

## **2022 IACCAC Fall Training Institute- "The Skills to do the Job, The Courage to Make a Difference"**

**Sheraton Hotel Indianapolis – 8787 Keystone Xing, Indianapolis, Indiana 46240**

**November 15-18, 2022 (Intensive sessions begin on November 15, 2022)**

### **CONCURRENT INTENSIVE SESSIONS:**

#### **NEW DIRECTOR TRAINING-MUST BE IACCAC MEMBER & PRE-REGISTERED TO ATTEND (NO ADDITIONAL COST)**

**Tuesday, November 15, 2022: 8:00am – 11:30am & 1:00pm – 5:00pm**

**Tammy O’Neill, Porter County PACT, IACCAC Training Committee**

#### **GUIDES & BITS TRAINING (Requires Full Conference Registration)**

**Tuesday, November 15, 2022: 8:00am – 11:30am & 1:00pm – 5:30pm**

**Chad Long, Indiana Office of Court Services**

A skills-based training for line staff and supervisors on the use of Carey Group Publishing’s Carey Guides and BITS (Brief Intervention Tools) to effectively address offender skill deficits, criminogenic needs, and enhance case management. The objectives include becoming familiar with the Carey Guides and BITS, understanding how to use them effectively, and developing skills in using them in one-on-one sessions.

#### **CASE MANAGEMENT TRAINING ( Requires Full Conference Registration)**

**Tuesday, November 15, 2022: 8:00am – 11:30am & 1:00pm – 5:30pm**

**Chad Long, Indiana Office of Court Services**

This case management training is designed to give community supervision officers the skills necessary to develop high quality, assessment-driven offender case plans. The specific topics covered in this training include: reviewing the foundational case management skills, developing an effective case plan, engaging an offender in the case planning process, and making use of community resources. All participants will be provided with workbooks, can practice each of the skills, and receive feedback on their performance.

#### **SKILL DEVELOPMENT SESSION-NETWORK SUPPORT TRAINING ( Requires Full Conference Registration)**

**Tuesday, November 15, 2022: 8:00am – 11:30am & 1:00pm – 5:30pm**

**Melissa Stephenson, Grant County Director of Court Services**

After this training, participants will be able to look at key elements of evidenced practices in community support

- Define Network Support and identify its Key Principles
- Describe why Network Support is important for their work
- Demonstrate basic skills in facilitating a Network Support session
- Use an assessment tool to evaluate adherence to Network Support principles

### **REGULAR SESSIONS - WEDNESDAY:**

#### **KEYNOTE ADDRESS: Keynote: Evidence Based Practices-High Fidelity**

**Wednesday, November 16, 2022: 11:00am – 12:30pm Melonie Lowenkamp, Core Correctional Solutions**

The presentation will provide a brief history of the evidence-based movement in community corrections, including what is meant by evidence, information sources for evidence-based strategies and programs, the importance of consistently delivering evidence-based practices and issues in implementing the evidence with a high degree of fidelity.

### **WEDNESDAY AFTERNOON CONCURRENT BREAKOUT SESSIONS:**

#### **Evidence-Based Practices (Part I): Identifying Targets for Change**

**Wednesday, November 16, 2022: 2:00pm – 3:15pm**

**Melonie Lowenkamp, Core Correctional Solutions**

Session one of the two-part training series will help participants apply the evidence-based principles of risk, need, and responsivity to analyze a case. The skill-based training session will introduce participants to a tool called the Behavioral

Analysis to help identify key targets for case planning. This structured information-gathering process serves as an informal assessment to supplement the information obtained from the risk assessment. The process of risk and need assessment followed by a behavioral analysis gives staff and justice-involved individuals the information they need to identify specific targets (high-risk situations, people, places, things; risky cognitions; or skill deficits) and develop effective case plans. This represents a highly individualized and detailed approach to structuring services and interactions based on the actuarial risk and needs assessment. This session will provide the theoretical rationale for incorporating this tool and several small group activities to learn the practical application.

### **State/Local JRAC-A New Model**

**Wednesday, November 16, 2022: 2:00pm – 3:15pm**

**Justice Christopher Goff/Mary Kay Hudson, Indiana office of Court Services**

The Indiana Justice Reinvestment Advisory Council (State JRAC) was created as part of Indiana's comprehensive criminal justice reform efforts of 2015. State JRAC created a statutory model for collaboration among state-level justice stakeholders. And in 2021, HEA 1068 established a Local JRAC in every county. This new statutory infrastructure will foster improved collaboration among local justice stakeholders. It will also provide a direct link among local justice stakeholders and the leadership of every state professional organization in Indiana's criminal justice system. This new state and local partnership promises to improve public safety and community well-being across Indiana. This session will explain why every justice professional is important to the success of JRAC; and how every justice professional can leverage the power of JRAC to do their job more effectively. It will also provide an update on what has been accomplished in just the first year of this important partnership.

### **Data Dashboard-Performance Measurement**

**Wednesday, November 16, 2022: 2:00pm – 3:15pm**

**Hillary L. Hartoin, Cass County Court & Pretrial Services Director**

How to develop a system to effectively communicate data using performance metrics to agency staff and stakeholders. Provide a model of meaningful performance measurement that will create an opportunity for growth across your local criminal justice system. Use performance metrics to enhance agency CQI and alignment with EBP.

### **MH Screening Tool-Skill based-EBP assessments**

**Wednesday, November 16, 2022: 2:00pm – 3:15pm**

**Maria Schultz, Grant County Court Services, CQI Supervisor**

In the criminal justice system, it is not uncommon for the clients we serve with substance use disorder to also experience problems or have concerns with their mental health. This 18 question Mental Health Screening Form will help us gather information about common symptoms associated with potential diagnosis. By utilizing this assessment, the results will help us to know how to refer for additional services that can increase the likelihood of success. This training will walk participants through the purpose and administration of the Mental Health Screen Form as well as allow for skill practice.

### **Advanced Communication Skills Part 1**

**Wednesday, November 16, 2022: 2:00pm – 3:15pm**

**Melissa Stephenson, Grant County Director of Court Services**

Communication skills have been shown to be effective at building awareness, enhancing motivation, and creating support for change. Even after being trained on communication skills, many people are left to wonder how to use them with a specific purpose when working with highly resistant populations. After an overview of the basic communication skills, this session will introduce some specific techniques that can be used with resistant populations. As these advanced communication techniques are defined, participants will be provided with an example of how to use them in a way that begins to disrupt the client's thinking and resistance towards change.

### **Culturally Responsive Services-H.E.A.T. : Habilitation Empowerment Accountability Therapy P 1**

**Wednesday, November 16, 2022: 2:00pm – 3:15pm**

**Reggie Lipscomb, Grant County Court Services, Drug Court Case Manager**

H.E.A.T is a holistic, afro-centric, strength-based, trauma-informed model that emphasizes a positive and engaging approach to treatment. This manualized intervention targets young African American males. The holistic approach of H.E.A.T. focuses on treating the complete person by addressing spiritual, mental, emotional physical, environmental,

and experiential factors that influence one's sense of self, behaviors, and choices. The curriculum seeks to validate life experiences and help the client address and resolve emotional and psychological issues that have shaped his self-image, behavior, and lifestyle choices. H.E.A.T. is spreading across the county. It is the only culturally responsive intervention of its kind in the county.

### **Evidence-Based Practices (Part II): Responding to High-Risk Targets**

**Wednesday, November 16, 2022: 3:30pm – 5:00pm**

**Melonie Lowenkamp, Core Correctional Solutions**

Each interaction staff has with a justice-involved individual should focus on addressing target behaviors identified through the assessment and behavioral analysis process. Session one will help participants identify high-risk targets for change. Session two will introduce several evidence-based practices staff can use to respond to the identified targets. During this session, participants will briefly review the stages of change model and learn several evidence-based practices they can use to address the identified targets; a motivational enhancement skill to address a person in one of the "not ready" stages and an intervention skill to address a person in one of the "ready" stages.

### **Behavioral Health Summit**

**Wednesday, November 16, 2022: 3:30pm – 5:00pm**

**Justice Christopher Goff/Mary Kay Hudson, Indiana office of Court Services**

On October 21, 2022, the State JRAC hosted a Mental Health Summit to begin the complicated process of addressing behavioral health issues in the criminal justice system. This session will focus on a recap of this summit and provide valuable information and "take backs" on what can be done to strengthen local systems of partnership to foster collaboration on the issues related to behavioral health in the justice system.

### **CQI-A Supervision Model**

**Wednesday, November 16, 2022: 3:30pm – 5:00pm**

**Becca Streit, Monroe Circuit Court Probation/Community Corrections , Community Corrections Director**

How to effectively communicate performance feedback through data in a way to help the agency grow and move into alignment with EBP. Provide a model of how to provide structured feedback of performance measures to staff. Use scenarios to create an opportunity growth.

### **Recovery Capital Scale-EBP assessments**

**Wednesday, November 16, 2022: 3:30pm – 5:00pm**

**Maria Schultz, Grant County Court Services, CQI Supervisor**

Recovery Capital refers to the volume of internal and external assets that can be brought to bear to initiate and sustain recovery from alcohol and other drugs. This assessment tool is intended to help inform staff regarding the intensity and duration of supports needed to achieve and sustain long-term recovery. After this training, participants will be able to:

- Define recovery capital
- Describe why recovery capital is important and how it plays a major role in determining client's success or failure of natural and assisted recovery
- Demonstrate the skills necessary in administering and discussing the tool with participants
- Use the Recovery Capital Scale to assist in identifying and reaching short- and long-term goals, determining the duration and intensity of care, and case planning.

### **Advanced Communication Skills Part 2**

**Wednesday, November 16, 2022: 3:30pm – 5:00pm**

**Melissa Stephenson, Grant County Director of Court Services**

Building on the concepts discussed in Part One, this session will focus on activities to practice and apply advanced communication techniques with resistant populations.

### **Culturally Responsive Services-H.E.A.T. : Habilitation Empowerment Accountability P 2**

**Wednesday, November 16, 2022: 3:30pm – 5:00pm**

### **Reggie Lipscomb, Grant County Court Services, Drug Court Case Manager**

H.E.A.T is a holistic, afro-centric, strength-based, trauma-informed model that emphasizes a positive and engaging approach to treatment. This manualized intervention targets young African American males. The holistic approach of H.E.A.T. focuses on treating the complete person by addressing spiritual, mental, emotional physical, environmental, and experiential factors that influence one's sense of self, behaviors, and choices. The curriculum seeks to validate life experiences and help the client address and resolve emotional and psychological issues that have shaped his self-image, behavior, and lifestyle choices. H.E.A.T. is spreading across the county. It is the only culturally responsive intervention of its kind in the county.

### **THURSDAY MORNING CONCURRENT BREAKOUT SESSIONS:**

#### **KEYNOTE ADDRESS: Correctional Coaching Network: The role of communities of practice**

**Thursday, November 17, 2022: 9:00am – 10:30am Brian Lovins, Justice System Partners, Inc.**

As community corrections agencies continue to invest in staff's skills in the delivery of core correctional practices, our training models must move beyond classroom training and the occasional follow-up quality assurance session. Drawing from lessons learned within corrections and beyond, we will discuss how establishing a learning environment, centered around communities of practice, can significantly improve your agency's successful outcomes.

#### **Referee to Coach**

**Thursday, November 17, 2022: 10:45am – 12:15pm**

**Brian Lovins, Justice System Partners, Inc.**

As we move towards a correction's system tasked with improving outcomes of people on supervision, we must not only retool our staff for change-oriented work, but we must also rethink the core functions of community corrections workers. Once tasked with monitoring rules, blowing whistles, and issuing penalties, today's community corrections workers are being asked to not just respond to a person's behavior, but actually influence change. This new professional identity, one of a coach, shifts the role of the community corrections officer from monitoring compliance to influencing success. This presentation will discuss the benefits of a coaching model and will help staff see the benefits of adopting a professional identify of coach.

#### **The State of Pretrial/Measuring What Matters**

**Thursday, November 17, 2022: 10:45am – 12:15pm**

**Troy Hatfield, Monroe Circuit Court Probation/Community Corrections, Assistance Chief Probation Officer**

Outcome and performance measures are symbols of high functioning organizations. Instead of simply measuring "how many," metrics allow agencies to measure efficiency and success. In June 2022, the Pretrial Release Committee of the Judicial Conference approved new outcome and performance measures for certified pretrial services agencies and those in the planning stages. This session will discuss the new measures and illustrate how they can be used to improve practice and provide information to pretrial stakeholders and the local community.

#### **Local JRAC- A New Model-Roundtable**

**Thursday, November 17, 2022: 10:45am – 12:15pm**

**William Watson, President, IACCAC, Ralph Watson, Hamilton County Community Corrections, executive director**

Local JRACs are required:

to promote the use of evidence-based and best practices in the areas of community-based sentencing alternatives and recidivism reduction review, evaluate, and make recommendations about local practices (community-based corrections and jail overcrowding) compile reports as directed by the State JRAC communicate with the State JRAC to establish and implement best practices and to ensure consistent collection and reporting of data However how this is done is not prescribe by code other than the basics of organization creation. This session will discuss some of the models being used and facilitate with counties what is being done in their locality to me the required items of local JRAC.

## **The Black Box of Supervision- Teaching Skills P 1**

**Thursday, November 17, 2022: 10:45am – 12:15pm**

**Becca Streit, Monroe Circuit Court Probation/Community Corrections, Community Corrections Director**

Explain and demonstrate what a structured and purposeful community supervision appointment looks like. Identify the different components that factor into creating an intentional appointment that will influence change in a client's thoughts and behaviors. Attendees will understand how to balance accountability, crisis-management, and skill building during a client appointment to maintain purposefulness.

## **Identifying Staff Resistance to EBP**

**Thursday, November 17, 2022: 10:45am – 12:15pm**

**Gary Dalton, Grant County Court Services, Reentry Court Case Manager**

**Melissa Stephenson, Grant County Director of Court Services**

**Maria Schultz, Grant County Court Services, CQI Supervisor**

When introducing change within an organization, many directors, and supervisors encounter resistance to change. When this resistance to change is left unaddressed, often it becomes a barrier to providing effective services to the population in which we serve and can leave staff and management feeling frustrated. This session is designed to examine how the use of specific communication skills can help elicit resistance to change that can inhibit desired outcomes. This session will include an opportunity to evaluate common types of resistance as it relates to the elements of Evidence Based Practices, an overview of communication skills and techniques, strategies of when to use them, and examples of how to use them with staff.

## **THURSDAY AFTERNOON CONCURRENT BREAKOUT SESSIONS:**

### **Transitional Healthcare**

**Thursday, November 17, 2021: 2:30pm – 4:00pm**

**Maranda Sparks, Director of Transitional Healthcare, IDOC**

Transitional Healthcare was created as part of IDOC Medical Division to assist people transitioning in and out of IDOC facilities. We work with incarcerated persons to create individualized release plans focused on physical and behavioral health issues- medical and mental healthcare and substance use disorder resources after release. New initiatives will be shared, with successes, as part of the presentation.

### **Correctional Program Checklist-A DOC Initiative**

**Thursday, November 17, 2021: 2:30pm – 4:00pm**

**Angie Estes, MS, IDOC and Eric Willoughby, MS, Research Associate- University of Cincinnati**

This session will cover the Indiana Department of Correction (IDOC) Community Corrections Division's partnership with UCCI to continue implementation of the CPC-CSA throughout Indiana. The CPC-CSA is a robust, data driven assessment tool derived from the principles of effective intervention. The process includes visiting an agency to collect information from staff and participant interviews, observation of groups, and review of materials.

UCCI will train 8 state level staff for the CPC and the CPC-CSA to conduct assessments alongside the division's certified staff. To meet the target deadlines, funding also supports UCCI staff to conduct a research validation study and sustainability plan.

### **It's Not Just for Staff--Adopting an Organizational Coaching Model**

**Thursday, November 17, 2022: 2:30pm – 4:00pm**

**Brian Lovins, Justice System Partners, Inc.**

As we move our staff towards a coaching role, we must not forget that the context in which they deliver their work must change as well. Too often, community corrections agencies focus their efforts on telling staff what to do, not creating environments in which they can do their best work. An organizational coaching model shifts how agencies operate, evolving from a top down, authoritative model to a center out, adhocracy like organization. During this presentation, we will discuss the 6 core elements of a coaching organization and help participants identify strategies within their own organization to bring their purpose, organizational infrastructure, and daily practices in align with a coaching model.

**The Black Box of Supervision- Teaching Skills P 2**

**Thursday, November 17, 2022: 2:30pm – 4:00pm**

**Becca Streit, Monroe Circuit Court Probation/Community Corrections, Community Corrections Director**

Attendees will practice creating a plan for a purposeful and structured community supervision appointment. Role playing in small groups will allow attendees to apply their plan and utilize skill building interventions to practice conducting an intentional appointment.

**Responding to Staff Resistance to EBP**

**Thursday, November 17, 2022: 2:30pm – 4:00pm**

**Gary Dalton, Grant County Court Services, Reentry Court Case Manager**

**Melissa Stephenson, Grant County Director of Court Services**

**Maria Schultz, Grant County Court Services, CQI Supervisor**

Building on the concepts discussed in the session Identifying Staff Resistance to EBP, this session will provide examples of how to use communication skills to lessen the resistance to change as well as build awareness and support for change. This session will include structured activities to practice skills to equip supervisors with techniques that if applied correctly, will assist in responded to resistance.