



Submission Proposals for APPA's 2027 Winter Training Institute

Girls in Focus: The Evolving Practice of Gender Responsivity in Juvenile Justice

What does it mean to be truly gender responsive to girls in today's juvenile justice system? This interactive session takes stock of the evolving field of gender-responsive practice, moving beyond broad principles to examine what contemporary research, developmental science, and frontline experience tell us about girls' pathways, needs, strengths, and experiences. Participants will explore key developmental and psychosocial realities of adolescence, including identity, relationships, belonging, trauma and adversity, mental health, social context, and the intersecting influences that shape girls' behavior and system involvement. The session will also examine contemporary challenges facing girls - and the professionals who supervise and support them - and consider how traditional justice practices may inadvertently overlook or intensify these dynamics. Grounded in research and practice, participants will identify concrete principles and strategies for creating developmentally appropriate, trauma-informed, culturally responsive, relationship-centered environments that promote safety, accountability, connection, resilience, and healthy development among justice-involved girls.

See the Whole Picture: Integrating Strengths and Data to Improve Diversion Practice

Community corrections professionals make consequential decisions using assessments, attendance, compliance information, referrals, case notes, and program outcomes. Yet no single data point tells the whole story of a participant, program, or system. Drawing on statewide work with Adult Redeploy Illinois, this hands-on workshop integrates humanity-centered, asset-based practice with data-informed decision-making to help professionals see more before deciding what to do. Using tools adapted from DCC's Asset-Based Diversion Toolkit and Building a Culture of Data-Informed Leadership Toolkit, participants will identify strengths and context, examine multiple forms of evidence, surface assumptions, recognize patterns, select an action, and determine what to measure next. Through a staged community-corrections scenario, participants will move from individual behavior to service, program, and system conditions. Participants leave with an Asset-Based, Data-Informed Blueprint they can immediately apply to case planning, referrals, supervision decisions, team learning, and continuous improvement.

Three Agencies, One Framework: Building a National Framework for Support-Oriented Pretrial Services

Many pretrial agencies, including those housed within probation departments, want to adopt support-oriented strategies that help people return to court, remain arrest-free, and remain in the community, but few have a clear roadmap for doing so. This session shares lessons from three jurisdictions developing strategic plans to adopt more support-oriented pretrial practices. Presenters will share cross-site lessons on readiness, use of needs information, staff roles, court partner engagement, and data infrastructure, then introduce the national framework developed from this work. The framework outlines the resources, operating and data infrastructure, key decisions, and common challenges agencies face when adopting support-oriented strategies. Through a facilitated readiness activity, participants will assess where their agency stands and identify practical first steps to apply this support-oriented framework.

The Science of Safety and Change: Applying Contemporary Neuroscience to Community Supervision

Probation and parole professionals have access to an expanding array of evidence-based approaches, including motivational interviewing and cognitive behavioral interventions. But even the strongest intervention depends on the conditions in which it is delivered. Drawing on contemporary neuroscience and research on stress, trauma, regulation, and behavior change, this interactive workshop explores how communication can help create the conditions for effective supervision. Participants will examine how stress and perceived threat influence behavior and engagement and learn practical, trauma-informed communication strategies that promote safety, build rapport, support regulation, and strengthen collaboration while maintaining accountability. Rather than introducing another stand-alone intervention, the workshop focuses on foundational communication practices that can strengthen approaches officers are already using. Featuring concrete strategies and perspectives from probation and parole professionals applying these skills in practice, the session will equip participants with immediately applicable tools for increasing engagement, supporting problem-solving, and creating more productive opportunities for meaningful behavior change during routine supervision interactions.

What Sustains Diversion Through Change? Five Lessons From Five Years of Statewide Practice

What enables diversion programs to sustain effective practice as funding, policy, staffing, referral pathways, community needs, national politics, and organizational conditions change? Drawing on five years of statewide work. This interactive session examines patterns across pre/post assessments, qualitative research, site findings, coaching, technical assistance, and implementation feedback. Across the evidence, five recurring conditions became increasingly visible: leadership capacity to act under complexity; a culture strong enough to carry change; data that drives decisions, not just compliance; humanity-centered practice that sees strengths, not just risk; and relationships that carry change across systems. Participants will examine evidence of growth alongside challenges that persisted, explore what happened as changing conditions tested these capacities, and apply the five conditions to a real challenge in their own jurisdiction. Each participant will leave with a prioritized capacity need, one 90-day action, and an indicator for assessing progress.

Investigating attitude changes of Thinking for a Change (T4C) participants on community supervision

Traditional measures of success on probation 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 using positive measures of behavior change. Cognitive behavioral therapy programs such as Thinking for a Change (T4C) are commonly a court-ordered condition of probation. This presentation will focus on how Cook County Adult Probation Department researchers quantify and measure attitude changes using the MCAA within its T4C cohorts, with emphasis on how this can serve as an alternative measure of success. Qualitative data such as participant attitudes and challenges T4C participants face throughout the program will also be discussed.

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Beyond Risk and Need: Integrating Responsivity into Effective Supervision and Case Planning

While the Risk-Need-Responsivity (RNR) model has become a cornerstone of effective correctional practice, responsivity factors are often the least understood and most frequently overlooked component of the framework. This workshop will explore key responsivity factors that influence an individual's ability to engage in supervision, treatment, and behavior change, including learning styles, motivation, cognitive functioning, mental health, trauma, culture, and other personal characteristics. Participants will review current research on the impact of responsivity factors on outcomes and discuss practical strategies for incorporating responsivity into case planning and supervision. The session will highlight techniques and tools that officers and practitioners can use to better match interventions to individual needs, improve engagement, and enhance the effectiveness of supervision efforts.

Beyond "Get a Job": Building Career-Aligned Supervision Conditions with Free Public Tools

Nearly every case plan carries an employment condition, and nearly every one measures the same thing — whether the person has a job. It does not ask whether the job fits, whether the credential is reachable inside the supervision term, or whether the occupation is legally open to someone with this record. Mismatched placements end in quits, and quits get written as noncompliance. This workshop introduces a five-step alignment screen built entirely from free, federally supported resources: the O*NET Interest Profiler, O*NET Job Zones, CareerOne Stop, the National Inventory of Collateral Consequences of Conviction, and the Federal Bonding Program. No licensed instrument, no certification, no purchase. Participants work a composite case on their own devices, search their own state's licensing barriers, and rewrite one employment condition from their current caseload. Presenters address scope-of-practice limits directly: these tools inform planning, never risk classification or violation decisions.

Level Up Your Leadership: Building the Next Generation of Juvenile Justice Leaders from Within

Session Description Strong community corrections organizations need strong leaders at every level. Level Up Your Leadership (LUYL) is a structured leadership development model designed to identify, develop, and prepare emerging leaders from within an organization. This interactive session will demonstrate how agencies can build an internal leadership pipeline through mentorship, executive shadowing, leadership education, policy analysis, reflective learning, and project-based application. Participants will explore how intentional leadership development can strengthen succession planning, increase employee engagement, improve retention, and prepare employees for future promotional opportunities. The LUYL model is designed to be scalable and adaptable for probation, juvenile justice, and community corrections agencies of varying sizes and resources. Participants will leave with practical strategies they can apply within their own organizations to develop talent, strengthen organizational culture, and create sustainable leadership capacity.

Building the Bridge: Developing a Mentorship Program for the Next Generation of Juvenile Justice Professionals

Recruiting and retaining qualified juvenile justice professionals remains a challenge nationwide. This interactive session introduces a structured mentorship model for Juvenile Detention Officers (JDOs) that bridges academy training and independent job performance through on-the-job training, experienced mentors, progressive skill development,

observation, feedback, documentation, and leadership involvement. Participants will assess their current onboarding practices, identify effective mentor characteristics, create a 30-, 60-, or 90-day mentorship roadmap, practice coaching through realistic scenarios, and develop an actionable improvement plan. The session focuses on strengthening employee confidence, competence, accountability, engagement, and retention while identifying performance concerns early. Although developed for JDOs, the framework can be adapted for probation, community corrections, case management, new supervisors, and other juvenile justice professionals. Ultimately, structured mentorship strengthens workforce development and organizational consistency while better preparing professionals to build relationships, manage challenges, and provide positive outcomes for youth and families.

Are Officers Using the Skills? Scoring Real Supervision Visits With CCP Experts and AI

Most agencies train officers in core correctional practices. Then a supervisor reviews a few visits a year, if there's time. Officers get little feedback, and the research says the skills only pay off when officers use them in real visits. Reviewers also don't agree as often as you'd think. In a recent study, three experienced CCP trainers scored the same visits with the same rubric and agreed about 7 times out of 10. Here's what happened next. A panel of CCP experts settled what good skill use looks like, item by item. Then we tested whether AI could score visits the same way. It matched the experts about 9 times out of 10, and we'll show where it missed. You'll score a short visit yourself, compare notes with the room, and leave with questions to ask before trusting any coaching tool. Findings are early and not yet peer reviewed.

Results from a Pilot Study of Clinical Case Consultation to Enhance Specialized Mental Health Supervision

People with mental illness face higher rates of arrests, violations, and revocations compared to people without mental illnesses. To improve mental health treatment engagement and lower risk of revocation among people with mental illness, the Georgia Department of Community Supervision began implementing specialized mental health supervision (SMHS) in 2015 and recently aimed to improve its fidelity via a three-year project funded by the Bureau of Justice Assistance. The aim of the project was to pilot clinical case consultation to enhance SMHS officer capacity to supervise their caseload. This session reports on findings from the project and incorporates perspectives from officers and implementation team members, survey data, and administrative data from case plans and body camera transcripts. The session will focus on the potential mechanisms by which clinical case consultation impacts officer behavior change and discuss the strengths and limitations of the evaluation methods, including decisions about sampling and design.

Bridging the Gap: Building the Missing Link Between Courts and Community Supervision

Presented by two experienced Court Team members with a combined 27 years of service in Community Corrections, this session explores the evolution of the court team model, outlines key responsibilities, examines court room procedures, and common communication gaps between the multiple parties involved in the criminal justice system. Participants will gain insight into real-world challenges and practical solutions grounded in evidence-based practices and effective communication strategies. Emphasis will be placed on building collaborative relationships, improving information sharing, and enhancing outcomes across systems. Attendees will leave equipped with actionable tools to strengthen existing partnerships, develop their own court team structures, or improve communication with court stakeholders—regardless of budget or staffing limitations.

What's Happening in Medicaid? Understanding Changes Important to Reentering People and People Under Community Supervision

This presentation will address recent developments in Medicaid important to incarcerated and reentering people and those under community supervision. Topics will include Medicaid work requirements, progress on section 1115 reentry waivers, and related federal and state policy reforms aimed at strengthening continuity of care, including substance use disorder care. In addition to increasing attendee understanding of these policies, this session will also include related practical recommendations to improve health and public safety outcomes.

Prefer to Refer

An exploration of community-based drivers of crime, health outcomes, and referrals for supportive services. Community Supervision through the lens of health outcomes and access to non-medical solutions across Social Determinants of Health. Historic context on current supervision outcomes, including accountability.

Curiosity as a Tool for Advancing Work: Ask Better Questions, Affect Better Outcomes

Workplace research links curiosity to sharper decisions, lower burnout, stronger teams, and improved psychological safety. Luckily curiosity is a teachable leadership skill. This highly interactive workshop will engage participants in a series of collaborative problem solving exercises to address real world challenges. First, we will explore the conditions required for curiosity to come forward in work environments (i.e. what barriers/facilitators are there for curiosity being freely offered or applied to accomplish shared goals?). Next participants will perform a self-assessment on measurable dimensions of curiosity ("deprivation sensitivity," "openness to the ideas of others," etc.). Participants will then identify a "problem or obstacle at work" to ground the rest of the workshop. Curiosity skills (e.g. structured exploration, framing uncertainty) will be examined and applied to the identified problem. Curiosity skills will be explored using repeatable activities that can be adapted by participants to address additional circumstances.

Building an Evidence-Based Practice Culture: Leadership Strategies for Sustainable Organizational Change

Building an Evidence-Based Practice (EBP) culture requires more than implementing programs, adopting policies, or meeting compliance requirements. Sustainable change occurs when evidence-based principles are intentionally embedded into everyday decision-making and operations. This interactive workshop explores the key elements of creating and sustaining an EBP culture within community corrections and justice agencies. Participants will examine the characteristics of organizations that successfully integrate EBP into daily practice, identify common organizational and cultural barriers to implementation, and explore leadership behaviors that support long-term success. Through facilitated discussion, experiential activities, and peer learning, attendees will identify practical approaches for strengthening staff commitment, building organizational support for EBP, and creating environments where data, learning, and continuous improvement are valued. Participants will leave with strategies for advancing evidence-informed decision-making throughout their agencies.

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No More Audit Score Anxiety

Do appraisals and audits make staff anxious? How did those appraisal and audit scores really help staff grow? Then get RID of audits and appraisals! Come learn how we removed traditional appraisals and audits and replaced them with reflections and case reviews to address officer productivity. Learn how we made the transition from appraisals with “scores,” to reflections, a system that lines out the departments core values and tells staff how they are aligning with those values. Detailing what they are doing well and what areas may need growth. This allows you to focus on the positive and where you can grow, instead of what was done or not done. Plus removing the score component allows anxiety to drop! Instead of case audits, you will learn how we moved to a process where we review cases with staff and COACH them through any areas that may need improvement.

Why Modern Records Management is the Backbone of Safe and Effective Supervision

Pretrial services depends on timely, accurate, accessible, and secure information to support informed decisions, effective supervision, court operations, and public safety. Outdated records practices, disconnected systems, manual workflows, and inconsistent information can create delays, increase compliance risks, and limit officers’ access to critical case information. This session reframes records management as an operational function that directly supports the pretrial services mission. Participants will explore how structured digital information, standardized workflows, automation, and secure information sharing can strengthen data integrity, improve officer safety, support compliance monitoring, and increase operational efficiency. Drawing on practical experience modernizing records and information workflows, the session will demonstrate how agencies can move from fragmented or paper-dependent processes toward secure, searchable, well-governed digital information. Participants will apply these concepts to a practical records-management exercise and develop an actionable strategy for improving a pretrial workflow.

Strengthening Families, Supporting Reentry: Parenting Programming in Community Corrections

Parenting and family relationships can shape reentry, stability, and motivation for change, yet family-focused interventions are not always integrated into community supervision. This interactive session examines parenting programming as a reentry and supervision strategy, using Parenting Inside Out (PIO), an evidence-based cognitive-behavioral parenting program developed for justice-involved parents, as a case example. Presenters will translate findings from PIO’s randomized controlled trial and subsequent evaluations into practical implications for probation, parole, and community-based partners. Participants will experience a brief PIO lesson, practice a core skill, and examine how parenting interventions can complement case planning, responsivity, family reunification, and reentry goals without blurring professional roles. Using a case scenario and implementation exercise, participants will identify opportunities to strengthen referral pathways, partnerships, and access to family-focused supports in their own jurisdictions and leave with concrete strategies for applying the lessons to community supervision practice.

Let's Talk ICJ: A Listening Session with the Interstate Commission for Juveniles

What works well when applying the Interstate Compact for Juveniles, and where are the challenges? This interactive listening session puts probation and parole professionals at the center of the conversation. Participants will share what they want to better understand about ICJ, which resources and tools are most helpful in their day-to-day work, and where additional guidance or training could make a difference. The discussion will also explore challenges professionals encounter when implementing ICJ Rules and highlight practices that have worked in the field. Rather than a traditional presentation, this session is designed to encourage candid conversation, peer learning, and practical feedback. Participant insights will help inform future ICJ training, resources, and tools developed to better support professionals managing interstate juvenile cases.

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Leading, Working, and Living Through the Unexpected Resilience, Compassion, and Leadership When Life Happens

Life does not wait until the workday ends. Serious illness, grief, caregiving, divorce, trauma, and other unexpected life events can affect even our strongest professionals while they continue leading, serving, and supporting others. Leading, Working, and Living Through the Unexpected challenges the idea that resilience simply means "pushing through." Through personal storytelling, reflection, realistic workplace scenarios, and practical leadership strategies, participants will explore how life's unexpected challenges can affect employees and how leaders can balance compassion with accountability. Attendees will examine the difference between surviving, recovering, and growing after adversity and leave with practical strategies for supporting employees while maintaining expectations, respecting boundaries, protecting dignity, and sustaining the organization's mission. The central message: We can hold people accountable while still recognizing the human being behind the title, badge, caseload, uniform, or position.

Reclaiming the Work: Six Conversations for Stronger Supervision, Accountability, and Leadership

Community corrections professionals carry real authority and real responsibility, yet many outcomes depend on choices they cannot command. The result can be a work culture dominated by monitoring, managing, refereeing, documentation, and isolation. This four-hour intensive offers another way to work without weakening accountability. Drawing on Dan Joyner's four decades in community corrections and leadership, Peter Block's Six Conversations That Matter, and the emerging "probation officer as coach" framing advanced by Brian Lovins and colleagues, participants will experience six structured conversations; Invitation, Possibility, Ownership, Dissent, Commitment, and Gifts—and apply them to supervision, staff leadership, court, and interagency situations. Participants will practice distinguishing what is fixed from what is open, using authority clearly, coaching toward meaningful ownership, surfacing dissent before it becomes

resistance, and creating commitments people can carry. The session is experiential, practical, and designed to reconnect professionals with purpose, judgment, and one another.

The Behavior Behind the Behavior: Tools for Responding to Mental Illness, Trauma, and Responsivity Needs

Community supervision professionals frequently encounter individuals whose mental illness, trauma histories, and developmental factors affect their ability to comply with supervision requirements. Traditional responses often focus on noncompliance without fully considering the underlying factors driving behavior. This highly interactive workshop provides participants with practical tools for identifying when behavior reflects criminogenic risk, mental health symptoms, trauma-related responses, or skill and capacity deficits. Using realistic case scenarios and structured implementation exercises, participants will practice adapting supervision strategies to improve engagement, increase accountability, and reduce unnecessary violations. Rather than focusing on theory alone, this session equips attendees with actionable approaches they can immediately apply within probation, parole, and community supervision settings.

Beyond “Any Questions?”: Building Groups That Engage, Practice, and Change

Effective group facilitation requires more than presenting content and asking participants to discuss it. Groups designed to support behavior change should actively engage participants, create opportunities to practice new skills, and help participants connect what happens in the group room to situations they encounter in their everyday lives. This interactive 90-minute workshop focuses on practical facilitation strategies that move groups from passive participation to active learning. Participants will examine ways to increase engagement, ask more effective questions, manage discussion without dominating it, transition from discussion to behavioral practice, and respond to common facilitation challenges. Grounded in evidence-based correctional intervention and cognitive-behavioral approaches, the workshop emphasizes active participation, behavioral practice, feedback, and effective facilitator-participant interactions. Participants will leave with strategies they can immediately incorporate into cognitive-behavioral, skill-building, and other structured behavior-change groups.

Keep It Going: The Supervisor’s Role in Sustaining Core Correctional Practices

Training staff in Core Correctional Practices is only the beginning. Sustaining those skills requires supervisors who can recognize effective practice, provide useful feedback, and create opportunities for continued skill development. This 90-minute workshop focuses on the supervisor’s role in moving CCP from the training room into everyday practice. Participants will explore practical strategies for observing CCP skills, reinforcing effective use, addressing common skill gaps, and incorporating brief coaching conversations into routine supervision. The workshop will also examine ways supervisors can create a workplace environment where practice, feedback, and continued skill development are expected and supported. Drawing on evidence related to Core Correctional Practices, skill transfer, and ongoing coaching, the session connects effective supervision of staff with the sustained use of evidence-based correctional skills. Rather than asking supervisors to become CCP trainers, this session focuses on realistic ways they can help staff strengthen and sustain CCP as part of their day-to-day work.

A Systems Approach to Justice: Applying the Sequential Intercept Model

The Sequential Intercept Model (SIM) provides a framework for understanding how individuals move through the justice system and identifying opportunities to intervene, divert, connect individuals with appropriate services, and improve outcomes. This session explores how the SIM can be applied across justice-involved populations, highlighting key

decision points—from initial contact through pretrial, court, treatment, and community supervision—where screening, assessment, intervention, and information sharing can improve outcomes and enhance public safety. Examples will include applications to impaired driving and other justice-involved populations.

Beyond the Basics: A Core Correctional Practices Booster

Knowing Core Correctional Practices (CCP) is one thing; using them intentionally and effectively in real-world interactions is another. This four-hour intensive workshop moves beyond introductory concepts and provides participants with an opportunity to refresh, strengthen, and practice the skills that support behavior change. Through discussion, demonstration, application activities, and structured practice, participants will revisit key CCP skills and explore how they work together in everyday interactions with clients. Emphasis is placed on moving from simply recognizing a CCP skill to selecting and applying the right skill based on the situation. Participants will practice responding to common challenges, receive feedback, and identify opportunities to strengthen CCP use in their own work. Grounded in the evidence supporting Core Correctional Practices, this interactive booster helps practitioners build confidence, improve skill integration, and increase intentionality in their use of CCP.

"I've Completed the Risk/Needs Assessment—Now What?" Turning Assessment Results into Opportunities for Engagement and Change

Risk and needs assessments are foundational tools in community supervision—guiding sentencing decisions, supervision intensity, and case planning. But what happens after the assessment is complete? Too often, practitioners move directly into planning and recommendations without taking time to meaningfully engage the individual in understanding their own results. The word assessment originates from the Latin *assidere*, meaning “to sit beside”—a powerful reminder that assessment is not just about scoring and categorizing, but about building a collaborative, motivational dialogue with the individual. This interactive session will equip community corrections professionals with a structured, practical approach for sharing assessment results in a way that promotes understanding, increases motivation, and enhances buy-in for supervision goals. Drawing on Motivational Interviewing techniques—particularly the focusing process—participants will learn how to pause between assessment and planning to create a space for engagement, insight, and shared purpose.

Rethinking Supervision for Emerging Adults: Bridging Developmental Reality and Practice

Emerging adults, ages 18-25, occupy a distinct developmental stage, yet community supervision structures are generally rooted in systems designed around either youth or fully mature adults. This interactive session will connect developmental science with emerging approaches to supervising young adults in practice. Drawing on a national scan of probation practices and lessons from jurisdictions working to strengthen their responses to emerging adults, presenters will examine how developmental responsiveness can shape expectations, relationships, accountability, responses to noncompliance, services, and supervision structure. Participants will explore the gap between what we know about emerging adulthood and how systems currently operate, including the policy, practice, and organizational conditions that can support or constrain responsive approaches. Through facilitated activities and practitioner examples, attendees will identify opportunities to strengthen their own agency’s approach to emerging adults under supervision.

From Voice to Partnership: Developing Lived Experience Leadership in Diversion

People with lived experience can help diversion professionals improve practice when systems engage them as leaders rather than sources of testimony. Drawing on DCC’s work with an Illinois statewide network of legal professionals over

the past 5 years, this interactive session follows the pathway DCC developed with program alumni: listening and panel participation, strengths coaching, advisory-board preparation, and “coaching the coaches.” In those culminating sessions, alumni invited providers to examine assumptions, identify strengths they had overlooked, and reconsider behaviors or policies. Participants will study how DCC prepared alumni to name and use their strengths, created a role that did not depend on trauma disclosure, and structured reflection so their insight could influence professional practice. They will then design one supported coaching activity for their own setting and leave with a concrete 30-day action.

Armed or Unarmed? Examining Firearms and Officer Safety in Community Supervision

Community supervision agencies make different decisions about whether and when officers carry firearms, reflecting different approaches to supervision and safety. This interactive session will examine how agencies approach those choices in practice: what conditions shape decisions to arm all, some, or no staff; how officers in different models perceive and respond to safety concerns; and what other tools, training, staffing practices, or partnerships agencies rely on when firearms are not used. The session will also explore how these approaches impact relationships with people under supervision. Drawing from findings of more than 100 interviews of probation officers across 6 jurisdictions, this session will help participants compare supervision models, reflect on perspectives about firearms and safety, and identify considerations for examining their own agency’s practices.

Beyond Compliance: Transforming Youth Probation Through an Interactive Education and Engagement Approach

Probation officers play an important role in helping young people understand and successfully navigate the youth justice system. Their work extends beyond monitoring compliance and includes education, relationship-building, and helping youth make better decisions. This presentation explores how probation officers can use interactive, developmentally appropriate education to help youth understand their rights and responsibilities, recognize the consequences of risky behavior, and improve their interactions with law enforcement and other authority figures. Strategies for Youth’s Juvenile Justice Jeopardy (JJJ) provides a practical approach. This interactive, scenario-based program uses real-life situations to engage youth in learning about legal rights and responsibilities, peer influence, decision-making, and interactions with authority. Participants will learn how JJJ can be incorporated into diversion, supervision, and reentry programming for youth in custody and in the community, not simply as a requirement, but as an opportunity to provide information and skills youth can use after their involvement with probation.

Supervising the Teen Brain: Development, De-Escalation, and Accountability Practical Strategies for Safer, More Effective Probation Supervision of Youth

Strategies for Youth’s Supervising the Teen Brain™ training program equips probation officers with practical, developmentally appropriate strategies for supervising youth in community and custodial settings. The training examines how adolescent brain development, trauma, stress, and other factors influence a young person’s communication, decision-making, behavior, and responses to authority. Participants will learn strategies to communicate effectively, de-escalate challenging situations, and maintain accountability while recognizing adolescents’ development. Understanding how youth perceive and respond to authority helps probation officers in all settings to recognize potential triggers and make informed decisions that promote both officer safety and safer interactions with youth. These skills help officers distinguish developmentally driven behavior from intentional defiance and respond in ways that promote safety, engagement, and positive behavior change. Past participants have agreed that this training increased their understanding of adolescent development, trauma’s impact on youth communication and decision-making, and its relevance to their professional work.

Swift sanctions approach 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.

Cognitive Behavioral Programs: MRT vs T4C

This training does not provide a certification in either cognitive behavioral program. This presentation is designed to promote awareness and education for two of the more widely accepted cognitive behavioral programs utilized by criminal justice professionals. Participants can expect to gain an understanding of the pros and cons of each program, as well as, develop an understanding of who would benefit from each program. Attendees will review and engage in specific activities selected from each curriculum to gain a better understanding of the group dynamic.

Beyond the Sentence: What Lived Experience Teaches Us About Community Supervision

Incarceration affects far more than the individual serving a sentence. Its impacts extend to children, parents, families, relationships, identity, wellbeing, and the process of returning home. Understanding these experiences can help community supervision professionals build more responsive relationships, referrals, case plans, and systems of support. Using voices from Impacts of Incarceration, a video library featuring 125 interviews and reflections from people directly affected by incarceration, this interactive session brings lived experience into conversation with community supervision practice. Participants will hear directly from people who have experienced incarceration and family separation, examine themes including stigma, shame, connection, family impact, and support, and translate those insights into practical strategies for supervision. Through video, reflection, case application, and discussion, participants will identify ways to incorporate lived-experience-informed approaches that support engagement, dignity, connection, and successful reentry.

From Lived Experience to Supervision Partnership: Building Peer Support into Community Corrections

Peer support is increasingly being integrated into justice and reentry systems, but effectively embedding peers in community supervision requires more than creating a referral pathway. It requires role clarity, cross-system partnership, organizational readiness, and intentional implementation. This interactive session explores how adult and juvenile peer support can complement community supervision by strengthening engagement, connection, navigation, and opportunities for sustained change. Grounded in emerging research and real-world implementation, presenters will share lessons from embedding peer services within community supervision partnerships, including successes, challenges, and adaptations. Participants will examine the distinct role of lived experience in supervision settings, explore implementation considerations such as boundaries, staff buy-in, peer workforce support, information sharing, and sustainability, and apply a practical readiness framework to their own agency or jurisdiction. A peer leader will connect the framework to lived and professional experience navigating and transforming systems.

She Stands Ready: Awareness, Confidence & Self-Defense for Women

Women working in probation, parole, community corrections, and public safety often navigate environments that require confidence, awareness, and sound decision-making. She Stands Ready is an interactive workshop designed to equip women with practical strategies to enhance personal safety both on and off duty. Participants will explore situational awareness, recognizing potential warning signs, trusting intuition, establishing boundaries, using assertive verbal communication, and responding when situations become uncomfortable or unsafe. Through realistic scenarios, group discussions, and guided activities, participants will examine safety challenges that may occur during field contacts, workplace interactions, travel, parking areas, public spaces, and everyday life. The session will also introduce basic self-defense and escape concepts focused on creating distance, protecting oneself, and reaching safety. Participants will leave with increased confidence, practical safety strategies, and a personalized plan for becoming more intentional about their personal safety and prepared to respond when circumstances unexpectedly change.

Beyond the Business Card: Building Relationships That Move Your Career Forward

Networking is more than exchanging business cards or collecting LinkedIn connections. It is about building authentic professional relationships that create opportunities for learning, collaboration, mentorship, visibility, and growth. Beyond the Business Card is a highly interactive workshop designed to help participants move from simply making contacts to intentionally building meaningful relationships. Through breakout activities, small-group challenges, real-world scenarios, and live networking exercises, participants will practice confidently approaching others, communicating their value beyond their job title, navigating conversations, identifying opportunities for collaboration, and becoming intentional connectors. Participants will also explore strategies for effective follow-up and maintaining relationships beyond the initial introduction. Rather than simply talking about networking, participants will practice it throughout the session and leave with increased confidence, practical strategies, new connections, and an actionable plan for strengthening their professional network.

Marshmallow Misdemeanor: A Sweet Sentence for Skill Building Success

This interactive workshop is designed to strengthen justice involved individuals' (JII) cognitive thinking skills to support improved outcomes in jail, reentry, and probation settings. Through a fast-paced activity, participants will experience the importance of adaptability, collaboration and problem solving. The session will feature an overview of the Maricopa County Adult Probation Community Reintegration Unit, highlighting its services and role in supporting successful transitions from jail, back into the community. Facilitators will demonstrate how professionals can help JIIs with anticipated challenges and develop cognitive resilience before setbacks occur. By the end of the session, participants will apply practical, readily implementable tools that promote positive behavioral change.

Enterprise Alignment - Connecting the Dots

Enterprise Alignment refers to all departments and functions working together to achieve strategic objectives. The areas of focus are strategic vision/goals, leadership vision and development, leveraging technologies to enhance daily operations, and emphasis on employment engagement/workplace culture. Workshop will be full of engaging, interactive strategies that cover how Vision, Alignment, and Execution work together to "Connect the Dots" • 5 Keys to Bridging Relationships & Building Leadership • Self Awareness & Personal Well-Being • Communication Styles & Strategies

Behind Closed Doors: Understanding Sexual Behavior, Relationships, and Risk in Community Supervision

Sexual behavior and relationship dynamics are often among the least discussed aspects of a justice-involved person's life—even when they may be relevant to risk, treatment engagement, trauma, victimization, coercion, or supervision. Stigma, discomfort, fear of consequences, and power differentials can make individuals reluctant to disclose what is actually happening. When professionals lack that information, they may unintentionally focus on the presenting problem identified by the system rather than factors influencing behavior. This session is not specialized sex-offense treatment or supervision training. Instead, it examines sexual behavior and relationships as often-overlooked sources of information across correctional, treatment, and community-supervision settings. Participants will explore how substance use, trauma, attachment, relationships, and situational factors may intersect with sexual behavior and decision-making, and will practice strategies for asking sensitive questions, distinguishing behavior from assumptions, and responding to relevant disclosures while maintaining safety, professional boundaries, and accountability.

Moral Injury in Probation Work

Moral injury occurs when someone witnesses, participates in, or fails to prevent something that violates their own deeply held moral beliefs. Unlike PTSD, it stems from guilt, shame, and ethical conflict rather than fear, and can appear without classic trauma symptoms like flashbacks or avoidance. This session introduces moral injury as a distinct occupational concern in probation and parole work, drawing on emerging research that identifies it directly in community supervision. Participants will explore the specific pathways through which moral injury develops in casework, the added strain that surfaces when officers' personal community ties intersect with high-profile incidents involving law enforcement, and why most staff remain resilient while a meaningful minority need targeted support. The session closes with practical, evidence-informed strategies — including structured peer support and proactive check-in protocols — that agencies can implement to support their workforce.

The Supervisor Effect: Turning Leadership Research into Better Supervision in Community Corrections

Frontline supervisors are where organizational leadership becomes an employee's everyday experience. Drawing on original research examining servant leadership and job satisfaction among probation officers, this interactive workshop explores how supervisory behaviors relate to employees' experiences of leadership, supervision, and the workplace. Participants will examine findings demonstrating a positive relationship between perceived servant leadership and job satisfaction, including particularly strong relationships involving satisfaction with supervision. More importantly, participants will translate those findings into practice. Through facilitated discussion, realistic community corrections scenarios, and a leadership self-assessment, participants will examine behaviors related to ethical leadership, trust, fairness, communication, employee development, empowerment, and accountability. Participants will leave with a practical Supervisor Effect Action Plan identifying leadership behaviors they can start, stop, and strengthen within their own supervisory practice or organization.

Evidence Doesn't Implement Itself: Lessons Across Borders for Turning Knowledge into Practice

Even when community supervision agencies invest in evidence-informed practices, manuals, and training, sustaining changes in everyday practice can be challenging. What helps implementation take hold? This interactive workshop draws on lessons synthesized from implementation support in Latin American justice and treatment settings, alongside research on gaps in implementing evidence-informed practices and the Risk-Need-Responsivity model in community supervision. Through cases and practical, interactive tools adaptable to local contexts, participants will distinguish practices from implementation strategies, identify barriers, and develop focused implementation plans. The session will explore how competency development can be complemented by clear responsibilities and governance, ongoing support

and coaching, targeted implementation strategies, and the use of adoption and fidelity indicators for continuous improvement. Participants will receive a worksheet to guide implementation discussions and the development of actionable plans within their own agencies.

“Getting the Right People on the Bus (and Keeping Them There): Issues and Strategies for Improving Recruitment and Retention for Probation & Parole Officers”

Agencies nationwide are experiencing challenges in recruitment and retention of probation and parole officers. This session will identify critical issues and present proven strategies to improve the effectiveness of recruitment efforts and increase retention of officers. Participants will be engaged to discuss issues they have encountered and strategies they have utilized to address these challenges. We will explore common workforce challenges, including limited public understanding of the field, insufficient exposure to community corrections in undergraduate programs, unrealistic job expectations, secondary traumatic stress, burnout, role conflict and inconsistent supervisory support. Participants will be introduced to practical workforce-development strategies covering the entire employee experience: outreach, recruitment, realistic job previews, selection, onboarding, early-career support, supervision, professional development, wellness, and retention. Special attention will be given to psychologically informed supervision, organizational responses to trauma exposure, and the development of workplace cultures in which employees feel supported, competent, connected, and able to perform meaningful work.

Beyond The Script: Coaching That Tracks

In this workshop, we will discuss considering things such as roles within an organization and learning styles to individualize and tailor coaching to target specific persons and needs. You will also learn new ways to apply coaching via telework, observe different coaching practices, and practice creating a coaching exercise or tool with techniques that you can then apply within your agency. The goal is to learn the coaching do's and don'ts to increase job productivity, staff retention, and staff development.

From the Bench to the Field: Bridging the Gap Between Judges and Probation in Impaired-Driver Supervision

Effective supervision of impaired drivers requires more than a court order—it requires a shared understanding between judges and probation professionals about risk, accountability, compliance, and behavior change. This program explores the distinct but interconnected roles of the judge, treatment provider, and probation officer in supervising impaired drivers and examines how better communication and collaboration can lead to a focus on effective evidence-based outcomes. Participants will explore the perspectives, responsibilities, and challenges faced by both the courtroom and the supervision team. The program will address how judges can better understand the realities of community supervision and how probation officers can better understand judicial expectations resulting in a team approach to pre and post-sentence assessment and supervision. Using impaired-driving scenarios, participants will consider how judges and probation can work as partners, focused on both accountability, public safety and positive client outcomes.

Let's Talk About the Victims We Don't Want to Talk About...Advocacy When It's the Hardest

Many of the workshops you may have attended talk about the "success stories" of victim advocacy. It's important to celebrate our colleagues but we need to talk about the cases that aren't in the "win column." Those are the victims that need the most advocacy but are also the hardest to work with as victim advocates. This workshop will focus on the difficulties that are often faced when those victims and their communities may not be easy to work with but how your

work can make a difference. We will discuss real world cases and provide options and possible solutions while recognizing that advocacy has limits especially when it comes at the cost of an advocates mental health.

Trauma-Informed Supervision in North Carolina: Variation in Officer Perspectives

Research demonstrates that high rates of exposure to trauma among justice-involved people are associated with greater criminogenic risk and needs, including antisocial personality, substance use, and mental illness. Although evidence-based practices addressing criminogenic risk and needs have proliferated, less attention has been paid to identifying and testing trauma-informed supervision approaches. Despite a national and international push to implement trauma-informed supervision for people on community supervision, agencies lack clear guidance that operationalizes core principles for frontline practice. This session reports on North Carolina's ongoing project to define and implement trauma-informed supervision for their agency and evaluate its effectiveness. Specifically, we will share the development and current implementation of NC's trauma-informed approach; describe findings from a baseline assessment of officers' perspectives, including variation across officer characteristics; and share preliminary findings from follow-up measures. Findings suggest that officer characteristics (e.g., gender, years worked in community supervision) impact attitudes about implementation of trauma-informed supervision.

Breaking the Cycle: How to Build a Sustainable Restorative Justice Response to Truancy and Youth Involvement in the Criminal Justice System

What if a single conversation could spark a new way of doing justice? In 2017, a county attorney and probation director in Pine County, Minnesota, identified a problem—and set out to build a different approach. That conversation became a restorative justice program that has helped drive cultural change across the county. Join the presenters as they share the real-world journey of building and sustaining a program that brings probation officers, community partners, and a full-time restorative justice practitioner together to address youth criminality, truancy, mental health, cross-over youth, and the impacts of generational poverty and trauma. Learn how Pine County engages stakeholders, funders, court leaders, and the community; uses evidence-based practices and program metrics; and works to reduce recidivism, prevent youth from entering the adult criminal system, and create transformative experiences for youth and victims. Leave with practical ideas you can take home and put into action.

Building Resiliency Through Leadership in Public Safety

Public safety professionals: including law enforcement, probation, corrections, and dispatchers face unique and cumulative stressors that can affect individual wellness, team functioning, and organizational health. Traumatic experiences, operational demands, organizational pressures, family challenges, and everyday stress can contribute to burnout, disengagement, turnover, and declining morale. These challenges can affect organizational stability, increase costs, and ultimately impact the safety and well-being of our communities. Building resilience is not solely the responsibility of managers or formal leaders. Anyone within an organization can be a leader in creating a healthier, more resilient workplace. This session explores resilience at three levels: individual, organizational, and managerial. Participants will identify practical strategies to recognize warning signs, strengthen communication and trust, navigate adversity, and interrupt negative cycles. Through curiosity, adaptive thinking, intentional communication, and sustainable practices, participants will learn how individuals at every level can contribute to stronger teams, healthier organizations, and safer communities.

NCDAC, Community Supervision from Risk Need Assessment to Case planning- the process, targeting higher risk & moderate to high need special populations with tailored supervision guidelines, how NCPASE is increasing engagement and our small success along the way

Community supervision is most effective when strategies are tailored to an individual's risk, needs, and circumstances. Research consistently shows that one size fits all approaches can hinder progress and increase the likelihood of violations. North Carolina's Department of Adult Correction addresses this by integrating Risk Need assessments into case planning, prioritizing early engagement for higher risk and moderate to high need individuals. Through NCPASE, officers focus on supports, barriers, strengths, housing, transportation, and the use of appropriate control tools to create meaningful, individualized plans. Automated case planning and the Standard Case Review process streamline decision making and ensure consistent application of supervision guidelines. Enhanced engagement—supported by leadership involvement and data driven insights—has already produced small but meaningful successes, including improved compliance and stronger connections with service providers. Power BI tools further empower staff by providing accessible data to guide interventions. These combined efforts reflect a growing culture of informed, responsive, and effective community supervision in North Carolina.

Beyond the BAC: Assessing the Modern Impaired Driver

For forty years, impaired driving has been measured by BAC, shaping charges, sentencing, and treatment referrals. Yet toxicology data from seriously and fatally injured road users shows alcohol is no longer the only concern. Many drivers have drugs or multiple substances in their systems, while roadside testing often misses them. This session helps criminal justice professionals understand what toxicology evidence can and cannot establish, including why a low blood alcohol result does not prove safe driving. It also explains why generic risk tools may classify DWI clients as low risk despite concerning behavior. Participants will learn to conduct thorough screenings, align treatment with substance use, and set supervision levels based on evidence rather than assumptions.

Beyond The Bracelet-Best Practices for Monitoring of Domestic Violence Offenders

This training examines how electronic monitoring can support accountability and enhance victim safety in domestic violence cases. Participants will identify available monitoring technologies and understand their appropriate uses and limitations. The session explores victim-facing applications, proximity alerts, and location-based restrictions, along with best practices for victim notification, informed consent, privacy, communication, and individualized safety planning. Attendees will learn how to develop clear alert protocols that establish responsibility, escalation procedures, response expectations, and documentation requirements. The training also highlights the essential elements of clear, specific, and enforceable court orders that define monitoring conditions, prohibited locations, response procedures, and the responsibilities of agencies, service providers, and monitored individuals.

Identifying Warning Signs of Violent Extremism in Justice-Involved Populations

This session will provide a comprehensive overview of the trends—in targeted violence perpetration, as well as in the kinds of behaviors that might be observable as potential perpetrators radicalize to violence—that probation and parole officers should be alert for in their supervision of violent extremist offenders. The training will address emerging trends in violent extremism, including nihilistic violent extremism, preparing practitioners to recognize related behaviors and escalating risk in justice-involved clients. The training will also introduce the concept of leakage (communication to a third party of intent to engage in targeted violence) and teach attendees about the ways in which leakage, warning signs, and mobilization indicators serve as three distinct layers of externally observable information that can be used to assess an individual's progression towards violence.

UNAPOLOGETICALLY HER: Reclaiming Your Voice, Protecting Your Peace, and Becoming the Women You Choose to Be

Women spend so much time answering to titles, leader, mother, wife, daughter, caregiver, professional, friend, mentor, that it can become difficult to answer one simple question: Who am I when I am not performing a role for someone else? Unapologetically Her is an interactive women's empowerment workshop that challenges participants to reconnect with themselves beyond expectations, responsibilities, and other people's definitions of who they should be. Through honest conversation, guided reflection, interactive activities, and practical strategies, women will examine the expectations they carry, identify where they have minimized themselves, strengthen boundaries, rediscover their voice, and define what they want their next season to look like. The central message is: You can love the people you serve, value the roles you carry, and still refuse to disappear inside of them.

Juvenile Firearm Intervention

Justice-involved youth facing firearm-related charges need more than information about consequences—they need credible, practical opportunities to build safer decision-making, conflict-resolution skills, and a future-oriented identity. This 60-minute workshop explores a juvenile firearm intervention partnership between the Maine Department of Corrections and Journey.do, a digital, strengths-based program designed for justice-involved youth. Presenters will share implementation insights for diversion, probation, and secure-care settings, including strategies for engaging youth, connecting firearm safety to relationships and future goals, and using participant progress to inform meaningful officer-youth conversations. Attendees will leave with practical ideas for integrating a structured firearm-safety intervention into existing juvenile supervision and service plans while maintaining a developmentally responsive, trauma-informed approach.

From Detention to Direction: Turning Music into a Pathway for Youth Success

Juvenile detention is frequently criticized for prioritizing containment and compliance at the expense of encouraging positive youth development and prosocial growth. Challenging that custody-versus-growth dichotomy, Maricopa County's Juvenile Justice Music Program demonstrates how secure facilities can operationalize meaningful rehabilitation through an innovative, sustainable partnership with Arizona State University. The program embeds hands-on guitar instruction, facility-wide drum circles, collaborative performances, and a structured, digital Healing Through Music curriculum directly into detention practices to foster creativity, emotional regulation, accountability, and goal setting. Integrated Journey.do modules reinforce protective factors and transferable life skills, while academic alignment enables youth to earn high school elective credit. Crucially, the initiative sustains this impact post-release by gifting guitars to youth participants through Free Guitars 4 Kids, ensuring continuous prosocial engagement in the community. Presented in New Orleans, a city defined by the transformative soul and resilience of music, this session equips attendees with an actionable, replicable blueprint for leveraging higher-education partnerships and creative expression to support authentic behavioral change nationwide.

What Does Juvenile Probation Really Do? Building Understanding Through JJ101

How well do the partners we rely on understand the juvenile justice system and the role of juvenile probation within it? Schools, community organizations, service providers, attorneys, and families are essential to positive outcomes for young people, yet opportunities to understand how the juvenile justice system works, where probation fits, and how decisions affect youth and families may be limited. This session introduces Juvenile Justice 101 (JJ101), a practical community education model designed to bring juvenile justice knowledge beyond the courthouse and into the community.

Participants will explore strategies for explaining the juvenile justice process in accessible language, clarifying roles, addressing common misconceptions, and strengthening community collaboration. By considering the system from the perspectives of youth, families, and community partners, participants will identify opportunities to improve understanding and engagement and leave with a framework they can adapt to develop a JJ101 initiative within their own jurisdictions.

ICJ in Action: Understanding the Interstate Compact for Juveniles

This workshop will provide you with an overview of the Interstate Compact for Juveniles (ICJ), the only lawful means to transfer supervision of juveniles across state lines and the only legal process for returning runaways who have been detained. The Interstate Commission for Juveniles oversees the implementation of the ICJ. Members represent all 50 states, DC, USVI, and key stakeholders, including probation/parole officers and others, who work together to preserve child welfare and promote public safety.

Empowering First Responders with Wellness Support

The Oklahoma First Responders Wellness Division (OKFRWD) offers a safe space for first responders to connect with and share their experiences. The OKFRWD, a full-time state funded Peer Program, is unique in that it is entirely made up of active and retired first responders across multiple disciplines, with the mission of being available in times of need, as well as providing tailored wellness resources, from mental health resources to fitness programs, directly to communities and first responders wherever they are. By utilizing a holistic approach, the OKFRWD supports the physical, mental, and spiritual well-being of first responders.

Beyond Policies and Training Records: Is Evidence-Based Supervision Really Happening?

Agencies often assess implementation by reviewing policies, confirming that staff completed training, or checking whether required forms were completed. Those measures matter, but they do not establish that evidence-based supervision is occurring. In this interactive workshop, participants will follow a fictional case from assessment through case planning, supervision contacts, intervention, and reassessment. At each stage, they will identify observable indicators that intended practices are occurring, recognize signs of implementation drift, and distinguish evidence of policy, workforce capability, and actual practice. Drawing on national community supervision standards and established implementation principles, the session will provide an agency-neutral framework participants can use to examine their own practices without reducing quality improvement to a compliance checklist.

Pause, Proceed, or Decide? Making Defensible Decisions With Insufficient Information

Community supervision professionals routinely make consequential decisions using information that may be incomplete, inconsistent, or unavailable. When assessment processes do not explicitly account for uncertainty, practitioners may feel pressured to make assumptions, treat missing evidence as evidence of absence, or select a rating that appears more precise than the available information supports. These practices can affect assessment accuracy, case planning, and equitable decision-making. In this interactive session, participants will examine common sources of insufficient information, distinguish uncertainty from conflicting or negative evidence, and practice determining when additional inquiry is warranted. Using realistic scenarios, participants will identify the potential consequences of forced conclusions and develop strategies for documenting uncertainty clearly, gathering information purposefully, and making defensible decisions without overstating what is known. Attendees will leave with practical questions and guardrails they can apply to assessments, case reviews, and supervision decisions.

Thoughts Gone Wild: Taming the Mental Chaos of Cognitive Distortions with CBT

This session introduces participants to the concept of cognitive distortions and their impact on decision making, behavior, and supervision outcomes. Participants will learn how distorted thinking patterns—such as blaming, mind reading, catastrophizing, and emotional reasoning—commonly appear in justice involved individuals and how these patterns can influence compliance and risk. Through two interactive activities, participants will practice identifying distortions in realistic client statements and applying practical, trauma informed techniques for redirecting unhelpful thinking during supervision contacts. The session emphasizes clear communication, skillful reframing, and maintaining rapport while addressing distorted beliefs. By the end of the session, participants will better understand how to recognize cognitive distortions, respond effectively, and support clients in developing more accurate and adaptive thinking, ultimately contributing to safer and more productive supervision interactions.

Understanding Emerging Adulthood: Development, Identity, and Best Practices

Emerging adulthood, typically defined as ages 18–25, is a unique developmental period marked by significant changes in identity, decision-making, relationships, and independence. This session explores the developmental science behind this stage of life, including the “maturity gap” and how impulsivity, risk-taking, peer influence, and the developing capacity for long-term decision-making can shape behavior and outcomes. Participants will be introduced to Identity Capital and its role in building readiness, motivation, and positive progress. The session will highlight how practitioners, court professionals, and other system partners can recognize and strengthen protective factors such as family connections, purpose, positive relationships, and prosocial peers. Participants will also explore best practices for working with emerging adults, including developmentally appropriate communication, relationship-building, strengths-based approaches, opportunities for meaningful choice and autonomy, appropriate accountability, and connecting young adults to positive supports and opportunities. The session will emphasize practical strategies for translating developmental science into everyday interactions, interventions, and system responses that support healthy development and successful transitions into adulthood.

Safety First: A Systematic Approach to Identifying and Navigating Threats

Be part of a safety-first experience. In this session, you will acquire and demonstrate seven safety techniques designed to enhance situational awareness and improve response strategies for mitigating risk indicators. You will engage in practical exercises to identify risk indicators and develop skills to ensure safety when interacting with unfamiliar individuals. Through interactive participation, you will evaluate scenarios and cases, applying learned skills to identify risk indicators, selecting appropriate safety techniques, and formulating action plans. Participants will break into interactive groups, be assigned a case/scenario to assess and enhance their safety skills and process an action plan with the group. Students will practice identifying risk indicators, appropriate safety techniques, and an action plan they would pursue. Students will identify past opportunities in their agencies that these techniques could have been applied to enhance safety. Participants will increase their safety competency and be able to transfer knowledge gained to their agency.

The Role of Communications in Balancing Pretrial Justice and Safety

This presentation examines how strategic communication shapes public understanding of pretrial justice and public safety. It highlights historical influences, media dynamics, and PSA’s response to misinformation. The session outlines data driven messaging practices, stakeholder engagement, and the role of transparency in building trust, concluding with recommendations for improving communication across pretrial partners.

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.

Stop Asking Why: Solution Focused Conversations that Move People On Supervision Forward

Most people on probation and parole with substance use disorders have spent years in treatment talking about what went wrong. Many are worn out by it, and it shows up as missed appointments and minimal effort. Solution-Focused Therapy offers officers a different set of questions. Scaling questions, exception finding, and future-focused questions help people identify what is already working and build on it, and they fit inside a routine supervision contact. Drawing on outcomes from more than 11,000 justice-involved adults receiving telehealth behavioral health care across seven states, including significant reductions in anxiety and depression within three months, this workshop teaches officers practical solution-focused skills they can use at their next visit. Participants will practice each technique in pairs using realistic supervision scenarios and leave with a pocket guide of questions to use with their caseloads.

The Importance of Working with Legislators, Including the Do's and Don'ts

Overview: This workshop provides a practical introduction to how legislators directly shape budgets, laws, and policies that influence day to day organizational operations. Participants will learn why proactive, informed engagement with lawmakers is essential and how constructive relationships can improve outcomes during legislative sessions, critical events, and periods requiring heightened transparency.

From Checking Boxes to Changing Behavior: Putting TN-STEPS into Action

What happens when an agency has the right assessments, the right interventions, and the right training but everyday supervision still becomes an exercise in checking boxes when behavior change is the goal? TN-STEPS helps professionals translate assessment information into purposeful supervision actions that address risk, needs and responsivity, readiness, and the individual's perspective. We will explore the core practices that move supervision beyond compliance, including assessment-informed decision-making, effective communication, skill development and individualized case planning. Through interactive activities and case scenarios, participants will examine how these practices come together in real-world supervision. Presenters will also share implementation lessons learned, including strategies for preparing staff, coaching supervisors, supporting fidelity, and sustaining evidence-based practice across an agency.

Onboarding & Retention – It's Great That You Hired Them, but How Do You Keep Them?

You've decided on your new hires and are ready to have them immersed in the important work of probation supervision. Is there an ideal process for not only turning them into impactful members of your team and great officers, but to also retaining them long term? How does onboarding impact their first few months on the job? In this insightful and interactive workshop, we'll explore what the recent generations of new employees want from their work, what they are currently getting, reasons why they move on from probation work, and assess the most important factors for ideal onboarding and how that connects directly to impactful, productive staff who are willing to stay long-term. The New Jersey Supervision Probation Officer Comprehensive Onboarding Tool will be introduced and shared with the audience, along with its ideal use and impact.

Sharing Across Borders: Live Conversation with a Kenyan Probation Officer

This session will model international collaboration in real time. Following a brief introduction to the Supervision Around the World (SAW) Project by CEO Julie Truschel, Dr. Nancy Nungari will join the workshop virtually from Nairobi, Kenya via live broadcast. Rather than using a traditional lecture format, Julie will facilitate a live conversation with Dr. Nungari about probation practice in Kenya, incorporating specific examples from her professional experience. Participants will have opportunities to ask questions directly and engage with Dr. Nungari during the live connection. The presenters will conclude with a facilitated "Kenya ↔ United States" comparison, inviting participants to examine similarities and differences in areas such as assessment, rehabilitation, community involvement, supervision, and reintegration and to identify ideas that could be adapted or further explored within their own jurisdictions.

Safe Enough to Engage: Bringing Evidence-Based Practice into Field Supervision

Field supervision is where officer safety, authority, professional alliance, and behavior change meet. This intensive workshop helps probation and parole professionals use evidence-based practices without minimizing the realities of unpredictable settings and enforcement responsibilities. Participants will examine how preparation, environmental awareness, communication, procedural fairness, and purposeful adaptation can increase safety while preserving accountability. The session also explores how uniforms, external vests, firearms, handcuffs, and other visible equipment may influence first impressions or trigger reactions, while distinguishing established evidence from unanswered questions. Rather than prescribing one dress or equipment model, presenters will offer risk- and task-specific strategies officers can use to explain their role, reduce unnecessary threat cues, maintain positioning and boundaries, engage household members appropriately, and pause or relocate structured work when conditions change. Hand-on activities allow participants to assess contacts, practice alliance-building language, adapt EBP tools, and create an agency-ready field safety and engagement plan for immediate use.

Future-Focused Supervision: Using the Science of Hope to Strengthen Motivation and Case Outcomes

Community supervision has become increasingly sophisticated in identifying risk, assessing criminogenic needs, and addressing barriers to behavior change. But what happens when we identify the risks and needs and the individual still does not believe change is possible? Hope may be the missing link. The central question throughout the session is: are we only helping clients identify what they need to change, or are we helping them see a pathway toward the life they want to build? Rather than adding another program or assessment to an already demanding workload, the session demonstrates how hope-informed strategies can be incorporated into conversations, case planning, goal development, and routine supervision interactions.

TAMAR (Trauma, Addiction, Mental Health, and Recovery)

TAMAR represents Trauma, Addiction, Mental Health, and Recovery. This presentation aims to provide individuals with insight into how adverse experiences, referred to as "trauma," may influence their lives and outlines pathways toward healing. Emphasis will be placed on identifying triggers and offering coping strategies to regulate stress and maladaptive behaviors.

Erosion Prevention: Harnessing Peer Support Before the Damage Is Done

Erosion doesn't need a crisis to do its damage — it just needs time. No officer starts the job broken, and no amount of individual resilience stops the slow wear of repeated trauma exposure, understaffing, and shift work. It shows up eventually: burnout, breakdowns in health and relationships, officers leaving the field, and at worst, suicide. The bonds that could counter this erosion — officers supporting each other — already exist informally. Most wellness programs never harness that raw material at the right time — they're reactive, not proactive. This session reframes peer support as erosion prevention: turning informal camaraderie into the armor officers need. We'll explore how a structured, moderated model becomes something staff actually engage with — before they think they need it. Participants will work through the design principles that determine whether peer support actually gets used, and leave with a framework for incorporating it into their agency's culture.

Beyond the Training Room: Building the Infrastructure for Change

Training in evidence-based practices and implementation science is important, but training alone does not change systems. What happens when practitioners leave the training room and return to organizations where competing priorities, culture, leadership, staffing, data limitations, and system barriers influence whether change takes hold? Minnesota developed a statewide implementation network to help answer that question. This interactive session explores how practitioners who completed the Alliance for Community and Justice Innovation (ACJI) Implementation Leadership Academy (ILA) built an ongoing community for implementation learning, problem-solving, and innovation. Rather than another training or information-sharing group, the network brings real implementation challenges to the table. Presenters will share how the network evolved from individual implementation champions into collective implementation infrastructure and explore the next frontier: applying implementation science across organizational and system boundaries to better integrate agencies, providers, leaders, and community partners. Through real-world scenarios, participants will experience the network's approach and leave with practical strategies for strengthening implementation capacity.

Restriction Is Not a Skill: Supervising Internet Use as a Reentry Competency

A man released after seventeen years buys a smartphone on his first day home and cannot make a call, save a contact, or send an email. He is also expected to apply for jobs online, enroll in benefits, and attend telehealth appointments. Research increasingly identifies digital exclusion as a driver of the revolving door, yet the standard supervision response — blanket internet and social media prohibition — is both legally vulnerable after *Packingham* and ineffective at building the capability the person will need the day supervision ends. This session examines what healthy internet use looks like in early reentry and how officers can support it. Participants will review the case law governing internet conditions, examine online risks specific to different supervision populations including money mule recruitment of job-seeking returning citizens, and practice rewriting a blanket prohibition into a narrowly tailored digital condition

You Can't Motivate Someone Who Can't See a Future: How Future Visibility Shapes Behavior, Engagement, and Change

Community corrections professionals are asked to promote change while managing risk, accountability, heavy caseloads, and persistent uncertainty. But behavior is difficult to change when people cannot see a credible future beyond their current circumstances. Author, TEDx speaker, researcher, and former detention officer Odell Bizzell II introduces future visibility: a practical lens for understanding how environment, opportunity, and perceived possibility influence engagement and change. Drawing from five years working in a jail and nearly two decades presenting on human behavior and communication, Bizzell connects this lens to the daily work of probation, parole, pretrial, reentry, and treatment professionals. Through guided case analysis and small-group application, participants will examine how language, expectations, and visible next steps can strengthen accountability without removing personal responsibility. Attendees leave with three communication tools they can use to help clients identify a realistic next step, connect supervision requirements to a larger goal, and maintain momentum through setbacks.

Juvenile Probation: The Core Principles in Practice

This session highlights how the American Probation and Parole Association's 10 Core Principles for Juvenile Probation are applied in real-world practice, with a focus on effective needs-based programming. Participants will explore practical approaches for assessing youth needs, matching services appropriately, and using developmentally informed strategies that encourage accountability and support positive behavior change. The presentation will cover graduated responses, family engagement, community partnerships, and building youth competencies while reducing unnecessary system involvement. Attendees will leave with clear, actionable tools for aligning local practice with APPA's national standards and improving outcomes for the youth and families we serve.

Wait...When Am I Supposed to Do All This? Turning Evidence-Based Practices into Everyday Supervision

Motivational interviewing. Case planning. Cognitive interventions. Risk and need. Engagement. Court requirements. Documentation. Community supervision professionals are often trained in each of these areas separately—and then expected to figure out how they fit together during an actual appointment. Minnesota DOC developed the Case Planning Roadmap to help solve this integration problem. The Roadmap creates a shared practice model connecting appointment types, a consistent appointment structure, evidence-based skills and interventions, and the technical requirements of supervision. But developing the tool was only the beginning. In this interactive session, participants will explore how a frontline-developed Roadmap grew into a statewide practice model through intentional implementation strategies, including multidisciplinary implementation teams, coaching, leadership reinforcement, and practical supports. Through hands-on activities, participants will examine Minnesota DOC's Roadmap and apply lessons from its development and implementation to identify opportunities to better connect evidence-based practices within their own supervision systems.

The Adoption Problem: Why Good Safety Programs Fail in the Real World

A safety program only works if people actually use it. Agencies can invest in strong policies, training, technology and procedures and still struggle with inconsistent adoption. The challenge is often not the program itself, but the human factors that determine whether a new safety practice becomes part of everyday work. Drawing on years of experience implementing safety programs with community corrections organizations, this interactive session explores why adoption succeeds, stalls or fades over time. Participants will examine the roles of trust, ease of use, perceived value, leadership, habit and reinforcement, and learn to distinguish an implementation problem from an adoption problem. Using realistic

scenarios and a practical adoption framework, participants will diagnose where a safety initiative is breaking down and identify specific actions that can improve participation and long-term use within their own agencies.

Microaggressions - The Art of Subtle Shade

Ever walked away from a conversation thinking, “Wait... was that shade?” Sometimes the most impactful messages aren’t the loudest, they’re hidden in jokes, assumptions, compliments, body language, and everyday comments we barely notice. *Microaggressions: The Art of Subtle Shade* takes a fresh, engaging look at how social conditioning shapes what we say, how we interpret others, and the subtle messages we send without realizing it. Through humor, pop culture, real-life scenarios, audience interaction, and behavioral science, Jude David explores why microaggressions happen, why intent doesn’t always match impact, and how to address uncomfortable moments without turning every interaction into a confrontation. Come ready to laugh, think, participate and possibly realize you’ve been throwing a little shade yourself.

Beyond the Demo: What Real-World Deployments Teach Us About Officer Safety Technology

Officer safety technology can perform perfectly in a demonstration and still fall short in the real world. Successful implementation depends on much more than features. Officer behaviour, field conditions, connectivity, privacy concerns, response protocols, training, adoption and organizational expectations all play a role. Drawing on lessons learned from real-world officer safety deployments in community corrections, this interactive session explores what happens after the demo and what agencies can do to improve outcomes. Participants will examine common assumptions, analyze a realistic community supervision scenario, and apply a practical framework for evaluating safety technology within their own environment. Attendees will leave with a clearer understanding of the questions to ask before, during and after implementation, and a practical approach they can use to assess whether technology truly fits the people, risks, workflows and response processes within their agency.

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.

Empowering Family Voice: Practical Lessons from Early Onboarding to Long-Term System Improvement in Juvenile Probation

Juvenile probation achieves its strongest outcomes when youth and families are genuine partners. Yet, systematically capturing their lived experiences remains an operational challenge. This session showcases a research-practice collaboration, highlighting how collaborative processes and tools were developed with funding support from the Annie E. Casey Foundation. Featuring leadership from Arizona State University’s Youth Justice Lab, Maricopa County Juvenile

Probation in Arizona (multi-year implementation), and Cook County Juvenile Probation in Illinois (onboarding phase), presenters illustrate how jurisdictions put these tools into practice. Maricopa leaders will share how youth, caregiver, and staff survey data uncover actionable gaps and support policy and culture shifts. Cook County leadership will outline their onboarding journey, addressing cross-system buy-in and logistics for agencies considering adoption. Attendees will gain practical, jurisdiction-tested strategies to build continuous feedback loops, elevate community voice, and track system impact.

Peer Coaching as a Bridge to Successful Re-entry: Addressing Mental Health, Substance Use, and Recidivism

Successful re-entry involves more than meeting the conditions of supervision. For many people leaving incarceration, untreated mental health and substance use challenges can create significant barriers to stability, treatment engagement, and long-term success. In this session, attendees will explore how peer coaches can complement traditional re-entry services by providing accessible, ongoing support. They will gain an understanding of how peer coaches with lived experience of incarceration and recovery build trust, encourage engagement, reinforce healthy coping strategies, connect individuals with community resources, and provide continuity during re-entry. Attendees will also explore the role of family support and education in strengthening recovery and re-entry outcomes. Presenters will also share practical strategies that community corrections professionals can use to strengthen re-entry planning, address mental health and substance use needs, and support individuals beyond the point of release.

Trauma Informed Courtroom Practices: From Theory to Practical Applications

Research affirms the prevalence of trauma in judicial system engaged individuals. Much of the effects of these life experiences remain unresolved and at times suppressed out of ignorance and shame. This workshop will focus on how all system actors can contribute to creating an atmosphere of understanding without sacrificing accountability. How we positively interact with other humans at the beginning of a relationship may affect the future course of interactions, increasing trust and creating an openness to listening and to advice and suggestions.

The Power of Purpose: The Impact of Organizational Culture in Community Corrections

Community Corrections agencies operate at the intersection of public safety, rehabilitation, and community trust. Organizational culture directly influences staff 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 staff behavior, client interactions, and public safety outcomes,
- Identify cultural strengths and challenges within their unit or agency,
- Recognize how leadership and peer norms influence morale, burnout, and consistency,
- Apply tools to improve communication, collaboration, and accountability,
- Develop actionable steps to strengthen a culture that supports evidence-based supervision and services

Hidden Apps, Second Profiles, and Everything You're Not Seeing: An Introduction to Mobile Device Review

The home screen is not the device. It's a curated exhibit – and supervision officers routinely make compliance decisions based on it. This hands-on workshop introduces mobile device review fundamentals for probation, parole, and pretrial professionals with no forensics background. Participants will learn where a device's true application inventory lives, how vault and disguised apps operate, and how secure folders, work profiles, multi-user accounts, and app-cloning tools

create entire second environments on a single phone. A practical module builds app literacy by organizing common applications according to the supervision concern they implicate — location integrity, communication concealment, identity substitution, and off-network transfer — rather than by name. The session opens with search authority, documentation, and the critical judgment of when a compliance check must stop and become a forensic referral. Attendees work briefly on their own devices and leave with a field checklist and a referral decision tree.

Culture Work Is Never Done: Lessons from Years of Building Organizational Culture Intentionally

Organizational culture change is often presented as a straightforward process. The reality is far messier. Culture evolves as people change, leaders transition, priorities shift, and organizations uncover increasingly complex challenges. In this candid session, Dr. Alexandra Walker and Jessica Dennis, Deputy Director of Ohio's Adult Parole Authority and Community Supervision, will share lessons from years of intentionally shaping organizational culture. Through statewide advisory and implementation teams, Ohio created structures for employee voice, addressed tangible concerns, and eventually confronted deeper adaptive challenges involving trust, accountability, relationships, and leadership. The journey has not been linear. People and leaders have changed, strategies have evolved, and culture has ebbed and flowed. Drawing on years of hindsight, Walker and Dennis will explore what it really takes to sustain culture work and how leaders can continuously shape their organizations through the structures they create, conversations they encourage, and behaviors they reinforce.

Take Your Shot: The Intentional Practice of Becoming a Better Leader

Leadership development is often treated as something an organization provides: a training, program, coach, or promotion. But meaningful growth also happens when we recognize our patterns, manage our reactions differently, clarify what matters, and take ownership of how we show up. In this candid and reflective session, Dr. Alexandra Walker and Seth Krause explore one leader's ongoing journey toward greater perspective, patience, and intentionality while navigating the real pressures of leadership. Along the way, Seth discovered unexpected parallels between leadership and archery: establishing your stance, managing tension, controlling what you can control, staying focused, making adjustments, and beginning again when a shot doesn't go as planned. Through stories, reflection, and practical strategies, participants will explore how self-awareness and small, repeated practices can change the way we lead. Regardless of title, tenure, or access to formal development opportunities, we can all choose to pay attention, practice differently, and keep growing.

Do I Belong Here? Imposter Syndrome, Leadership, and Learning in Public

Even highly accomplished leaders experience moments of self-doubt, uncertainty, and the nagging question: Do I really belong here? In this candid panel conversation, four experienced criminal justice leaders will explore how imposter syndrome shows up across the leadership journey, from stepping into new roles, to making high-stakes decisions, to leading change in complex and risk-averse systems. Join panelists as they share real examples of how imposter syndrome has influenced confidence, decision-making, vulnerability, perfectionism, and the way they show up with teams. The conversation will also examine why criminal justice environments may intensify these experiences, and how psychological safety, trusted relationships, and a willingness to "learn in public" can help leaders move through self-doubt without pretending to have everything figured out. Participants will leave with a more human view of leadership, practical ways to recognize when imposter syndrome is shaping their behavior, and ideas for creating workplaces where leaders and staff can be competent, courageous, and still openly learning.

Generational Intelligence: Communicating Across Generations in High-Pressure Workplaces

Today's workplace can include five generations working side by side—each shaped by different experiences, expectations, communication preferences, and approaches to work. When those differences are misunderstood, they can create frustration, assumptions, and unnecessary conflict. Generational Intelligence moves beyond stereotypes to help community corrections professionals recognize what may be driving generational differences and respond more effectively. Through behavioral insights, real-world scenarios, and interactive exercises, participants will examine how generational perspectives can influence communication, feedback, teamwork, and workplace expectations. They will practice strategies for adapting communication without compromising accountability or professionalism. Participants will leave with practical tools to strengthen collaboration, reduce generational friction, and communicate more effectively across generations—whether they are leading a team, working with colleagues, or navigating the demands of a multigenerational workplace.

Communication Under Pressure: Maintaining Control in High-Stress Interactions

High-stress interactions can shift quickly, challenging even experienced professionals to maintain control, communicate effectively, and make sound decisions. Drawing from 23 years in probation and more than 10,000 interviews, Michael Oden brings a field-tested perspective on what happens when pressure, resistance, emotion, and human behavior collide. This interactive session helps community corrections professionals recognize behavioral and communication cues that can signal escalation, examine how their own responses can influence an interaction, and apply practical communication strategies to maintain professional control without unnecessarily increasing tension. Through real-world scenarios, participant discussion, and skill-based exercises, attendees will practice responding to challenging interactions with greater awareness, intention, and effectiveness. Participants will leave with practical techniques they can apply in field contacts, office interviews, and other high-pressure situations.

Leading with Compassionate Accountability: Transforming Community Corrections

Community corrections professionals at every level, from frontline officers to supervisors, managers, and executive leaders, are challenged to balance accountability, public safety, organizational expectations, and the dignity of the individuals they serve. This session introduces compassionate accountability as a leadership practice that combines empathy with clear expectations, appropriate boundaries, consistency, and responsibility. Drawing on principles of servant leadership, participants will explore how compassion can strengthen professional relationships, improve engagement, support staff, and contribute to meaningful outcomes for those under supervision. Through practical examples, reflection, and interactive discussion, the session will examine how compassionate accountability can be applied in officer-client interactions, team supervision, organizational decision-making, and executive leadership. Participants will leave with practical strategies for leading and working with compassion while maintaining accountability regardless of their role within community corrections. The session invites participants to consider how a culture of service, trust, and accountability can transform community corrections from the frontline to the executive level.

Unleashing Mental Health Responsivity: Ohio Parole's Strategy to Improve Supervision and Functioning Engagement

Discover how Ohio Adult Parole Authority is reimagining the supervision of individuals with severe mental illness by going all in on responsivity. In this forward-thinking session, Specialized Mental Health Parole staff will share the innovative strategies they have learned and how those insights are transforming their approach. Participants will explore the social determinants of success model, learn how tools like the Functioning and Abilities Rating Scale (FARS) can illuminate hidden barriers, and walk through practical, real-world techniques for crisis management and mental-health-responsive interventions. The session will include discussion about the relationship between social determinants of success and

RNR. Participants will engage in a session that blends cutting-edge practice with hands-on skill building—and shows how partnership, responsivity, and functioning-based support can change outcomes.

Modernizing Parole Officer Training in Ohio

The Ohio Adult Parole Authority has modernized aspects of their training program for Parole Officers. This includes training opportunities for newly hired officers at Parole Officer School and tenured Parole Officers. Content is specifically designed to build proficiency in balancing community safety with rehabilitation roles. This workshop will provide an overview of the content, highlighting how it equips officers with the necessary skills by utilizing real life scenarios and technology. Participants will zoom in on specific sections of the training program, engaging in hands-on exercises that span evidence-based practices to officer safety. The workshop will also demonstrate how to effectively use feedback to continuously improve the training program, ensuring that it remains dynamic and responsive to the needs of both officers and the justice involved individuals with whom they work.

Stepping into the Role: An Experiential Training that Transitions Officers from the Training Room to the Field

In this innovative bridge training, participants will step into the role of a first year parole officer and apply classroom evidence-based concepts directly to realistic field scenarios through a simulation of supervision. Participants will analyze a simulated case file, make decisions under pressure, balance rehabilitation with enforcement, and collaborate using supervisory guidance, referrals, and cognitive behavioral tools. As they move between stations that mirror authentic field tasks, learners will evaluate risk, respond to unexpected events, and manage their own safety and wellness. By completing simulated contacts and achieving case plan goals, participants will create practical strategies that integrate classroom learning with hands on officer decision making, building confidence and competence in navigating community supervision.

Still Here: What Surviving a Near-Fatal Accident Taught Me About Resilience and Probation

After surviving a near-fatal surfing accident that left him temporarily paralyzed, San Francisco Deputy Probation Officer Patrick Yalon was forced to rebuild his life one step at a time. His recovery, and eventual return to complete a 240-mile ultramarathon, reshaped how he understood resilience, accountability, setbacks, and the role of human connection. In this session, Yalon connects lessons from trauma and recovery to the realities of probation and community corrections. Participants will explore how cumulative stress, difficult cases, and the demands of public safety can affect those doing the work, while learning practical strategies for resilience, self-regulation, connection, and sustainable performance. The session challenges participants to apply the same principles of change, accountability, and perseverance they encourage in others to their own lives and careers.

Beyond Compliance: Resognizing and Responding to Complacency in Long-Term Probation Supervision

This training draws from officers' experiences supervising individuals on probation, focusing on how we recognize and respond when clients become complacent during long-term supervision. With a focus on sex offender caseloads where terms can be up to lifetime. In these cases, we often see clients shift from genuine engagement to simply doing the minimum of "checking the boxes" rather than actively participating in treatment, building skills, or working toward meaningful behavior change. Throughout the training, we will highlight the indicators of complacency that officers commonly observe, such as superficial participation, stalled case-plan progress, minimizing risk factors, reduced involvement in treatment, and relying solely on basic compliance to appear successful. We examine how these patterns

affect risk, accountability, responsivity, and overall supervision outcomes. Participants also receive an overview of evidence-based strategies used within Maricopa County Adult Probation to keep clients meaningfully engaged, reinforce progress, and intervene when stagnation begins to surface.

Mindset as a Lever for Change:

Community supervision agencies are navigating extraordinary complexity, reform, workforce stress, and continuous adaptive change. While organizations often focus on policies, programs, and technical solutions, sustainable transformation also depends on something deeper: the relationship between mindset, nervous system functioning, leadership behavior, and organizational culture. This interactive session explores how individual and collective mindsets shape psychological safety, resilience, workplace climate, and change. Participants will examine common ACJI “Mindset Traps,” including fixed mindset, perfectionism, groupthink, inward mindset, risk aversion, and artificial harmony, alongside adaptive alternatives that encourage growth, healthy challenge, diverse thinking, outward mindset, and progress. Drawing from organizational psychology, neuroscience, adaptive leadership, positive psychology, and polyvagal-informed practices, participants will explore stress and emotional contagion, co-regulation, and compassionate leadership. Practical mindfulness and regulation exercises will introduce tools for strengthening resilience and connection while advancing an inside-out approach to adaptive leadership, collective well-being, and sustainable culture transformation within pretrial organizations.

Me, Myself and Motivation, Owning Your Power in Community Corrections

The work we do in Community Corrections is meaningful, but it can also be emotionally and professionally demanding. Me, Myself & Motivation: Owning Your Power in Community Corrections is an interactive presentation focused on helping community corrections professionals recognize the power they have in how they show up, respond, communicate, and navigate the challenges of the work. Through reflection, practical strategies, and the framework of Protect, Preserve, Practice, and Persist, participants will explore how to protect their energy, stay connected to their purpose, practice self-compassion and accountability, and persist with intention. This presentation challenges participants to move beyond simply managing the demands of the profession and instead recognize where they have influence and agency. Ultimately, participants will be encouraged to identify what is within their control, use their voice and choices intentionally, and create a personal commitment to owning their power both professionally and personally.

From Prevention to Reunification: Functional Family Therapy Across the Justice Continuum

Functional Family Therapy (FFT) was developed through research with justice-involved youth and families and continues to evolve through data, practice, and family experience. This interactive workshop demonstrates how a consistent family-based change process can support prevention, community supervision, intensive treatment, placement, reentry, and reunification. Participants will learn how referral information, clinical measures, treatment progress, therapist observations, and real-time family feedback are integrated through measurement-based care to clarify risk and strengths, plan interventions, and adjust treatment. In a progressive case exercise, participants will make and revise decisions as new information emerges. The workshop also explains how Care4 and its Session Planning Guide make family voice actionable in clinical work and how fidelity, experience, and outcome data support supervision, program evaluation, and continuous quality improvement. The approach links decisions for individual families to reduced recidivism, stronger family functioning, and safer communities.

Not Just Younger Adults: Practical Strategies for Supervising Emerging Adults

Emerging adults ages 18 to 24 are not simply older juveniles or younger versions of mature adults. Ongoing brain development and identity formation can influence decision-making, engagement, and responses to supervision. These developmental features make age a critical responsiveness consideration, but they also create a window of opportunity for growth and lasting behavior change. This interactive workshop translates developmental principles into realistic probation practice. Participants will examine how traditional supervision approaches can unintentionally create resistance, then learn practical strategies for strengthening professional alliance, supporting autonomy, building future orientation, reinforcing progress, and responding constructively to setbacks. Presenters will discuss tools and strategies that officers can use during routine contacts to identify immediate stabilization needs, connect goals to meaningful incentives, expand prosocial supports, practice emotional regulation and decision-making, and develop a getting-back-on-track plan. Participants will leave with a practical framework and tools they can apply immediately with emerging adults on their caseloads.

Probation by Progress: Transforming Supervision into Opportunities for Change

What do you do when traditional supervision strategies aren't changing behavior? Try something different. This interactive session takes attendees inside Delaware's DUI Treatment Court to explore how creativity, evidence-based practices, and purposeful engagement can transform community supervision. Presenters will highlight EPICS, S.M.A.R.T. objectives, and a group probation model to build skills, strengthen peer engagement, and connect participants' goals to behavior change. Attendees will examine how structured group activities, participant-driven goal setting, graduated sanctions and incentives, reflective writing assignments, enhanced communication, increased officer accessibility, and other unconventional interventions can turn moments of noncompliance into opportunities for growth and accountability. Through examples, interactive case scenarios, and audience participation, participants will explore how to identify underlying skill deficits, match interventions to individual needs, and maintain accountability while thinking beyond traditional responses. Whether you work in probation, parole, pretrial, treatment, or specialty courts, leave with tools, ideas, and permission to think outside the box.

Xodus Reentry Platform

Program will consist of presentation of a user friendly technology platform designed to assist reentry and self improvement. Features include comprehensive access to various resources, calendar, parole and probation management capability, job board, education and training resources and much more.

Building High-Performing Leadership Teams "Moving Beyond Titles: Lead with Direction, Emotional Intelligence, and the Systems That Sustain Them"

Building High-Performing Leadership Teams is an interactive workshop designed to strengthen how leaders influence, develop, and align their teams. Participants examine leadership purpose and style, emotional intelligence, and JCG & Company's High-Performing Leader Code to build greater self-awareness, trust, accountability, and adaptability. The session explores strategies for effectively leading a multigenerational workforce and recognizing the individual communication, motivation, autonomy, and recognition needs of employees. Through assessments, real-world scenarios, and interactive exercises, participants apply leadership concepts to everyday challenges. The workshop concludes with CPS & Co.'s The Science Behind Systems, where participants explore how effective systems support both professional and personal performance. Using the Vision Checkpoint™ and 7 Essential Life Systems™, leaders identify priorities, design systems that support sustainable performance, and create greater synergy between how they lead, work, and live.

Enhancing State / Tribal Collaboration to Improve Reentry Outcomes

The presentation will provide the audience with a brief overview of the history of State/Tribal Collaborations over the last 35 years. This will include the highlighting of agreements, policies, and partnerships between states and tribes. This workshop will also provide a basic understanding of the importance of state/tribal collaborations in relation to the reentry process for Tribal members returning to the community from incarceration. There will be a discussion of benefits and challenges associated with state / tribal collaborations and the steps necessary to secure and enhance collaborations

Thinking and Action: Breaking Down the Behavior Chain

"What were you thinking?" How many times have we posed this question to clients, only to receive a blank stare? We know that risky, anti-social thinking creates risky, anti-social behaviors. In this session, faculty will discuss effective tools to delve into and change the thought processes clients use when making decisions. Faculty will dissect the steps of a tool called the Behavior Chain. This tool can easily be integrated into an appointment as needed. They will also examine Cognitive Restructuring as a natural follow-up to the Behavior Chain. Additionally, tips and potential hazards will be provided to ensure optimal outcomes for changing offender behavior.

TAMAR (Trauma, Addiction, Mental Health, and Recovery)

TAMAR represents Trauma, Addiction, Mental Health, and Recovery. This presentation aims to provide individuals with insight into how adverse experiences, referred to as "trauma," may influence their lives and outlines pathways toward healing. Emphasis will be placed on identifying triggers and offering coping strategies to regulate stress and maladaptive behaviors. Presentation Results: The facilitation of multiple workshops and seminars addressing substance abuse and mental health conditions has produced positive results. Participants have reported increased knowledge and a greater understanding of techniques to reduce relapse risk and manage mental health symptoms effectively. Sources: National Association of State Mental Health Program Directors (NASMHPD), 1990; and National Institute of Health, 2026.

Beyond Correctional Quackery: What Counts as Evidence Now?

Nearly twenty-five years ago, "correctional quackery" became a powerful warning against programs driven by intuition, tradition, or enthusiasm rather than evidence. That warning still matters. But today, community corrections is also shaped by desistance research, trauma and responsivity, lived experience, digital rehabilitation, restorative practice, and other innovations that do not always fit neatly within older definitions of "what works." This interactive session asks a practical question: how do we distinguish responsible innovation from quackery without turning evidence-based practice into orthodoxy? Drawing on RNR, desistance, implementation science, and contemporary examples from practice, participants will apply a simple decision framework to novel interventions by examining theory of change, supporting evidence, mechanisms, responsivity, potential harms, and measurable outcomes. The goal is not to lower the evidence bar, but to improve how the field evaluates promising ideas while protecting public safety and preserving scientific rigor.

The Cost of Caring: How Exposure to Challenging Behaviors and Systemic Failures Contributes to Moral Injury Among Community Supervision Professionals

Community supervision requires professionals to balance accountability, safety, rehabilitation, and individual needs, often within systems marked by limited resources and competing demands. Empathy, flexibility, advocacy, and a willingness to give others the benefit of the doubt are valuable professional strengths, but they can also become points of vulnerability. This session examines how manipulation, exploitation, and other harmful behavior by individuals under supervision, combined with organizational pressure and systemic failures, can contribute to moral injury in the professionals trying to help them. Participants will explore how these experiences affect professional judgment and functioning, why they can lead to cynicism or detachment, and how moral injury differs from burnout and compassion fatigue. Practical strategies will help participants preserve role clarity, professional integrity, and effective boundaries without becoming rigid or losing empathy.

When Worlds Collide: Understanding and Managing High-Conflict Personality Types and Behaviors

Interactions involving authority, accountability, and perceived loss of control can quickly escalate when high-conflict personality patterns are present. This session provides a practical overview of common high-conflict personality types, the traits that drive persistent conflict, and why some individuals repeatedly escalate rather than resolve problems. Participants will learn to recognize emerging patterns of blame, emotional intensity, rigid thinking, and interpersonal conflict. The session will also examine how common professional responses can unintentionally prolong or intensify these interactions. Participants will leave with practical communication and management strategies designed to reduce escalation, maintain appropriate boundaries and role clarity, and keep interactions focused on behavior, expectations, and achievable outcomes.

Mental Health 101: A Practical Guide to Mental Illness and Counseling Micro-Skills in Community Corrections

Mental health knowledge should not be limited to clinicians. Designed for community corrections professionals with any level of mental health training, this intensive translates common mental illnesses into accessible, practical information. Participants will examine how different conditions may present during routine interactions and affect thinking, communication, emotional regulation, judgment, and compliance with supervision requirements. The training will also address how symptoms may be mistaken for defiance, dishonesty, apathy, or intentional noncompliance. Participants will then learn counseling micro-skills they can use within their professional roles to improve rapport, communication, problem-solving, and follow-through. Emphasis will be placed on responding effectively while maintaining appropriate boundaries and recognizing when treatment referral, professional consultation, or crisis intervention may be needed.

"It's Always Something": Recognizing and Responding to Chronic Crisis Patterns

Chronic crisis patterns occur when an individual repeatedly presents with intense distress, urgent demands, threats, or escalating behavior, often drawing responses from multiple professionals and systems. For community supervision professionals, these recurring episodes can consume resources, strain teams, and complicate decisions about safety, accountability, and care. This session examines how chronic crisis patterns develop and how reactive, inconsistent, or overly accommodating responses may unintentionally reinforce repeated escalation. Participants will explore how compassion and systems fatigue can lead professionals either to overrespond or to dismiss legitimate risk. The session will provide practical strategies for interrupting escalation cycles through predictable, coordinated responses while maintaining appropriate boundaries, role clarity, and necessary care.

Mental Health Crisis Intervention and De-Escalation: Core Skills and Advanced Applications

Community supervision professionals may encounter mental health crises during office visits, field contacts, home visits, and other routine interactions. This four-hour intensive provides practical training in recognizing an emerging crisis, establishing safety, communicating effectively, and using verbal and nonverbal techniques to reduce escalation. Participants will first develop the core intervention and de-escalation skills needed to respond to common crisis situations. The workshop will then address more difficult encounters involving psychosis, intoxication, personality-driven escalation, and other high-acuity behavior that may not respond to standard approaches. Participants will learn specific strategies for adapting their response, avoiding common intervention errors, making sound decisions under pressure, and determining when additional support or emergency intervention is necessary. Realistic scenarios will connect each skill to situations community supervision professionals may encounter in their work.

Dark Minds Unmasked: Antisocial Personalities & Psychopathy

Antisocial personality and psychopathy are widely discussed, yet much of what people believe about them comes from movies, television, and other sensationalized portrayals. Although relatively uncommon in the general population, Antisocial Personality Disorder and elevated psychopathic traits are substantially more prevalent among justice-involved populations, making an accurate understanding of these presentations particularly important for community corrections professionals. This session moves beyond popular portrayals to examine the defining characteristics of antisocial personalities and psychopathy, the differences between them, and how these patterns may present in professional interactions. Through instruction, video examples, and discussion, participants will observe real-world presentations and practice recognizing relevant interpersonal and behavioral patterns. The session will also address implications for risk and management, including practical strategies for responding to antisocial behavior, avoiding unproductive dynamics, and maintaining effective professional boundaries.

When Everything Feels Urgent: Discernment and Boundaries for Burnout Prevention

In probation, parole, and related settings, burnout is often fueled by more than workload alone. Competing demands, unclear expectations, weak boundaries, and difficulty distinguishing true urgency from perceived urgency can all contribute to chronic stress and reactivity. Pressure may come from any direction — supervisors, peers, direct reports, stakeholders, or internal expectations to respond immediately with “all hands on deck.” This session explores how discernment helps professionals at all levels create clarity, manage workload more effectively, communicate boundaries, and respond more intentionally under pressure. Using practical prioritization, productivity, and communication strategies, participants will learn how to reduce overwhelm, strengthen decision-making, and build healthier, more sustainable workplace habits.

Probation & Parole Strategies to Disarm DV Offenders

This interactive workshop will provide an overview of firearm surrender protocols that have been implemented in various settings across the country. There are three types of this protocol: court-centered, front line law enforcement-centered, and probation-centered. Although this workshop emphasizes the probation centered protocol, it is not intended for probation agents exclusively. It is instead intended to explore the strengths of probation centered firearm surrender protocols, especially in collaboration with the legal system overall. It is therefore intended to address law enforcement, the judiciary, domestic violence advocates, prosecutors, and probation officers through civil and criminal justice protocols and how all these team members can work together. In addition to statistical research, the presenter also explores the practical application of surrender protocols as well as practical tips on implementing firearm surrender protocols in your community utilizing either federal or state law to your benefit.

Strangulation - The Highest Lethality Risk

This course is designed to inform community supervision officers of present and future risk involved in strangulation cases. This form of physical and emotional violence is highly prevalent in abusive intimate partner relationships. Attempts to strangle, sometimes referred to as "choking," not only raise lethality risk to our case victims but they can also cause very serious short-and-long term physical and mental problems, including delayed death. The course content will intend to educate on the definition, along with physical and psychological presentation of signs and symptoms of strangulation.

De-Escalation Across the Adult–Juvenile Divide

Community supervision and court-ordered program staff face high-stakes encounters with individuals whose personalities, developmental stage, and stress responses vary widely. This session equips probation, parole, and program staff to match de-escalation tactics to personality style and developmental readiness, rather than applying one script to everyone. Drawing on communication-style frameworks, adolescent neurodevelopmental research, and evidence-based crisis-communication practice, presenters contrast how adults and juveniles process stress, authority, and conflict – and why tactics effective with one population can backfire with the other. Participants practice a personality-informed de-escalation framework through live scenario role-play and leave with a field-ready decision tool for reading personality cues and developmental stage in real time.

When Supervision Goes Sideways: Rethinking Violations Across State Lines

As community supervision increasingly emphasizes evidence-based practices, responses to noncompliant behavior must balance public safety, accountability, and opportunities for behavior change. This session explores how the Interstate Commission for Adult Offender Supervision is aligning its approach to violations with principles of Risk-Need-Responsivity (RNR) and evidence-based community supervision. Participants will examine how rule changes surrounding retaking and implementation of the Violation Response Tool (VRT) support structured decision-making and encourage responses that consider the nature and seriousness of behavior, individual circumstances, and public safety. In this interactive session, participants will walk through the VRT together to explore how proportional responses and consistent decision-making can support effective supervision across state lines.

The Paradox and Promise of Culture Change: Choosing Your Hard

As organizations strive to improve outcomes, leaders often focus on programs, policies, and performance metrics. Yet sustained success begins further upstream, in organizational culture. Working in a challenging culture is hard, and changing culture is hard. The leadership question is not whether the work will be difficult, but which version of hard we are willing to choose. This session brings an executive lens to intentionally shaping culture across complex systems. Participants will explore how leadership mindset, psychological safety, and organizational wellbeing influence the everyday behaviors that define culture. The session examines how culture is co-created through what leaders model, reinforce, and tolerate, and why meaningful change requires more than isolated initiatives. Drawing from evidence-informed culture change and implementation approaches, participants will be challenged to move from awareness to ownership, recognizing leaders as architects of culture and stewards of the conditions that enable trust, accountability, wellbeing, and performance.

DIAGNOSING RESISTANCE TO CHANGE: Stop Treating the Symptom and Start Understanding the Problem

Change is constant in our field. New policies, programs, technologies, reforms, leadership transitions, and shifting expectations continually ask people to work differently. Yet when change becomes difficult, we often diagnose the problem simply as “resistance.” We then reach for familiar control tools: more communication, training, directives, stronger accountability, or mandates. These responses may actually undermine rather than support our healthy change. This presentation challenges a common assumption about change: people do not simply resist change; they often resist BEING changed. Resistance is better understood as a symptom that contains important information about how people are experiencing change. Through a practical exploration of resistance, participants will learn to slow down the instinct to apply a quick fix. Participants will leave with a more curious and useful question: rather than asking, “How do we overcome resistance?” leaders can begin asking, “What is this resistance trying to tell us?”

Never Let Them See the Makeup Melt: Resilience in the Face of Vicarious Trauma

Never Let Them See the Makeup Melt: Resilience in the Face of Vicarious Trauma is an engaging, interactive presentation that explores the impact of vicarious trauma within the unique culture of probation and parole as first responders and law enforcement professionals. This session provides practical insight into how repeated exposure to trauma affects officers both professionally and personally, while offering realistic strategies to support resilience and well-being. Participants will leave empowered with tools and resources to strengthen their mental and physical health, enhance social adjustment, and promote a healthier work–life balance.

A Move to Measure EBP Processes and Outcomes in Supervision: The Kansas DOC Story

This session discusses how Kansas Department of Corrections (KDOC) Parole Services moved from redundant data collection to a focused set of measures that more clearly tells the story of its work. Presenters will share the methodology used to review existing reports and data practices, identify inefficiencies, build organizational buy-in among workgroups and leadership, and develop a manageable set of process measures tied directly to the agency's mission and desired outcomes. Attendees will also see a practical example of how generative AI tools can support routine agency reporting by efficiently transforming raw spreadsheet exports into summarized, decision-ready reports. The session will include a candid discussion of where AI adds value, where it introduces risks, and how to verify AI-generated analysis before relying on it. Participants will leave with a replicable framework for auditing and streamlining data/reports, identifying outcomes, and strategies for building staff buy-in during data-system transitions.

When Stress Changes Us: How Stress Shapes Performance, Communication, and Connection

Despite our best efforts, high-stress work does not always stay at work. Community corrections professionals must consistently navigate pressure, unpredictability, and emotionally demanding interactions. Over time, the responses that help professionals function in these environments can also shape how they perform, communicate, make decisions, and connect with others both inside and outside of work. When Stress Changes Us is an interactive intensive that uses Emotional Command Systems as a research-informed framework for understanding the patterns that become louder or quieter under stress. Participants will identify their own stress-response patterns and examine when those responses are adaptive and productive and when they become costly. Hands-on engagement includes self-assessment, working through realistic scenarios, and skill-building for responding to stress with greater awareness and flexibility. Participants will learn to recognize which patterns become more prominent under stress, understand the needs driving those responses, and make more deliberate choices about creating balance. They will leave with an individualized plan for managing stress across their professional and personal lives.

The Five Instruments of Leadership: A Practical Framework for Human Centered Leadership

Effective leadership is not a single skill—it is a continuous process of observing, listening, discerning, caring, and communicating. *The Five Instruments of Leadership* introduces a practical framework for understanding how leaders receive information, process it, and turn it into meaningful action. Using the **Eyes, Ears, Brain, Heart, and Mouth** as five essential leadership instruments, this session explores how leaders can strengthen observation, intentional listening, critical thinking, empathy, and communication. Participants will examine how these instruments work together as a continuous leadership feedback loop and how weaknesses in one can undermine the effectiveness of the whole. Designed for justice professionals at every level, the session offers practical strategies for leading with greater clarity, capacity, integrity, and purpose while building stronger relationships and more effective organizations.

“Coaching for Compliance and Quality: Promoting a Culture of Success Through Engagement and Innovation”

This dynamic workshop explores how effective coaching can increase compliance, improve quality, and support efforts to reduce recidivism. Participants will learn how coaching changes behavior more sustainably than a compliance-focused approach, and how quality-focused strategies build long term progress, accountability, and improved outcomes. Through a variety of engagement activities, real world scenarios, and hands on practice, participants will discover how coaching serves as a bridge between compliance requirements and meaningful transformation.

Thrive Under Pressure: Building Resilient People, Healthy Teams, and Sustainable Careers in Community Corrections

Community corrections professionals operate in environments shaped by high responsibility, repeated stress, difficult human interactions, and constant expectations to remain composed and effective. Over time, those demands can influence wellbeing, communication, decision-making, and workplace culture. This interactive session introduces the Thrive Under Pressure™ framework, built around seven pillars: Catalyst, Ownership, Purpose, Perseverance, Character, Integrity, and Growth. Participants will explore how these principles can strengthen resilience, improve self-awareness, and support healthier responses to pressure. Through reflection, discussion, and practical application, participants will identify ways to better manage stress, remain grounded in their values, support colleagues, and build stronger connections within their teams. The goal is not simply to endure a demanding career, but to develop the habits and mindset needed to remain effective, healthy, and connected throughout it.

Leading with Accountability and Influence: A Practical Framework for Difficult Conversations

Effective leadership in community corrections requires more than positional authority. Leaders must communicate expectations clearly, address concerns early, and navigate difficult conversations while maintaining trust and accountability. Research demonstrates the importance of meaningful manager feedback, clear expectations, and early intervention in workplace conflict. **Leading with Accountability and Influence** is a practical, skill-based workshop that equips community corrections leaders with strategies for approaching challenging workplace conversations with greater clarity, confidence, and purpose. Participants will learn and apply a structured communication framework for preparing for difficult conversations, addressing performance and behavioral concerns, setting clear expectations, and encouraging employee ownership. Using realistic community corrections scenarios, guided reflection, and application exercises, participants will practice transforming avoided or ineffective conversations into purposeful leadership conversations that strengthen accountability, trust, and performance.

Ask a Clinician: No BS Answers to Questions You've Always Wanted to Ask

Community corrections professionals regularly face behavioral health questions with no simple answers: Is this relapse, resistance, manipulation, trauma, or something else? When does accountability help, and when can it make things worse? Why do treatment providers sometimes see the same behavior differently? This highly interactive session gives probation, parole, reentry, and other frontline professionals direct access to an experienced behavioral health clinician for practical, evidence-informed answers to the questions they encounter in real-world supervision. Brief teaching segments will introduce a simple framework for understanding behavior, clinical decision-making, boundaries, risk, substance use, mental illness, and staff emotional reactions. Participants will then drive the discussion through live and anonymous questions. The goal is not to turn corrections professionals into clinicians, but to improve judgment, communication, collaboration, and confidence when behavioral health and community supervision intersect.

From Loss to Action: Wisconsin DOC's Overdose Fatality Review Team

Wisconsin Department of Corrections' overdose fatality review brings together a multidisciplinary team to examine overdose deaths among individuals under DOC supervision and turn lessons learned into meaningful system change. This workshop will provide an inside look at how Wisconsin DOC uses fatality reviews to identify gaps, recognize trends, and develop actionable recommendations aimed at preventing future overdose deaths. Participants will learn how collaboration across community corrections, adult institutions, health services, state agencies and community partners has resulted in more than 140 recommendations spanning client services, policy, legislation, process improvement, staff training and DOC resources. The session will highlight impactful initiatives that emerged from the review process, including overdose risk identification, expanded access to medications for opioid use disorder, harm reduction strategies, peer support and improved community connections. Attendees will leave with practical strategies for transforming overdose fatalities into opportunities for learning, collaboration, and prevention.

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.

The Response That Changed Everything: A Survivor's Journey to Transforming Victim Services

A survivor may never forget how a criminal justice professional responded during one of the most traumatic moments of their life. In this survivor-centered presentation, Dr. Christine DePre shares how surviving childhood abuse, sexual assault, domestic violence, and a violent home invasion shaped her understanding of trauma and victim services. A compassionate law enforcement response helped restore her sense of safety and later influenced her decision to enter the criminal justice field. Years afterward, when unresolved trauma began affecting her body, EMDR therapy became part of her healing. She returned to school at 35 and worked in victim services, where she discovered that many survivors did not receive the same compassionate care. Through personal narrative and practical examples, participants will learn how

communication, transparency, choice, and dignity can reduce additional trauma, strengthen survivor trust, and improve participation in the criminal justice process while respecting professional responsibilities and system limitations.

Beyond Surviving the Work: Trauma-Informed Wellness for Community Corrections Professionals

Community corrections professionals routinely encounter trauma, crisis, violence, victimization, substance use, family instability, and human suffering. While they are trained to supervise, support, and respond to the needs of others, they may receive far less preparation for recognizing how repeated exposure to trauma affects their own emotional, physical, and professional well-being. Beyond Surviving the Work is a trauma-informed and survivor-centered workshop examining burnout, compassion fatigue, secondary traumatic stress, and the cumulative physical effects of working in high-stress criminal justice environments. The session explores how exposure to trauma can influence communication, decision-making, professional boundaries, relationships, physical health, and interactions with victims, clients, colleagues, and community members.

Building Effective Partnerships: How Practitioner-Researcher Collaboration Strengthens Correctional Interventions

The persistent gap between criminal justice research and practice continues to challenge the implementation of evidence-informed interventions within the corrections field. While scholars generate research that can inform policy and programming, practitioners often develop innovative responses to emerging challenges that are rarely evaluated or integrated into the research literature. Strengthening collaboration between academics and practitioners is critical to advancing evidence-based practices and improving outcomes for individuals. This workshop highlights the power of academic-practitioner partnerships in translating field-based innovations into evidence-informed interventions. Using a case study involving the development of a cognitive-behavioral group for individuals convicted of firearm-related offenses, presenters will demonstrate how practitioner-developed programming can be strengthened through collaborative review and research-informed refinement. Participants will examine the process of identifying correctional population needs, designing targeted interventions, and integrating empirical evidence into program development. Attendees will also gain practical strategies for initiating collaborative relationships between agencies and academic institutions.

Whole System, Whole Health - Mental Wellness from Custody to Community Supervision

You are the frontline of Community Supervision-whether you are court personnel, an officer, a supervisor, a clinician or the support staff-you navigate high-stakes environments and witness daily trauma. The cumulative impact of this chronic, unmitigated stress frequently manifests as professional burnout, compassion fatigue, and secondary traumatic stress. If left unaddressed, these psychological tolls compromise operational safety, impair professional judgment, erode organizational cohesion, and accelerate workforce turnover. This presentation offers a strategic intervention rather than an administrative burden, focusing on the systemic sustainability of the community supervision ecosystem. Attendees will examine how institutional investments in workforce mental wellness directly translate to enhanced public safety, optimized decision-making, and superior rehabilitative outcomes for justice-involved individuals.

Texas Terrorist Offender Registration Program

This course will provide an overview of new legislation surround Chapter 65 of the Texas Code of Criminal Procedure, governing the Terrorist Offender Registry. It will also cover the reportable offense under Chapter 76 of the Texas Penal

Code and the responsibility of the registrars and registrants. Community supervision will play large role in this program especially for those offenders transferring their supervision to Texas.

Grooming Staff for Power, Purpose & Peace: A Resilience Workshop for Community Corrections

Community corrections runs on people, and those people are running out. Chronic caseload pressure, exposure to trauma, and administrative strain drive burnout, absenteeism, and turnover across probation and parole agencies — and the cost lands on officer safety, client outcomes, and agency budgets. This session delivers a practical five-part framework for restoring resilience in supervision teams: purpose, accountability, communication, mentorship, and peace. Drawing on graduate counseling training, U.S. Navy service, and years of building trust one conversation at a time, Baron Warren gives participants language and tools they can apply the week they return. Participants will assess burnout indicators in their own units, practice check-in and de-escalation techniques that work between colleagues as well as with clients, and leave with a one-page action plan for their team. The session is interactive, plain-spoken, and built for frontline officers and supervisors — not just administrators.

Staff Safety: What a long, strange trip it's been. The National Institute of Corrections initiative to create a model for all community corrections agencies to utilize.

This session will focus on the National Institute of Corrections initiative to develop a comprehensive approach to staff safety in community settings. This session will show who we are focused on; support, supervision staff, management staff, technicians, treatment providers etc. How staff safety is trained and maintained depending upon role. How location(s), Urban, Rural, Frontier settings effect application of staff safety principles. Finally, what a comprehensive approach to staff safety would do to effect training, operations and staff longevity. We will discuss the research, surveys and findings of the Staff Safety workgroup and look for input and feedback about next steps.

The Human Side of Justice: Building Self-Awareness, Connection & Impact in Leadership

Community justice work is deeply human work—and humans are complicated. Every interaction is shaped by personality, values, mindset, emotional intelligence, and lived experience. In high-pressure environments, misunderstanding these dynamics can fuel conflict, burnout, communication breakdowns, and missed opportunities for connection and growth. This highly interactive pre-conference experience helps participants better understand themselves, their colleagues, and the people they serve. Through engaging activities, reflection, discussion, and practical application, attendees will examine how personality influences communication, values guide decision-making, mindset affects resilience and adaptability, and emotional intelligence strengthens relationships and leadership. Participants will leave with greater self-awareness, an appreciation for different perspectives, and practical strategies for communicating effectively, navigating tension, and building stronger connections. Together, we will explore how understanding the human side of community justice can help leaders create healthier teams, more meaningful relationships, and greater impact.

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

Trust is often the starting point for meaningful engagement, accountability, and positive change with justice-involved youth. This interactive session explores how community corrections professionals can create authentic connections while maintaining appropriate boundaries, expectations, and authority. Through the MVA CONNECT Framework, participants will learn practical strategies for communicating respect, listening to understand, demonstrating empathy, recognizing behavior as communication, and helping young people feel seen, heard, and valued. Participants will examine

common barriers to trust and apply connection-based strategies to realistic interactions involving resistance, disengagement, and conflict. The session emphasizes that connection does not remove accountability. It creates a stronger foundation for influence, cooperation, and growth. Participants will leave with practical tools they can immediately apply to strengthen relationships and improve engagement with justice-involved youth.

The Power of the Pause: From Reaction to Response in Community Corrections

Emotionally charged interactions can quickly escalate when professionals or justice-involved individuals respond before they regulate. This interactive 90-minute workshop introduces the MVA Regulate-to-Respond Framework: NOTICE → PAUSE → REGULATE → CHOOSE → RESPOND. Participants will learn to identify triggers, recognize physical and emotional warning signs, interrupt automatic reactions, and choose responses aligned with their values and professional responsibilities. Through guided reflection, realistic community corrections scenarios, and hands-on practice, participants will experience practical regulation techniques including intentional breathing, grounding, creating space, positive self-talk, and if-then planning. Participants will leave with a structured approach they can use personally, model during difficult interactions, and teach to justice-involved individuals to support emotional awareness, de-escalation, accountability, and healthier decision-making.

15 Years Inside Juvenile Detention: Life Lessons, Connection, and the Power of the Pause

Drawing from more than 15 years of experience working inside juvenile detention, John Mead shares powerful life lessons shaped by his work with justice-involved youth. This interactive four-hour session moves from personal stories and lessons on attitude, empathy, accountability, integrity, forgiveness, confidence, and the ripple effect of choices into two practical workshops. Connection Before Compliance explores how professionals can build trust, communicate respect, maintain appropriate boundaries, and create stronger opportunities for engagement and positive change. The Power of the Pause: From Reaction to Response introduces the MVA Regulate-to-Respond Framework: NOTICE → PAUSE → REGULATE → CHOOSE → RESPOND. Participants will identify emotional triggers, recognize warning signs, practice evidence-informed regulation techniques, and learn strategies they can immediately apply during challenging interactions with justice-involved individuals.

Targeting Gun Violence: Innovative Strategies for Probation and Parole

In an era of increasing gun violence, it is critical that probation and parole agencies are equipped to effectively supervise individuals convicted of firearm-related offenses. In response, the Berks County Adult Probation and Parole Department developed a specialized Firearm Suppression Unit designed to address this growing public safety concern. This session will highlight how the unit leverages interagency collaboration, targeted firearm suppression efforts, and evidence-based practices to enhance supervision and reduce risk. Participants will gain insight into the development of the unit, effective field supervision strategies, and the implementation of a cognitive-behavioral curriculum tailored to this unique population. Presenters will share key lessons learned, challenges encountered, and strategies that have proven effective in the field. Attendees will leave with practical, actionable approaches that can be adapted and implemented within their own agencies.

Bitcoin: A Practical Primer for Probation and Parole Officers

This session will provide practical literacy for probation and parole officers who may encounter Bitcoin and other cryptocurrencies in their caseloads. Previously presented in conjunction with blockchain intelligence company TRM Labs

Inc. at the 2026 Winter Training Institute as a 90-minute session, this streamlined version of the workshop will focus on building actionable knowledge for those in community supervision. Fraud, gambling, and illicit transactions are not new, but the technology of money is changing and so are the tools used to respond. Probation and parole professionals are not required to be experts in all new technology, but they may have to work with agencies that are, and officers should be able to report before the court with both confidence and credibility when a case involves a cryptocurrency.

Utilizing Evidence Based Practices to Supervised Mentally Ill Individuals

Supervising justice-involved clients with severe mental illness requires strategies that balance public safety with compassionate, individual care. This interactive session equips community corrections and human services professionals with high-impact, evidence-based practices (EBPs) tailored to complex mental health caseloads. Participants will also explore core principles of specialized supervision, including: Risk-Needs-Responsivity (RNR): Adapting traditional criminogenic risk models to accommodate cognitive and psychiatric needs. Core Correctional Practices: Utilizing motivational interviewing, proactive community referrals, and structured problem-solving to reduce recidivism. Therapeutic Alliance: Building trust-based working relationships that enhance treatment compliance and medication adherence. Participants will learn about different mental health illnesses, common therapeutic tools, and strategies to overcome barriers. De-escalation & Crisis Intervention: Applying practical communication techniques to stabilize crisis situations safely. Attendees will leave with actionable, research-backed tools to improve client outcomes, strengthen cross-agency collaboration with mental health providers, and enhance officer safety.

The Power of Presence: Securing and Maximizing Your Seat

Great work doesn't always speak for itself. You need visibility, confidence, and a network to make sure your voice gets heard. The Power of Presence is an empowering masterclass built for women who are ready to stop waiting for an invitation and start taking control of their trajectory. Landing a seat at the table is only half the journey—knowing how to get into the room, command authority, and make a lasting impact is what truly drives career transformation. Designed for ambitious women ready for their next career step. This session breaks down the strategic blueprint to step out of the background into building a leadership presence, cultivating high-impact sponsors, and turning entry into influence. You will gain actionable strategies to sharpen your strategic voice, navigate organizational dynamics with confidence, and move from participating in the conversation to actively shaping it.

Youth Community Supervision Initiative (Maine's Juvenile Probation Transformation)

What if the goal of youth community supervision was not simply to monitor compliance, but to create the conditions for young people to succeed? This interactive session examines Maine's Youth Community Supervision Initiative and its efforts to make community supervision both smaller and better. Participants will explore how Maine used system mapping, local data, stakeholder collaboration, diversion strategies, and Family Engaged Case Planning to rethink the role of the Juvenile Community Corrections Officer. The session will highlight the shift from a surveillance-and-punishment culture toward relationship-building, positive youth development, meaningful accountability, and community partnership. Through case scenarios, data exercises, and guided discussion, participants will identify opportunities to increase diversion, strengthen youth and family engagement, and redefine supervision practices within their own jurisdictions. Participants will leave with practical strategies they can adapt immediately to their community corrections environments.

Beyond the Words: Understanding and Responding to Microaggressions

Microaggressions can occur in everyday workplace interactions and may affect communication, trust, morale, and working relationships. Often subtle and sometimes unintended these interactions can be difficult to recognize and even more difficult to address. This interactive session will help participants identify common workplace microaggressions, explore the difference between intent and impact, and develop practical strategies for responding without unnecessarily escalating conflict. Through realistic workplace scenarios, discussion, and skill-building exercises, participants will practice addressing microaggressions when they experience them, witness them, or realize they may have caused harm themselves. Participants will leave with practical tools for promoting respectful communication, accountability, and healthier workplace relationships.

The Boys We Punish: Trauma, Survival Skills, and the Road to Supervision Failure

****Boys do not wake up one morning and become "problems."**** Long before probation, courtrooms, violations, and case plans, many learned how to survive violence, abandonment, instability, neglect, and chronic threat. Those survival skills can later look like aggression, defiance, dishonesty, substance use, emotional shutdown, and refusal to trust authority. This session examines the uncomfortable space between trauma and accountability. Trauma does not excuse harmful behavior, and accountability does not require humiliation, power struggles, or responses that make failure more likely. Using research, lived experience, and real-world supervision scenarios, participants will examine how childhood survival strategies show up in boys and young men under supervision, where traditional responses can backfire, and how officers can hold firm boundaries while improving engagement, behavior change, and public safety. ****The goal is not softer supervision. It is smarter supervision.****

Elevate & Exhale: Winning Without the Burnout

Elevate & Exhale: Winning Without the Burnout** is a 60-minute interactive workshop designed for officers navigating high caseloads, emotional demands, competing priorities, and constant urgency. Participants will explore the difference between sustainable effectiveness and overextension while identifying early physical, emotional, cognitive, and behavioral signs of burnout. Through guided movement, reflection, peer discussion, and realistic workplace scenarios, participants will map common stress triggers and practice clear, professional boundary-setting language. The session concludes with the ****90-Second Elevate & Exhale Reset****, a practical protocol for restoring focus before or after difficult interactions, court responsibilities, documentation, or competing demands. Participants leave with a personalized reset plan, communication tools, and one achievable commitment to support energy, clarity, and consistent professional performance without treating exhaustion as a measure of dedication.

"Less Is More" - A Complete Overhaul of the Parole Revocation Process in NYS

In the aftermath of the nationwide unrest in 2020 caused by sharp disagreements over policing and systemic racism, several criminal justice reforms were enacted in 2021 in New York State, to include drastic changes to the parole revocation process, legislation commonly referred to as "Less is More." This workshop will explain the many challenges faced by the Department of Corrections and Community Supervision in both the preparation and implementation phases of this landmark law, along with the lessons learned.

STOP THE BLEEDING

I would like to teach a course that will help officers out in the streets to provide major medical care when they are out in the field.

The Leadership Factors: Understanding Your

This session will address identifying leadership personality traits, organizational structure, communication styles, and leadership balance implementation in 21st Century public safety. The takeaway is for current and aspiring leaders to understand their whys, and hows, applying best practices in a changing public safety environment.

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. Attendees will leave with practical tools and a replicable framework to implement within probation, parole, or community-based organizations, strengthening both public safety and long-term rehabilitation outcomes.

Beyond the Cup: Modern Drug Testing Strategies

Drug testing is more than collecting a sample—it is a compliance strategy that directly impacts accountability and court outcomes. This session provides practical guidance on building and maintaining a truly random drug testing program that reduces manipulation and aligns with current national standards. Participants will compare urine, hair, sweat patch, breath, sweat, and fingerprint-based testing modalities, examining detection windows, tampering risks, and cost considerations. The session will also address timeliness of laboratory confirmations and interpreting results accurately. Guidance will reflect nationally recognized best practices and federal recommendations associated with the Substance Abuse and Mental Health Services Administration.

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

Leadership That Moves Behavior: Turning Disengaged Teams Into High-Performing Ones examines how leadership behavior, communication, and human connection influence employee engagement, trust, morale, and performance. In high-pressure environments, leaders often focus on results while missing the disconnection developing within their teams. This interactive session helps participants recognize the warning signs of disengagement and understand how leadership presence can either strengthen or weaken commitment. Participants will learn a practical three-step framework—Diagnose. Locate. Expose.—to identify where disconnection exists, uncover what is driving it, and address the underlying issue before it becomes a larger organizational problem. Through storytelling, audience interaction, and practical leadership application, participants will leave with strategies they can use immediately to strengthen communication, rebuild trust, increase engagement, and move teams from compliance to commitment.

I Spy with My Little Eye.... The Power of Representation in Recovery

A look at the impact of representation in Tribal ReEntry and ReCovery programs.

Not all 4 letter words are bad... The impact of HOPE on recovery in Tribal Communities

A look at the impact of Chan Helman's research related to the quantification of HOPE and what that looks like in rural historically oppressed communities.

Lessons from Kenya's Community Corrections Partnership: Peace Education as a Responsivity Tool

This workshop presents the collaborative implementation of the Peace Education Program in Kenyan probation stations by the State Department for Correctional Services in partnership with The Prem Rawat Foundation. The presentation examines peace education as a responsivity intervention aligned with the Risk-Need-Responsivity (RNR) model. Responsivity is sometimes the least focused and resourced principle of the model, yet it determines how people under supervision engage with interventions. The strengths-based Peace Education Program helps participants explore inner resources such as self-awareness, dignity and choice – attributes that may enhance motivation as a general responsivity tool. Kenya's model further deliberately enrolls officers as participants, making the program a staff wellness strategy that aims to strengthen personal agency amid the demands of correctional work.

Participants will engage with a 15-minute documentary filmed in Kenya featuring officers and people under supervision, hear practitioner insights, and participate in guided discussion on general responsivity, and a planning activity.

ReEmployment, ReCovery, ReEmployment: Creating Healing Communities in Indian Country

A look at the current process that Cherokee Nation ReEntry/ReCovery Programs has in place for working with individuals dealing with legal issues and/or substance misuse. This session will look at the process and strategies utilized by our team to engage with our participants and how our processes, programs, and funding have changed since the McGirt Ruling in 2020.