



Chronicle

Maricopa County Adult Probation Newsletter

Issue: April – June 2021

A Force for Positive
CHANGE.

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CHIEF'S

CORNER

Upcoming Year Goals and Initiatives

As the fiscal year draws to a close, I wanted to take the opportunity in this edition of the Chronicle to reflect on where we are going in the coming year. First, I am grateful to the workforce at Adult Probation and the rest of the Judicial Branch for their dedication, flexibility, and innovation during the pandemic. You have kept us operating, meeting our Constitutional and Statutory duties, and have done so with excellence. We are excited to see the sharp decline in the various data metrics associated with COVID-19 and the prospect of assuming more normal operations. While we are planning that return, we fully intend to lean into the lessons learned during the pandemic. Specifically, we have utilized technology to assist the populations we supervise and our staff to improve our service delivery. We have also expanded the use of telework across the organization, and the Branch is looking at how we can normalize that practice as we return. Mainly, that spirit of continuous improvement is being formalized at MCAPD as detailed in the last edition of the Chronicle as we seek to: provide alignment in what we do to our mission, vision, and values; measure success; provide a framework for decision making; and most importantly, provide staff at all levels of the organization the ability to bring forward ways we can more effectively do our work.

In the coming year, I am also excited to see advancements on our initiatives related to racial equity and how we serve justice-involved women. Related to racial equity, I am looking forward to the work that lies ahead to make tangible improvements to the environments where our work occurs, how we relate and communicate to one another as a staff, how we use the substantial discretion and authority delegated to us by the Court, how we recruit and retain a diverse workforce at all levels, and mainly how we ensure we are fully living up to our commitment to equal justice under the law and our organizational values of fairness, respect, integrity, innovation, and safety. Regarding our justice-involved women efforts, I am looking forward to the results of our pilot caseloads, how we can use assessments and data to improve our outcomes, and how we might operationalize those lessons across the organization to enhance our service delivery across all those we supervise.

Finally, with regard to our budget, the County has tentatively adopted a budget for FY22 at the time I write this article. As an organization we are grateful for the partnership with the County Board of Supervisors and their Administration. They have provided the Branch with the resources necessary to continue to perform our mandated services with excellence. They have remained committed to maintaining established caseload ratios across supervision caseloads in pretrial and probation populations as well as to resource our production units in accordance with data and evidenced-based practices. We are also grateful for their understanding of the need to provide performance-based pay for our staff. It is a pleasure to serve the residents of Maricopa County alongside our county colleagues.

I remain incredibly optimistic about what awaits us as we begin a new fiscal year on July 1st, which is in no small part due to the incredible staff that work in our division of the Judicial Branch here at MCAPD.

NEWS &

INFORMATION

Durango Training Facility Project

By Brandelyn Jackson

The Durango probation office, located at 3355 W. Durango, has long served as a location for various field units and services throughout the years, but its purpose is changing. For the past several years, the Department has relied on other agencies to conduct simunitions, or reality-based training, which is a valuable training experience for armed officers. Recently an idea was presented by staff to use the Durango probation office as a dedicated training space to decrease this reliance on other agencies and provide a multiple purpose training space for our valued employees. As the idea was presented and vetted through the Department's decision-making framework it became apparent creating this new space supported the mission of the Department. Equipping staff with training and resources to safely perform their duties aligns with our value that staff is our greatest resource in accomplishing our mission. As a result of this process, the Durango probation office is being renovated into a dedicated training facility for the Branch. The new space will include a flexible area designed to emulate a field or office contact. The area is intentionally constructed to allow the space to be modified to create multiple scenarios and avoid a stagnant training environment. This space will also be used for search and seizure training, verbal de-escalation, and other scenario-based trainings that will help equip officers with important skills to stay safe in the community. In addition to the simunitions space there will be a dedicated classroom space and a defensive tactics training room.

In addition to the new training space, the Fugitive Apprehension Units will continue to work out of that office in their adjacent space. Finally, we are grateful for the lessons learned through the pandemic as well as a vision at Southport for a shared workspace approach that enabled us to consolidate the staff previously housed at Durango into existing spaces.

I would like to recognize Wes Shipley, Brian Armbruster, Michele Butcher, and Jason Walker who contributed significantly to the design and planning of this new training space.



Crisis Response Network Name Change

By Tom Weiss

FYI: A rose by any other name would smell as sweet.

What's in a name? Most officers have experienced calling the Crisis Response Network (CRN) when assisting an individual in crisis. The crisis phone number, 602-222-9444, and the website address CrisisNetwork.org are embedded in my memory. While the phone numbers for the crisis line, warm line, and 211 remain the same, CRN is now known as Solari Crisis & Human Services. The agency's website changed to <https://crisis.solari-inc.org/>; Solari's 211 website for seeking referrals remains 211arizona.org. New crisis cards and posters should be available soon.

Solari has a FAQs page (<https://crisis.solari-inc.org/learn/faqs/>), which answers questions about their crisis services and the Warm Line. The warm line service provides peer-to-peer services, and officers could share it with individuals who struggle with substance use or mental health issues but who are not in crisis. The pandemic has exacerbated feelings of isolation and loneliness; these feelings can impede a person dealing with substance use issues, which is why "physical distancing" is preferred by many clinicians to "social distancing."

Finally, look for announcements in July for a new hotline number, "988". This unique hotline number is for those contemplating death by suicide. Until its release, the Suicide Prevention Lifeline phone number (1-800-273-8255) remains active.

Referral Information - Solari Crisis & Human Services

- **Solari website:** <https://crisis.solari-inc.org/>
- **Crisis number:** 602-222-9444 or 1-800-631-1314
- **Warm Line (peer to peer):** 602-347-1100
- **General Referral:** 211 <https://211arizona.org/>

Address Confidentiality Program

By Tony Bidonde

What is the Address Confidentiality Program (ACP) and how does it work? The ACP was set up to assist individual victims and their families who are victims of violent crime, sexual assault, domestic violence, stalking, and other such crimes. The ACP provides victims with a legal substitute address to use, in place of their physical address. When mail is addressed to the legal substitute, it is routed directly to the victim's real location. This is done because some offending individuals might otherwise try to locate their victim(s) by electronic means and/or public records. The program is designed to assist those victims who relocate to a new address after the crime occurs.

Through state legislature in 2012, Arizona became the 27th state to enact the program, which is administered by the Arizona Secretary of State. The laws regulating the program can be found under Title 41, Article 3 of the Arizona Revised Statutes (ARS). Since its inception, the ACP has provided services to nearly 4,000 primary and secondary victims of crime. Currently the program is serving 2,000 victims. The ACP is funded by a \$50 assessment levied on individuals convicted of crimes outlined in ARS § 13-3601 (domestic violence offenses), Title 13 Chapter 14 or 35.1 (sexual offenses) and/or ARS § 13-2923 (stalking offenses).

Victims wishing to participate in the ACP must meet the eligibility requirements and complete an application with an application assistant as defined by statute. Participants in the program are certified for five years. The certification can be renewed for an additional 5 years.

Adult Probation is currently serving a handful of victims which are participating in the program. Below you will find a link to the ACP and their phone number as well as links to the cited ARS titles.

- **Arizona Secretary of State, Arizona Address Confidentiality Program: Telephone Number: 602-542-1653** or go to: <https://azsos.gov/services/acp>
- **ARS Title 13-Criminal Code:** <https://www.azleg.gov/arsDetail/?title=13>
- **ARS Title 14- Trusts, Estates and Protective Proceedings:** <https://www.azleg.gov/arsDetail/?title=14>

You may contact Victim Services by calling Tony Bidonde at:

- **Telephone number:** 602-372-8286
- **Via email at:** tony.bidonde@jbazmc.maricopa.gov or apdvsvu@jbazmc.maricopa.gov

Professional Standards While Carrying Safety Equipment: The Journey of a New Policy

By Michele Butcher

This change in policy began much like any other, as a proposal shared by an employee (or several), except this one ended with a tactical photo shoot, but more on that later. The driving force behind the proposal was to give officers the choice on whether, and when, to conceal their equipment or not. In response to this proposal, Chief Cimino and the Executive Team assembled a new workgroup. The purpose of the workgroup was to provide the Executive Team with proposed options for professionalism standards for the carrying of safety equipment including any corresponding and recommended policy changes. The diverse workgroup was comprised of individuals selected based on their experience and current assignment and included officers, supervisors, and directors.

The workgroup's first task was to develop a list of questions to send out as a survey to the entire Department. The workgroup wanted to ensure that everyone, at every level within the Department, had a voice if they wanted to share their opinions on the subject. When the survey closed, over 500 responses were received, all containing valuable insight and creative comments. The majority of respondents were in favor of allowing officers to exercise discretion when it came to whether they displayed their safety equipment. Another trend emerged regarding professional attire; a significant amount of staff voiced an opinion that we should look more professional while carrying our safety equipment. With this information in hand, the initial draft of the policy was completed and was submitted to the Department for review. By the end of this process, the workgroup had fifty-five pages of staff feedback to read through and organize into actionable categories.

Finally, we found ourselves at the corner of visual examples and supporting documentation...or otherwise known as the tactical photo shoot. The workgroup wanted to ensure everyone had a clear understanding of the final version of the policy, so a comprehensive supporting document was created. The supporting document contained thirty-three visual examples of appropriate attire with safety gear concealed or worn in an open-carry manner. With the invaluable help of our officer-models, photographers, and editors, we successfully organized the Department's first ever tactical photo shoot. Chief Cimino shared the results of the workgroup's efforts (and the images from the photo shoot) in an email to the Department announcing the new policy.



ACHIEVEMENTS

Seven New Officers Join the Department

By Jim Sine

Please join Staff Development and the Safety Unit in welcoming our latest new officers to the Department. They finished their New Officer Training, Education, and Skill-Building (NOTES) academy on May 14th after a two-week transition period during which they were secondary officers on their caseloads. They took over as primary officers beginning May 17th. Of the seven new officers, we have one surveillance officer, Kristina Martinez, who was assigned to a sex offender unit at the Western Regional Center (WRC). Some of the six new probation officers were assigned to specialized caseloads. Stephanie Rivera was assigned to IPS at Southport, Angie Ochoa was assigned to IPS-sex offender at WRC, and Gabriela Roa was assigned to standard sex offender at BCB. Andres Rodriguez Galvan and Erick McGuire were placed at Probation Service Center in standard caseloads and Mason Noland was assigned to a standard caseload at BCB. Graduation and the official swearing in will not take place until July 13th so it can be combined with the next NOTES class which begins June 7th.

Congratulations to everyone! You all did a great job in training and please stay safe!!



(All names from left to right) Top Row: Gabriela Roa, Stephanie Rivera, and Andres Rodriguez Galvan. Bottom Row: Angie Ochoa, Mason Noland, and Erick McGuire. Not pictured: Kristina Martinez

Five Programs Recognized with National Honors

The National Association of Counties (NACo) recognized five MCAPD programs with 2021 NACo Achievement Awards. The awards honor innovative, effective county government programs. The MCAPD's award-winning programs are described below.

Making More Time for Positive Change: Moving Combo Reports to Presentence - by Adelita Nunez

Field supervision probation officers of the MCAPD reduce crime and recidivism by supervising individuals on probation and targeting their interventions to reduce risk and foster positive behavioral change. While their primary responsibility is supervision, field officers were also called upon to complete Combination Reports that were court-ordered when new offenses were committed. Combination Reports include components of both presentence investigation and probation violation court reports, requiring field staff to spend significant time and effort to investigate and compile information for this comprehensive document. In 2019, MCAPD implemented a program to transfer the responsibility for approximately 3,000 annual Combination Reports from the field to the Presentence Investigation Division (PSI) of the MCAPD. This transfer of responsibility leveraged the production-based skillsets, processes, and court-report writing experience of PSI officers thus saving time for field officers to focus on the supervision of individuals in the community. Field officers and supervisors reported saving approximately six hours per month and provided accounts of substantial efficiency improvement. This procedural change also included electronic submission of Combination Reports, moving away from the paper reports. Electronic submissions resulted in a reduction in support staff time needed to compile the report as well as a paper cost savings.

In 2021, this initiative was recognized with an Achievement Award by the NACo. This is the second award won by the Presentence Division in the past three years and demonstrates the division's commitment to creating innovative and efficient process solutions and our dedication to exhibiting excellence in our work to serve the Department, Judicial Branch, and the community as a whole. It is an honor to be recognized twice by a national organization in such a short time span. In addition, the positive impact our division has had on our peers in field divisions is rewarding. Many of us began our careers as field officers and not only understand the workload but also the need to focus efforts on risk reduction and behavioral change. We are honored to be a part of continuous improvement for MCAPD as we contribute our skills to improve the efficiency of the Combination Reports. The Combination Report Project continues to offer an opportunity for MCAPD staff to collaborate and create a sense of teamwork and genuine departmental unification.

Drug Court Alumni Association by - Chris Epps

Several years ago, the Maricopa County Drug Court Alumni Association was created after staff noticed a demand for continued support for those that graduated from the Drug Court Program to keep them committed to their sobriety and long-term recovery. MCAPD staff contacted Drug Court graduates and current Drug Court participants exiting the program to see if they were interested in joining the group. Over the years the program lost motivation. In 2019, the program was revived due to a persistent need for support and a staff eager to offer that support. With the COVID-19 pandemic ravaging the community, the alumni association quickly responded by creating fun virtual events to engage both alumni and current participants in a safe and sober virtual environment.

The objective of the Drug Court Alumni Association is to bridge the gap for those who have exited the Drug Court Program with continued mentorship and peer support. It also provides current participants in the program a way to connect with those who have completed the Drug Court Program to provide support and encouragement in their recovery journeys. Not only does the Alumni Association target Drug Court alumni and current participants, but also their families as well. Many times, the families of those who have struggled with substance use concerns have gone through great turmoil and are often separated from loved ones. The Alumni Association creates a pro-social environment and a supportive network by hosting voluntary events, such as picnics, game nights, and a motivational speakers bureau that help foster rebuilding those relationships.

Several months ago, Drug Court Counselor Georgette McNally, Supervisor Melissa Monahan and Officers Kristin Epperson and Casey Baumann collaborated to apply for a 2021 NACo Achievement Award on behalf of the Drug Court Alumni Association. Recently, their submission was chosen to receive the award. Please join me in congratulating all the Drug Court Counselors and Officers who have given of their time, energy and hearts to provide this valuable resource to people in recovery!

Drug Court's Project HOPE - by Melissa Monahan

Drug Court's grant program, Project Housing Outreach and Peer Engagement (HOPE), was recently selected by the National Association of Counties for a 2021 NACo Achievement Award. The award honors innovative, effective county government programs that strengthen services for residents. Awards are given in 18 different categories and Project HOPE was chosen in the criminal justice category.

Project HOPE is a collaboration between Adult Probation, Community Bridges and Axiom Care, and provides peer navigation and sober living for individuals sentenced to probation and participating in the Drug Court program. The peer navigators meet the participants and assist with a variety of things including benefit acquisition, enrolling participants in treatment or housing, and providing support and reminders for court and probation appointments. Up to 90 days of sober living at Axiom Care (or another approved sober living facility) is provided through the program and assists participants with gaining the stability needed to resist using substances.

While the overall goal of Project HOPE is to increase treatment retention for participants in Drug Court, several smaller goals are also included in the program. Reports from external evaluators show the combination of peer navigation and sober living is working, as Project HOPE has been able to meet its performance outcomes in the first two years. Project HOPE is currently mid-way through the third year of the five-year grant, and despite obstacles created by COVID-19, the program continues to have a positive impact on the lives of the participants. One participant indicated:

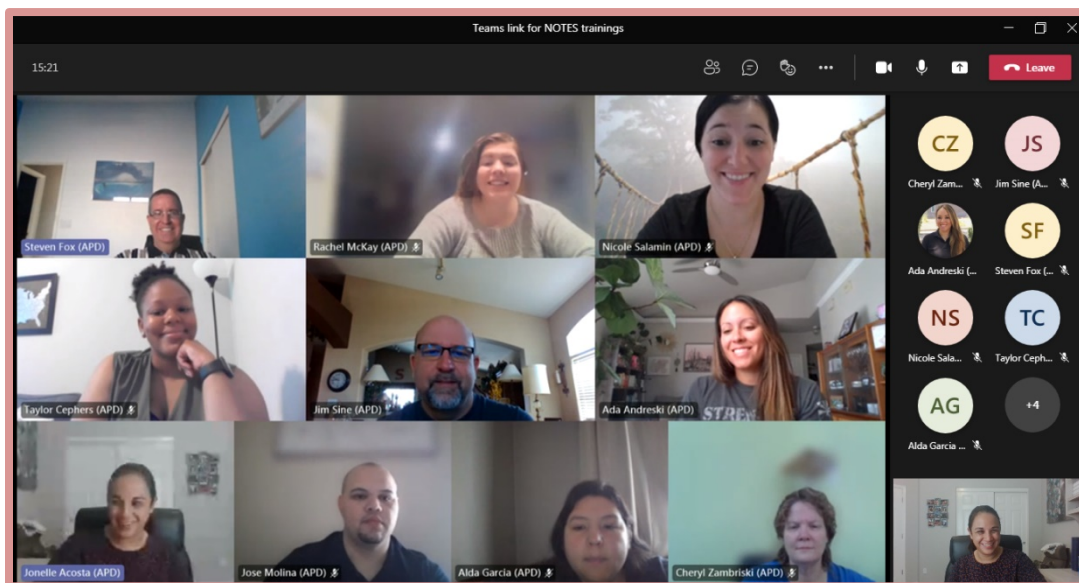
"It definitely exceeded all expectations! The fact that they helped pay for housing is phenomenal, jaw-dropping. It is hard to know how to reach out for help when you're drug addicted. It's nice to know someone really cares and that you can reach out to someone."

Utilizing peer navigators to assist the participants has also assisted with re-engaging participants who have absconded and/or had a warrant filed. Several times, the navigators have been able to locate participants and talk with them about getting into treatment which has resulted in the dismissal of Petitions to Revoke. The Drug Court team is optimistic about the continued benefits that participants will receive through the remainder of this grant program.

Virtual NOTES Training - by Jonelle Acosta

A part of MCAPD's mission is to "enhance the safety and well-being of our neighborhoods." The people who carry out this mission statement every day are the field probation and surveillance officers who are directly supervising individuals in the community placed on probation. In order to foster positive behavioral change in these individuals, newly hired officers receive rigorous and crucial training on a variety of tactics and skills ranging from verbal de-escalation and graduated responses to case planning. When the COVID-19 pandemic began, it was difficult to imagine how the Department could effectively train new officers without being able to spend weeks with them in a classroom. The MCAPD Staff Development and Training Unit, along with assistance from the Safety Unit and other adjunct staff members, converted numerous in-person classes to Computer-Based Trainings (CBT) and created a Virtual NOTES Academy which observed public health guidelines, adequately trained new officers, and established permanent process improvements for future classes.

The Virtual NOTES Academy included new officers completing CBTs and attending facilitated classes for three weeks, one week of in-person defensive tactics, and finally, a two-week transition period into their new caseloads. The first Virtual NOTES Academy was delivered to 18 probation officers in April 2020; since then 39 officers have completed the academy. In May 2021, MCAPD was notified that the Department's inventive and innovative Virtual NOTES training had been recognized with an Achievement Award by the NACo. Like many other programs that had to change due to the health pandemic, the Staff Development and Training Unit faced an unprecedented challenge of delivering vital training to new officers while observing quickly changing health mandates. With little time and no established protocols to follow, receiving the NACo award for the Virtual NOTES program acknowledges the innovation and problem-solving efforts we exhibited to ensure officers received the training needed and we continue to positively affect the residents of Maricopa County.



Virtual Defensive Tactics Refresher 2020 by - Michele Butcher

In 2020, the COVID-19 pandemic affected not only our personal lives and the way we interacted but affected where and how we worked as well. MCAPD and the Maricopa County Juvenile Probation Department's (JPD) probation and surveillance officers are required by state statute and code to complete eight hours of defensive tactics (DT) refresher training every calendar year. DT requirements were not relaxed as a result of the pandemic, so the training units from MCAPD and JPD were tasked with developing a virtual program that taught the necessary skills officers needed but adhered to social distance guidelines prescribed during the pandemic. Training staff transformed the previous in-person classes into a high-quality virtual format that 1) maintained the safety standards taught in the in-person refresher, and 2) respected the health of the officers and those they supervise in the community.

The Virtual DT refresher program incorporated videoconferencing with trainers, who demonstrated the DT and provided specific feedback to officers who virtually demonstrated the tactics in the safety of their own home. The restructuring of the DT refresher safety training due to COVID-19 was imperative to keep officers safe and was consistent with the best practice standards. The conversion of the DT Refresher to a high-quality virtual format was a significant undertaking for the training units, yet they responded to it without hesitation. The dedication and perseverance demonstrated by the MCAPD and JPD Safety Training Units did not go unnoticed and in 2021, the innovative training was recognized with a NACo Achievement Award.

Casey Martinez promoted to Supervisor

By Vanessa Gillette



Casey Martinez was promoted to adult probation supervisor of a standard field unit in the Eastern Division, effective May 3rd, 2021. She began her career as a probation officer in June of 2011 where she supervised a standard probation caseload at the Black Canyon Building (BCB). For the past 10 years, Casey gained valuable experience and skills in a variety of assignments working with MCAPD. She extended herself as a mentor and field coach for new officers at BCB, and in 2015, she transferred to supervising an IPS caseload at Sunnyslope. Over the years, Casey has served in several roles, such as an instructor for Thinking for a Change(T4C) and Decision Points (DP), as a member of the FINCOM Committee, and she has also assisted with training and coaching in EPICS.

As a new probation officer supervisor, she will be working out of the Scottsdale office. Casey is excited for the opportunity to be working alongside, leading, and supporting probation officers and other staff to meet departmental goals.

Tazman McGrath promoted to Management Analyst

By Robert Celaya



Tazman McGrath was promoted to Management Analyst in the Judicial Branch's Data Integrity & Analytics (DIA) Department for Adult Probation, effective April 19th, 2021. She started with the MCAPD as an Administrative Assistant in March of 2020 within the Organizational Development and Support Division. As an administrative assistant, Tazman assisted in compiling and analyzing monthly statistics, provided coverage for the Victim Services Unit, and helped with various research projects. Prior to joining the Department, Tazman graduated from ASU in December of 2019 with a Bachelor of Science Degree in Criminology and Criminal Justice, and with a Certificate in Law and Human Behavior. She also volunteered as a crisis counselor with Crisis Text Line, and as a court appointed special advocate, where she advocated for children taken out of the home and informed the court about what needs are not being met.

In her new role, Tazman will work on monthly statistics, research projects, population projections, and will lead and contribute to other projects to assist the Department. She will also continue her work on the Chronicle Committee, the Victim Satisfaction Committee, and the Justice-Involved Women Workgroup. When asked what she is looking forward to in her new position, she states, "I am looking forward to growing more in my new leadership position, learning more about areas of the Department I haven't had the opportunity to yet, and continuing to work alongside my amazing team."

Welcome Sarah Harp

By Tazman McGrath

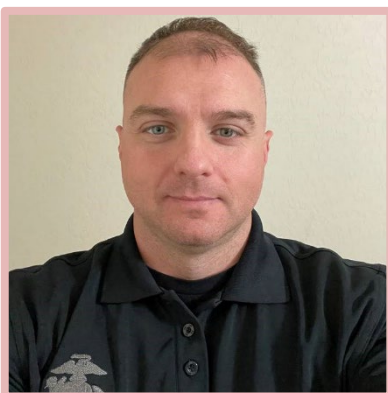


Sarah Harp joined the Judicial Branch's DIA for Adult Probation as a Management Analyst in January of 2021. Sarah has a Bachelor of Science in Political Science from Ball State University in Muncie, Indiana, and a Master of Science in Justice, Law & Society from American University in Washington, DC. Additionally, Sarah recently completed a certificate program for Crime Analysis and Investigations in June 2021. After graduate school, Sarah's first job was as a probation officer for a private company in Atlanta, Georgia, where she specialized in DUI probation cases. Before joining MCAPD, she also worked as a legislative program analyst for both the Kentucky and Georgia General Assemblies, a parole investigator for the Georgia Parole Board, and held numerous positions for the Georgia Department of Corrections, including senior operations analyst and strategic planner.

In her time with the DIA, Sarah has joined the Continuous Improvement workgroup, the Data Culture Training workgroup, as well as the Justice-Involved Women workgroup. In her new position, Sarah will work on Department grants, data visualizations, and specializing in project management for various projects across the Department such as monthly statistics. In her own words, "I believe public service is a calling and I'm excited to work with a group of like-minded teammates who are genuinely committed to our roles of being stewards of the public trust and working to improve public safety and our community as a whole."

Tom Pafford Joins the DIA for Adult Probation

By Robert Celaya



In April of 2021, Tom Pafford joined the Judicial Branch's DIA Department for Adult Probation as a Management Analyst. Tom has been in the United States Marine Corps (USMC) since 2001, starting as an active duty artillery officer, and now as an intelligence officer in the reserves. In his tenure with USMC, he received a Joint Service Commendation Medal from the Joint Reserve Intelligence Unit, under the Joint Chiefs of Staff in 2016. Additionally, Tom earned his Bachelor's in Psychology (1998), his Master's in Criminal Justice (2013), and a Graduate Certificate in Homeland Security (2013).

Prior to joining the DIA Department for Adult Probation, Tom worked for multiple government contractors (Lockheed Martin, General Dynamics Information Technology), and ADP as a project manager. In his new role as Management

Analyst, Tom will work on monthly statistics, conduct research, and manage projects for the Department. Currently, Tom is on the Impaired Driver Assessment Workgroup and the Continuous Improvement Project Team.

Welcome to Eunique Day

By Tazman McGrath



Eunique started as a Management Analyst in the Judicial Branch's DIA Department for Adult Probation in May 2021. Eunique has moved to Phoenix from Los Angeles, California. She earned her Bachelor of Arts Degree in Political Science and Sociology from Loyola Marymount University in 2015. During her undergraduate career, Eunique traveled internationally researching the impacts of education on society in Northern Ireland, United Kingdom, and Tokyo, Japan. Eunique also holds a Master of Public Policy Degree with dual concentrations in American Politics and Economics from Pepperdine University. Upon graduation from Pepperdine, she began her career in the non-for-profit/public-service sector as a research assistant at the Cato Institute in the Center for Educational Freedom, and quality assurance analyst/document

controller with the City of Beverly Hills Public Works Department. Prior to joining the Judicial Branch, Eunique worked for three years in the Emergency Services/Public Safety division with the City of Carson, California as an administrative specialist. Her roles and responsibilities included: Pedestrian Safety, Emergency Preparedness (response & recovery) Personnel Trainer, COVID-19 Task Force Disaster Management Lead, Bullying Prevention Commission Liaison, and Ready Carson (Public Outreach) Lead.

In her new position, Eunique will be specializing in data visualizations and graphic design for the Department, specifically for the Annual Report and Chronicle newsletter. She is also serving as a Did You Know team member on the Communications Committee. When asked about what she is excited for in her new position, she said "In my new role, I am looking forward to working with data. The visual representations are the part I am most excited about. Data is a very powerful tool that can tell a diverse set of narratives. Being able to create visualizations that accurately, and methodically represent the Department will help further the amazing work of the team."



1st Quarter P.R.I.D.E Winners



APDCC: Michael Land

BCB: Melissa Grey, Francisca Salazar, Ian Carrillo-Vazquez, Alice Gaynor, & Brady Hammer

CCBLL: Fedra Malaquias

CSC: David Perkins

DTJC2 Training: Kyle Miller & Michele Butcher

DTJC3 Admin: Jean Scott & Gayle Swindle

DTJC3 Pretrial: Hector Ramos, Dana Youhas, & Karen Vaniman

Durango: Jarod Powell & Amanda Hanover

Garfield: David Laing, Megan Gonzalez, & Diana Martinez

ITR: Neil Smith & Francisco Bustillo

Luhrs: Kristin Epperson & Diana Arana

Northport: Veronica Pena, Gabriele Wonderly, & Tracee Bauer

Pretrial at SCT: Michael Moreno, Terry Lee, & Manuel Peraza

PSC: Andrew Buttafuoco, Cherry Irving, Emma Schmidt, Andrea Garcia, Judy Chacon, & Shana Edmundson

Scottsdale: Dawn Johnson & Alexandria Battest

South Court Tower: Vincent De Armond

SEF: Kim Cullinan & Shannon Sicoy

Southport: Victoria Holloway & Jesse Vincent

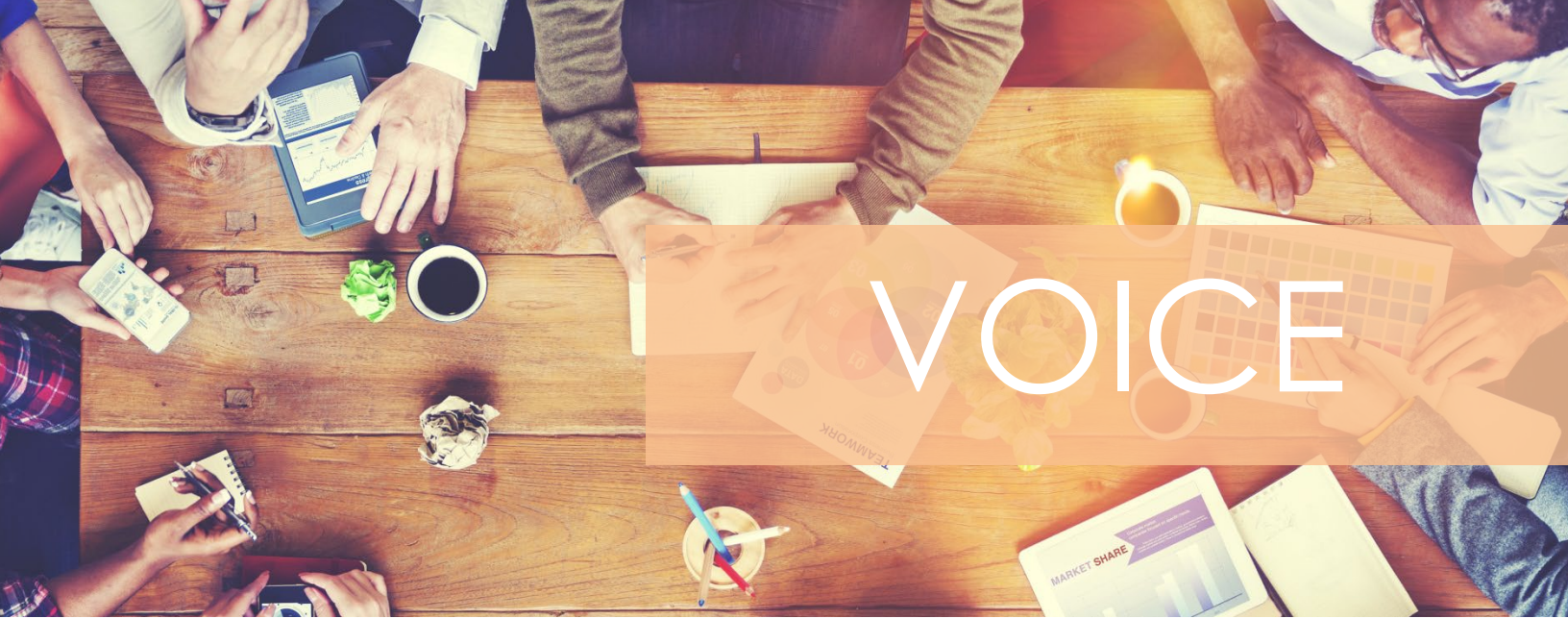
Sunnyslope: Jack Dillon

SWJC: Justin Robnett

WCB 5/6: Greg Moreno & Shelly Perez

WRC: Allison Derrig, Sam Cuddington, Michel Bridget, & Valerie Whelan

People Recognizing Individual Deeds of Excellence



NAPSA and TAPS 2021 Virtual Regional Conference

By Dana Youhas and Michelle Hernandez

National Association of Pretrial Services Agencies (NAPSA) and Texas Association of Pretrial Services (TAPS) 2021 Virtual Regional Conference

Session Attended: *Transforming Stress into Strength and Resilience Six Healthy Tools to be Resilient-* Dr. Joe Serio

Contact Information: Joe@GLTraining.com

Are you living a "What If" life? Are you living in a buffered comfort zone that keeps you from growing? Living this way can cause anxiety, chronic stress, and negative thinking patterns. The following **six tools** are a healthy and beneficial way to overcome these types of vulnerabilities.

1. **Breathe** - Deep breathing turns off the stress response and lowers the heart rate. When you find yourself in a high stress situation take in a deep breath to the count of four seconds, hold it in for the count of four seconds, and exhale it for the count of four seconds. Meditation is also very helpful.
2. **Reframe** - Don't focus on the nervous feelings you may feel and move forward. The situation itself may then become easier to deal with and the nervousness and anxiety may feel less intense. Decide where you are in comparison to something worse.
3. **Control the controllable** - Remember what you have control over and what you do not have control over. How you respond to things and situations is what you have control over, not the situation or the outcome. Ninety percent of what you think about stems from your expectations and is strictly in your head. Ask yourself if you are part of the problem or the solution, and do you see with your eyes or your brain.
4. **Filter** - Focus on what has to do with you. Prepare to respond in a better way by filtering out what has nothing to do with you. Insults and disrespect from others come from their insides, not yours. When people react with extreme negative emotions or extreme positive emotions, most of it can be filtered out. Don't confuse other people's stuff with your stuff as it gives your power away to those around you. Remember not everyone knows how to communicate, and everything doesn't need a reaction.
5. **What is your why?** - Why are you working in a government job? Why did you become a probation officer? And what does your why become? Why do you show up and do the job every day? Are you burnt out? Are you complaining and bringing other people down around you? Don't make other people around you miserable.

6. **Be kind** - We tend to judge others by their actions and tend to judge ourselves by our intentions and not our actions. This is hypocritical. Treat others the way you want to be treated. Also, be kind to yourself and your body by being aware of the food you are eating and what you are feeding your mind mentally. Don't justify and rationalize your actions. Be true to who you are and know that everything is connected.

Overall, the NAPSA conference had many interesting topics. Dr. Serio was just one of many great speakers. Pastor Edward L. Palmer, a Certified Racial Diversity Trainer, presented on "The Impact of Implicit Bias on Racially Marginalized Populations." He discussed eliminating disproportionate minority contacts in the juvenile justice system by having more compassion and less implied racial biases.

Another interesting topic was "Turning Risk Assessment Findings into a Recommendation or a Supervision Plan." This was presented by Eric Schmidt of the Oakland Community Corrections and Domingo Corona of the Pima County Superior Court. This was an interesting discussion on the validity and success of the assessments we use in pretrial and probation and what a great and effective tool the assessments can be with the individuals we work with.

It was a wonderful opportunity to learn more about the historical foundations of bail, pretrial release, detention, and diversion. There were several Judges and Commissioners present who gave their perspectives from the bench. The Pretrial Services program was mentioned during the conference and commended for doing a great job with the pretrial process in Maricopa County. We would both recommend the conference to those who are new to the Pretrial Division or to anyone who would like to observe the many innovations and implementations taking place in pretrial services throughout all the different states in our justice system.

Key Aspects of Pretrial Supervision

By Andi Butler

During the recently concluded virtual NAPSA conference, one of the workshops I attended entitled "Supervising Defendants on Pretrial Release (Promoting Success and Managing Failure)", provided great insight regarding the factors that promote pretrial release supervision. The goal of pretrial supervision is to promote court appearance, public safety, and compliance with court-ordered conditions. There are four principles of pretrial supervision: **law** (people must be released on the least restrictive option), **data** (indicates that people are more likely to succeed if released), **research** (shows what works to assure reappearances in court and safety, although this is not 100%) and, **best practices** (means we utilize best practices that promote pretrial success and manage failure). Furthermore, a key aspect of pretrial supervision is to understand that individuals who have been placed on pretrial release are not on probation and therefore, their supervision will look significantly different from that of those on probation.

In obtaining the goal of court appearances, many studies show that court date notifications improve court appearances by approximately 30% to 50%. According to the research that has been conducted, the release conditions that did not improve court appearance were drug testing and placement on electronic monitoring (EM did not improve court appearance in 6 of 7 studies but it may encourage release). Two studies also showed that unsecured release conditions achieve the same appearance rates as secured conditions and there were not any studies showing that higher monetary bond amounts increase appearance rates.

Most importantly, public safety is always the main goal of any supervision agency. Therefore, research supports the use of the least restrictive interventions needed to assure court appearances and community safety. For example, to date, there are no studies showing that secured financial conditions improve public safety. Also,

court-ordered compliance is more prevalent when the defendant's release conditions address specific factors that promote success. It should be observed that a defendant's supervision level should match his likelihood for success on pretrial release and he should not be given "blanket" conditions of supervision, particularly those which are not based on evidence/research.

In summary, the workshop matched what I recently read in an article entitled, "The Role of the pretrial Services Officer" published at: https://www.ncwp.uscourts.gov/sites/default/files/pretrial/Role_of_pretrial_officer.pdf

"Officers strive to work with each defendant in such a manner that this contact with the criminal justice system will be his/her last and to prevent the front door of the system from becoming a revolving door."

Kudoboards

By Robert Celaya

When pitching stories for the Chronicle, we came across a positive and fun story about Kudoboards, which can be used to celebrate the achievements of staff and those that we supervise. Essentially, a Kudoboard is an online page for a group to post to and send appreciation, similar to a card that gets passed around and signed. However, the online format is customizable, allows for animated images (GIFS), and is available for everyone to view and post.

We reached out to Kristin Epperson in the Drug Court, who is familiar with and uses Kudoboards, to ask her a few questions about her experiences with these.

Q: When did you start using Kudoboard? For what?

Kristin: Arlyn Harris actually emailed all of us T4C and Decision Points facilitators in June 2020 to show us Kudoboard as a resource. I created my first Kudoboard on June 9, 2020, to acknowledge Drug Court promotions. These would normally be celebrated in court, but since court was suspended, I wanted participants to still be able to feel a sense of accomplishment.

Q: What do you use Kudoboard for now?

Kristin: I have used them for promotions and now Drug Court graduations. Drug Court graduations are a big deal to the participants; it's one of the biggest things they look forward to. I had two graduates during COVID (prior to using the Kudoboard) and their graduation day just consisted of me calling them virtually with a "congrats". Then my third graduate during COVID, changed that. As his graduation date was approaching, and I was telling him how proud I was of him, he said he was proud of himself too and that this was the first thing he ever completed in his life. I felt sad to think that someone who worked hard for so long to accomplish this, was just going to get a verbal pat on the back (and, from just me at that). So I tried to think how I could use the Kudoboard to celebrate his graduation. So I reached out to his arresting officer and he signed it... and the whole Drug Court team (the Commissioner, his public defenders, and his counselors). I texted him the link to the Kudoboard on the day of his graduation and he called me to tell me how much he appreciated it. From that point on, I just continued to put one together for all my graduates. I have also used them for staff appreciation and T4C graduations. There are tons of things you could use them for; any celebration you could create one for (achievements of our supervised individuals, staff acknowledgment, etc.)

Q: Have you received any feedback or reactions from the supervised individuals who received a Kudoboard?

Kristin: Yes. I actually think I have put in a few APETS notes of the things they've said about them. Of course, graduate boards are the ones I probably get the most feedback on, but I've received comments about my Drug Court promotion boards too. I personalize every individual post, so I have received comments that they appreciate the time I take to personalize it. They also like to see where other people are at in the program as

well (they would normally get that interaction at court). Sometimes they even text me “No kudos this month?” when they don't see one go out. Truthfully, with all the positive feedback I receive from them I will continue the boards even when we are back in person full time, at least for the graduations.

For an example of a Kudoboard, see this example of one Kristin created for her unit during COVID:
<https://www.kudoboard.com/boards/jc7LiTXk#view>

Keep an eye out for the DYK for more information and examples of Kudoboards and how you can use them!

Exploring Leadership and Management

By Jonelle Acosta

The Exploring Leadership and Management training (ELM), formerly known as ‘So You Wanna Be a Supervisor’, is a four-session program offered to both badged and non-badged line staff who would like to sharpen their leadership and management skills. The training is highly interactive and covers global leadership and management concepts, as well as some insights into MCPAD supervisor competencies. In February 2020, the Exploring Leadership and Management training program began and students completed the first of four sessions. Session two was scheduled for March of 2020 but due to the health pandemic, the program was postponed. As with many situations in the pandemic, both instructors and students adapted to the world with social distancing and resumed the training in January 2021 with modifications such as splitting students up into smaller groups and facilitating two of the remaining sessions virtually. All groups completed the training in April 2021 and provided feedback on the program: “Overall, I enjoyed the course and it made me realize I do want to be a supervisor”; “I’m a better employee because of this program”; and “The Leadership Plan helped me to see what I need to work on and what I enjoy as a leader.” Congratulations to all the students for your hard work and completing ELM!



(All names from left to right) Top row: Jennie Randall, Valerie Serpico, Andy Buttafuoco, Karen Pickard, Katrina Clark, Azra Haseljic Middle Row: Shaun Dahl, Scott Gibson, Cassie Dobbs, Melissa Grey Lower row: Kate Skelton, Ada Andreski, Jenny Stone, Victor Vaughan, Fedra Malaquias, Jarod Powell (Not Pictured: Pam Fowler and Christina Charles)

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