

## **Virtual Training Institute Sessions (As of Aug. 15; Subject to Change)**

*Sessions are available for virtual attendees only August 22-September 16, 2022 for on demand viewing*

### **1. Tackling the Barriers of Reentry & Reintegration**

#### **Session Description:**

This workshop will address the statutory and bureaucratic restrictions that inhibit reentry and reintegration, such as barriers to voting, health care access, and licensing. Featured panelists will discuss the pivotal role that non-monetary measures can play in tackling the barriers of reentry and reintegration for individuals on probation and parole. Panelists will provide examples of what has worked across different jurisdictions to illustrate the importance of providing a continuum of services including health care, mental health care, access to ID cards, and the restoration of voting rights to individuals on probation and parole.

### **2. How to be a Coach: Ingredients for Effective Observations & Coaching**

#### **Session Description:**

It is no secret the vital role that community corrections professionals play in the success of persons in the justice system. Likewise, fostering a culture that supports behavior change in corrections organizations can be challenging. There are many factors that agencies must consider as they help to build staff's confidence and capacity using EBPs, including who will support such practices. This session aims to promote the professional development of staff who also play a coaching role. Specifically, participants will examine ways to strengthen the quality of coaching and discuss the importance of observation, modeling, mentoring, and regular feedback in their roles as a coach. Strategies to help others build skills will also be discussed and practiced.

### **3. Cannabis and Cars**

#### **Session Description:**

While there has been a significant amount of attention given to the imposition of fines and fees by courts, little research has been conducted around how other criminal justice agencies use them. With funding from the Stand Together Foundation, APPA has conducted exploratory research regarding the use of fines and fees by probation agencies. This workshop will provide an overview of APPA's preliminary findings and facilitate a conversation about the use of fines and fees by probation agencies.

### **4. Case Management: Mapping the Road to Recovery**

#### **Session Description:**

This presentation will help develop an understanding, learn the importance of, acquire the skills needed, and gain access to the tools needed for effective Case Management.

## **5. Sex Offender and Domestic Violence: What is in Your Wheelhouse?**

### **Session Description:**

Over the past three years, Maricopa County Adult Probation (Arizona) has experienced a steady influx of dual addendum sentencing. Conventional supervision methods have not always been successful in setting the tone and goal to sustain individuals in the community. Officers are challenged with developing an individualized case management plan to target the offender's highest area of need based on the offense. In this session, officers will compare previous and current supervision strategies, and how collaboration with specialized officers can assist with risk management. Participants will receive tools to decipher between the sex offense cycle, and the power and control wheel, to alleviate mental barriers that may limit an officer's understanding of supervision. Attendees will understand how to individualize case management by identifying the appropriate behavior cycle, to target successful supervision strategies.

## **6. Do Not Call Me Sweetie: Female Officers Supervising a Male Sex Offender Caseload**

### **Session Description:**

This workshop will provide an inside look at female probation officers supervising an Intensive Probation Supervision (IPS) Sex Offender caseload in Maricopa County, Arizona. The presentation will focus on the way female officers supervise this type of caseload and what it entails. Participants will learn about obstacles female officers encounter during sex offender supervision that involve our ethnicity, age and gender. We will discuss how these obstacles can limit our ability to enforce the terms and conditions of probation and strategies used to counter them. We will discuss our firsthand experiences as female officers supervising male sex offenders and detail how we utilize knowledge of the sex offender offense cycle and sex offender treatment to supervise male sex offenders. In addition, we will discuss power/control issues faced while supervising this population and the mistaken beliefs about women and female officers that male sex offenders believe to be true. Participants will take a closer look at what is found during searches of electronic devices and residences and how discovery of contraband can affect female officers. Further, we will share the barriers to overcome due to continued mistaken beliefs and disrespect of female officers in a profession primary dominated by males; to include positive steps that can be taken moving forward to support women in law enforcement. We will also discuss how supervising the sex offender population affects a female officer's personal life. Participants will learn coping skills to overcome the stress of this caseload. Specific cases will be introduced to show the impact on female officers.

## **7. Engaging Clients for Success from Prison to Community**

### **Session Description:**

This workshop is designed to provide an overview of Los Angeles County's AB 109 Supervision Model, key components, strategic plan, and discussion of best practices. The course will empower Post Release Services with law enforcement agencies for connectivity, quality deliverables, and increased networking with APPA members. The workshop will cover in detail the philosophy that has made LA Probation a benchmark across the state. It will highlight organizational infrastructure with releases from California State Prisons to community. The

value of collaborations with stakeholders remains vital. The workshop will show participants the importance of client engagement with their supervision officers in healthy professional relationships to drive motivation and success.

## **8. Now What Do We Do? Leading Out of the Pandemic and Beyond**

### **Session Description:**

Community corrections professionals shoulder a tremendous emotional burden in their daily work. Now wary of the repercussions of a worldwide pandemic, political and social unrest and a war across the globe, officers are at even greater risk for burnout, vicarious trauma and other work-induced afflictions. Leaders in these organizations face their greatest challenge yet – supporting staff while reclaiming normalcy. Fear and uncertainty about returning to work, depleted emotional reserves and compounded trauma create a minefield where officers are expected to do emotionally-taxing work. Learn to seize this opportunity and build strong foundations for quality working relationships; identify what problems can be solved; manage frustration around problems outside our control; and learn resiliency techniques for you and your staff.

## **9. Share Your Strengths - Cross-training Strategies to Promote Sustainable Partnerships**

### **Session Description:**

The Utah Criminal Justice Center is a collaborative partnership that supports interdisciplinary research, teaching, and training in the areas of criminal and juvenile justice. In alignment with our mission, we partner with stakeholders across Utah to deliver skill-based training open to those providing services directly to justice-involved youth and adults. This workshop will discuss how we approach training and skill development from a strengths-based perspective to develop sustainable partnerships among criminal justice stakeholders. Specifically, we will highlight how community supervision and corrections staff have supported the continuous improvement of Utah's community-based treatment providers. We will share examples including the development of case studies from the local community, presentations by local practitioners, open virtual consultation meetings, and virtual events that have brought a broad array of stakeholders together. Additionally, the session will review the lessons learned and invite attendees to reflect and share efforts within their own jurisdiction.

## **10. Impacts of Brain Injury in Intimate Partner Violence**

### **Session Description:**

Traumatic Brain Injury research show that both victims and offenders of intimate partner violence have high rates of brain injuries. How does this manifest and how does it affect the work of community corrections professionals?

## **Hybrid Training Institute Sessions**

*Sessions are livestreamed from the on-site training institute, but recordings are available for virtual attendees, on-demand, within 24 hours*

### **11. Opening Plenary: Ukraine Probation Service**

5:00 -7:00 p.m. CT, Sunday, August 28

#### **Session Description:**

APPA is delighted that our colleagues from the Ukrainian Probation Services will open its 47th Annual Training Institute in Chicago at 5 p.m. on Sunday, August 28. The event will also be livestreamed via APPA's Virtual Training Institute. Learn how Ukraine developed a national probation office model in 2018 based on international experience. Just before the war, Ukraine equipped three probation offices in Kyiv and the Kiev region, started introducing an electronic monitoring system, and drafted legislation. The escalating war conditions add an additional stress load to an already stressful profession. Rebuilding the probation infrastructure after the war will require a great deal, including replacing office and technical equipment. Be inspired as they speak about the work of the probation service in Ukraine in an active conflict environment. APPA strives to develop probation services by introducing Ukraine to American community supervision activities, training, and technology and participating in an active exchange of experience. Our probation colleagues of Ukraine need support and new prospects today, more than ever. Join us for this captivating and inspiring opening to our 47th Annual Training Institute!

### **12. Plenary Session: Juvenile Justice Forum, *Rethinking Community Supervision through Lessons Learned in Juvenile Probation Reform***

10:45 a.m.-12:30 p.m. CT, Monday, August 29

#### **Session Description:**

Much is said in the literature about the adolescent brain, adolescent development and how youth are different than adults. While this is true, not enough is said about the applicability of juvenile probation and justice reforms to the adult criminal justice system. This plenary will discuss the principles of behavior change, rethinking accountability, and challenge traditional methods of holding justice involved individuals accountable and elevate equity as an essential component to reform and community supervision. In this plenary probation leaders and thought partners will share relevant lessons learned from juvenile justice reform of these three key components, and the applicability of those principles to criminal justice reform with an emphasis on the role of the probation officer in community supervision.

### **13. Improving the Supervision of Offenders with Serious Mental Illnesses: Tips, Tricks and Tools for Probation and Parole Officers**

3:30-5:30 p.m. CT, Monday, August 29

**Session Description:**

Individuals with serious mental illnesses on probation and parole have complex needs, elevated criminogenic risks, and present challenges to the probation/parole officers who supervise them. In collaboration with the School of Social Work at the University of North Carolina at Chapel Hill, the North Carolina Department of Public Safety has innovated special programs and initiatives to equip probation and parole officers with the skills and tools needed to optimize criminal justice and mental health outcomes for mentally ill people under supervision. In this interactive workshop, participants will learn about these programs and initiatives and gain hands-on experience with: our mental health training modules for officers; our brief assessments of mental health and social determinants of health; our decision tools and worksheets; our strategies used to facilitate consultation between mental health professionals and officers; and our lessons learned regarding the implementation and evaluation of specialty mental health probation.

**14. The Takeover: Millennials Versus Everybody**

2:15-3:15 p.m. CT, Monday, August 29

**Session Description:**

Both probation and parole grow with the culture. Social media, music, movies, family and friends play a huge role in our ever-evolving careers. As the culture changes, so do people's perception of community supervision. As controversial news involving law enforcement agencies hits the headlines, the relationship between officers and community becomes very fragile. Millennials are becoming fearless – they use social media and technology to create movements to spread awareness. Often this awareness paints a bad perception of what we do as probation officers. Recent studies show that millennials (born between 1980 to 2000) are more likely to be arrested than their predecessors of Generation X (born between 1965 to 1979) and Baby Boomers (born between 1944 to 1964) even though crime has drastically declined since the 1980s. Is it their use of technology, social media or new methods of protest? Is it the economy, gentrification or their lack of conformity to old ways?

**15. Armed Versus Unarmed Officers**

11:15 a.m.-12:15 p.m. CT, Tuesday, August 30

**Session Description:**

Probation and parole departments across the country are faced with many tough decisions. One debatable and recurring topic of discussion is about whether officers should carry firearms while at work. In some jurisdictions, officers are expected to carry weapons. In others, officers have a

choice whether to carry; and then there are agencies that do not allow officers to carry while at work. During this sit-down conversation, chiefs, probation and parole staff, and individuals on supervision will talk about the pros and cons of arming staff. Attendees will be encouraged to participate in the discussion.

## **16. From Fight or Flight to Calm and Relaxed: Mind-Body Skills for Community Corrections**

2:15-3:45 p.m. CT, Tuesday, August 30

### **Session Description:**

Chronic stress, vicarious trauma, critical incidents – people who work in the field of community corrections face a barrage of threats to their wellbeing. The upheaval caused by the pandemic, exposure to community crises, and struggles in our personal lives have added to the ongoing stressors of a demanding career. How can we care for ourselves in the face of all these ordeals? In this interactive workshop, you will practice a selection of mind-body skills that will help to ease the body's fight-or-flight and chronic stress responses and regain a sense of calm, relaxation, and even joy. We use the community resilience model developed by the Center for Mind-Body Medicine. Our goal is to provide you with some easy-to-use mindfulness tools to add to your toolbox, and our hope is that you can experience more balance and satisfaction in many facets of your life.

## **17. Racial Justice Townhall**

4:00-5:00 p.m. CT, Tuesday, August 30

### **Session Description:**

The presenters will discuss a collaborative and national initiative to advance racial equity in the criminal legal system (Initiative). The purpose of this Initiative is to bring together criminal legal stakeholders, community members, and government partners to identify policies and practices that can advance racial equity in the system. Criminal legal system stakeholders recognize that administering justice and making communities safer requires that the system consistently strive toward achieving greater equity. Profound racial and ethnic disparities in the system necessitates URGENT ACTION by system stakeholders to remedy past and present inequities. This session will outline a comprehensive and collaborative approach that can be embraced at the tribal, local, state and federal levels in communities throughout the country to address the root causes of inequity in a meaningful way.

## **18. Closing Plenary: From Skid Row to CEO – There's More to You Than You Can See *with special speaker, Joe Roberts***

11:00 a.m. - noon CT, Wednesday, August 31

**Session Description:**

In this keynote, Joe shares his story of redemption, a story that relates to the work you do every day. He teaches how anyone can transform and overcome perceived limitations and live their dreams with the right help and guidance. As you walk with Joe through the tough streets of East Vancouver in the 1980's you will experience the depths and degradation of a former hopeless, homeless opioid addict, to the heights and triumph of a successful entrepreneur and philanthropist. Embedded in this keynote is the remarkable story of Joe's interaction with a police officer. In 1991, Ontario Provincial Police Constable Scott MacLeod answered a typical distress call, a man with a gun, threatening suicide. Just another addict going to jail was his first thought. Little did Scott know his involvement would be the beginning of a life-transforming event for Joe Roberts. Hopeless and suicidal, Joe had one thing on his mind; to end it for good.

This inspiring story demonstrates how powerful that next interaction can be. Joe's story embodies the resiliency of the human spirit. His message is inspiring, energetic, humorous, honest, raw and unforgettable.

## **Bonus Selection of Previously Released Webinars**

*Sessions are available on-demand*

### **19. Meaningful Policy Reform in the Justice System**

**Session Description:**

We continue critical discussions about the need to change internal policies, practices, and protocols in community supervision and corrections. As practitioners it is important to understand that it is equally crucial to advocate for and seek administrative, legislative, and public policy changes that align with the mission and direction of our field. Transformations must effect meaningful changes to promote and support better outcomes for people being supervised in the community. Once again, this session will update us on increasing legislative and legal reforms to the criminal justice system.

### **20. Practices with Transgender Clients**

**Session Description:**

Gender is a part of every person's identity and can be incredibly diverse. Lack of knowledge and understanding about transgender people may inadvertently be impacting the success for some of your clients. This presentation will provide information about Gender Concepts, Transgender Identities, Inequities within Transgender Communities, and Gender Pronouns.

### **21. The Use of Officer Discretion in Supervising Serious Mentally Ill Clients**

**Session Description:**

In this workshop, we will present the role officer discretion plays in supervising mentally ill clients in Maricopa County. We will go over the range of options that an officer can use in

dealing with clients. Supervision strategies are geared for individual clients based on their individual needs and functioning levels. Officers are encouraged to decide on a treatment/probation strategy based that will help the clients be successful.

## **22. Research Says Best Practices in Assessment, Supervision, and Treatment of High-Risk Drunk Drivers**

### **Session Description:**

In 2019, there were over 1 million drivers arrested for driving under the influence and these drunk drivers were responsible for 10,142 fatalities. Community justice and treatment professionals can face unique challenges in assessing risk levels for these offenders while determining the most appropriate level and type of supervision, technology and treatment needs to minimize the risk of a re-offense and a new victim.

## **23. How to Lead Intentionally**

### **Session Description:**

This workshop discusses in depth the intentional leader. It offers the tools one should adopt to develop and implement this style of leadership. It examines the data that supports the argument in favor of the intentional leader, the benefits and the unintended drawbacks.

## **24. Partners in Change: The Importance of Community Stakeholders for the Future of Reform**

### **Session Description:**

This workshop will address the role that community stakeholders can play in advancing probation and parole reform. Panelists will share examples of community/system partnerships that have been mutually beneficial, as well as ways that agencies can start or expand their engagement with advocates, survivors, currently/formerly supervised people, families, other community members, and non-CJ agencies.

## **25. Followers and their Importance to Good Leadership**

### **Session Description:**

Have you ever thought about just what exactly the role of followers is in making sure your organization has a strong culture? What should it be? During this session we will discuss the responsibilities followers should have in in an organization, why we should be purposeful when hiring or assigning people to duties or assignment and the responsibilities leaders have in providing psychological ownership and intent to act to followers in order to empower staff, provide for a climate where staff are self-motivated and accomplish distributive leadership where everyone across your organization is a leader and a follower.



## **26. Native American Traditions and Reentry**

### **Session Description:**

This workshop will discuss Native American traditions and the impact of reentry.

## **27. Building a Community Mentoring Program from Scratch: A Formula for Success for Connecting People in Reentry and a Caring Community**

### **Session Description:**

Developing a made-from-scratch mentoring program for your community, to improve the lives of people who have been involved with or affected by the criminal justice system is easier than you might think! This workshop will describe how the idea for the Kodiak Area Mentor Program (KAMP) originated, how the program was developed, and the vital role the State of Alaska Department of Corrections played in its development. Any community of any size can benefit from building a program that integrates people who can benefit from one another's lived experiences and faith.

## **28. Human Trafficking Experiences – The Ongoing Effect with Women on Community Supervision**

### **Session Description:**

Women on community supervision can bring significant difficulties - lack of safe housing, parental responsibilities, financial problems, often racial and gender discrimination, and traumatic life experiences - challenges that many women must face and navigate to remain living in the community. Among the women we work with, are those who have experienced human trafficking and may still be living in situations where they are at risk. Using gender-responsive and trauma informed strategies, how do we effectively fulfill our roles of supervision and case management, while assisting women in successfully meeting their conditions, living safely, as well as finding a new path forward? A woman with lived experience will speak briefly how her trafficking experience unfolded, her correctional legal journey, and where community supervision can help and where it hinders. What is our community supervision role in recognizing and speaking with women about their experiences, how do we effectively supervise women who continue to experience trauma and may be living in fear?

## **29. The Organizationally Intelligent Leader: Upping Our Game with EBP Implementation and Justice Reform**

### **Session Description:**

The justice system is facing large-scale and pervasive change with both implementation and reform initiatives. It is time to think beyond the limits of traditional 'change management' approaches that simply have not worked. These traditional approaches to change in the justice system have been weak and devoid of the complex human and organizational elements to change. Consequently, there are measured data showing impotent and disappointing results of these methods. This presentation will compare traditional approaches to more scientific and

potent ones; and will offer more compelling frameworks for authentic change in the justice system. Blunt, honest, and often funny, the presenter will illuminate a provocative, disruptive, and enticing opportunity to reimagine the way we lead and implement changes in probation, parole, and pretrial supervision.

### **30. Responding to Staff Trauma – Where Do We Go from Here?**

#### **Session Description:**

In October of 2019, NIC conducted a survey of the field to determine what agencies were most concerned about and what their priorities were. One of the categories that received a high ranking was “staff recruitment, development, coaching, retention and health and wellness.” In response to these findings, NIC created the project Responding to Staff Trauma and Organizational Stress in Community Supervision Agencies. It is an important step in determining what current resources and information are available and what strategies agencies are using to address these concerns. Across the country, community corrections agencies have begun to develop initiatives on staff trauma and organizational stress. Specifically, where are innovative and promising practices occurring and can they be replicated in other jurisdictions? This workshop will introduce the participants to the identified obstacles and opportunities in providing consistent, on-going support to staff in both long-term and short-term experiences of trauma.

### **31. “Wandering Warriors” Perspectives from Indigenous Reentrants**

#### **Session Description:**

This panel presentation will focus on lived experiences of indigenous reentrants and strategies for reentry programming moving forward. Reentrant panelists will talk about supports and interventions that facilitated their own reentry process as they transitioned from prisons or jails back into their community. The presentation will then turn to ongoing efforts and programs to support tribal and indigenous reentry through education, art, case planning, housing, peer support, and wellness.