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The Chronicle

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

A Force for Positive 
CHANGE.

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The Chronicle
Maricopa County
Adult Probation
Department
620 W. Jackson
Phoenix, AZ 85003

Phone
(602) 506-3516
Fax
(602) 506-5952

Creativity in Times of Crisis



The Maricopa County Board of Supervisors recently approved the fiscal year 2012 budget and there is good news for Adult Probation. This will be another year in which government revenue remains low while the County is faced with new expenses, such as increased rates for retirement benefits. In determining how to use limited taxpayer dollars effectively, the County looks closely at the importance of services to the community and how well programs are performing. "Ensure safe communities" is the County's first strategic priority and the County has been very supportive of Adult Probation.

Two years ago, we were thrilled with the receipt of federal stimulus grants that funded more than 20 officer positions and saved jobs that had been slated for a reduction in force. With the federal grants coming to an end in FY 2012, we asked the County to pay for these positions. Due to the success of the Southern Border grant project in the Fugitive Apprehension Unit and the Prison Reentry Unit in the Central Division, the County has agreed to provide funding for the officer positions and to continue these programs. This is a real tribute to the employees involved.

In the first 19 months, the five Southern Border surveillance officers apprehended 1,132 probationers with a probation violation warrant for a drug or drug-related offense. The officers also assisted in clearing another 545 probation violation warrants on individuals with a drug or drug-related offense by providing information to law enforcement agencies. These results easily exceed the stated program goals to clear 1200 drug-related probation violation warrants with direct involvement and 300 drug-related warrants with indirect involvement over 24 months.

The Prison Reentry Unit was implemented in January 2010. The program re-created the way that probationers reentering the community from prison are supervised. After fifteen months, over 1500 offenders had received services from the unit.

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Early program results indicated that the rate of offenders failing to report to probation following release from Arizona Department Of Corrections (ADC) dropped from 23% before the grant to 2.5% with the grant program. Furthermore, the rate of petitions to revoke filed in the first nine months after release dropped from 11.1% prior to the grant to 4.9% with the program, and the rate of new felony arrests dropped from 10.8% prior to the grant to 7.7% with the program.

Congratulations to the staff in these programs for their outstanding accomplishments! The success of these programs is also being recognized at the national level. Both of these programs plus Restitution Court have been selected to receive 2011 NACo Achievement Awards from the National Association of Counties. These awards are given to innovative county programs that show results. Good job!

The department as a whole has had high rates of success in these tough times. Adult Probation had to do more, with less, and you delivered. The department implemented evidence-based practices with energy and conviction, believing that doing so would improve public safety. The following results show extraordinary movement in the right direction and deserve to be presented more than once.

MCAPD Crime Reduction Performance Results FY 2008 to FY 2010			
Performance Measures	FY 2008 Results	FY 2010 Results	Difference in number of people
Successful completion of probation	66%	77%	+ 3,005
Revoked to Department of Corrections	28%	19%	- 1,142
New Felony Sentencing	8.0%	4.7%	- 741

The week of July 17-23, 2011 has been set aside as a time to acknowledge the amazing work of probation, parole, and community supervision. "Creativity in times of crisis" is the theme for this year's Probation, Parole and Community Supervision Week, which aptly reflects the innovative work of community corrections agencies, especially in these fiscally challenging times. Our colleagues are involved in important collaborations across the country to assist returning offenders and to improve their outcomes. Many agencies are embracing evidence-based practices and finding efficiencies as well as effectiveness in the process. Through all that they do, probation, parole, and community supervision professionals are making a difference. Take some time to pat yourselves on the back and to celebrate in your divisions during Probation, Parole and Community Supervision week. ☺

MCAPD Programs Receive National Honors

By Cathy Wyse

Each year, the National Association of Counties recognizes innovative county government programs with NACo Achievement Awards. The following MCAPD programs were selected to receive national recognition with a 2011 NACo Achievement Award:

Improving Community Safety Through the Apprehension of Drug-Related Offenders

Just two years ago, the Fugitive Apprehension Unit had little opportunity to address outstanding drug-related probation violation warrants because available resources were prioritized to person and property crimes. With the receipt of federal stimulus funding to Combat Criminal Narcotics Activity Stemming from

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the Southern Border of the United States, five surveillance officers were assigned to work the drug-related probation violation warrants. Public safety was been increased by apprehending these probationers and disrupting criminal narcotics activity. The officers collaborated with local law enforcement and have exceeded the project’s apprehension goals. Congratulations to Division Director Wes Shipley, Supervisor Mark Bergmann, and Surveillance Officers Gary Burgett, Bob Sitnek, Steven Smith, Justin Scheidecker, and Greg Thiel.

Probation Reentry Initiative: Transitioning Offenders from Prison to the Community

From the very beginning, members of the Prison Reentry Unit believed that their program had the wrong name – the offenders were not *reentering prison*, they were reentering the community. Hence, the *Probation Reentry Initiative* reflects their focus - assisting offenders with their transition back into the community. The Probation Reentry Initiative established a new supervision model and involves close collaborations with the Arizona Department of Corrections and community-based service providers. The program has been very successful at engaging offenders and helping them establish stability in the community. Absconding and recidivism have both been reduced. Congratulations to Division Director Jenifer Meiley, Supervisor Sherry Johnston, Probation Officers Beth Streeter, Jeff Lauer, Karen Spittler, Wayne Barrett, Stephanie Prince, McKenzie Holt-Synk, Scott Mortensen, and Surveillance Officers Chad Towe, Korik Anderssohn, David Silvas, Tamara McBride, Wynkeshia McKnight, Laura Radcliffe, and Geneva Rodriguez.

Restitution Court: A Victim-Centered Approach to Restitution Collection

Despite Adult Probation’s comprehensive financial compliance program, there have been some probationers with the ability to pay restitution who just would not pay. Chronic delinquencies persisted even with the best efforts of probation officers and collectors. Restitution Court was created to hold the worst of the worst non-payers of restitution accountable. The Honorable Roland Steinle spearheaded the project for the Superior Court and has worked closely with Adult Probation to bring the non-payers into Court for civil contempt hearings. This innovative approach to restitution enforcement provides a welcome alternative to probation revocation proceedings. The Judge determines if the probationer is in contempt for nonpayment and may impose jail time for failure to pay the delinquency. Restitution Court has successfully collected hundreds of thousands of dollars for victims from probationers who otherwise just would not pay their restitution. The program has been expanded to include additional court calendars in Maricopa County and has been replicated in other counties. This program is a champion for victims. Congratulations to the Honorable Roland Steinle, Division Director Michael Cimino, Supervisors Stephen Hartley and Kendra Neal, and the collectors and officers who have made this program effective.



The Unique Stress of Probation Work Part 2: Cognitive Dissonance

By Kirsten Lewis

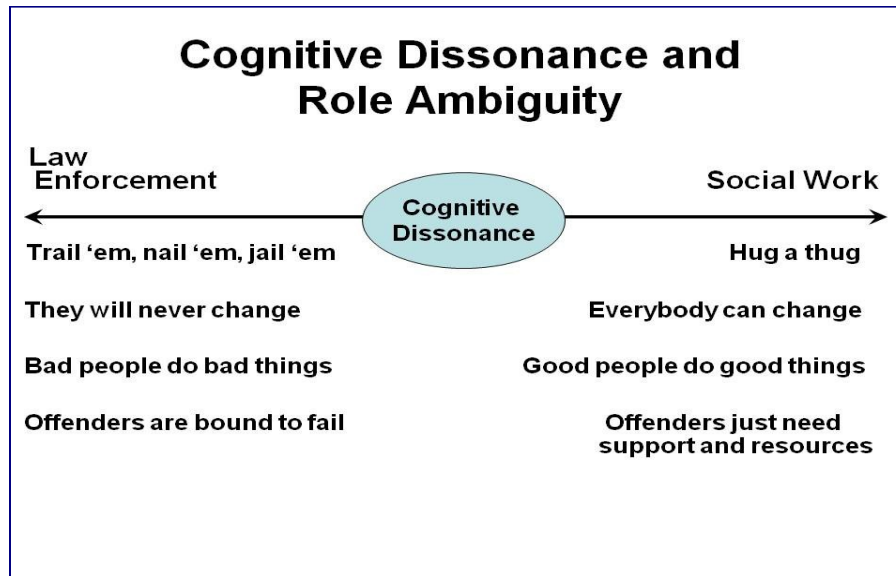
Cognitive Dissonance (CD) is a term used in social psychology to describe an unpleasant state of psychological tension that occurs when two thoughts or perceptions are inconsistent. There is a natural desire to decrease CD when it occurs and return to a harmonic state wherein our beliefs match our behavior. So what does this have to do with probation officer stress?

There has long been a debate in our profession over the role of probation officers... are we cops or social workers? The pendulum has swung back and forth over the decades to the extent that role ambiguity is cited as a major source of stress in the research on probation officers. Some of the best work performed by probation officers is done from some place in the middle, but the challenge to managing this balancing act is CD (see figure 1).

Believing that offenders are unwilling to change and only learn through punitive consequences never leaves the officer surprised or disappointed when offenders fail. There is harmony between the attitude and treatment of offenders from this law enforcement end of the continuum; but it

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comes at the expense of those who may have been successful with some guidance and resources. On the social worker side of the continuum, viewing all offenders as capable of change and providing a gentler, more therapeutic approach also creates a level of harmony between attitude and behavior; but the consequence can be to mitigate or ignore warning signs of dangerous offenders and inappropriately prioritize supporting the offender over protecting the community. Supervising from either end of the continuum has not proven effective in changing offender outcomes or improving public safety. So why not just stay in the middle? Because there is a strong tendency to gravitate toward one or the other end of the continuum in order to relieve CD, which is likely the driving force behind this dichotomy.



The reality is that good probation work often requires officers to function in CD. For example, an officer reads a presentence report about an offender who harmed a victim which produces feelings of anger, disgust, or outrage in the officer. Then the officer meets with the offender and behaves in a professional manner, treating the offender with dignity and respect. The officer's negative feelings toward the offender and their behavior with the offender are inconsistent.

In many ways, EBP fosters CD because it encourages officers to use motivational interviewing techniques while at the same time keeping an eye on risk scores and criminogenic needs. Officers are expected to engage with offenders using empathetic communication while simultaneously staying alert from a defensive tactics standpoint in order to stay safe. In short, we are trying to get in AND get back at the same time...not an easy thing to accomplish!

It is not surprising that as EBP has been implemented, some officers have been resistant. Perhaps part of the resistance is not just a refusal to embrace change, but a natural and normal reaction to behaving in a manner that is inconsistent with personal beliefs and cognitive processes. It is not easy to offer services, support, and motivation to an offender who has harmed victims when the officer views the person deserving of punitive sanctions. Nor is it easy for an officer to see the risk factors and dangers in an offender after expending significant amounts of time and energy toward their recovery.

Unfortunately there is no easy fix for the inherent CD in our profession. The challenge for officers is to override very human reactions for the sake of quality services and public safety. But the best way to work with any problem is to first acknowledge its existence. This is not to say the job is impossible or significantly challenging on a daily basis. But understanding the phenomenon of CD and being able to identify its various sources helps us keep in perspective what is happening which, in itself, provides validation and support. The tension some officers feel may not be from conducting EBP when they don't believe it works; rather, the consequence of doing a difficult job right!☺

LEARN Adult Teacher of the Year

By Lindell W. Rhodes

Kristi Wimmer has the distinct honor of winning the 2011 AOC LEARN Adult Teacher of the Year. The award was presented in Tempe at the Arizona Correctional Education Association Inc. conference in May. Kristi has 11 years of teaching experience at Maricopa County Adult Probation Department's Education Program. Her classroom management skills are above reproach. Kristi fosters a relaxed learning atmosphere, whether she is assisting JOBS Education Program students or answering GED questions. Her working relationship with peers and administrators are also warm, friendly and professional.

Kristi's innovative work in developing the present day Maricopa County Adult Probation Department's JOBS Education Program has been outstanding. At this time the JOBS classes are limited to returning (from prison) citizens and probationers. The clients/students with criminal histories will learn how to improve their employment outcomes through strategies addressed in the curriculum. Clients attend classes on resume writing, how to apply for a job on-line, how to locate jobs on-line, proper interview attire and interview techniques, how to address their criminal history in resumes and at interviews. The students will also establish an email address and have a copy of their resume electronically sent to their email. Kristi takes the entire class to a Maricopa Workforce Connection one-stop center where they receive a briefing of job find services provided by the county and they register so they can have access to the thousands of jobs available in Maricopa County.

Another innovative project that Kristi has advanced is Maricopa County Adult Probation's homeless classes. Kristi has taken her justice studies and adult education knowledge and applied it to the homeless students. Some of the lessons include: how to use the internet, how to apply for a job, unemployment benefits, housing and disability services available, social security benefits, and how to obtain and use an email account. The integration of these life skill subjects definitely improves the quality of life for these students.

Kristi's positive attitude and educational knowledge is what allows her to assist offenders in obtaining better life opportunities through education. She also assists other educators who are new to teaching. Kristi's approach to teaching is progressive and flexible. She creatively adapts fundamental principles to the many different learning styles and educational levels of her students. Kristi volunteers for additional tasks, projects and committees. She is attending the Arizona Department of Education's Leadership Excellence Academy.

Kristi's educational background has been a great contributor to her success. Kristi has Bachelor and Master's degrees in Justice Studies. Kristi couples her education with an undying commitment to assist our students. Kristi spends hundreds of hours of professional development learning how to address issues such as: adult studies, learning challenged and learning disabled adults, head injury students, and teaching adult numeracy. Teaching adults to read and comprehend better have rounded Kristi into one of the very best adult education teachers in the state.



From left to right: Kathy Waters, Krista Chapman, Mark Stodola, Lindell W. Rhodes, Justice Robert Brutinel, Kristi Wimmer, Dave Byers, Megan Weldon, Dan Rodgers, Bill Pebler, Sydney Moore, and retired Chief Justice Frank X. Gordon.

Grant Park Community Honors Judge Armando Gandarilla Through Neighborhood Cleanup and Presentation of Mural

By Colleen Evans

A neighborhood cleanup project and community celebration was planned in honor of Judge Armando Gandarilla. The event was held at Grant Park in Phoenix, on Saturday, May 14th from 6:30am until noon.



Approximately forty probationers, neighborhood residents, Adult Probation Department (APD) staff, city officials, and city of Phoenix personnel showed up in support of this effort. The Garfield Probation Center and Southport Office provided the probationers who participated in the project. APD Community Restitution Coordinators Jack Dillon and Julie Quiroz as well as

Community Rehabilitation Coordinator Bob Kaliszcaik supervised crews and helped with the clean up. Thanks to great collaborative efforts by everyone present, weeds, debris and trash were cut down, cleaned up and removed, which left a pristine neighborhood.

Immediately following the cleanup efforts, Supervisor Mary Rose Wilcox, APD Chief Barbara Broderick and retired APD Deputy Chief Mike Goss honored Judge Gandarilla and the many things he did for the community. A beautiful mural to honor Judge Armando Gandarilla was unveiled. This mural will be displayed in the new Hall of Fame located in the Grant Park Recreation Center.



Left to Right: APD Chief Barbara Broderick, Bob Kaliszczik



Left to Right: Jim Covarrubia (Artist), Supervisor Mary Rose Wilcox, APD Chief Barbara Broderick, Mike Goss, Earl Wilcox

Stages Of Change

By Julie George-Klein and Paula Krasselt

Free Chocolate!!

What do you do when you hear:

- I don't use drugs at all. That drug test is wrong.
- My drinking concerns my wife, but I'm not sure it's really a problem.
- I promised my parents I would quit using.
- I've started treatment – and I like it!
- I haven't had a drink in two years.

Would you like to:

- Identify where a person "is" in terms of change.
- Understand how the stages of change affect the use of Graduated Responses.
- More effectively move a probationer toward change.
- Explore use of the intra-net EBP web-site, Carey Guides, and Probationer Report Form.

We have what you want!

Originally piloted in what used to be our Southern Division, Tom Weiss provided Stages of Change training for over 45 staff. The feedback was so favorable, trainers were recruited and a department-wide version was rolled out in October 2010.

Thanks to the hard work and dedication of the trainers listed below, eight units have already received training in a program consisting of two four-hour sessions spaced one or two weeks apart.

During day one, participants learn about the nature of change and the change process. Trainers facilitate discussion about the stages of change, relative to the concepts of ambivalence and commitment, and share ideas on what each stage "sounds like" when someone is talking. The half-day is wrapped up with a lively tabletop exercise using creative real life scenarios!

During day two, participants use several of their own cases to identify various stages of change. Trainers then take it a step further, discussing specific goals officers should strive for during each stage. Then, using their real life cases, participants will have the opportunity to use various tools to assist them in effectively moving another person toward positive behavioral change.

Five more units are scheduled to receive the training during the months on April, May and June!

Is your unit interested in arranging training?

Please contact one of the trainers below to arrange training dates, times, and locations:

Jonelle Acosta	IPS APO/Durango-Westport	619-2075
Liz Alexander	Cog facilitator/BCB	619-2906
Samantha Corder	IPS APO/Durango-Westport	619-2290
Kathy Daniels	Supervisor/WRC	619-5259
Gayle Davis	Standard APO/Northport	619-2951
Bruce Isit	Contract Oversight Admin/PSC	619-2582
Terry Lee	Standard APO/BCB	619-2964
Gary Lopez	Drug Court Counselor/WRC	619-5633
Michelle Mayer	Standard APO/WRC	619-1564
Gary Saunders	Standard APO/WRC	619-3061
John Smith	Drug Court Counselor/BCB	619-2043
Paula Krasselt	Programs	619-2964
Julie George-Klein	Quality Assistance Team	619-2981

Program Safeguards & Officer Diligence Pays Off

By Taylor Pile

Pretrial Services' electronic monitoring program consists of not only active cases under supervision, but also pending in-custody cases that must be closely monitored to ensure they report upon release from custody as ordered by the Court. The majority of the pending in-custody cases are defendants for which the Court has ordered both a Secured Appearance Bond and upon posting bond the defendant is released to Supervised Release with electronic monitoring. In the Pretrial Services Division, safeguards are in place to ensure our office receives prompt notice from Maricopa County Sheriff's Office regarding all electronic monitoring releases. Additionally, there is a designated officer within the unit responsible for monitoring all electronic monitoring releases while they are in the "pending" status. The officer currently assigned to this caseload is Donald Thompson.

Below is an example of how important safeguards and Don's diligence transformed what could have been a potential public safety risk into a positive outcome.

Synopsis of case


Defendant Scott Bruce was arrested on a Grand Jury warrant in December 2010. The warrant included a \$500,000 Secured Appearance Bond. The defendant's charges included multiple violent offenses for aggravated assault, kidnapping, unlawful imprisonment, sexual abuse, and burglary. Soon after his arrest, Mr. Bruce appeared before a Superior Court Commissioner and pursuant to the State's motion, the Court modified release conditions ordering Supervised Release with electronic monitoring and house arrest upon posting bond. Based on the above order, the defendant's case was assigned to the caseload currently monitored by Don Thompson.

Officer Response

Don was reviewing MCSO electronic monitoring release notices on 12/17/2010, as he routinely does in the morning and early afternoon hours. He came across a notice regarding Scott Bruce, who was released from custody in the early morning hours that same day. Don began investigating the release and immediately noted that the defendant's release order included a \$500,000 Secured Appearance Bond; however, the Jail Management System (JMS) printout seemed to indicate that the defendant was released without posting bond. Don made initial calls to the Court and MCSO and quickly learned that Mr. Bruce was mistakenly released without posting a \$500,000 Secured Appearance Bond. Over the next several hours with the help of his supervisor, numerous calls were made to the Court, MCSO, and the County Attorney's Office to alert all interested parties that the defendant was, in fact, mistakenly released from custody and had not contacted or reported to Pretrial Services' office since his release. None of the parties were aware of the release mistake until it was brought to their attention by Don. As a result of Don's actions, the Court promptly issued a warrant for Mr. Bruce's arrest, and MCSO immediately started searching him. It was later learned that there was a clerical error on the release order and the \$500,000 Secured Appearance Bond was not included on the release order.

Outcome

MCSO reportedly learned that Mr. Bruce boarded a Greyhound bus for Flagstaff, Arizona on 12/17/10 at 5:30pm. The bus was intercepted and the defendant was taken into custody the same date. It would have taken several days or even weeks (possibly when the defendant missed his first court appearance), that the Court and MCSO would have become aware of this mistaken release. The combination of Pretrial Services procedures for monitoring pending cases and Don's prompt and diligent dedication to his work averted what could have been a potential threat to public safety.

Thanks Don. Great job! 

What's Behind a Question?

By Julie George-Klein

It has been about one year since the revised Probationer Report Form, or Goldenrod, was introduced; therefore, your QA Team thought it might be a good idea to review the essence of the form! Take a look below to see how the questions posed will help guide your conversation toward a probationer's goals and behavior change. The information you glean will also assist both of you in creating case plans. As you can see below, the question from the Probationer Report Form is in bold and the purpose for the question in italics!

In some situations, a probationer may hand you a Goldenrod that has not been fully completed. Don't forget - the top part of the form provides valuable compliance and location information. The bottom portion helps you understand each individual's thinking. If someone does not fill out the form and had time to do so, one way to open the door to a conversation is to simply ask, "Tell me how you chose which sections to fill out on the form. How did you decide which questions not to fill in?" You might discover some individuals did not fill it out due to what we may refer to as "attitude," and now you have more information to help you score the next FROST! However, you might find out someone normally has a girlfriend complete the form, or is embarrassed by poor writing skills, or doesn't understand the questions or can't read them. But once again, even knowing this helps you as you may have discovered skills to be addressed in the next case plan. Or, finally, has the probationer been filling out the form consistently and no one has ever acknowledged the effort it took to do so or discussed any of the responses? The individual may have decided, "Why bother? No one cares what I think." This is a good prompt for us to remember to take a minute to thank a person for fully completing the form as well as to review at least one (if not more) of the responses. If you choose the questions and responses that are in alignment with the case plan goal, you have accomplished two goals at one time – acknowledging the person's efforts and obtaining information to help you document the progress or regress toward the case plan goal!

If you have any questions, please give your QA Team a call.

Julie George-Klein
602-619-2981

Tricia O'Connor
602-619-0933

Within the last month I have had success in working toward my case plan goals by:

Identification of what a person regards as success assists in determining what Stage of Change the individual is in. As well, discussion of their specific examples of success will provide them an opportunity to feel proud of accomplishments and will open an opportunity for the officer to affirm positive strides. If an individual has been struggling or is having difficulties identifying progress, helping to identify even the smallest of successes that bring them closer to goals is effective in building motivation.

I plan to address any problems in reaching my goals by:

Developing the ability to plan can be a confidence builder. Discussion about plans and planning assists a person who is developing problem-solving skills.

Goals I want to achieve within the next two to three months are:

Goal setting is indicative of hope for the future. Encourage this thought process. This information will assist in determining current ability to think beyond the future and level of interest in change. Look for increased progress in ability or desire to plan. This information may also assist in personalizing future case plans.

Triggers (people, places, and things) that could lead me to past (negative) behaviors include:

Identification and discussion of "triggers," as well as information about what has been considered to avoid or address them when they arise, will assist in relapse prevention and case planning. Sharing this information with a support network is recommended.

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People I look up to or turn to for help include:

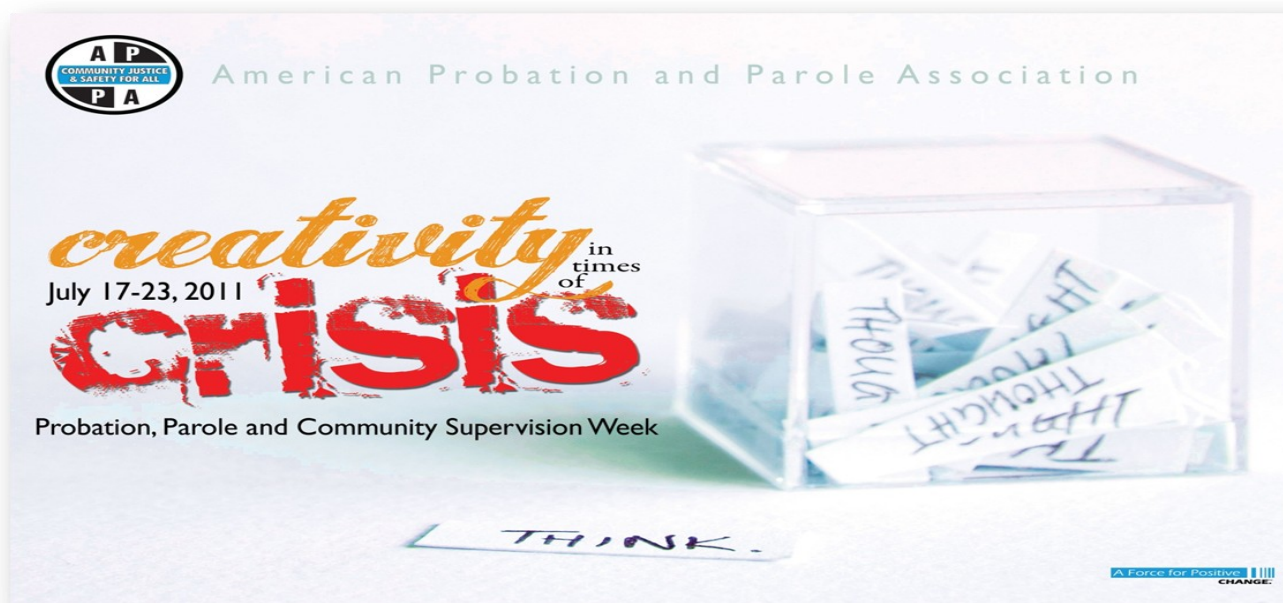
Positive role models are key to a person's success. Encourage their inclusion in strategies toward positive goals. Discussion will assist in determining if these individuals are positive role models or if there is a need to encourage a change in role models and peers. People who have a number of strong, positive individuals in their support system will find successful change less challenging than those who have little support or negative support.

Things I enjoy doing in my spare time (hobbies/activities) include:

Pro-social activities that are important and enjoyable can be used to motivate change, create incentives and provide rewards in terms of case planning. Identification of these activities may also help with development of internal rewards and incentives.

Questions for my Probation Officer:

The ability to plan for an important conversation creates confidence in holding future conversations. As well, it assures important questions have been brought to the meeting. ☺



July 17-23, 2011 is Probation, Parole and Community Supervision Week – a time for the nation and Maricopa County to recognize the men and women who work each and every day to supervise offenders in our communities, but also who provide support mechanisms to assist the people they supervise to get housing, jobs and substance abuse treatment.

Community corrections has also been affected by the downturn in the economy. Budget shortfalls mean that probation and parole professionals must be creative in finding solutions to making sure those they supervise have the support needed to find jobs, housing and treatment. By collaborating with community leaders and volunteering their own time off work, many officers are making a difference while faced with expanding caseloads, additional responsibilities and work furloughs.

Join Arizona and the nation in honoring these public servants during the week of **July 17-23 for Probation, Parole and Community Supervision Week.**

Thank you for your service to those families and communities of Maricopa County.

Safety Matters

By Gary S. Streeter

Often, when our lives get busy, our “work plate” fills up, our to-do list grows to epic proportions, and our time dwindles, it is easy to become task oriented (especially for us Golds!). We can become focused on “The What” while “The How” recedes into the background. What becomes important is accomplishing a given task (The What-Task Oriented), while safety (The How) becomes less important. We may take additional risks or shortcuts in our haste to get the task done. These risks and shortcuts may be undertaken with or without any conscious thought. I’m not sure which is worse, not even considering the additional risks or considering, but ignoring, obvious risks. Either way, that task would not be attempted in a safe manner.

This does not just apply to officer safety in terms of contacting defendants, although that is a good context in which to look at being task oriented but also being safe. Another good example, which applies to most all of us, is driving. When running late to an appointment, it would be tempting to exceed the speed limit; take more risks when approaching a traffic signal that is changing to red; and “slow-rolling” some stop signs. This may result in arriving on time, but it also may result in injury and put other motorists at risk.

So, when possible, we want to be able to accomplish the task in a safe manner. It is important to remember that sometimes it may not be possible to accomplish the task on time, or in a manner that is our customary standard. Often, as human beings, complacency and rationalizing can be two factors that push us to take additional, unnecessary risks. In the driving example, we may think “I’m a safe driver,” “I haven’t been in an accident,” “I really need to get to this appointment on time,” “I’ve never gotten a ticket.” All of those thoughts may very well cause us to value task accomplishment over safety. Sometimes, we may need to accept being in a situation that prevents timely accomplishment (no matter how we ended up there), and that our safety and the safety of others is most important. ☞



Thank You!

A HUGE thank you to all the supporters of the Garfield Recycling Program. Our efforts to “Be Green” would not be a success without your help. Since we have started the recycling program we have earned money that gets put into the Garfield Residence for things such as:



- ◆ Laundry soap
- ◆ Dish soap
- ◆ Milk
- ◆ Seed for the garden
- ◆ New air vents for the rooms
- ◆ Various toiletries
-and so much more!

Your continued help with this project would be appreciated. You are not only helping those who need a hand, but you are also making your footprint on this planet a little bit smaller.

If you have questions regarding how to assist the Garfield Recycling Program or to start recycling yourself, contact Jack Dillon (602)526-6435 or Julie Quiroz (602)619-1205. ☞

Welcome to Adult Probation!

By James Sine

Please join Staff Development in welcoming our fifteen new probation officers and two new surveillance officers to the Department! On June 22, 2011 these officers completed seven weeks of training and are ready to jump into their new assignments. The new officers were assigned to a wide variety of assignments ranging from Intensive Probation sex offender units to GPS monitoring to Drug Court. This class received very positive feedback from presenters and they are very eager to learn. There is a lot to learn in this job and our newest class has shown that they are well on their way to becoming excellent probation and surveillance officers.



Chief Broderick offers the newly sworn officers some sage advice.



Congratulations!



Pictured above: April Demarbiex, Marcus Edel, Daniel Fox, Marilyn Hamilton, Tia Hawpe, Regina Johnson, Meghan McEuen, Nicole Mesquita, Adam Moran, Emily Moreno Del Pino, Philip Picazo, LaTonya Queen, Toni Salerno, Rebecca Sifuentes, Rachel Simons, Michael Taylor, Sarah Wood.

EBP Spotlight



APO Ken Gorr

Submitted by IPS Supervisor Bob DeMers

Ken Gorr is an IPS Sex Offender Officer working out of WRC. He has taught two different Thinking for a Change courses in the last year in concert with Terry Short, and he has been nominated to become a master trainer. He has taken the initiative to present articles related to EBP at unit meetings. Ken utilizes OARS, MI, etc., on a regular basis, but has never lost sight of the need to keep the safety of the community at the forefront of his mind by effecting an arrest when a client's risk is spiking. Ken is a role model for all of us and deserves to be in the EBP Spotlight for his efforts.



APD Supervisor Tom Weiss

Submitted by Custody Management Unit Supervisor Arlyn Harris

Thomas Weiss is the Work Furlough Supervisor. He strives to incorporate evidence-based practices into Work Furlough's daily practices. However, he is also involved in many other projects. In regard to wish list interviews for Custody Service Center (CMU/WF/Reach Out), Tom took the time to properly word interview questions into behavior-based questions. Additionally, he created a scoring mechanism to aid in the process. It made conducting interviews and rating applicants fair and objective, and his efforts assist the department in using the EBP techniques (behavior-based interviewing) that help ensure we have effective, motivated individuals doing a job that promotes positive change in probationers and community safety. ☺

EBP Essay Contest Winner

From the QA Team

As Maricopa County Adult Probation continues to implement strategies for using evidence-based practices, it is important to remember to share what we have learned. Last year, the Quality Assistance Supervisors held an evidence-based practices essay contest. This contest was open to the entire department and the goal was to solicit ideas from staff on ways that they have been successful in using EBP in their every day work experiences. Below is an essay written by Drug Court Counselor Laura Lasko. Laura articulates how she used several EBP strategies and tools to help a probationer find success in Drug Court.

Another Drug Court Success

By Laura Lasko, MC, LPC
Drug Court Counselor

The Drug Court program is an exemplary illustration of utilizing Evidence Based Practices. From the probationer's initial assessment, this cognitive based program includes incentives and positive reinforcement as well as consequences for non-compliance. The team approach in Drug Court provides the probationer tools to remain drug free.

Sylvia (not her real name) was sentenced to three years probation in December of 2008 for two class 6 felony drug convictions. "What saved my life," said Sylvia, "was my participation in Drug Court."

This is a brief overview of Sylvia's experiences while in Drug Court:

- Positive drug tests for heroin, cocaine, and benzodiazepines;
- Entering a residential treatment program where she was expelled for non-compliance;
- A Petition to Revoke for failure to appear, resulting in a three month jail sanction;
- Upon release from jail, she entered a second residential treatment program where she committed several infractions including positive drug tests;
- After completing treatment, two more positive drug tests and an additional sanction.

Sylvia struggled in Drug Court for almost a year, and then made the decision to change her life. She graduated from Drug Court in October of 2010, with both felonies reduced to misdemeanors. At her final Court appearance, Sylvia thanked the Drug Court team for not giving up on her. I recently spoke with her to ask if I could use her story for this article. Sylvia told me she has continued to stay clean, is very involved in a twelve-step program, and has returned to school. Sylvia is truly an example Drug Court works!



Drug Court Counselor
Laura Lasko

Anniversaries

5 Years

Dene Bimber
Elidia Galaviz
Azel Jackson
Michelle Martinez
Joshua McKibben
Mauro (Raul) Munoz
David Newman
Adriana Rodriguez
Ramiro Suastegui
Angel Vega

20 Years

Patricia Carey
Robert Demers
Jan Hutchinson
Frederick Wilhalme

10 Years

Kendra Martina
Kimberly Bennett
Jade Crawford
George Fairburn
Luis Hartly
Patricia Hernandez
Amy Hood-Schwindt
Roger Humphries
Gerrick Hyde
Sheila Jones
Clinton Hill
Janice Nez
Cynthia Ortiz
Jodie Rogan
Oveta Sullivan
Valerie Serpico

15 Years

Jeanne Duncan
Robin Gastelum
Heidi Gustafson
Anne Merrill
Maria Milburn
Sylvia Paynter
Mark Steever

30 Years

Zachary Dal Pra

Thank You for your dedication!

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Thank You to Our Contributing Writers

Cathy Wyse
Kirsten Lewis
Lindell Rhodes
Colleen Evans

Julie George-Klein
Paula Krasselt
Taylor Pile
Shari Andersen-Head
Gary Streeter

Julie Quiroz
James Sine
Bob Demers
Arlyn Harris
Laura Lasko

Production Managers

Audrey O'Donnell
602-506-9044
odonnella@apd.maricopa.gov

Jeni Wade
602-372-5767
wadej004@apd.maricopa.gov

Editors

Rebecca Loftus
(602) 506.4419

Cathy Wyse
(602) 506.3688

Shari Andersen-Head
(602) 372.0302

Chronicle Staff

Barbara Broderick
Rebecca Loftus
Shari Andersen-Head
Cathy Wyse
Tricia O'Connor
Audrey O'Donnell
Jeni Wade

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