for service providers. Additionally, attendees will have a unique opportunity to take photographs with the actual Tommy Gun used in the St. Valentine's Day Massacre. Representatives from the Berrien County Sheriff's Department will be present to discuss the historical significance of the firearms and facilitate this interactive experience for participants.

NYS "Less is More Act" - Lessons Learned

In September 2021, then-Acting Governor Kathy Hochul signed legislation completely transforming the parole revocation process for individuals supervised in the community upon release from incarceration in New York State. This session will provide background on the "Less is More Act" and also explore some of the struggles experienced in the actual implementation of the law, while highlighting the responses taken by NYS DOCCS to turn the situation into an opportunity for success.

WWTLD: What Would Ted Lasso Do? Lessons in Leadership and Life

Ted Lasso may be a fictional coach, but his leadership philosophy has resonated across professions, including probation. This session uses Ted Lasso's most memorable quotes as a framework for exploring resilience, communication, teamwork, and emotionally intelligent leadership. Participants will examine how principles like "Be a Goldfish," "Be Curious, Not Judgmental," and "Success is Not About the Wins and Losses" translate into real world strategies for leading teams, supporting staff, and navigating the challenges of community corrections. Through discussion, reflection, and scenario-based group work, attendees will develop practical "Lasso style" action plans they can apply immediately in their agencies.

Implementation as the Missing Link: Why training has not led to long-term sustainability of evidence-based practices in corrections.

Correctional agencies frequently adopt evidence-based practices with the expectation of improved outcomes, yet many struggle to achieve or sustain reductions in recidivism. Staff experience initiative fatigue, supervisors observe implementation challenges, and agency leaders seek measurable results. This workshop addresses the gap between adopting evidence-based practices and implementing them effectively. Active Implementation

Frameworks will be used to explore how Implementation Drivers support organizations in building the capacity needed for successful and sustainable implementation.

Implementation Drivers provide a structured approach to managing change, aligning agency supports, and focusing staff behavior to ensure practices are used as intended. The session will highlight why training alone is insufficient to produce meaningful outcomes and will emphasize the importance of ongoing coaching as a critical support strategy. An example will be used to demonstrate how to assess essential implementation supports, focusing on coaching strategies that strengthen core correctional practices, promote fidelity, and support improved outcomes.

Don't Just Train—Sustain: Supporting Evidence-Based Practices That Last

While research provides a general consensus on effective practices to reduce recidivism, there has been little success on full-scale—and even initial—implementation of these practices (Gleicher, 2018). One contributing factor is an overemphasis on initial training without sufficient attention to the organizational support needed to sustain implementation over time. This workshop will provide an introduction to building implementation capacity to ensure evidence-based practices are effectively implemented and maintained long-term. Participants will be introduced to the Active Implementation Frameworks and explore how these frameworks strengthen organizational supports that promote consistent, high-quality practice. Using a real-world example from a large-scale service system, participants will be introduced to each framework with illustrative examples. Insights from experienced implementation specialists will provide practical lessons learned and strategies for success. Participants will understand the rationales for using implementation evidence and frameworks, and identify how this is relevant to their own organizations.