

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

Virtual Program August 11 – September 11, 2026

The sessions below are listed in no particular order and are subject to change. Unfortunately, the Chicago event will not have live-streamed sessions. Where applicable, COB approved sessions are noted below their respective title.

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

**COB Approved*

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.

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.

Beyond Probation: Building Your Next Chapter of Purpose

**COB Approved*

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.

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.

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.

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

**COB Approved*

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.

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 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.

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.

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

**COB Approved*

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

Beyond Recidivism: Measuring Success in Community Supervision

**COB Approved*

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

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

**COB Approved*

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.

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

**COB Approved*

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: Using DBT and ACT Skills for Safer DV Supervision

**COB Approved*

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.

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

**COB Approved*

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.

A Global Retrospective: Key Milestones in Probation Development

Sponsored by the International Relations Committee: As the American Probation and Parole Association (APPA) celebrates its 50th Anniversary, this workshop brings together international experts for a forward-thinking discussion on the evolution of probation and community supervision worldwide. By examining lessons from diverse systems—both emerging and long-established—we will explore how history informs current practices and future innovations. Key themes include: Global Retrospective – Examining major milestones in probation’s development. Adapting to Change – Strategies for maintaining effectiveness in evolving correctional landscapes. Innovating for the Future – Emerging trends, international collaborations, and technology in supervision. Featuring: Jason Nachkebia (Republic of Georgia) – Insights on building a probation system from the ground up. Jochum Wildeman (Netherlands) – Lessons from a system with over 200 years of history. Join us for an engaging Q&A discussion, gaining global insights into the future of probation.

Compliance Without Change: A Missed Opportunity in Supervision

**COB Approved*

What happens when supervision substitutes for transformation? In this powerful main stage session, Dr. Kendall L. Taylor shares his 17-year journey on probation—during which he was never mandated to participate in any behavior-changing development. Instead of accountability, he was offered compliance. Instead of healing, he mastered loopholes. Now the founder of Salute1st, one of the nation’s most effective behavioral training models for justice-impacted individuals, Dr. Taylor presents a bold call to shift probation from a system of monitoring to one of mobilizing. With real-world insights and evidence-based solutions, this session explores what’s possible when behavioral architecture, emotional leadership, and reentry innovation collide—and how agencies can move beyond documentation to true transformation.

Goodbye Stress. Hello Life! Learn How to Prioritize your Wellness and Start Living for YOU!

**COB Approved*

While you are busy transforming lives and building strong communities, you must also take time for number one. In this fast-paced world, learn how to slow down and create a work-life balance no matter what surrounds you. Drawing strength from Allan's captivating stories of resilience and hope, you will be inspired to persevere through your personal challenges rather than avoiding or escaping them. After taking an honest look at what lies beneath your stress, you will be guided through a holistic approach towards wellness. Get ready to participate in an interactive quiz, various hands-on activities, and the exciting game of PieFace! It's time to transform your relationship with stress and reclaim your life. Watch what happens when you stop existing and start living for YOU!

Guiding Change: Motivational Interviewing Conversations for Community Corrections

**COB Approved*

This interactive workshop offers community corrections professionals a hands-on introduction to Motivational Interviewing (MI) techniques equipping them with practical skills to foster meaningful conversations that empower justice-involved individuals to be successful. Through two realistic scenarios, participants will explore the core principles of MI and apply these strategies to guide behavior change. This session focuses on providing foundational MI tools that can be immediately implemented into daily practice, helping officers enhance their effectiveness in community corrections settings. After this workshop, participants may continue to develop strategies through the APPA web-based training Guiding Change from Resistance to Planning: Motivational Interviewing for Probation and Parole.

Plenary: The Art of Wellness

**COB Approved*

Suicide is the second-leading cause of death among people age 15 to 24 in the U.S. Nearly 20% of high school students report serious thoughts of suicide and 9% have made an attempt to take their lives, according to the National Alliance on Mental Illness.

Subject matter expert, suicide survivor and advocate Kevin Hines shares history of hope and celebration of life. Kevin is a mental health advocate, global speaker, best-selling author, award-winning filmmaker and entrepreneur who reaches audiences all over the world with his story of an unlikely survival and his strong will to live. Two years after he was diagnosed with bipolar disorder (at 19 years of age), he attempted to take his own life by jumping from the Golden Gate Bridge. He is one of only thirty-four (less than 1%)

to survive the fall and he is the only Golden Gate Bridge jump survivor who is actively spreading the message of living mentally healthy around the globe.

Psychological Safety for All: The Integration of Autonomy and Belonging in the Workplace

**COB Approved*

Psychological safety is generally the embodiment of human interaction in challenging situations and is very central to effective organizational leadership and culture. More specifically, psychological safety is an integrated sense of belonging and autonomy. In the area of autonomy, it includes the ability to be one's authentic self and to learn in one's own unique ways. Autonomy also includes the ability to challenge status quo and to express diversity and uniqueness of thought. In the area of belonging, it includes the safety to be included and to connect to important peer, professional, and community groups. It includes the safety of contributing to healthy cultures through individual expression of one's values, thoughts, and beliefs. Belonging also includes the safety to elevate others around oneself for the greater good. It is not just the absence of a threat but also the presence of a connection. This presentation will describe a provocative, inspiring, and accessible model for workplace psychological safety. The presenters will offer candid learning about psychological safety from multiple important perspectives.

Personalities 2: The Art of Office War

**COB Approved*

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 work place.

Will AI Make Racial Inequities in Community Supervision Worse or Better?

As artificial intelligence and algorithmic tools rapidly spread across probation and parole, communities are left asking whether these technologies can reduce bias and improve outcomes or simply entrench the inequities that already exist. While risk assessments and predictive analytics are often marketed as neutral, they have too often deepened racial disparities and expanded surveillance. This panel will examine how AI can be developed and used responsibly to support people on supervision by improving

employment opportunities, stability, and access to services while also helping officers make fairer, more informed decisions. Panelists will unpack the hidden biases in current systems and discuss how technology, if grounded in equity and transparency, could strengthen both opportunity and accountability within community supervision.

Reprogramming the Brain to Prevail: The 10 Code Mindset for High-Stress Public Safety Work

**COB Approved*

Community corrections professionals face relentless pressure—heavy caseloads, emotional fatigue, and the constant demand to stay composed under stress. The 10 Code Mindset equips attendees with proven tools to strengthen their mental resilience and regain focus, purpose, and confidence in their daily work. Drawing from his experience as a Marine Corps veteran, former law enforcement officer, and national speaker, Scott Medlin teaches how to reprogram the brain’s “default settings” through simple, science-backed habits rooted in neuroplasticity and the Reticular Activating System (RAS). Participants will discover how to shift from reactive survival mode to proactive leadership, creating a ripple effect of stability and morale across their teams and communities. This engaging session blends real-world stories, humor, and actionable strategies designed to help community corrections professionals prevail—not just survive—in high-stress environments.

Victim-Centered Supervision: Enhancing Safety in Domestic Violence Cases

**COB Approved*

This approach to safety of domestic violence victims moves beyond the one size fits all checklist to victim/survivor autonomy, focusing on strategies the victim believes will work for their specific situation. It starts with an understanding of potential risk factors; how the criminal justice system may increase or decrease safety, and the identification of safety strategies that address individual victim/survivor circumstances. The Probation/Parole Officer’s role will be explored throughout this discussion.

Leading Organizational Change: Effective Strategies for Communication and Buy-In

**COB Approved*

How do you typically approach the implementation of significant organizational changes within your department? Whether it's structural adjustments, staffing shifts, training initiatives, legislative updates, or the adoption of evidence-based practices, do your staff readily embrace change, or is there resistance at the mere mention of a new approach? This workshop will focus on strategies for effectively communicating organizational change to internal stakeholders, fostering greater buy-in, and minimizing

resistance. We will explore key dimensions of effective communication, practical techniques for creating a collaborative and supportive environment, and the critical role of credible messengers.

Restorative Approaches to Intimate Violence (RAIV): A Restorative Reentry Model for Domestic Violence Clients and Survivors in Tribal Communities

Completion of domestic violence treatment does not mark the end of growth or transformation. Individuals working to change harmful behaviors continue to need support, accountability, and cultural connection. Survivors, too, often face limited options beyond crisis intervention or the criminal legal system. Restorative Approaches to Intimate Violence (RAIV) offers a tribally informed, community-based path for continued healing through Circles of Support and Accountability. Grounded in Indigenous teachings of balance, respect, and reciprocity, RAIV engages Core Members—those who have caused harm—and community supporters in shared accountability and relational learning. The model honors survivors' voices, promotes safety, and supports ongoing growth through storytelling and community healing. Participants will hear how this approach bridges evidence-based practice and Indigenous restorative principles to rebuild trust and wellbeing.