



IDEAS.VOICE.  
RESULTS.

## the CHRONICLE

Maricopa County Adult Probation Newsletter

November/December 2015

HAPPY  
HOLIDAYS



# IDEAS.VOICE. RESULTS.

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### Happy Holidays!

CHIEFLY SPEAKING

How quickly the year has passed and the holiday season is here again! As we look back over the year, celebrate Thanksgiving, and honor our veterans on Veterans Day, there is so much to be thankful for in our department, families, community, and country.

We have the privilege of working with some of the best co-workers you could find anywhere. I know that many of you truly enjoy and appreciate your co-workers, and so do I; the employees I work with on a daily basis are a positive force in my daily life.

The nature of our work provides unique opportunities to make a real difference in people's lives. In the most recent probationer satisfaction survey, over 90% of probationers expressed satisfaction with our services. Probationers indicated that their PO treats them with respect, compliments them for good behavior, and would see them more often if they were having problems. Probationers like having a collaborative relationship with their PO; they indicated that the PO asks for input when making plans for them and works with them to help them complete probation successfully. In this issue of *the Chronicle*, we have letters from probationers' parents and from a probationer expressing their gratitude for the efforts of our staff. People do not typically take the time to sit down and write thank you letters, so these letters are significant gestures. They are greatly appreciated and remind us of the meaningful impact we have in the lives of probationers and their families.

The Turkey Feast on Nov. 19 was a delightful holiday celebration with the Garfield community, organized and facilitated by probation staff and hosted by the Garfield Probation Service Center.

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## Happy Holidays!

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Read about it and smile as you enjoy the photos in this issue of *the Chronicle*. Thank you to all of the employees who worked so hard to continue this tradition and who provided a wonderful event.

Nov. 11, the anniversary of the end of World War I, is commemorated as a national holiday to reflect with solemn pride in the heroism of those who died in our country's service and to perpetuate peace through good will and mutual understanding between nations. As we enjoy the freedoms that our military members protect, let's remember our service members, veterans, and their families. Many sacrifices are made to protect our country and way of life.

You have worked hard, accomplished much, and made a difference this year. May your holidays be filled with warm and joyful moments. Be thankful for your families, enjoy the season, and be safe.

## Justice McGregor on Leadership

The Honorable Ruth V. McGregor retired in 2009 as chief justice of the Arizona Supreme Court. At the Court Leadership Conference in October, Justice McGregor spoke about the development of leadership skills. The following is taken from her speech.

There is no shortage of books that address the behaviors, attributes, and characteristics that make a great leader. It is apparent that great leaders all have quite different approaches and leadership styles. There are nearly as many approaches as there are effective leaders. So perhaps the question is: what can each of us do to define our style of leadership and then to develop the skills and attributes that fit our style?



We have all observed others in leadership positions. We can analyze our own experiences and learn from them. Why did you respond to a particular style? What made you want to follow? How did your associates respond? Was this style one to which many relate? Also important to ask is: why did you chafe under other styles? What is it about those styles that you would prefer to avoid? Asking these questions may help you re-think your approach. Your answers to these questions will be your own. You will be a less successful leader if you don't take the time to do this analysis.

Justice McGregor learned a number of lessons that she believes apply whether you are leading a project or an organization. *How* you apply them depends upon your own approach.

## Justice McGregor on Leadership

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First, you lead best when you lead a project or organization that you care about. While leadership skills are transferable from one project to another, if you have the chance to work for a goal that you really care about, take that chance.

Second, it is difficult, if not impossible, to lead if you don't know where you are going. One of a leader's primary responsibilities is to identify goals clearly. That does not mean that a leader should forego the chance to hear and consider contributions from others. However, when you ask for suggestions, be sure to remind those solicited that suggestions may well be inconsistent and that you will not be able to use them all. Without this reminder, others may think that your failure to adopt their suggestion indicates the suggestion was ignored. Not only does that cause resentment, but it makes it less likely the person will take the time to submit their ideas later, and that may be the one idea you need. With the reminder, people recognize that not all ideas can be adopted, but that all deserve and will receive consideration. The result should be a better decision with greater support from those affected.

A third mark of successful leaders is that they surround themselves with competent, talented people. If you are threatened by having competent people working with you, you are sure to fail to reach your leadership potential. Without the best talent, you cannot get the best results. It's also important to find great people who have skills that are different from your own. We need work groups whose members complement, rather than duplicate, the strengths and skills of one another and their leader.

A fourth requirement is to surround yourself with people who are willing to challenge as well as support you. When there is a constructive testing of ideas, the result far surpasses a conclusion reached in the company of "yes men." Any idea worth putting into practice must be able to stand up against in-depth analysis.

A fifth requirement of a successful leader is to give these competent people real responsibility. A competent person is frustrated when relegated to tasks that do not provide a challenge. If they know they are expected to accept responsibility for particular tasks, not only are they more likely to give you what you need; they are more likely to be excited about their work. Give credit where credit is due. Giving deserved credit shows respect for the efforts of others and should be an expected part of a leader's role.

A leader must remain flexible. Without diminishing the importance of defining your goals, recognize that time and circumstance change and even the best-defined goals and procedures may need revision. Change should be deliberate and thoughtful, but a leader must spearhead, not resist, needed change.

A last bit of advice: even though you find and rely upon the skills and knowledge and ideas of others, remember that you are in charge and must take responsibility for your actions and those of your team. In the end, a leader must be willing to make decisions, and must be willing to accept praise, or criticism for those decisions.

# Flipping the Switch: The Upside of Stress

By Arlyn Harris

I truly believe that we at MCAPD are blessed to have staff among us who bring a wealth of knowledge and expertise to our workplace. I also believe that Kirsten Lewis stands out among them. We were honored at the November Managers' Forum to have Kirsten present "The Upside of Stress."

Historically, stress has gotten a bad rap. We've been told it causes physical disorders such as depression, anxiety, heart attacks, and strokes, and for decades we've believed this to be true.

Mindset Matters: Much like anything else, stress is what we make of it (how we think and feel about the situation causing the stress). Regular stress can actually be good for us and creates stress resilience. In the right mindset, stress can be your body rising to meet the challenge. If you believe you possess the skills and resources to meet the challenge, stress can have a positive result (I think I can, I think I can...). Otherwise, if you do not believe you have what it takes to overcome, you are likely to have a "threat" response which produces negative stress hormones.

## How to change your mindset:

- ◆ Focus on your resources
- ◆ Acknowledge your personal strengths
- ◆ Remember your past challenges
- ◆ Imagine support of loved ones
- ◆ Draw on your spiritual connection
- ◆ Focus on bigger-than-self goals



Tend and befriend: Tend and befriend, like fight or flight, is a response to stress. But unlike fight or flight, tend and befriend has a positive impact on health. Tending is the willingness to act in a way that is nurturing and protective; it promotes safety and reduces stress. Befriending is the creation and maintenance of social networks which we can call upon when needed.

Dr. Kelly McGonigal redefines stress as "what arises when something you care about is at stake." She further states that stress and meaning are inextricably linked, evidenced by the fact that we don't stress out about things we don't care about. Lastly, she makes the point that we can't create a meaningful life without experiencing some stress. Visit the website below to hear more from Dr. McGonigal.

[https://www.ted.com/talks/kelly\\_mcgonigal\\_how\\_to\\_make\\_stress\\_your\\_friend?language=en](https://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend?language=en)

## Flipping the Switch: The Upside of Stress

By Arlyn Harris

*Continued from page 5*

At the Forum we were given a challenge that I'd like to pass along to you: start by identifying which values are most important to you, select one of those values, and write why it is important. Consider how you express this value in your everyday life, and how does this value guide you when faced with a difficult challenge? "People who write about their values once, for ten minutes, show benefits months or even years later" (Dr. McGonigal; <http://jamesclear.com/personal-values-journal>). Find a list of core values at <http://jamesclear.com/core-values>

Thank you, Kirsten, for imparting on us your knowledge and expertise, and for your passion (and compassion) that you bring; it was a great forum!

## Team Forum

This workgroup plans and facilitates four Managers' Forums per year. Through these events, MCAPD managers learn and grow professionally, an essential aspect of organizational excellence. Thank you, Team Forum!



Pictured from left to right, standing: Holly Burdine, Tina Burruel, Adelita Nunez, Dedeem Bertucci, Susan Savoy, Sandra Tom, Paula Krasselt, Joe Pallo, and kneeling: Arlyn Harris and Tanya Kluender

## Operating Principles

Each division in Adult Probation created their own Operating Principles to signify their values. The following page was presented as a display at the November 2015 Managers' Forum.

A Force for Positive CHANGE.



# Operating Principles

Maricopa county adult probation

## CENTRAL

- \* Be mindful and respectful of each person's commitments and obligations
- \* Promote open and honest communication
- \* Lead and communicate with integrity that fosters trust and nurtures the individual
- \* Recognizing the whole is greater than its parts
- \* Embracing and recognizing growth and being an agent for change

## COMPLIANCE & MONITORING

Our Values are:  
Family ~ Integrity ~ Respect

Our Operating Principles are:  
Our staff is our priority  
One voice - one message  
We are the community  
We do the right thing even when no one is watching  
Life happens - Learn & Forgive

## NORTHERN FIELD

## EASTERN FIELD

- L: Loyalty**  
**I: Integrity**  
**F: Family**  
**E: Empowerment**
- \* We are loyal to each other, the department, and the community in which we work and live.
  - \* A division that operates with integrity.
  - \* The ultimate goal is to improve family and community life.
  - \* We empower our staff to be creative and responsible for how they balance their personal and professional lives.

## PRESENTENCE

Integrity  
Family  
Respect  
Happiness  
Kindness  
Love

## PRETRIAL SERVICES & CUSTODY MANAGEMENT

- Integrity is our foundation & on this foundation we agree to:
- \* Be Humble & Forgiving
  - \* Be Honest & Kind
  - \* Believe In Each Other
  - \* Seek Balance
  - \* Have Fun

## PROGRAMS

Programs Division

## SEX OFFENDER

- We value integrity, respect & commitment and agree to:**
- \* Model effective communication in order to foster an environment of respect
  - \* Honor a commitment to our positions
  - \* Act with integrity

## JUDICIAL BRANCH

EVERY DAY, EVERY PERSON, EVERY TIME.

## WEST FIELD

## Are You Making a Difference?

By Joe Pallo

You may be familiar with the inspirational story of the little boy and the starfish. It seems the boy was at a beach, grabbing at hundreds of poor stranded starfish who were baking in the sun at low tide, and then hurling them back into the sea. An old man who was passing by noticed the boy and asked, "Do you really think you are making any difference?" The boy kept working and held a starfish aloft and answered to the old man, "It makes a difference to this one," as he threw the starfish into the sea.

That little story reminded me of a monumental task undertaken by our probation department in conjunction with Enroll America. That is when we asked our clients to fill out an information card so that they could be contacted to learn more about health insurance options and find help with health care enrollment.

Just like the boy, hundreds and hundreds of cards were filled out and sent away. I don't know about you, but there were many times when I asked the same question posed by the man in the story. Do you really think we are making any difference?

Today, we learned we truly are making a difference with that effort. A client sent a note that simply stated:

*"My PO Kyle Miller had me go down to apply for health insurance and the doctors told me I needed open heart surgery right away. The operation was a success and I am recovering nicely. I honestly believe that Kyle saved my life and I am eternally grateful."* -Daniel Childers

It can be said with absolute certainty that Kyle and our department made a difference in the life of that client. There are probably plenty of others who obtained health insurance through our department's efforts whose lives have been enriched, who maybe have not taken the time to let us know.

Chief Barbara Broderick referred to our Vision Statement when she heard about this client's note. We improve the quality of our community when we offer hope to neighborhoods, victims and offenders.



Pictured: Daniel Childers (left) with Probation Officer Kyle Miller

# 20th Annual Garfield Turkey Feast

By Joe Pallo

Thursday, November 19, marked the 20<sup>th</sup> anniversary of the Garfield Turkey Feast, opening up the Garfield Community Center to the neighborhood for a free turkey dinner with all the trimmings.

Guests numbering over 500 began gathering before the doors opened at 3:00 p.m. They were met by over 75 probation department volunteers who made the trek from their offices at Sunnyslope, Black Canyon, Western Regional Center, Northport, Southport, and Mesa. The jobs consisted of crowd control, bussing dishes, and helping mothers, whose hands were full with their children, bring plates of food to their tables.

Community groups pitched in as well. Folks from Smart Justice Services Employment added to the volunteer corps and free flu shots were offered, much to the delight of the many children who attended the event. Well, maybe delight is not the right word, but you know what I mean.

Rank means nothing at the Turkey Feast. Chief Barbara Broderick and Deputy Chief Therese Wagner were seen rolling up their sleeves slinging turkey and stuffing on plates for our hungry guests. Deputy Chief Mike Cimino stood guard in front of the center, dolling out the valuable tickets to children hoping to plead their case to Santa Claus to ensure their names appeared on the “Nice” list and not the “Naughty” list. Even Division Director Tracee Frick moonlighted in her elf outfit to attend to the needs of Mr. and Mrs. Claus.

Speaking of Santa Claus, it was unfortunate that his sleigh was in the shop being prepared for an upcoming trip. Fortunately, Donner and Blitzen had a few connections with the Phoenix Fire Department, who dropped off St. Nick in a shiny red fire engine, which thrilled the children; and let’s face it, the grown-ups were thrilled too.

Photos taken by Kristi Wimmer.



# Turkey Feast

*Continued from page 9*



## International Community Association Research Conference

By Sanja Markovic

The 23rd Annual International Community Corrections Association (ICCA) Research Conference took place November 7–10 in Boston, Massachusetts. One of the most interesting workshops that I attended was the “It’s His Life, Her Life, not My Life: Fundamentals of the Good Lives Model for Community Corrections,” presented by Dr. Gwenda Willis from Auckland, New Zealand. Dr. Willis outlined the fundamental steps for integrating the Good Lives Model into community corrections initiatives. The primary goal for implementing the Good Lives Model is to reduce recidivism by helping offenders live better lives. The Good Lives Model is designed to help offenders assess “good life” goals and determine their purpose in life in order to contribute to society in a healthy and safe manner. Dr. Willis explained that research has shown that offending often reflects socially unacceptable attempts to pursue primary needs. The idea behind all this is that the individuals who offend are more like us than not and they can be rehabilitated.



According to the Good Lives Model, human needs that we all seek include the following:

- ◆ Healthy Living
- ◆ Knowledge
- ◆ Excellence in work and play
- ◆ Excellence in self Management
- ◆ Inner Peace
- ◆ Spirituality
- ◆ Happiness

## International Community Association Research Conference

By Jennifer Biddle

The pre-conference workshop entitled “Forensic CBT in Probation Supervision” by Raymond Chip Tafrate, Ph.D., Damon Mitchell, Ph.D., and Tom Hogan, Chief Probation Officer (retired), focused on incorporating forensic cognitive behavioral treatment (CBT) into probation supervision. The forensic CBT model combines traditional CBT, motivational interviewing, values and life priorities, risk-need responsivity, and criminal thinking. Probation officers are trained to integrate these themes to provide improved quality supervision to clients. The overall model focuses on moving away from documenting client failure but rather instituting strategic planning to increase the likelihood of client success. One of the most important elements that probation officers need to recognize is “change talk.” According to Tafrate, Mitchell and Hogan, change talk is defined as “any speech that favors movement toward and commitment to change.” Once an officer has learned how to recognize and capitalize on change talk, behavior change can occur by instilling a tangible goal. Preliminary evaluation outcomes indicate that when probation officers develop expertise in this method there is a greater reduction in recidivism.

## Tips on Trauma

By Nancy Gerlach and Megan Merker

Nancy Gerlach, Drug Court Counselor, and Megan Merker, Drug Court Officer, had the privilege to attend the Juvenile and Female Offender Conference in Hartford, Connecticut in October. The most prominent message we would like to share focuses on trauma in the justice system. Trauma is a word often used in the field we work in, yet it can often be overlooked or dismissed too quickly. Trauma can be defined as a response to a violent event or another type of negative experience that is considered overwhelming to an individual. It is important to remember this can vary from person to person. A traumatic event can affect someone mentally, emotionally, or physically. According to Stephanie Covington Ph.D., over 80% of incarcerated women have reported histories of physical (60%), sexual (47%), or emotional abuse (71%).

Thoughts, feelings, beliefs and values are all areas of the inner self that can be affected. For example, some people believe that the world is not a safe place and trusting others is dangerous. Trauma Informed Care is a way to approach individuals in a way that does not cause greater harm and actually re-traumatize a person. This can be done by NOT responding to an action of a trauma survivor accusatorily, but rather asking if the person is okay. It is important to say, “tell me what happened” instead of, “what’s wrong with you?” This will help individuals feel safe about sharing the underlying issues that have caused the behavior.

Trauma survivors have increased positive outcomes when they feel people believe in them. Building relationships based on trust and honesty is extremely important when encouraging people to change. Ways to do this are to ask individuals questions about their past and how they got to this point. Generally, people do not feel heard when solutions and advice are offered when no one has taken the time to get to know them or their story. When interacting with survivors, allow them to show emotions. It may seem like a small, minor detail to the listener, but it validates that someone cares and honors what they’ve been through. When individuals feel someone isn’t compassionate towards them or what they’ve been through, it reconfirms negative core beliefs about themselves, and makes them feel as if they aren’t worthy or deserving. Often times, survivors did not know how to respond to the situation and blame themselves because they froze and did not fight back or tell anyone. Then, when they do get the courage to talk about it, oftentimes survivors are asked these same questions, which confirm these negative thoughts and self-blame. We often ask our clients to go out of their comfort zones, to improve their lives in new and different ways. Try using this same tool for yourself! Add another office day to your calendar, schedule fewer people per day so you have more time to spend with each client, etc.

Recently, Drug Court incorporated Seeking Safety to its treatment groups. This evidence based trauma and post-traumatic stress disorder (PTSD) curriculum guides clients through three stages of trauma recovery: 1. Safety – Building a foundation for therapeutic work 2. Mourning – Delving into past to face the extreme feelings of pain 3. Reconnection – reconnecting with joy and seeing new possibilities about how to be productive in the world.

## Tips on Trauma

By Nancy Gerlach and Megan Merker

*Continued from page 12*

Women with sexual trauma histories, child sexual abuse, and adult sexual violations are at significant risk for substance abuse, addiction, mental-health disorders, recurrent violent interpersonal relationships, chronic physical health conditions, and poverty. Trauma causes a life of desperation, fighting for survival. Taking the extra time to listen non-judgmentally to a trauma survivor not only improves the relationship, but may also increase the chance that the person will reach out and be accepting of any offered support.



“Keep a lookout” Agents have been busy each month with topics from APD Online Tools to the new APETS Bonsai Build! All information is available on the M/APETS Agents folder. Have a suggestion or ideas for a monthly topic and/or questions about APETS, APD On-line, or JWI?

***Take it to your Agent!***

We’d love to hear from you!

Happy Holidays!



### OPEN ENROLLMENT PERIOD

**NOV. 1, 2015 TO JAN. 31, 2016**

Remember to ask your probationers if they have healthcare coverage.

The link to the Enroll America Card is on APD’s homepage.

***Healthier communities are safer communities!***

## My Internship Experience with the MCAPD

By Tyler Vinton

My name is Tyler Vinton and I am a senior at Arizona State University majoring in criminology and criminal justice. This semester I had the privilege to intern full time with the Adult Probation Department. I specifically worked with the Policy, Planning, and Analysis Division. My internship was coordinated through the MCLEAPS program, which is a partnership between Maricopa County and Arizona State University. Ten ASU students were selected to intern with various departments throughout the county. We received a stipend payment as well as a tuition waiver for the semester.

My first impression when I began my internship with the Adult Probation Department was the acronyms. Wow, all of the acronyms. “Welcome to the MCAPD where we focus on EBP. You’ll be interning with the PPA division, so you will learn all about MfR. Everything in probation is handled through APETS & iCIS. The probation field is broad; officers work in PTS, SMI, DV, MARS, IPS, & FAU, just to name a few.” My first few weeks here I felt as if I was learning a foreign language. But, I eventually got the hang of it, sort of.

In school, the probation field is only briefly discussed. Thus, one of the main reasons I was so excited to begin my internship here was to learn more about probation. I was shocked to discover how large and broad the field was. I had no idea that there were so many different avenues and specializations probation officers could get into.

I am also thankful that I got the opportunity to work within the Policy, Planning, and Analysis division, because I was able to observe how statistics and numbers can affect a department. I got the “behind-the-scenes” look of MCAPD, and this helped me understand that there is more to a criminal justice agency than just the officers.

The way I viewed the criminal justice system completely changed because of my experience here at MCAPD. The moment I realized that my perspective on justice and punishment had altered was when I attended the MCAO Citizen’s Academy. Throughout the academy, the hosts preached about the importance of holding criminals accountable for their actions and making sure that if they do the crime, they do the time. Prior to my internship with the MCAPD, I would have agreed 100% with this notion. However, this internship experience has helped me realize that there is more to the justice system than solely focusing on reprimanding criminals. Rather, it is important to help offenders identify ways to improve themselves, both physically and mentally, which will help reduce the recidivism rate. The MCAPD has helped me realize that this can be achieved, while still holding offenders accountable.

My time with the MCAPD has flown by and it is hard to believe my semester has already come to an end. I really appreciate how kind and welcoming everybody was to me. Whether I was walking through the hallway or eating lunch in the breakroom, I was constantly greeted with a friendly hello and smile. I would like to especially thank the Policy, Planning, and Analysis Division for including me as if I was one of their own. Finally, I owe a huge thank you to my supervisor, Jennifer Ferguson, for giving me this wonderful opportunity. It has truly been a remarkable and unforgettable experience with MCAPD.



## EBP Spotlight

By: Bonnie Arnoldussen

Stephanie Ramirez is a probation officer with the specialized Reentry Unit. Her primary role is to meet with individuals who will soon be released from the Department of Corrections to begin their grant with probation. Her pre-release meetings at the prison are often times one of the individual's first experiences with the journey they are about to embark on after sometimes very lengthy stints of incarceration. Stephanie's patience, calm demeanor, and core belief of treating everyone with dignity and respect is impactful and accurately reflected in this email received from a very appreciative and supportive mother. (The names have been changed).



Stephanie Ramirez

*Dear Ms. Arnoldussen,*

*My name is Susan. My son Tim is in prison and scheduled for release in November. Tim and I really felt that the best thing for his success was to be out here with his family in California so, in July, I had my first contact with Stephanie Ramirez. Little did I realize, I had just talk to the one person that would be instrumental in getting Tim out here for me.*

*When I first called, I had no idea how anything worked as far as the interstate compact goes but Stephanie talked to me, explained things to me, what steps to take first, never making me feel rushed or that I was bothering her, she was so patient with me. When I wouldn't hear anything for a while, I would email her and I always got a response that day.*

*She met Tim at the prison and later that day he called me and told me how Stephanie treated him with so much respect and dignity. He had a great conversation with her and she made sure that all of his questions were answered.*

*We ran into a little glitch during our Interstate Compact process and Tim was denied at first. I was a nervous wreck; I didn't know what to do. I knew it was just a misunderstanding so I started calling and emailing everyone that I could think of, or who was referred to me by different departments. I was either transferred, dismissed, or told there was nothing I could do! I must have talked to at least 10-15 people. Then I called Stephanie. She spent over 30 minutes with me on the phone, listening to me cry, and trying to figure out what to do next. When I got off the phone with her, I had hope again. Next thing I know, the probation officer is here, inspecting the house and Tim got approved!*

*I could go on and on but, one of Stephanie's great qualities is that she truly makes you feel like you are the only person she is working with and I know that isn't the case!*

*I wrote this to Stephanie: Tim and I felt like we had a true ally with you, and that was the best gift ever! You listened, made me feel better, explained things to me and most of all, treated me and Tim with kindness, patience, and respect.*

*It's been a long three years but there have been many blessing that have come out of this. One of those blessings is Stephanie. I will always be grateful for everything she did, even if it was just listening to a mom cry.*

*Thank you so much for taking the time to read this, I hope you have a wonderful holiday season. Mine will be now; thanks to Stephanie, I will have my son home for Christmas.*

*Sincerely,  
Susan*



## Veteran's Dad Says Thank You!

Michelle Mayer, a Veterans Court probation officer, recently received the following email from a probationer's dad. The officers in Veterans Court do a superb job serving those who have served.

*I want to thank you for all that you have done for my son. Sometimes people don't see what you do. As I see all the vets in court today you have a tall task. You are special and I am glad that I have finally met you. He has a reason to live. I was so proud of him and all the people in the VA that has helped him.*



## 2015 Supervisor Leadership Academy

By Brandelyn Jackson

The Supervisor Leadership Academy (SLA) is an intense six-month leadership journey that allows leaders to refresh or obtain new skills to utilize in the work place. The dedicated participants spend two days each month focused on their leadership development and then use the intersession time to complete assignments intended to apply the important learning that occurred. The 2015 SLA was the first facilitated by all ten division directors, which was an exciting opportunity for the directors to share their leadership experiences and knowledge with the class. Additionally, we had nine counties, including Maricopa, represented at the academy which offered diverse perspectives and backgrounds to enrich the learning experience. The 2015 SLA class graduated on December 2, 2015; all twenty-one participants graduated in excellent standing. The class was a funny, engaging, creative and dynamic group that deserves recognition for their commitment and success throughout the program.



Congratulations to the graduates of the 2015 Supervisor Leadership Academy! The MCAPD graduates are Miranda Boger, Tina Burruel, Tiffany Butler, Christina Coller, Jack Dillon, Kafi Grossley, Tameka Loyd, Sanja Markovic, Amy Melgaard, Erica Miller, Reggi Williams, Kristi Wimmer, and Teresa Yetmar.





## Stephanie Donaldson Promoted

By Cathy Wyse

Stephanie Donaldson was promoted to Judicial Clerk Supervisor effective October 26, 2015, with an assignment in the Northern Division. In her new position, Stephanie provides leadership to support staff at the Northport, Scottsdale, and Sunnyslope offices.



Stephanie started her employment at MCAPD in September 2014 as a program coordinator with the Community Restitution Program at the Mesa office, a position she held until her recent promotion. She was instrumental in the development of the “PLARN” project, in which the Community Restitution Program collected and reused plastic grocery bags that were crocheted into sleeping mats for the homeless. Ronald McDonald Charities recognized Stephanie for donations made for the children, which included the sewing projects completed by probationers for community service hours and hundreds of pounds of soda can tabs. In her new position, Stephanie is excited about learning all of the functions of the support staff, mentoring them and assisting in professional growth.

Congratulations, Stephanie!

## Jairo Torres Promoted

By Cathy Wyse

Effective October 26, 2015, Jairo Torres was promoted to Judicial Clerk Supervisor with responsibility for the Records Unit. In this position, he provides leadership to six judicial clerk associates and three couriers. A sample of his staff’s duties include delivering reports to the courts twice daily, researching Terms and Conditions, distributing files and court documents to probation staff, scanning inactive records, and delivering mail to the regional offices. His office is in the West Court Building, sixth floor.



Jairo has more than five years of court experience. He comes to Adult Probation from the Superior Court where he most recently served as a judicial assistant for Judge Jose Padilla and previously worked as a bailiff and a judicial assistant for Judge Jeanne Garcia in family, civil, and criminal court. Jairo also has two years of prior probation experience having worked for MCAPD as a presentence screener and for U.S. Probation as a probation clerk. In his new position, Jairo is excited to be back with MCAPD because he enjoys the work that Adult Probation does, the morale in the Department, and the Department’s care about its staff. He is looking forward to getting to know his staff, helping out, and thriving together as a team.

Congratulations, Jairo!

Happy ANNIVERSARY

*30 Years*

Derrick Knott  
Olivia Ramirez

*25 Years*

Margarita Dominguez  
Tracy Medrano

*20 Years*

Timothy Schouten  
Luzviminda Vacca

*15 Years*

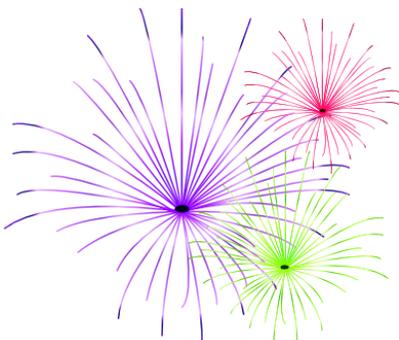
Barbara Broderick  
Maria Reynolds  
Gabriel Velasco  
Cleo Quinn

*10 Years*

Brady Hammer  
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