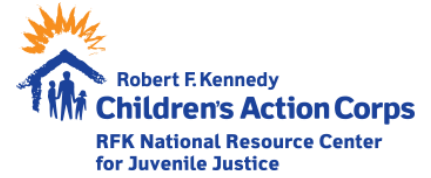


# Probation System Reform Symposium: Advancing Practice, Changing Lives

April 7 – 8, 2016 | Omni Parker House Hotel | Boston, MA



## Workshop Descriptions

**All Workshop Breakout Rooms are located on the Mezzanine (M) level.**

### Session A Workshops | Thursday, April 8 (10:15 – 11:45 AM)

#### ALCOTT B ROOM

##### **Elements of an Effective Probation System Review: Making Them Work in Your Jurisdiction**

*Presenters:*

- Kari Harp, Program Director, Probation System Reform, Robert F. Kennedy National Resource Center for Juvenile Justice, Robert F. Kennedy Children's Action Corps
- John Tuell, Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice, Robert F. Kennedy Children's Action Corps

The RFK National Resource Center for Juvenile Justice's Probation System Review framework has been used for over a decade to examine areas of probation policy, protocol and practice and align them to national best practices. Participants will learn how a review of both the Probation Department and the system in which it operates has been and can be a sustainable lever for change at the system level while considering implications for practice at the individual youth level. Participants will leave with tools, methodologies and ideas on how to incorporate elements of a Probation System Review into their own performance evaluation process.

#### STOWE ROOM

##### **Accentuate the Positive: Strength-Based Positive Youth Development and Juvenile Justice Practice**

*Presenter:*

- William H. Barton, PhD, Professor Emeritus, Indiana University School of Social Work

In this workshop, attendees will be encouraged to view juvenile justice practice through the lens of positive youth development. The juvenile justice system has vacillated historically between emphases on punishment and treatment, neither of which has proven effective. Even more recent attention to criminogenic risks and needs still tends to promote "doing to" rather than "doing with" youth. A consideration of adolescent biological and social development leads to a different paradigm, Positive Youth Justice (Butts, Bazemore, & Meroe, 2010), supported by principles of strength-based practice. Implications for direct practice and for agency culture will be explored.

#### KING ROOM

##### **Implementing and Sustaining Evidence-Based Practices: Benefits and Challenges**

*Presenters:*

- Lance Horozewski, Administrator, Children, Youth & Families Division, Rock County Human Services
- John Ryals, Jr., PhD, Evaluation/Treatment Supervisor, Jefferson Parish Department of Juvenile Services

Evidence-Based Practices (EBP) has become a ubiquitous buzzword among juvenile justice professionals; however, the details surrounding implementing and sustaining these empirically-established programs are often overlooked and underestimated. Without proper planning and consideration of all the necessary steps that will support effective EBPs in a community, much effort and money is wasted. This presentation will discuss the experiences of Jefferson County, Louisiana and Rock County, Wisconsin in developing effective methods for obtaining stakeholder buy-in, choosing and shaping an EBP portfolio, and overcoming both the challenges of

monitoring program fidelity and sustaining EBPs. Participants will be challenged to identify how services for youth in their jurisdiction are being chosen and how they know if these interventions are being effective. Common reasons for the avoidance or failure of EBPs will be discussed and examples of EBPs and their cost effectiveness will be shared.

## PRESS ROOM

### A Vital Resource for the Juvenile Justice System – The Family

*Presenters:*

- Sarah Walker, PhD, Research Assistant Professor, Division of Public Behavioral Health & Justice Policy, University of Washington School of Medicine
- Jodi Martin, Program Coordinator, Clark County Juvenile Court
- Kathy McNamara, Community Placement Manager, Senior Probation Officer, DuPage County Department of Probation and Court Services

This session will emphasize the importance of family engagement and partnership in the juvenile probation process. A positive family experience is a central feature of positive youth development, even for system-involved youth. The juvenile justice system has the opportunity and responsibility to encourage family involvement whenever possible, including interactions with law enforcement, court proceedings, service delivery, intervention, and re-integration, in order to produce successful outcomes and to reduce re-offending. Engagement is predictive of outcome. The more effectively we engage families, the better our outcomes.

## Session B Workshops | Thursday, April 8 (2:00 – 3:30 PM)

### ALCOTT A ROOM

#### Balancing the Scales: Effective Strategies for Addressing Racial and Ethnic Disparities in the Juvenile Justice System

*Presenters:*

- Tiana Davis, Policy Director for Equity and Justice, Center for Children’s Law and Policy
- Roxana Matiella, Director of Alternatives to Incarceration, Center for Children’s Law and Policy

This workshop will focus on effective strategies to enhance equity and address Racial and Ethnic Disparities (RED) in the juvenile justice system. Participants will learn about common drivers for disparities in probation practice and how juvenile justice stakeholders can use data to identify challenges and drive reforms. Instructors will explore how implementing graduated responses, improving cultural responsiveness of community based services, and reducing the over-reliance on incarceration for technical violations can enhance outcomes for youth of color supervised in the community. This session will preview the Center for Children’s Law and Policy’s newly published Racial and Ethnic Disparities Reduction Practice Manual and Graduated Responses Toolkit. These resources provide concrete guidance for jurisdictions as they work to ensure equitable and fair treatment for all youth involved with the juvenile justice system.

### ALCOTT B ROOM

#### Core Principles for Reducing Recidivism and Improving Other Outcomes for Youth

*Presenter*

- Josh Weber, Program Director, Juvenile Justice, Council of State Governments Justice Center

As incarceration rates have declined by over half over the last 15 years, probation departments are increasingly challenged to use their resources efficiently to supervise higher risk youth in the community. This workshop will provide an overview of the core principles demonstrated by research to reduce recidivism and improve other outcomes for these youth. Participants will learn about how to concretely apply this research to their agencies’ policies, practices, and use of limited resources; key barriers that community supervision agencies commonly experience to implementing these core principles effectively; and best practices and models from jurisdictions around the country for overcoming these barriers.

### STOWE ROOM

## How to Implement the Probation System Reform Data Improvement Planning Framework

### Presenter

- Gene Siegel, Consultant, GCS Consulting, LLC

This session will focus on how to implement the data planning framework described in the two data planning articles published by the RFK National Resource for Juvenile Justice. This interactive workshop will describe the essential and largely non-technical aspects of the suggested data planning approach with particular emphasis on practical and pragmatic implementation. Additional emphasis will be placed on how probation programs can become more “data driven” and the importance of aspiring for and developing internal capabilities to more actively track cases, performance indicators, and outcomes. Participants who attend this session will gain a basic understanding of how to apply the data framework and how it can be useful in clarifying and prioritizing local data needs.

## KING ROOM

### Risk Assessment & Risk-Need-Responsivity: Reducing Risk Of Re-Offending Among Juvenile Justice-Involved Youth

#### Presenters:

- Gina Vincent, PhD, Associate Professor, Law & Psychiatry Program, University of Massachusetts Medical School; President, National Youth Screening & Assessment Partners
- Elizabeth Fritz, Chief Juvenile Probation Officer, Lehigh County, Pennsylvania

Juvenile justice agencies will maximize their success if they base their disposition and case management decisions, at least in part, on some essential characteristics of the youth. These characteristics are the individual’s level of risk for re-offending and specific criminogenic needs (risk factors that can change over time). This approach is known as Risk-Needs-Responsivity (RNR). Although risk assessment and RNR-type language is becoming commonplace in juvenile probation settings, successful implementation of these principles into practice has been far less common. This talk will provide an overview of RNR, its principles, and best practices for its integration into decision-making.

## PRESS ROOM

### Putting the Pro Back in Probation: Rethinking Standard Probation Orders

#### Presenters:

- (Facilitator) Mary Ann Scali, Deputy Director, National Juvenile Defender Center, Washington, D.C
- Gwyneth Rost, PhD, Speech and Language Pathologist, University of Massachusetts, Amherst
- HyeJi Kim, Gault Fellow, National Juvenile Defender Center
- Jodi Martin, Program Coordinator, Clark County Juvenile Court
- Margaret Samuel, Formerly Justice Involved Youth Advocate

How many standard conditions are included on your court’s probation order? How many conditions do you think youth understand? During this session participants and panelists will examine routine juvenile probation orders from several jurisdictions and discuss possible reforms. Participants will hear from panelists about successes and challenges of revising standard probation orders and about the reality of youth grappling with a range of court ordered probation conditions. In addition, we will review reading level, grammatical structure, and vocabulary on standard juvenile probation orders as they relate to youth comprehension and success. Participants and panelists will then engage in a discussion about revising conditions on juvenile court probation orders and re-tooling standard orders in their courts.

***Descriptions continued on next page...***

**Session C Workshops | Friday, April 8 (10:30 AM – 12:00 PM)****ALCOTT B ROOM****Case Planning for Youth with Traumatic Event Exposures and Trauma Reactions***Presenters:*

- Keith R. Cruise, PhD, Associate Professor, Associate Chair for Undergraduate Studies, Department of Psychology, Fordham University; Associate, National Youth Screening & Assessment Partners
- Kari Harp, Program Director, Probation System Reform, Robert F. Kennedy National Resource Center for Juvenile Justice, Robert F. Kennedy Children's Action Corps

This session will review current knowledge on patterns of traumatic event exposure and traumatic stress reactions of youth in the juvenile justice system. Youth with such histories present challenges and opportunities to effective case planning. Using an interactive case presentation and discussion, participants will explore how information from trauma screening tools can be linked to other risk/needs assessment information and guide the development of effective case plans that address common delinquency risk factors as well as the trauma-specific needs of youth.

**KING ROOM****Dynamic Practice Improvements & Assessment Opportunities Resulting from Process Mapping – No Really!***Presenters:*

- John Tuell, Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice, Robert F. Kennedy Children's Action Corps
- John Q. Lizama, Chief Probation Officer, Probation Services Division, Judiciary of Guam

The workshop will identify the important methods for the conduct of a detailed case flow mapping process that identifies key decision points in a juvenile case unique to your local jurisdiction. Participants will learn how to create an understanding of critical decision points and practices around which improvements or reforms may be developed and/or planned on behalf of youth involved in the juvenile justice and probation system. This session feature an outstanding example of the mapping work done from a member of the U.S Territory of Guam Probation System Review team in support of key probation system reforms. A dynamic question and answer session with participants will also be featured.

**PRESS ROOM****Pennsylvania's Juvenile Justice System Enhancement Strategy***Presenters:*

- Keith B. Snyder, Executive Director, Pennsylvania Juvenile Court Judges' Commission
- Richard D. Steele, Deputy Director, Pennsylvania Juvenile Court Judges' Commission

In 2010, with Pennsylvania's five-year involvement with the MacArthur Foundation drawing to a close, Pennsylvania decided to embark upon a new Juvenile Justice System Enhancement Strategy to both sustain "lessons learned" from Models for Change and implement evidence-based practices to reduce recidivism. A definition of recidivism was agreed upon and a "Pre-JJSES" recidivism benchmark was established; a JJSES Statement of Purpose, Framework, and Monograph were developed; and a wide variety of evidence-based practices have since been employed across Pennsylvania's juvenile justice system. We now know "what works", and we have a professional obligation to implement those strategies for our kids, families, and communities.

**STOWE ROOM****Workforce Development & Managing Organizational Change***Presenters:*

- Bob Bermingham, Director, Fairfax County Court Service Unit
- Jerald Moore, Senior Administrative Manager, Hennepin County Department of Community Correction

The profession of administering juvenile justice services in the midst of a tremendous transformation phase. As a result of decades of research and the findings associated with the implementation of evidence based practices the reasons why youth engage in risky or negative behavior are better understood and evidence based interventions are now available to assist youth in changing their negative behaviors. Leadership at all levels must be ready with the knowledge, skills, and traits to effectively manage change in a juvenile correctional agency. In this workshop, participants will learn how to identify and apply strategies to manage the process of change within a juvenile organization. The move to implementing evidence based services, engaging staff around best practices as identified within current research is difficult and changing the agency's is time consuming and challenging... but worth it!