

Collaborating for a Change: A Statewide Probation Work Session

Wednesday, October 12th & Thursday, October 13th

Hyatt Regency Sacramento
1209 L Street
Sacramento, CA 95814

Probation in California is undergoing sweeping change. This Work Session is an opportunity for probation professionals to discuss practical strategies to excel in this new environment. This Session will go beyond the basics to identify what makes the difference in successful agencies. This event is STC Certified.

Please visit: cjinstitute.org/caprobation/worksession after the Work Session for posted materials.



Work Session Agenda

Wednesday October 12, 2011 8:30am-4:30pm

8:30am Registration/Breakfast

9:00am Plenary: SB 678 After Realignment

10:15am Break

10:30am Morning Breakout Sessions

Quality Assurance and Continuous Quality Improvement
Organizational Development and Change Management

Stakeholder Engagement and Collaboration
Case Planning

12:00pm Networking Lunch/SB 678 Implementation Progress Presentation

1:30pm Afternoon Breakout Sessions

Using Data Dashboards to Understand Statewide Trends
Leadership Development for Frontline Supervisors

Cognitive Behavioral Techniques
Creating a Local Continuum of Services

2:45pm Break

3:00pm Plenary: Systemic Interventions

4:30pm Adjourn

Thursday, October 13, 2011 7:30am-12pm

7:30am Breakfast

8:00am Plenary: Sanctions and Incentives

9:15am Breakout Sessions

How to Use Data within Organizations
How to Use Data with System Stakeholders

Executive and Mid-Management Development
Evidence-Based Practice: Lessons Learned

10:45am Break

11:00am Roundtables and Closing Remarks

12:00pm Adjourn

Detailed Agenda

Wednesday, October 12th

9am-10:15am: Plenary- SB 678 After Realignment (Regency DEF)

Realignment builds on the foundation laid by SB 678: effective, data-driven management of correctional populations, and reduced reliance on incarceration. This plenary will discuss the status of 678 and how the two pieces of legislation jointly influence community supervision. Panelists: Karen Pank, Executive Director, Chief Probation Officers of California and Ginger Martin, Assistant Director, Oregon Department of Corrections.

10:15am Morning Break

10:30am-12pm Morning Breakout Sessions:

Quality Assurance and Continuous Quality Improvement (Regency A)

As California counties strive to use evidence-based practices in every part of probation, Quality Assurance (QA) and Continuous Quality Improvement (CQI) are processes that will assist in examining data and practices and insuring adherence to EBP. This workshop will include an overview of both QA and CQI, national examples of successful plans, and the elements that are necessary to begin implementing these plans in your counties. Moderated by Stewart Forrest, Chief Probation Officer, and Melissa Wagner, Management Analyst, San Mateo County. Presenters include: Ginger Martin, Assistant Director, Oregon Department of Corrections and Charlene Rhyne, Manager, Quality Systems & Evaluation Services, Multnomah County Department of Community Justice.

Organizational Development and Change Management (Regency DEF)

This session will discuss practical strategies for managing change and developing the capacity of an organization to become evidence-based. The speakers will provide unique insights into the challenges and opportunities associated with organizational change for counties at varying stages of implementation. In addition, tangible resources will be provided to help participants put these strategies into practice. Moderated by Wendy Still, Chief Adult Probation Officer, City and County of San Francisco. Presenter: David Koch, Chief Deputy Adult Probation Officer, City and County of San Francisco.

Stakeholder Engagement and Collaboration (Carmel AB)

Effective recidivism reduction and population management requires a systemic approach. Getting everyone on the same page isn't easy, but the outcomes are worth the effort. This workshop will include a panel of stakeholders from Napa County sharing their roles and perspectives on county-wide initiatives. Tools for building successful collaboration will be shared. Moderated by Shelly Curran, Manager, Community Corrections Program, Administrative Office of the Courts. Panelists include: Mary Butler, Chief Probation Officer, Terry Davis, Public Defender; Lee Philipson, Assistant District Attorney and Lenard Vare, Director of Corrections, Napa County.

Case Planning (Golden State AB)

One of the key components to community supervision is case planning. By providing a solid, structured plan for supervision, that incorporates risk assessment data, offenders are more likely to be successful. This session will examine the process of implementing a case plan system, including challenges faced and lessons learned. Moderated by: Zachary Dal Pra, Senior Associate, Crime and Justice Institute at Community Resources for Justice. Presenters: Julie Briggs, Northern California Probation Consortium Project Manager, Shasta County, Samuel Leach, Supervising Probation Officer, Sutter County, and Patrick Schreiner, District Manager, Department of Community Justice, Multnomah County, OR.

12pm-1:30pm Lunch Presentation: SB 678 Implementation Progress (Regency BC)

California Probation Departments have been focusing on SB 678 implementation for several months now and have made great strides. This luncheon is an opportunity to look at the progress Counties have made and focus on the road ahead with the passing of Realignment. Presenters include Governor Brown and Linda Penner, Chief Probation Officer, Fresno County.

Detailed Agenda

1:30pm-2:45pm Afternoon Breakout Sessions:

Using Data Dashboards to Understand Statewide Trends in Probation (Regency A)

While every county collects data and has reporting mechanisms in place, this workshop will discuss possible ways to harmonize data across counties so that everyone is on the same page. The group will discuss what is important to capture, beyond reacting to required reports, and how data committees can work to govern data resources. There will be information on new dashboards being developed to describe the work of probation and what you can do with good information, CPOC's annual data survey, and how to use data to find collaborative solutions to policy questions. Moderated by Kevin O'Connell. Presenter: Wendy Still, Chief Adult Probation Officer, City and County of San Francisco.

Leadership Development for Frontline Supervisors (Regency DEF)

This session will discuss the critical role of frontline supervisors in facilitating organizational change. The speakers will discuss the challenges and opportunities of implementing evidence-based practices at the frontline supervisor level from the perspectives of administration and a frontline supervisor. Lessons learned from the development and implementation of the Supervisors Leadership Academy will also be discussed, and tangible resources will be provided for participants. Moderated by Steven Sentman, Chief Probation Officer, Orange County Probation. Presenters: Micheal Collins, Division Director, Orange County Probation, Scott Chandler, Supervising Probation Officer Post Release Unit, Orange County, and Jane Pfeifer, Policy Director, Chief Probation Officers of California.

Cognitive Behavioral Techniques (Golden State AB)

The principles of evidence intervention stress the importance of utilizing treatment approaches that have been researched and proven effective. Cognitive Behavioral techniques in corrections systems focus on changing thought patterns that can lead to criminal behaviors/activity. In order to see the full potential of these techniques, they must be utilized correctly. This breakout session will focus on implementing cognitive behavioral programs in probation departments with a particular focus on the evidence-based treatment program, "Thinking for a Change". Moderated by Lori Eville, Correctional Program Specialist, National Institute of Corrections. Presenter: Michael Guevara, Correctional Program Specialist, National Institute of Corrections.

Creating a Local Continuum of Services (Carmel AB)

Reducing risk and recidivism depends on effective treatment, and probation often looks to community providers to provide quality treatment services. This session will discuss methods for identifying treatment needs and working with local providers to build (and fund!) quality programs. Moderated by Christine Odom, Chief Probation Officer, Sutter County. Presenter: Reginald Prince, Planning Specialist II, Ramsey County Community Corrections.

2:45pm Afternoon Break

3pm – 4:30pm Plenary: Systemic Interventions (Regency DEF)

This plenary will provide an explanation of systemic interventions and discuss practical strategies for utilizing these approaches in realignment. The speakers will provide unique insights into the challenges and opportunities associated with using data to identify and implement systemic change in the current climate. Concrete examples will be discussed for putting systemic interventions into practice as part of realignment efforts. In addition, participants will be provided with resources for doing this important work. Moderated by Scott MacDonald, Chief Probation Officer, Santa Cruz County. Panelists: Mack Jenkins, Chief Probation Officer, San Diego County, Peter Ozanne, Technical Assistance Provider, Crime and Justice Institute at CRJ, and Scott MacDonald, Chief Probation Officer, Santa Cruz County.

4:30pm Adjourn

Detailed Agenda

Thursday, October 13th

7:30am Registration

8am – 9:15am Plenary: Sanctions and Incentives (Regency DEF)

Research has shown that effective sanctions and incentives reduce probation violations and new offenses. This plenary session will provide several examples of graduated responses protocols from within the state. The effectiveness of sanctions and making sense of conflicts between graduated sanctions research will also be discussed. Moderated by: Meghan Guevara, Managing Associate, Crime and Justice Institute at CRJ. Panelists: Marjorie Rist, Chief Probation Officer, Yolo County, and Mary Butler, Chief Probation Officer, Napa County.

9:15am – 10:45am Breakout Sessions:

How to Use Data within Organizations (Regency A)

In order to effectively utilize data within organizations, it is crucial to make the data accessible as well as to acknowledge that constant modification may be necessary. Data can be used to measure fidelity, to hold people accountable, and to measure model adherence and levels of implementation. This workshop will cover the details for these areas and will leave participants with a good understanding of the different steps involved with data measurement and how to improve data feedback within their organization. Moderated by: Marjorie Rist, Chief Probation Officer, Yolo County. Presenter: Charlene Rhyne, Manager, Quality Systems & Evaluation Services, Multnomah County Department of Community Justice.

Executive and Mid-Management Development (Regency DEF)

This session will discuss real-life experiences on the path to executive leadership and what it is like to lead a probation agency through change. The speakers will provide unique insights into the challenges and opportunities associated with this level of leadership and the developmental processes along the journey. Concrete steps for developing the capacity of mid-managers and executives will be discussed and tangible resources will be provided. Moderated by Robert Ochs, Chief Probation Officer, Sonoma County. Presenters: Mack Jenkins, Chief Probation Officer, San Diego County, Don Meyer, Chief Probation Officer, Sacramento County, Jerry Powers, Chief Probation Officer, Stanislaus County, and Linda Penner, Chief Probation Officer, Fresno County.

How to Use Data with System Stakeholders (Carmel AB)

Data are useful to guide decisions and as a communication tool: clear data can inform, persuade, and engage partners in the work of probation, and ultimately contribute to systemic improvements. This workshop will offer strategies for compiling and presenting data in ways that are useful to stakeholders, as well as tips and tools for discussions and decision-making based on data. Moderated by Meghan Guevara, Managing Associate, Crime and Justice Institute at CRJ.

Evidence-Based Practice: Lessons Learned (Golden State AB)

The implementation of effective interventions is in various stages throughout California and the nation, and there is a great deal to be learned from these efforts. In this breakout session, a panel led by Zach Dal Pra, former Deputy Chief of the Maricopa County Probation Department in Arizona and Michael Collins from Orange County, will discuss the challenges experienced and lessons learned in the implementation of EBP. Moderated by Steven Sentman, Chief Probation Officer, Orange County. Presenters: Zach Dal Pra, Senior Associate, Crime and Justice Institute at CRJ, and Micheal Collins, Division Director, Orange County.

10:45am Break

11am Roundtables and Closing Remarks

12pm Adjourn