



45TH ANNUAL
 TRAINING INSTITUTE
 AUGUST 24 - 28, 2020

SCHEDULE AT A GLANCE (Subject to Change)

MONDAY 8/24	TUESDAY 8/25	WEDNESDAY 8/26	THURSDAY 8/27	FRIDAY 8/28
<p>Opening Session Patricia Brown Holmes Managing Partner Riley Safer Holmes & Cancila LLP</p>	<p>“Get Up, and Get Moving Time”</p> <p>Workshops and Special Sessions</p> <p>Workshops and Special Sessions</p> <p>Break - Special Activity</p> <p>Workshops and Special Sessions</p> <p>“Get Up, and Get Moving Time”</p> <p>Racial Justice Town Hall Meeting</p> <p>National Association of Probation Executives (NAPE) Reception</p>	<p>“Get Up, and Get Moving Time”</p> <p>Workshops and Special Sessions</p> <p>Workshops and Special Sessions</p> <p>Break - Special Activity</p> <p>Workshops and Special Sessions</p> <p>“Get Up, and Get Moving Time”</p> <p>Trusted Relationships that Transform Communities</p>	<p>“Get Up, and Get Moving Time”</p> <p>Workshops and Special Sessions</p> <p>Workshops and Special Sessions</p> <p>Break - Special Activity</p> <p>Committee Meetings/Workgroups</p> <p>Committee Meetings/Workgroups</p> <p>Committee Meetings/Workgroups</p> <p>The Foundation of Practical Application of Risk, Need, and Responsivity in the Age of COVID-19 and Urgent Justice Reform</p>	<p>Closing Session: Straight Talk: Formerly Incarcerated Persons and Success</p> <p>Committee Meetings/Workgroups</p> <p>Board of Director’s Meeting</p>

WORKSHOPS (Subject to Change)

Addressing Social Injustice - Transforming Mindset: A Foundational Key to Strengthening Leadership, Supervision, Case Management and Communities

This interactive workshop will introduce the "Outward Mindset" as a foundational component to work and life, making community corrections work safer, more effective and more fulfilling. Using El Dorado County CA and the US District of North Dakota as examples, participants will learn the difference between an "Inward" and "Outward" mindset along with valuable tools to engage themselves and others in the benefits of an outward mindset through their everyday interactions. Bonta's Black Box Theory holds that Change Agents can more positively influence the outcomes of clients and reduce recidivism by building more positive relationships and realizing the goal of safer communities through changed lives. The implementation of an outward mindset can influence the effectiveness of Change Agents by improving relationships between colleagues, clients, and the communities served. Come and listen to how two jurisdictions have improved the culture or their work environment, the outcomes for their clients and the safety of their communities through an Outward Mindset.

Ask the Judge: Everything You Ever Wanted to Ask a Judge But Were Afraid to Ask

The proceedings and judgments of the courts have a profound impact on the work of probation and parole officers, so it is inevitable that officers will have questions they would like to address to members of the judiciary--though they may hesitate to do so for various reasons. This workshop provides officers an opportunity to ask a panel of judges for information, insights, and perspectives on issues related to courts and judicial matters. It is intended to provide an open forum for discussion where officers can ask questions that they may not feel comfortable addressing to a judge in their own jurisdiction.

Bouncing Back Before You Burnout – Nebraska Probation’s Peer Support Team

A previous winner of the APPA President’s Award, Nebraska’s Statewide Peer Support Team has been helping probation staff since 2015. Research indicates that work-related stress has the potential to jeopardize work performance, safety, health, and relationships. Peer support services were created to help individuals cope with stress, crisis, and emotional trauma from a team of trusted peers. The mission of the Peer Support Team is to provide education, leadership, training, consultation, resources, and referrals to lessen the impact of a critical incident and to support ongoing wellness and resiliency. This workshop will share Nebraska’s success story and outline steps to developing a successful Peer Support Team.

Bridging the Gap: Increasing Coordination and Connection Between Community-based Health Services and Probation and Parole

People under probation or parole supervision have rates of substance use disorders and serious mental illnesses that are at least two to three times higher than the general population. Jurisdictions have responded to these needs by implementing specialized caseloads and referring clients to community-based services. However, even with these efforts, there remains a persistent treatment gap for this population which can contribute to poor health outcomes and serve as a risk factor for violations. These challenges are particularly acute for subpopulations including people with opioid use disorders. Some jurisdictions have bridged this treatment gap by increasing coordination between community-based health providers and probation and parole. These strategies include creating collaborative case plans, ensuring that providers understand the role and structure of probation and parole, and creating formal agreements where probation and parole clients are served by community-based providers with expertise and facility for working with the clients.

Bringing Probation into the Age of Data Transparency - Alameda County Probation Department's Public Data Initiative

In 2018 the Alameda County Probation Department (ACPD) developed and released public datasets containing individual level demographic information on its client population in an effort to increase transparency, improve citizen knowledge of government services, and enhance collaboration between government and community partners. The published datasets and dashboards are one of the first interactive sources of information released publicly by a probation department that provide individual-level demographic information on probation clients while protecting confidentiality. The public, community, and government partners

can interact with and analyze the data to better understand the characteristics of the probation population. Through this effort, the ACPD has brought criminal justice agencies into the modern era of data transparency and integrity. This workshop will walk attendees through the process of developing this innovative approach to transparency via data and technology while challenging them to envision how their agencies might utilize this as a model.

Building a Body of Evidence for the Effectiveness of Community Supervision Home and Field Contacts

Field work is a core community supervision practice that is at the frontline of reentry, and it often involves rehabilitative practices, such as the use of motivational interviewing. Without strong evidence for the most effective way to conduct field work, policymakers face great uncertainty when determining whether and how best to utilize it. Abt Associates, together with APPA, is conducting a rigorous test of the effectiveness of rehabilitative practices in field contacts using a randomized controlled trial design. In this workshop, researchers will re-cap findings from a previous mixed methods study, recently completed, of home/field contact practices, with emphasis on how the previous study sets the stage for their current study of rehabilitative practices. They will go on to describe the current study's protocol and analytic plan and will discuss the added knowledge that is anticipated to be gained from the current study and its implications for the field. This research will be a welcome contribution to our base of knowledge in this area.

Building the Plane in the Air: Overcoming Implementation Challenges Through Organizational Ingenuity

Attendees will learn how the New York City Department of Probation (DOP) oversaw the effective implementation of New York's long-overdue Raise the Age (RTA) legislation—an achievement that was accomplished despite a rapid roll-out, budgetary limitations, and bureaucratic complexity. RTA definitely presented a large-scale logistical challenge for the city. DOP had to harness its own well-defined resources—program structures and operational principles—in order to create effective solutions. Through creativity, flexibility, and a commitment to ensuring better outcomes for youth, DOP brought existing programs into new process points, relied on credible messenger mentors, and repurposed and hired new staff to anticipate the needs of a tremendous influx of young people into Family Court and the new Youth Part within criminal court. Preliminary results show DOP has managed to keep young people safely in their communities while increasing access to resources for them and their families.

Bureau of Justice Statistics Presents: Updates on Community Corrections Data Collection Efforts

The Bureau of Justice Statistics (BJS) will present an update on data collection efforts related to community corrections, including efforts by BJS and RTI International to determine whether there are agencies responsible for supervising adults on probation that are not included in the Annual Probation Survey. Presenters will also discuss a planned pilot study for a revised Annual Probation Survey. Finally, BJS experts will discuss recently released community corrections reports, including Probation and Parole in the United States, 2017-2018. This report provides statistics on adult offenders under community supervision, including trends in the overall community supervision population, and annual changes to the probation and parole populations. All who are interested in learning the most current data and understanding pertinent trends in community corrections will benefit greatly from this session.

Comprehensive Rehabilitation Management: Research-based Integration of All Stages of the Rehabilitative Life Cycle

Participants are encouraged to come learn about Comprehensive Rehabilitation Management (CRM), a research-based multidisciplinary recidivism reduction model for corrections and reentry that integrates processes, programs, and services throughout the criminal justice and rehabilitation systems. The connections between assessment, case planning, treatment assignment, referral, supervision, service delivery and final termination of supervision become seamless as a single integrated process, rather than distinct units of service. The results are increased efficiencies for all participating departments and agencies and better outcomes for subjects of supervision. More than just a management strategy, CRM is a framework with field-tested tools for full implementation of the risk-needs-responsivity (RNR) model, from first contact through successful completion of probation or parole. Each discipline (e.g., corrections, parole, probation, community providers) shares information, tracks subject performance, and interacts with the others within the same platform, creating a truly collaborative and comprehensive rehabilitation process.

Culture is King: Advancing Authentic Change in the Real World of the Criminal Justice System

The criminal justice system is entangled in a grueling era of change. Staff in community supervision agencies are coping with multiple and sometimes competing initiatives. Around us we see parallel changes in jails, prisons, courts, and laws. We are trying to implement evidence-based practices and programs and innovate to get better results, but along the way we confront numerous real-world challenges that inhibit our ability to obtain measurable, lasting change. This presentation will focus on the primary drivers for change failure. The presenter will highlight the impact of organizational culture and leadership on our change efforts and argue for “Organizational and Cultural Intelligence.” Blunt, honest, and often funny, the presenter will illuminate a spirited suite of new leadership mindsets and a necessary model for culture change. If you fail to diagnose and fully understand organizational culture, you will become its victim.

Defining and Mitigating Failure to Appear in Pretrial System and Agencies

Most justice systems do not distinguish willfully absconding from court appearances from unintended or unavoidable court nonappearance. Definitions of "failure to appear" are employed inconsistently within justice systems and often are not supported by the data justice systems collect. As a result, unintended or unavoidable behavior is criminalized, strategies to minimize or mitigate court nonappearance are not considered nor applied, and pretrial failure is defined and measured improperly. Since nearly all validated pretrial risk assessment instruments include "prior failure to appear" as a risk factor, improper designation of non-willful behaviors over-estimates defendants likelihood of missing future court dates. This workshop will describe the unintended consequences of poorly defining court nonappearance and present a suggested strategy to facilitate practitioner-created definitions of court nonappearance and absconder that differentiate willful conduct from non-willful and less risk behaviors. Speakers also will highlight strategies to address and mitigate court nonappearance that reflect the dynamic nature of this problem and the many personal, environmental, and system issues that affect it.

Delivery of Probation Services During the COVID-19 Crisis

Despite being at the epicenter of the COVID-19 pandemic, New York has been able to continue delivering essential probation services through the use of new and existing web-based technologies, innovations, and collaborations. This workshop will provide an overview of how New York’s probation departments have provided these essential services utilizing flexibility from regulatory requirements offered by DCJS, as well as challenges identified, lessons learned, and more. This workshop will also include a panel discussion regarding how the experiences of the COVID-19 crisis will have lasting effects on the delivery of probation services for years to come.

Detox Your Work Environment - Taking Control

Do you ever wonder why you feel so exhausted at the end of the workday? Dealing with one or more toxic and difficult co-workers on a daily basis can turn your dream job into a nightmare! You spend all of your energy dealing with issues and resolving problems originating from the main culprit—the problematic co-worker. All this can be extremely draining, especially if you have to go to the same environment every day. As the pressures of emotionally charged interactions with such co-workers increase, you must take control and learn new approaches to handling these downright negative and argumentative people. This workshop will give you insights, tools, and support that may make all the difference.

Dive Deeper and Explore: A Thinking for a Change 4.0 Overview

The National Institute of Corrections is excited to offer a workshop to allow corrections professionals an opportunity to learn, understand, and explore one of the most used and sought after cognitive behavioral programs in the country “Thinking for a Change”. The Thinking for a Change (T4C) program has been around for over 20 years with over 10,000 trained facilitators in the U.S. and territories. T4C integrates the best in cognitive-behavioral theories and interventions that evidence-based research has offered over the last six decades. T4C utilizes the clear body of evidence that shows these interventions positively impact individuals, helping to create change in both thinking and behavior. Cognitive-behavioral interventions (CBI) have been proven to achieve the goal in the corrections field; reduce reoffending/recidivism. This workshop will give participants the opportunity to learn about the theories, principles, and concepts of

Cognitive-behavioral interventions. They will also get to understand the T4C program including its curriculum, design, and flow of the program. And finally, participants will dive deeper and explore the program by being a part of interactive tools that are utilized within T4C in innovated, fun, and exciting ways.

Economic Opportunity and Mobility: What Works to Help People on Supervision to Get a Job, Keep a Job, and Advance Their Careers

Economic opportunity and meaningful employment can be part of disrupting high rates of supervision failure and resetting entrenched patterns of poverty and lost potential. During this workshop, the Council of State Governments Justice Center will discuss how supervision agencies can participate in designing high-quality, effective economic mobility strategies. These strategies include resolving structural barriers to employment and career advancement, redefining what it means to prepare people for work and careers, and addressing employers' reluctance to hire people with criminal records.

Effective Behavior Change Through Evidence-Based Case Management

By participating in this experiential and consciousness-raising workshop, you will be better able to answer a number of important questions: How do I effectively manage my case plan without increasing my workload? How do I focus individuals on their highest criminogenic needs areas? How can I engage individuals in self-directed positive behavior change? How do I help individuals increase their intrinsic motivation for change? If you are not satisfied with your offender outcomes and recidivism rates, this workshop is for you. Learn how New York State Probation is effectively going from research to application with evidence-based case management.

Effective Probation Practices in New York: A State and Local Partnership

Probation services are delivered across the State of New York at the local level by 58 probation departments (57 county based and NYC) with regulatory oversight by the Division of Criminal Justice Services (DCJS) Office of Probation and Correctional Alternatives (OPCA). Through the statutory authority established in New York State Executive Law, DCJS has promulgated a series of strong regulations which embody evidence-based practices and ensure consistency statewide while allowing certain flexibilities where possible. This workshop will explore the collaborative relationship between the local probation departments and New York State, including the statutory and regulatory framework which promotes consistent, effective practice, and evidence-based programming. Among the topics explored in this workshop are state and local partnerships related to case management, juvenile intake and adjustment, investigations, supervision, graduated responses, ignition interlock device monitoring, and standard specifications for professional probation positions. Additionally, the role of the New York State Probation Commission, and partnerships with the Council of Probation Administrators and New York State Probation Officers Association, will be highlighted. The collaborative relationship between NYS and local probation departments will be emphasized through additional workshops coordinated by DCJS.

Electronic Monitoring turns 40 – A Look Back and Ahead at Offender Supervision Technology

The "ankle bracelet" was first introduced in the early 1980s. Today, approximately 7% of offenders/defendants in community corrections are under some form of electronic monitoring--and as the technology has evolved, so has the way it is used. Workshop attendees will learn how innovative smartphone technology and data analytics are aiming to do more for officers, victims, and participants than once thought possible. Attendees are encouraged to join in a discussion on how this technology has been historically used in their departments. They will also have an opportunity to learn about and weigh in on the viability of emerging new technology that enhances capabilities while challenging conventional norms.

Embracing Evidence: The Road to Implementing Evidence-Based Practices in a Statewide Probation Organization

So much research has been done to give community supervision guidance on what works! How does a statewide probation organization wade through all the studies and empirical data to develop an enhanced supervision philosophy and accompanying strategies based on the best evidence? This workshop will trace Phase 1 of the New Jersey Judiciary Probation Division's journey to embracing evidence-based community supervision practices. From developing a new vision

to implementing core correctional practices and acquiring a fourth-generation risk-and-needs instrument, the challenges and triumphs of getting 21 counties to successfully shift gears from a traditional focus on compliance to working with clients on behavior change and desistance will be discussed.

FBI NGI Rap Back "Enhancing Public Safety One Notification at a Time"

The FBI Criminal Justice Information Services Division deployed the Next Generation Identification (NGI) Criminal Justice (CJ) Rap Back Service to assist federal, state, and local agencies in the continuous vetting of individuals under authorized law enforcement investigation or under the supervision of criminal justice agencies. Once the initial fingerprint is retained in the NGI and a Rap Back Subscription is set on the NGI identity, any subsequent activity on the identity history will result in immediate notification to the subscribing agency. This workshop will provide a high-level overview of the FBI NGI CJ Rap Back Service, including the requirements to participate and the benefits of participation. We will also look at the types of information you can receive from NGI with Rap Back participation. Rap Back materials will be provided at the workshop, as well as instructions to access information to the Law Enforcement Enterprise Portal (LEEP), which includes all the documents and material you need to start preparing for Rap Back participation.

Game Changing Technology Hacks for Less Than \$200/Month? I'm In!

The number of technology companies serving criminal justice agencies is on the rise. Navigating the choices and assessing costs and benefits can be challenging for busy professionals who aren't technologists. Thankfully, there are inexpensive, off-the-shelf tools like Slack, Calendly, and SurveyStance that require minimal adaptation but still yield significant benefits. In this session, hear from a judge who used simple tools to help streamline court check-ins and intake and better engage participants in referrals. Also, hear how other agencies are using "micro-surveying" tools to give voice to participants about their experiences and improve operations. Session attendees will learn to self-diagnose what might be most valuable in solving some of their most pressing issues, while considering how relevant stakeholders (even the tech-illiterate!) can be engaged in planning and implementation. The session's presenters are practitioners, not company representatives, so expect full candor about the pros and cons of various options.

Going Beyond the Alphabet

Many agencies have been fortunate to receive grants aimed at fostering improvements in the way their staff members engage with justice-involved individuals to develop rapport, address skill deficits, and change behavior. Assessment skills, relationship skills, bridging skills and cognitive intervention skills have all been shown to be effective in enhancing measurable outcomes. But how do we put all of this together? Our panel of experts will discuss how RNR, MI and CCP are integrated in Arizona's approach to meaningful and purposeful supervision. This combination of evidence-based practices led to Arizona's creation of a comprehensive case plan tool that incorporates all the latest research. Let's consider how use of in-person contacts can and should incorporate criminogenic needs, drivers, stages of change, goals, and strategies.

High on Our Highways

The growing number of states having legalized recreational marijuana and the rising rate of prescription drug abuse have created an increased threat on our roadways. In 2016, 43% of fatally injured drivers in impaired driving crashes with a known test result tested positive for drugs—a higher percentage than those testing positive for elevated alcohol. With over two-thirds of our criminal justice population drug and/or alcohol involved, probation officers and treatment providers need to understand the challenges we face with drug-impaired drivers. This interactive presentation will provide the audience information on the scope of our drug-impaired driving problem, the use of assessment tools to determine risk, and practical evidence-based sentencing, supervision and monitoring strategies to address these behaviors.

How Bibb County Probation Aces Their Audits with Smart Technology

For several years, the Bibb County Probation Office received unfavorable audits from the Department of Community Supervision, Georgia's governing agency. Its outdated mainframe technology had limited capabilities and couldn't support the addition of new court clients. When the office implemented a new case

management system, operations were dramatically transformed, and these changes put powerful tools at their fingertips. Staff morale immediately improved, officers were able to better serve probationers, and managing compliance was simplified. In the next audit, not only did Bibb County Probation avoid an on-site compliance review, it received an “excellent” rating with no recommendations or adverse findings. In this session, learn how this county’s probation office fully utilized technology to achieve this exceptional outcome and how you can too.

How Technology Can be Leveraged to Support Behavioral Change in Reintegrating Offenders Back into Communities

This presentation will include an informative overview of innovative smartphone technology currently available to supervise offenders and assist officers in addressing the challenges of high recidivism rates and overwhelming caseloads. Participants will learn about policies and costs applicable to offender monitoring and data management. The presenters will describe their process for establishing continued behavioral change as an ongoing aspect of supervision. This includes sharing a platform that is able to deliver offenders pro-social connections through daily personalized contacts, access to a Support Core, calendar tools to reduce instances of failure to appear, geo-fences, and video conferences--all of which were developed based on evidence-based theoretical frameworks. The presenters will conclude by sharing several case studies and addressing some common concerns often raised during implementation and use of smartphone technology. Finally, time will be left for a question and answer session.

Identifying and Engaging Housing Partners for People Under Community Supervision

Community supervision staff have long recognized the integral role that housing plays in successful reentry. Despite this recognition, a myriad of barriers complicates identifying and connecting people experiencing homelessness or housing instability from accessing the right resources. Barriers such as screenings based on criminal records, finding available housing, and identifying the right partners put tremendous strain on community supervision staff. Increasing access to housing for people under supervision means requires identifying and engaging the right housing partners. Building these partnerships is challenging, particularly in regard to navigating supervisory requirements related to people’s release or diversion from the criminal justice system. This workshop will equip you to identify the right partners, develop strategies for partnership, and ensure successful connections to housing for people on community supervision.

Importance and Benefits of Training Probation Officers in Effective Client Engagement and Equity

A practitioner led overview of the five pillars of evidence-based probation practice: Balanced Approach (Risk Management & Risk Reduction), Procedural Justice, Trauma Informed Care, Equity and RNR (Risk, Need and Responsivity). New York’s work is based on the Prochaska, DeClemente and Norcross’ Transtheoretical Model (Stages of Change), and includes immersion in motivational interviewing, implicit bias, trauma-informed care, client engagement, procedural justice and deferential responses to non-compliant client behavior. These concepts are incorporated into the basic training for new probation officers and training of existing probation officers. This workshop will help probation officers understand how these concepts may lead to better outcomes and greater job satisfaction.

Improving Victim Services Through Collaboration

The Texas Department of Criminal Justice-Victim Services Division and the Texas Board of Pardons and Paroles have developed a collaborative partnership to ensure that victims and survivors of crime can fully exercise their right to participate, be heard, be informed, and be protected and, moreover, to ensure that decision-makers have critical information and victim input available when considering offender release and reentry. During this workshop, the presenters will outline the continuum of services available to crime victims in Texas during the post-conviction phase of the criminal justice process. They will discuss how the system benefits from involving survivors in the process. They will also describe a new training initiative that assists both parole decision-makers and the victims who are speaking to them. Workshop participants are encouraged to exchange their own idea, tips, and tools for serving crime victims and ensuring that their rights are preserved post-conviction.

Infusing Art and Encouraging Hope: How Art Can Build Relationships in Probation and the Community

Art inspires us to see the world in new and creative ways. It can also serve as a conduit to build relationships and community. In this workshop, participants will

learn how to infuse art into probation supervision to create a more hopeful and successful partnership with clients and supervision staff. Come learn how Coconino County Adult Probation has incorporated art, relationship building, and community engagement to enhance supervision outcomes. Do you find yourself wondering, "What's the next step in evidence-based practices?" If so, come check out our workshop!

The Future of Ignition Interlock Monitoring

2020 has changed and challenged the way we monitor ignition interlock probationers. This presentation seeks to help law enforcement, court administrators, treatment professionals, and probation officers simplify their monitoring of ignition interlock clients whether they are in the office or remote.

Keeping Your Super Hero Super (Self-Care When Working in Justice)

Probation and parole staff are exposed at every level of the justice system to clients who present many complex challenges and difficulties, so it is not surprising that they experience high stress. Workshop participants will learn how compassion fatigue--a combination of burnout and secondary trauma--can significantly decrease effectiveness at work and in life. Resiliency is the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress, such as family and relationship problems, serious health problems or workplace and financial stressors. It means "bouncing back" from difficult experiences. Probation leaders are key to recognizing burnout and implementing supports, strategies, and techniques in self-care to increase resilience.

Live Look! Using Technology to Apply, Manage and Measure Evidence-Based Practices in Community Corrections

Decades of research have shown that effectively applying evidence-based practices (EBP) can help agencies improve community safety while achieving better client outcomes. While implementing EBP can be difficult, technology has emerged that is helping agencies apply, manage, and measure EBP programs. By providing the tools and information necessary to systematically and consistently apply the tenets of EBP, agencies are seeing the benefits of increased efficiency, better client outcomes, and visibility of information that can foster continuous program improvement. The presenters in this workshop will ensure that participants gain important knowledge and skills that should prove invaluable for their individual agencies' EBP implementation success.

Medical Marijuana Use in the Courts

Many policies regarding medical marijuana use in the Courts are in flux. Some policies are beginning to develop as state and appellate case decisions and statutory schemes evolve. Thus far, drug courts both deny and admit participant entry for medical marijuana users; some courts do and do not permit medical marijuana use while on probation, diversion/deferred sentencing, parole and pre-trial release; and some courts permit it conditionally. The schism between state medical marijuana laws and the federal illegality of marijuana under the Control Substances Act, long with the U.S. Supreme Court ruling in *Raich v. Gonzales* that gave the federal government preeminent authority over medical marijuana, plays a role in some of these developing court policies and decisions. With some nuance, the rationale for the Court positions typically falls upon a myriad of approaches which include the federal illegality of marijuana; the Court's reliance on the state medical marijuana laws; whether the underlying convictions are marijuana related; the treatment of medical marijuana as a prescription medication; the sole discretion of the Court; and, constitutional considerations. This article will discuss the current status of medical marijuana use in the Courts including in drug courts; probation, parole and pre-trial release, diversion/deferred sentencing by reviewing developing case law and applicable state and federal legislative schemes. How are the Courts going to traverse the formation of medical marijuana use policies? Should the Courts await a decision by their state Supreme Courts or the U.S. Supreme Court? Or should the Courts begin to synthesize their state and appellate case law and develop policies through their SCOA's or Chief Justices of their state Supreme Courts? Should all the Courts forego all other approaches save for judicial discretion based upon the totality of the circumstances? Whatever the direction, these policies are becoming more and more essential.

Medication-Assisted Treatment for Opioid Use Disorder: What Does a Probation Department Need to Know?

In order to combat the current opioid crisis, the criminal justice system must embrace all forms of treatment for opioid use disorder. In many states there is an increase in access to medication-assisted treatment as part of a comprehensive treatment plan for inmates in jails and prisons. As a result, many probationers

will come to probation already on medication-assisted treatments such as methadone, Suboxone, or Vivitrol. However, many courts and other aspects of the criminal justice system continue to stigmatize this treatment, and many probation officers have questions on treatment effectiveness, optimal treatment length, and whether and how to advocate for clients who may be in a community that strongly advocates for abstinence-based programs. Get answers to questions about medication-assisted treatment and learn how to provide support for probationers with opioid use disorder who are interested in such a treatment approach.

Mindset Matters: Perceived Effectiveness of Professional Training

In this workshop, the Iowa Department of Corrections (IDOC) in partnership with the Alliance for Criminal Justice Innovation (ACJI) and George Mason University (GMU) will introduce the Implementation Leadership Academy and the development and use of an instrument that measures the perceived effectiveness of communication products for professional training in the criminal justice context. The academy, developed by ACJI, is a training program designed to convey the real-world trials of applying implementation science to justice settings and addresses the unique organizational barriers of justice agencies that inhibit successful potency of evidence-based practices. This training opportunity prepares correctional professionals as implementation leaders who understand the factors that affect implementation of EBPs. The GMU-developed instrument taps into perceived effectiveness from multiple dimensions that reflect insights from research in communication, psychology, and criminology. The study aims to determine the impact of the academy on the quality of implementation efforts within the IDOC.

Next Generation Leadership - What Great Managers Do

Next-level leadership includes a mixture of emotional intelligence and an understanding of cultural, generational, and cognitive diversity. This session will include three useful sections, beginning with an overview of emotional intelligence and then going on to cover personality and temperament assessment. The final section is a leadership toolbox that includes a discussion on giving and receiving feedback, coaching, and the effective use of regular one-on-one meetings with your staff. The facilitator will provide handouts and other resources for participants to help them maximize their managerial skills.

Peekaboo, I See You...The Use of Social Media in Community Corrections

For better or for worse, the use of social media is a large and growing aspect of modern life. Community corrections agencies need to recognize that their defendants and probationers maintain a virtual presence, and what happens online is very important. This workshop will highlight how Maricopa County Adult Probation created a social media policy designed to establish the parameters by which officers may conduct social media research for valid compliance, investigative, and enforcement purposes. This session will walk participants through legal considerations, sanctioned use of alias accounts, discrete and covert interaction, popular social media sites, documentation of social media monitoring, and parameters of use in court evidence and reports. Participants will also be provided with tips on how to use social media as a useful supervision tool in a safe and responsible manner. This workshop will incorporate video clips from social media training to highlight potential ways to provide such training in other agencies.

Procedural Justice in Community Supervision

As in other parts of the criminal justice system, there has been renewed interest in promoting procedural justice in the context of community supervision. Use of fair procedures and processes (including unbiased, transparent, and neutral decision-making) and respectful treatment of clients are key components of procedural justice. This session will demonstrate and explore the implementation of specific procedural justice practices in community supervision. The presenters will highlight some pilot training programs and the lessons learned during this process, including the initial findings from the Urban Institute's assessment. The workshop includes sample exercises, tools developed for officers, and discussions about implementation practices.

Reentry 2020: Charting the Next Decade of Innovation and Impact

Nicole Jarrett and LeAnn Duran from Council of State Governments Justice Center will highlight the latest research trends and various cutting-edge policy and practice innovations that are moving reentry strategies beyond recidivism reduction and into whole-person, whole-community indicators of success. Leveraging

their experience working in all 50 states, Nicole and LeAnn will spotlight the places that have established strong supervision partnerships and are seeing an impact on recidivism, economic mobility, and behavioral health and well-being. This workshop will underscore practical lessons learned and will offer insights on how to apply these lessons to your local reentry efforts.

Restorative Justice: An Indigenous Worldview of Addressing Differing Approaches

Restorative justice, which has been called a theory, philosophy, response, practice, or even social movement, has for the most part grown out of a perceived need to attempt to restore what was lost due to a crime. Workshop participants will engage in a discussion regarding the importance of restorative justice as an important step for individuals involved in reentry planning. During the discussion, the presenters will describe how programmatic steps in the assessment process can help address not only offenders but also survivors. As an adjunct topic, this workshop will also touch on interesting research in the areas of culturally relevant assessment instruments and protocols, the development of which is imperative to the programming needs of individuals in Native communities.

Reuniting Mothers and Their Children - Why the Women With Children Program Works

Two significant milestones in the evolution of addiction treatment and recovery are the growth of addiction research on women and the emergence of gender-specific approaches to addiction treatment and recovery support. Managing a larger number of female inmates in recent years—inmates who are often victims of trauma and suffer from mental health and addiction problems—the New Mexico Department of Corrections opened a unique, open campus residential reentry program in Albuquerque for female inmates. This program includes intensive, gender-specific therapeutic interventions. The treatment services offered at the New Mexico Women's Recovery Academy are designed to reduce recidivism and include individual risk/needs assessments, substance abuse programming, individual and group counseling, family services and parenting skills, 12-Step meetings, anger management classes, educational and high-school equivalency services, seeking safety groups, a Women with Children program that allows children to live on site in the facility, and domestic violence classes. This workshop will explain some of the challenges New Mexico officials faced, how they implemented these gender-responsive and trauma-informed services, and initial results.

Sexual Orientation, Gender Identity and Expression (SOGIE): Understanding Youth Experiences, and Probation's Role in Ensuring Youth Success

This workshop will provide an overview of SOGIE identity and the importance of connecting youth to appropriate services in the community. This workshop will include a discussion on the impact of disparities among SOGIE youth, and how while working with the Ceres Policy Institute, NYS has piloted specialized training in three probation departments. Discussions will also include topics such as policies and procedures that are supportive to LGBTQ/GNC youth safety.

Specialized Caseloads for People with Mental Illness/Co-occurring Disorders

The latest research supports having specialized caseloads as a best practice/evidence-based intervention for people with mental illness/co-occurring mental illnesses and substance use disorders (MI/COD). The focus of this session is understanding and responding to such research on specialized caseloads. Participants will also learn the types of screening, assessments, and interventions that reduce recidivism through targeting the criminogenic risk and behavioral health needs for people with MI/COD on community supervision. This will be a dynamic and interactive workshop to help increase understanding about specialized caseload work in the participants' own jurisdictions. The presenters will highlight examples from the Bureau of Justice Assistance's Justice and Mental Health Collaboration Program for how this model works in practice and how grant funding can assist with piloting these initiatives in various jurisdictions.

Standardized Guidelines for States to Promote Fairness, Transparency, and Accuracy of Post-Conviction Risk Assessment

Recent years have seen a rise in concerns about criminogenic risk and needs assessment. Many fear that, despite best intentions, the use of risk and needs assessment can potentially increase bias in the criminal justice system. However, research results are clear: Services and supervision should be focused on those who are most likely to benefit from them. That doesn't mean there aren't problems to address—and one contributing factor is that there are inconsistent policies across the 50 states regarding use and oversight of post-adjudication risk and needs assessments. For example, risk and needs assessment tools are not

consistently validated; most tool validations do not include a statistical test for accuracy across race, ethnicity, and gender; and there is often a lack of transparency in explaining the tools use and accuracy to people. Recognizing these issues, the Guidelines Project gathered experts to establish risk assessment guidelines that all states can utilize to improve fairness, accuracy, and transparency. These useful guidelines will be presented in this workshop along with an overview of pertinent issues.

Strengthening Officer Wellness and Leadership in the 21st Century

Law enforcement personnel nationwide experience heightened rates of alcohol abuse, depression, trauma, suicidal thoughts, and suicide. This dynamic presentation is focused on helping law enforcement leaders understand some life-saving tools, strategies, and practical solutions available to help successfully manage the mental and physical consequences of their careers. Attendees will benefit from learning how to strengthen resilience and equip law enforcement staff with proactive and practical wellness solutions. The workshop will also cover vetting therapists for law enforcement; new research and innovative technologies; strategies for improving recruitment, retention, and community relations; and treating trauma while reducing officer suicide risk. Officer safety/wellness, leadership challenges, and actionable strategies for the 21st century will be highlighted throughout this passionate, engaging, and informative session.

Suicide prevention: What works

Everyone is promoting suicide prevention, but does it work? If so, why are suicide rates climbing? What is the best way to address and follow up with people who express suicidal ideation? Regrettably, this is a topic we each may have to address in both our personal and work lives. In this important workshop the presenters will discuss best practices for suicide prevention and what we can do as lay people to help prevent suicide in our offices, homes, and communities.

Systemic Inequity: The Role that Historical, Structural and Individual Biases Play

In this current pivotal moment in history, as we grapple with the pandemic of COVID-19 and the fight against racism, it is important to discuss and understand how historical, structural and individual bias plays a role in systemic inequity. The New York State Division of Criminal Justice Services, Office of Probation and Correctional Alternatives, in conjunction with the Office of Youth Justice has embedded training on implicit bias, racial anxiety and stereotype threat into the Fundamentals of Probation Practice Curriculum. Grounded in the historical context of structural bias, the training provides data and research on the biophysical impact and response of implicit bias, racial anxiety and stereotype threat. Participants will learn ways to identify their individual biases, strategies to mitigate individual biases and applications for their daily work.

Teen Youth Student Peer Court: Are They Still Out There?

Teen Courts do they still exist? Back in 2005 the teen court movement across the Nation was strong. Teen/youth/peer/student courts or juries were popping up everywhere. They are still strong and in every state except Connecticut and Rhode Island. This is a very strong restorative justice diversion program that has a great completion rate and often offenders come back and become part of the program.

The National Landscape of Fines and Fees in Community Corrections

This panel will share preliminary results of a multi-year, multi-site study examining fines and fees in community supervision. Panelists will provide: (1) a description of the types of fines and fees used in community supervision and an overview of the applicable (and varying) policies used in various sites; (2) a summary of supervision officer perspectives and practices on fines and fees; and (3) an empirical analysis of the impact these financial obligations have on those under supervision, with emphasis on how the imposition and collection of fines and fees relates to supervision outcomes. By the end of the presentation, attendees will be able to understand the variety of fines and fees policies in practice across the U.S. as well as the impact of these policies. It is hoped that supervision agencies can use this knowledge to improve their own supervision practices.

TRANScending Barriers: Promoting Successful Reentry and Community Supervision of Transgender and Gender Nonconforming Individuals

Transgender and gender nonconforming (TGNC) people face increased challenges when transitioning from prison or jail back to the community. They are more likely than other groups to be sexually abused while incarcerated and often face housing, transportation, employment, and other barriers upon reentry. Approximately 29% of TGNC people in the U.S. live in poverty. Their unemployment rate is 15%, as compared to 5% for the general population. Moreover, nearly 30% of transgender people have experienced homelessness at some point in their lives. This presentation will highlight reentry barriers this population faces, identify local and national resources that can help promote their successful return to the community, and explore case scenarios and current litigation that will help participants to determine whether their agencies' reentry and community supervision policies and practices can be improved. Time will be devoted to learning terminology that will support effective communication with TGNC individuals.

Trauma-informed Practices with Women and Girls During COVID: Virtual Communication Strategies that Increase Safety, Improve Engagement and Transform Interactions

The global pandemic and associated shelter-in-place requirements have fundamentally changed community supervision strategies. One of the most powerful tools supervising officers have is our own capacity to communicate in a trauma- and resiliency-informed manner. This session introduces a series of brief intervention strategies that can be used virtually or in person to support girls and women so they can access their strengths, reduce distress, stay regulated, and meet goals. Based on cutting-edge research on the neurophysiology of trauma and resilience, evidence-based practices, and somatic principles, these strategies center on staff wellness and can be used to create safer, more effective spaces within which we can do meaningful and effective justice work. This session will be highly interactive and includes a brief didactic segment, case example, video demonstration of intervention strategies, and brief experiential (skill practice) activities.

Turning the Tide: Engagement Tools for NY Opioid Courts

This workshop serves as a case study highlighting the successful implementation of the nation's first opioid court in Buffalo, NY and the continuing expansion of the New York State Opioid Courts. This includes guidelines, resources, and training and evaluation presented by Statewide Drug Court Coordinator, Dennis Reilly, and the 8th Judicial District Project Director, Jeff Smith. Additionally, a clinical overview of evidence-based psychosocial interventions used in conjunction with medication within New York State Opioid Courts will be presented by Dr. Kenneth Robinson. In this workshop, participants will identify and assess pre-trial opioid interventions within their own jurisdictions, and create action plans to strengthen and/or re-evaluate current programs and operations.

Virtual Facilitation of Cognitive Behavioral Programming

The evidence-based delivery methodology of Cognitive Behavioral Programming (CBP) continues to be very traditional – meaning a session facilitated by a live instructor, in a classroom environment with live participants, seated in a group circle. However, it is impossible to ignore the movement toward virtual facilitation as a viable and cost-effective option to deliver content. As you consider delivering CBP in a virtual environment, the key to success is in the ability to re-create as much of that traditional facilitation environment and dynamics in the new virtual environment as possible. NCTI can help you learn how to deliver CBP in a virtual environment with positive outcomes as one more method to include in your tool belt! If you are considering conducting CBP programs virtually and want to achieve positive outcomes, please come and join us for this fast-paced and cutting-edge webinar.

What's Trauma Got To Do With It? A Trauma-Informed Response to A Nation crisis: The Connection Between Mental Health, COVID -19 and Racial Justice & Community Restoration Amongst Justice-Involved Individuals

In this training session, participants will learn about the connection between an individual's repetitive trauma, grief and loss history, and dysfunctional behavioral choices such as substance use during a global COVID-19 pandemic and ongoing system inequalities impacting justice-involved individuals. Participants will learn various definitions of trauma; the meaning of trauma for an urban, economically challenged population; and how involvement in government systems can improve or exacerbate traumatic reactions amongst individuals in the criminal justice system. In addition, participants

will learn how to improve their ability to recognize both trauma and grief and loss reactions, as well as how to use basic intervention strategies for dealing with those reactions when working with justice-involved individuals.

GENERAL SESSIONS (Subject to Change)

Opening Session

Keynote Speaker: Patricia Brown Holmes, Managing Partner, Riley Safer Holmes & Cancila LLP

Patricia Brown Holmes is the first African American woman to lead and have her name on the door of a major law firm that is not women- or minority-owned. A woman of exceptional talent, intelligence, and vitality, Patricia has chalked up enough accomplishments to fill three lifetimes. Over the course of her distinguished legal career, she has practiced law on both sides of the bench in courtrooms at every level, serving as Associate Judge of the Circuit Court of Cook County, assistant U.S. attorney, assistant state's attorney for Cook County, and Chief Assistant Corporation Counsel for Municipal Prosecutions for the city of Chicago.

By the time she ventured into private practice in 2005, Patricia's skill and experience were firmly established and widely acknowledged. She is one of a handful of Illinois lawyers who have tried cases in state, city, and federal court as well as state appellate, federal appellate, and Illinois Supreme Court. She is also co-writer of a brief that was presented before the US Supreme Court.

Over the past decade, in her role as a successful and sought-after defense attorney, she has represented a wide range of public and private corporate clients in complex commercial, regulatory, and class action litigation as well as in internal investigations involving financial and accounting fraud, corporate whistleblower allegations, contract disputes, and mail and wire fraud.

Patricia practices the art of communicating with government officials by employing equal measures of conviction, clarity, and tact. Her experience on both sides of the bench has given her valuable insight into how to analyze cases from all angles. This rare combination makes her a powerful asset, valuable partner, and trusted counselor to a wide range of corporate clients in several industries, among them education, transportation, manufacturing, entertainment, industrial, healthcare, and food and beverage.

Patricia serves on the University of Illinois Board of Trustees and the La Rabida Children's Hospital Board of Trustees, is the Chair of Harriet's Daughters, is a past President of the Chicago Bar Association, and has served in a variety of appointed positions such as the Special Prosecutor in the Laquan McDonald matter, the Trustee of Burr Oak Cemetery, and as co-chair of the Judicial Selection Commission for the U.S. District Court for the Northern District of Illinois.

Throughout her career, Patricia has fostered and received countless accolades for her impressive achievements and dedication to diversity and inclusion in the legal profession.

Racial Justice Town Hall Meeting

On May 25, 2020, the world watched in horror as George Floyd, a 46-year old unarmed black man was killed at the hands of police in Minneapolis, MN – a senseless injustice. His death has illuminated long held community frustration and trauma as it relates to police misconduct. While the focus has been on law enforcement and policing, communities across the nation are calling for accountability in every component of the justice system. During this Town Hall meeting,

probation and parole leaders of color will talk about the impact this tumultuous time in history is having on them. They will explore the impact of multiple pandemics and the challenges we all must acknowledge to better interact with and serve each other. Panelists will discuss how they are navigating our communities and how they identify as criminal justice professionals. They will share ideas on how to remain resilient while experiencing these challenging and remarkable times, as well as generate ideas about where to go from here, and consider how APPA can best lend a voice to this issue.

Trusted Relationships that Transform Communities

Mentors of Credible Messengers have life experiences that make them particularly competent in forming trusted relationships with young people impacted by the criminal and juvenile justice systems. From similar backgrounds as those they serve, they equip young people with critical life skills and resilience while providing them with a living example of hope and transformation. Significant partnerships between probation departments and other government agencies with Credible Messengers will be highlighted through live dialogues, videos and more – highlighting the expertise, commitment and unique skills in engaging young people, their families and communities – particularly those that have been disproportionately impacted by the justice system and hardest hit by the COVID-19 pandemic.

The Foundation of Practical Application of Risk, Need, and Responsivity in the Age of COVID-19 and Urgent Justice Reform

Risk and need assessments have been an integral component of criminal justice decision making for decades. The evolution of risk and need assessments can be categorized into four distinct generations. The first generation of risk assessments consisted of unstructured professional judgments made about the likelihood of justice-involved individuals committing future crimes. The second generation of risk assessments added empirically based, actuarial items to predict risk. However, this generation typically lacked a theoretical base and consisted mainly of static items. The third generation of risk assessments introduced a theoretical base and dynamic factors (or criminogenic needs) along with static factors to produce a more accurate picture of the risk to reoffend. Currently, the field has entered the fourth generation of risk and need assessments. These assessments are no longer used for the sole purpose of predicting crime. Instead, fourth generation assessments now commonly include case-management and intervention strategies designed to target criminogenic need areas and reduce overall risk. (Andrews et al., 2006; Andrews & Bonta, 2010).

Along with different generations, risk and need assessments also focus on different salient risk factors to predict varying outcomes at multiple decision points within the criminal justice system. Law enforcement may use a risk assessment to determine whether to arrest and jail an individual or issue a citation. A pretrial risk assessment seeks to measure the likelihood that a person will fail to appear for court or commit an offense while released. A presentence risk assessment addresses the likelihood that a person will reoffend or violate the conditions of supervision. While a post-adjudication risk assessment may determine the level of supervision and what dynamic risks factors (or criminogenic needs), if properly targeted, will reduce an individual's likelihood of future criminal conduct. This plenary session seeks to define the core principles and practical application of Risk-Need-Responsivity, along with strategies to create and maintain critical collaborative relationships to achieve reentry goals.

STRAIGHT TALK: Formerly Incarcerated Persons and Success (*Back by Popular Demand...*)

Successful formerly incarcerated individuals discuss supervision, justice reform, and *the scarlet letter*.

New York Times Bestselling Author of **COOKED** and formerly incarcerated citizen, Chef Jeff Henderson, will moderate a provocative and informative conversation on issues that impact the formerly incarcerated population. More than 650,000 system-impacted citizens return to our communities each year and face a plethora of barriers that hinder full integration back into society. A wide range of topics will be discussed, including but not limited to challenges and barriers to reentry:

- School to prison pipeline

- Employment and housing challenges
- Court-ordered fines and fees
- Lack of access to basic medical health and social services
- Mental health (PTSD) conditions
- Collateral consequences to family

THE CONVERSATION:

The first iteration of STRAIGHT TALK included both formerly incarcerated individuals and justice system professionals (a chief adult probation officer and a juvenile court judge). In this 90-minute STRAIGHT TALK forum, inspiring individuals will talk through these issues and how they went from being labeled as convicted felons to building their own labels as entrepreneurs. Discussion will include the support received from their parole officers, as well as the identification of solutions for how the courts, probation and parole, and community service providers can help breakdown many barriers facing returning citizens.

SPECIAL SESSIONS (Subject to Change)

In addition to general sessions and workshops, APPA's virtual training institute will feature many stimulating *special sessions* on important community corrections topics. These sessions will be presented in formats such as:

- **Roundtable:** These sessions involve a facilitator, with an open discussion on a specific topic. Similar to a group video chat.
- **Panel Discussion:** These sessions involve a moderator and multiple panelists, each presenting the topic of interest from their unique perspective, followed by questions from attendees. Similar to a live webinar.

There will be more than a dozen unique special sessions, including but not limited to:

- Employment and Policy: What Employers Want and What Drives Their Decisions
- Bureau of Justice Assistance Grant Priorities and Opportunities for Community Corrections
- National Institute of Corrections Services for Community Corrections
- Reentry Before Release: How Corrections is Using Research for Smoother Transition to Supervision
- Specialty Mental Health Probation and Supervision Outcomes
- Cutting Edge Strategies for Using Data to Improve Practice
- Probation Transformation: A Vision for Getting it Right
- Redefining the Narrative: A Community-based, Intersectional Approach Toward Building Real Justice for Women
- Communities of Learning:
 - Technology Community
 - Juvenile Justice Community
 - Leadership Community

- Racial/Ethnic/Tribal/Gender Responsivity and Reform Community
- Evidence-Based Practices Community
- Officer Safety, Health and Wellness Community