Presents

“Looking Toward Tomorrow, Building on Yesterday”
75th Anniversary

June 9-12, 2013
Princess Royale Hotel
Ocean City, MD

Opening Session
Plenary Speaker Sam J. Abed, Secretary
Maryland Department of Juvenile Services

General Session
Justice Reinvestment Panel Discussion
Council on State Governments
Pew Charitable Trust
State of Georgia Representative

Closing Session
Debbie Kempl, Victim Services Advisory Board of
Montgomery County, Maryland
Jessica Harris, Montgomery County, Maryland
Department of Corrections, Pre-Trial Services
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A MESSAGE FROM GOVERNOR MARTIN O’MALLEY

Dear Friends:

Welcome to the Middle Atlantic States Correctional Association’s 75th Annual Conference.

As the leading regional organization for professionals in institutional corrections, community corrections, and juvenile services, your outstanding commitment to providing the best training opportunities to members, allows us to move forward in all phases of the criminal justice system including crime and delinquency control, treatment, and parole and probation.

This year’s theme “Looking Toward Tomorrow, Building on Yesterday,” offers members the opportunity to reflect on our shared progress. Public safety is the most sacred responsibility that we have in government. With your support we are working to strengthen our re-entry programs, improve mental health and support programs, and protect our citizens.

Congratulations and best wishes for a successful conference.

Sincerely,

Governor
2013 MASCA Annual Conference

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Deborah Richardson

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<td>The External and Political Environment – Advocacy for Corrections</td>
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<td>Probation – A Critical Stakeholder in Statewide Efforts to Address Impaired Driving</td>
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<td>The ADA Act and Corrections: Legal Requirements Translated Into Practice</td>
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<td>From Corrections to the Classroom Lessons Learned: Lessons Taught</td>
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<td>The Leadership Compass</td>
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<td>Managing the Multigenerational Workforce</td>
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<td>Western Correctional Institution VetDogs Puppy Program</td>
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<td>Gender Responsivity and Workforce Development: Female Offenders Succeeding in the Workforce</td>
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<tr>
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Dr. Ellen H. Yankellow, President & CEO

The Correct Way
Welcome to Ocean City, Maryland

On behalf of the City Council and the citizens of Ocean City, Maryland, it gives me great pleasure in welcoming the Middle Atlantic States Correctional Association for your annual conference and training conference. We are deeply grateful for the service you have given this nation and we wish you a most successful and enjoyable convention in Ocean City, Maryland.

You have chosen a beautiful time to visit us at the beach and Ocean City is pleased to be your host. During your conference, we hope you will take some time to enjoy our beautiful beaches, world-famous Boardwalk, wonderful shops, great restaurants, outstanding accommodations and gracious hospitality.

We are pleased to have the Middle Atlantic States Correctional Association with us in Ocean City for your annual conference and we thank you for choosing to gather here with us.

Sincerely,

Rick Meehan
Mayor
June 10, 2013

Dear MASCA Conference Participants:

On behalf of the entire Board of Trustees of the Middle Atlantic States Correctional Association and the 2013 Conference Planning Committee, I want to welcome each of you to the MASCA Conference and Training Institute. This is the 75th Annual Conference in which MASCA has taken a key role in presenting valuable training and information for the professionals in our field.

The theme of this year’s conference is “Looking Toward Tomorrow: Building on Yesterday.” All of us are involved in keeping our communities safe. Working together by sharing offender information across agency boundaries, creating a team approach to reentry issues, and working with a victims’ support organization are all examples of this. Our collaborative efforts are often measured by how many offenders successfully complete their terms of incarceration and supervision and never return to criminal activity. Stable family and living situations, meaningful employment, and remaining substance free are also indicators that the offender has been successful. These successes contribute to enhanced public safety and a better quality of life in our communities. When we work together, the chances of success is increased. Our goal for this conference is to provide training workshops and speakers that every participant can use to improve the outcomes where you work!

Please join your colleagues and friends Tuesday for a relaxing evening of food, drink and networking at the MASCA Night Seafood Buffet. Please take some time to explore Ocean City as well. I hope you find the training useful, the food great, the networking opportunities abundant, and the atmosphere relaxed. Please enjoy every moment of MASCA’s 2013 Annual Conference and Training Institute. I hope you return home armed with knowledge that will help you be more successful in changing offender’s lives in ways that promote public safety. I thank each of you for coming. Have a great time!!

Sincerely,

Masca Conference 2013
1810J York Road, Suite 321
Timonium, MD 21093

MASCA 2013 Attendees,

Welcome to Maryland, I hope you enjoy your stay in Ocean City while you’re here for this important conference. As MASCA celebrates its 75th anniversary, the topics that will be addressed this week really are Looking Toward Tomorrow, Building on Yesterday.

Every day, we now deal with issues that didn’t even exist when I started my career in corrections 40 years ago. Officers from my department will be presenting a workshop about illegal cell phones in prison; cell phones are dangerous contraband, and a very modern problem. Two workshops address looking forward as we build on what we know through our workforce, as they examine issues unique to our current, multigenerational workforce.

Other workshops you will attend deal with concerns which, sadly, aren’t new. Job Coaching for the Incarcerated Veteran looks at the challenges faced by the veterans returning from our most recent wars. Another panel will discuss ways to reduce minority contact within the justice system.

Whichever workshops you choose to attend, I think you will find them gratifying and our hope is that you will take the ideas discussed and information gathered here back to your coworkers to enrich and energize your workplace.

Be sure, also, to take time to meet and learn from one another, and not only our capable presenters. We all have different experiences within the justice system, and the only way to build a stronger system tomorrow is to learn from each other today.

Sincerely,

Gary D. Maynard
Secretary
Dear MASCA 2013 Attendees,

It is with great pride that I welcome you to Ocean City, Maryland for the 2013 Mid-Atlantic States Correctional Association Annual Conference. Whether you work with adults or juveniles, this year’s MASCA conference has something for everyone.

One issue that has linked both the adult and juvenile correctional worlds has been the increased numbers of female offenders in the system. This year’s conference has workshops designed to educate conference attendees on the importance of creating safe and gender-responsive environments for women in correctional facilities and effective re-entry strategies for women transitioning back into the community.

As state correctional systems develop plans to implement the Prison Rape Elimination Act (PREA) standards, correctional administrators and staff have to be aware of the impact of this federal law. PREA-focused workshops at the 2013 MASCA conference will provide strategic advice to help the implementation process at any adult or juvenile facility.

With those topics and many more being discussed this week, I hope this conference will provide an opportunity for you to ask questions and gain insight from both the presenters and your colleagues. As the 2013 MASCA Annual Conference is Looking Toward Tomorrow, Building on Yesterday, we are reminded that the challenges that we face today can always be overcome by learning from each other and working together.

Sincerely,

Sam Abed
Secretary, Department of Juvenile Services
June 10, 2013

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On behalf of the entire Board of Trustees of the Middle Atlantic States Correctional Association and the 2013 Conference Planning Committee, I want to welcome each of you to the MASCA Conference and Training Institute. This is the 75th Annual Conference in which MASCA has taken a key role in presenting valuable training and information for the professionals in our field.

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Sincerely,

Anthony J. Czarnecki
President

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Dear MASCA Conference Participants:

On behalf of the entire Board of Trustees of the Middle Atlantic States Correctional Association and the 2013 Conference Planning Committee, I want to welcome each of you to Ocean City and the 75th Annual MASCA Conference and Training Institute.

We have an exciting program planned for the conference, including talented speakers, workshops on issues facing professionals in the areas of corrections, community supervision, and juvenile justice, and exhibitors with products designed to promote public safety and make our jobs easier.

The theme of this year’s conference is “Looking Toward Tomorrow, Building on Yesterday.” The theme celebrates MASCA’s 75th Anniversary. In an era of “what works” and “evidence based practices,” all correctional professionals try to use practices that have been proven over time to work, while seeking newer, better ways to keep our communities safe. Our goal for this conference is to provide something for every participant that you can use to improve the outcomes where you work!

I hope to also see all of you at MASCA Night and other social events. These promise to be fun and a way to socialize and network, (and eat!) all at the same event. Please also take some time to explore Ocean City as well.

I hope each of you will enjoy this conference. I hope you find the training useful, the food great, the networking opportunities abundant, and the atmosphere relaxed. Please enjoy every moment of MASCA’s 75th Annual Conference and Training Institute. I hope you return home armed with knowledge that will help you be more successful in changing offender’s lives in ways that promote public safety. I thank each of you for coming. Have a great time!!

Sincerely,

Henry Alexander
MASCA President
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New York
### Conference Exhibitors

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<td>ACCI Lifeskills</td>
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<td>American Jail Association (AJA)</td>
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<td>ARAMARK</td>
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<td>BI Incorporated</td>
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<td>Cellsense</td>
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<td>CFG Health Systems, LLC</td>
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<td>Community Education Centers, Inc.</td>
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<td>Contract Pharmacy Services, Inc.</td>
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<td>Correct Rx Pharmacy Services, Inc.</td>
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<td>Correctional Cable TV</td>
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<td>Dewberry Architects, Inc.</td>
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<td>Wexford Health Sources, Inc.</td>
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2013 MASCA Annual Conference

2013 MASCA Awards Program
The Middle Atlantic States Correctional Association at its 75th Annual Conference and Training Event will confer several prestigious awards. The following are the awards and names of the 2013 recipients whose biographies are presented on the subsequent pages.

**Carl Robinson Award**
This award is presented to an individual who has demonstrated extraordinary leadership and made significant contributions to the correctional field. It is named for Warden Carl Robinson of the State of Connecticut who served on the MASCA Board of Trustees and was the posthumous recipient of the E.R. Cass Award, the highest professional honor bestowed by the American Correctional Association.

This year’s recipient is:

Terry Kokolis
Superintendent
Anne Arundel County Department of Detention Facilities

**Sal Russoniello Service Award**
This award is presented to an individual who has demonstrated extraordinary devotion to advancing the educational mission of the Middle Atlantic States Correctional Association. It is named for Sal Russoniello, a parole professional, from the State of New Jersey who was the only person to serve two terms as MASCA President.

This year’s recipient is:

Deborah Richardson
Director
Baltimore County Department of Corrections

**Harold Miller Community Service Award**
This award is named in honor of Harold Miller of Pennsylvania, MASCA’s first President Emeritus, whose career included a strong personal commitment to give back to his community. The Harold Miller Community Service Award honors a criminal justice professional who exemplifies the spirit and example of Harold Miller by making a significant contribution to the betterment of the community at large.

This year’s recipient is:

J. Michael Stouffer
Deputy Secretary for Operations
Maryland Department of Public Safety and Correctional Services

**MASCA’s Founder’s Award**
This award is presented to an individual who has demonstrated exceptional efforts to promote professionalism in probation, parole, juvenile justice and/or corrections. It honors the legacy of commitment of the founding members of MASCA who organized a regional professional organization in 1938.

This year’s recipient is:

James O’Neill
Director (Retired)
Baltimore County Department of Corrections
Terry Kokolis began his career in service to his country in the United States Army during the Viet Nam Era. From there, he entered Foreign Service with the US State Department where he earned Degrees from American University.

Terry began his career with the Montgomery County Maryland Department of Correction and Rehabilitation. He held many positions within the department prior to retiring as Captain. Contributions included automating the Inmate Record System, initiating a smoke free cessation program and developing curriculum and lesson plans for the Maryland Entry Level Training Program. Through the US Department of Justice, received specialized training in Planning New Institutions, Training Correctional Managers, Practical Law for Corrections and served on the Youth Gangs Task Force under Attorney General Janet Reno. He accepted a position with the Anne Arundel County Department of Detention Facilities to manage security operations and position the department for major renovations of an existing facility and new facility design and construction.

During his tenure with Anne Arundel County, Terry completed many capital projects prioritizing modern technology, security enhancements and an improved Jail Information System. He managed the $30 million renovation and expansion of the maximum security Jennifer Road facility, while maintaining day to day operations with minimal disruption. He also assisted with new facility design and security system development for the Ordnance Road facility, a Direct Supervision model. He is committed to advancing the Anne Arundel County Department of Detention Facilities’ as former Assistant Administrator, Warden and presently as Superintendent.

In addition to facility expansion, he is a proponent of staff training, establishing Special Operations teams and advocating for enhanced communication skills enabling staff to provide inmates with the highest caliber of care, custody and supervision during their incarceration. Terry is also focused on addressing staff wellness by implementing the first Career Development plan for security staff. He also works diligently to support programs designed to provide detailed strategies and solutions to both improve staff well-being and organizational culture. These programs assist staff to recognize the nature, signs, impacts and causes of “Correctional Fatigue” as well as develop personal strategies for self-care and professional fulfillment.

Terry has spent a tremendous amount of energy ensuring that inmate’s receive essential mental health services while in custody along with continuity of community services upon release. Partnerships have been developed with external partners to ensure best outcomes are considered as a first option including voluntary testing new inmates for HIV, facilitating placement of homeless inmates upon release and working with the VA to obtain services for eligible Veterans. His commitment does not end there; he renewed an Expedited Plea Program for those charged with misdemeanors and started a Re-Entry Program to break the cycle of recidivism. Monthly Re-Entry Workshops are held at the Ordnance Road Correctional Center, bringing together numerous service providers as a “One-Stop”. Inmates utilize these workshops to receive as much support as possible to prepare for successful re-entry into the community. He supported a welding program for sentenced inmates in cooperation with the County Workforce Development Corporation having a goal to provide marketable skills that upon release could be used to make a positive contribution and reduce recidivism.
Deborah J. Richardson currently holds the position of director of the Baltimore County Department of Corrections after serving ten years as the deputy director. She earned a master’s degree in management from Johns Hopkins University and holds a bachelor’s degree in psychology from the University of Maryland Baltimore County.

Prior to working for Baltimore County, Deborah held numerous positions with the Maryland Division of Correction. In 23 years with the Maryland DOC, she quickly rose through the ranks from correctional officer to supervisor, manager, and acting assistant warden. During her tenure with the Maryland DOC, Mrs. Richardson promoted correctional excellence through mentoring staff, leading by example, and developing and teaching a “teamwork” curriculum modeled after NIC’s “Team Building Course.”

As an employee of Baltimore County, Mrs. Richardson continues her commitment to promoting excellence in the field of Corrections. In addition to mentoring staff at the detention center, she facilitates team building activities, teach others to facilitate similar sessions and ensure that staff has access to local and national training to improve their skill level and enhance their career.

During her ten-year tenure as deputy director, Mrs. Richardson led the team responsible for coordinating the consolidation and expansion of the County’s correctional facilities. She has been integral in the process of developing policies and procedures to effectively administer this $77 million state-of-the-art direct supervision facility.

She was appointed by the Governor to serve as regional representative on the Maryland Police and Correctional Training Commissions, which affords Mrs. Richardson the opportunity to effectively contribute to correctional excellence on a broader scope in shaping policies and laws that affect all correctional facilities in the state of Maryland.

As director, of the Baltimore County Department of Corrections, she is charged with overseeing the daily operations of a mega jail with an average daily population of 1200, 465 staff, and a $35 million operating budget.

Director Richardson has ensured that integrity and professionalism is an integral part of the culture at the Baltimore County Department of Corrections. Mrs. Richardson is committed to using technology, communication and training to improve the operations, maximize correctional excellence and empower staff. She encourages staff to use critical thinking and innovative ideas when performing their duties.

In addition to promoting correctional excellence, she encourages staff to give back to the community and continues to lead by example. In her spare time, she has tutored underprivileged youth, volunteered at school libraries, directed her church’s youth ministry, and has run the silent auction for Baltimore County’s Ball for the Homeless. In 2004, Deborah was nominated for Baltimore County Women of the Year for her work at the detention center and in the community. Her former director writes, “She mentors numerous women in the department as well as serving as an example for female inmates.”
Currently, J. Michael Stouffer serves as the Deputy Secretary of Operations for the Maryland Department of Public Safety and Correctional Services.

Prior to his appointment as Deputy Secretary, Mr. Stouffer held various leadership positions within the Department, including:

- Commissioner of Correction
- Acting Deputy Commissioner for the Division, (two different occasions)
- Assistant Commissioner for the Western and Baltimore Regions, and
- Warden of the Maryland Correctional Training Center.

Mr. Stouffer began his career in Corrections in May of 1980 and has steadily progressed up the chain of command. Mr. Stouffer also served as a Deputy Sheriff for the Washington County Sheriff’s Department for three years.

J. Michael Stouffer has a Bachelor of Science Degree in Criminal Justice from the University of Baltimore and an Associates Degree from the Hagerstown Junior College in the Administration of Justice. Mr. Stouffer has completed many training classes at the National Institute of Corrections, the American Correctional Association, the Maryland Correctional Training Commission, the Sam Houston University, the Federal Bureau of Investigation, and the Federal Drug Enforcement Administration. Mr. Stouffer is certified by the Maryland Correctional Training Commission to instruct in many areas, such as Correctional Officer Survival, Use of Force, Emergency Plans, and Institutional Searches. He has received several awards, commendations, and recognitions for contributions to corrections and Exceptional Employee Team Award from then Governor, Parris Glendening in 1998.

Mike is very active with the church youth group. In addition to serving as a Sunday school teacher, each year, he and the youth group travel to another state to participate in a week long mission trip coordinated by a faith based organization, GROUP Mission Trips. The purpose of the mission trip is to repair or paint the homes of the elderly and those that are in need. Each mission trip brings together several hundred kids from many different states and teaches them how to work together toward a common goal that benefits a community. Mike mentors the youth to be helpful to those in need and to become compassionate members of their community.

Mike is married to the lovely Jodie Stouffer. They have three daughters and three grandsons.
James O’Neill
Director (Retired)
Baltimore County Department of Corrections

After 38 years of working in Corrections, James P. O’Neill retired on February 28, 2013. He began his career in Prince George’s County as a Deputy Sheriff and held progressively more responsible jobs including Court Counselor, Correctional Treatment Coordinator, Executive Aid to the Director, and Administrator for Program Services, Security Operations and Administrative Services.

In 1987 he became the Assistant Superintendent of Security at the Anne Arundel County Department of Detention Facilities before moving to Administrator in 1997, a job he held for three years before bringing his skills and knowledge to Baltimore County in 2000. In Prince Georges, Anne Arundel and Baltimore County he was involved in the planning, design and monitoring of jail expansions. In 2005, Baltimore County opened a $72 million direct supervision jail project under his guidance.

Jim O’Neill believes in direct supervision, proactive versus reactive problem solving, inmate programs, and a trained and professional staff. His philosophy is to encourage the utilization of alternatives to incarceration and community programs, saving jail beds for those who are public safety threats or unable to be supervised in the community. He is committed to ensuring inmates under his care and custody had access to substance abuse services and education, as they are key to reducing recidivism.

He is a long standing outspoken member of Maryland Correctional Administrator Association, past President and winner of the DeWitt Award for his outstanding commitment to the corrections profession. He is a forward thinker and committed to promoting professional excellence in the field corrections. In his final Baltimore County blog Jim stated “The past 12 years have been the most rewarding of my 38 years as a corrections professional due to the efforts of our staff, the administrative and council support, and that of our citizens. We are well positioned to continue evolving…”

Jim’s contributions and efforts not only put Baltimore County Corrections in a position to evolve, but his commitment has contributed to the state and national evolution of corrections. His contributions include the building of several local jails and the growth of the local correctional organizations. He is recognized for his philosophy in fostering diversity, promoting women and minorities and enhancing professionalism in the field of corrections.

During his career, Jim has presented at local correctional seminars, instructed at the National Institute of Corrections and spoke at numerous correctional professional conferences.

Jim is a corrections professional deserving of this award.
Dennis R. Martin Memorial Scholarships

Each year MASCA awards academic scholarships to individuals pursuing a degree beyond secondary education in the criminal justice field. MASCA presents annual scholarships in memory of those members who dedicated their lives to the improvement of the justice system and consistently advocated the need for the exchange of ideas for growth and change among member's states. The scholarships are named in honor and memory of Mr. Dennis R. Martin. Dennis was a long standing MASCA Board member dedicated to the MASCA mission, especially to continuing the tradition of awarding scholarships to assist those advancing in their corrections careers. He held many MASCA offices, including President of the MASCA Board of Trustees, MASCA Scholarship Committee Chair, and was serving as MASCA Board Vice-president at the time of his death in 2010. The 2013 Dennis R. Martin Memorial Scholarship recipients are:

Jared Shandrowsky, Captain
Anne Arundel County Department of Detention Facilities
Fort Hays State University
Pursuing a Masters degree in Criminal Justice

Kenya Savoy, Office Coordinator
Baltimore County Department of Corrections
Community College of Baltimore County – Essex
Pursuing a Bachelors degree in Criminal Justice

Wexford Health Sources, Inc. is proud to be a sponsor of the MASCA 2013 Annual Conference and Training Event

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Foster Plaza Four
Pittsburgh, PA 15220
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www.wexfordhealth.com
Plenary Speakers Biographies

**Sam Abed, Maryland Department of Juvenile Services, Baltimore, MD**

Sam Abed, Esquire, was appointed Secretary of Maryland’s Department of Juvenile Services (DJS) in 2001. He comes to Maryland with exceptional knowledge and experience in managing a juvenile justice agency. Mr. Abed served as Deputy Director of Operations at the Virginia Department of Juvenile Justice, with direct supervision over the juvenile justice operations, including the supervision of 6 juvenile correctional facilities and 32 court service units statewide. As Chair of the juvenile focus area committee and member of the interagency leadership team, he oversaw the development of the agency’s re-entry strategic plan. As Chief Deputy Director he supervised an agency budget of over $200 million and the development of a faith based mentoring program for incarcerated youth.

Prior to his time as the Deputy Director of Operations, Mr. Abed served as Assistant Commonwealth Attorney for the Office of the Sussex County Commonwealth's Attorney as well as the Office of the City of Norfolk Commonwealth's Attorney. He also served as Commissioner for the Virginia Commission for National and Community Service. Mr. Abed received a Bachelors of Science in Psychology from the Virginia Polytechnic Institute and State University and completed an internship at the American University in Cairo, Arabic Language Institute. He received his Juris Doctor from the University of Richmond School of Law. He is a resident of Baltimore City.

**Laurel Albin, Manager, Juvenile State Policy, Pew Charitable Trusts**

Laurel A. Albin is Manager, State Policy, Public Safety Performance Project, The Pew Charitable Trusts. Prior to joining The Pew Charitable Trusts, she was the founding Director of the Fiscal Policy Center of the National Juvenile Justice Network. Prior to joining the National Juvenile Justice Network, Ms. Albin was the Director of the Legislative Division of a Maryland state agency. Upon graduation from the University of Baltimore, School of Law, she clerked for the Honorable John C. Eldridge, Court of Appeals of Maryland, and the Honorable Susan Gauvey, Federal District Court for the District of Maryland. Following her clerkships, she concentrated primarily in complex civil litigation, business organization, commercial transactions, real estate, and appellate practice. Ms. Albin joined the OPD as an assistant public defender in the appellate division. In October 2005, she joined the Legislative Division of the OPD and in September 2006 was named Director of that division. Ms. Albin is also an adjunct professor at the University of Baltimore, School of Law. Ms. Albin received the Writing Professor of the Year Award, University of Baltimore, 2006.

JD, University of Baltimore School of Law, summa cum laude, 1997; Editor-in-Chief, University of Baltimore Law Review, 1996-1997; Captain, National Moot Court Team, University of Baltimore, 1996; Law Faculty Award, University of Baltimore, 1997; Writing Professor of the Year Award, University of Baltimore, 2006.

**Elizabeth K. Lyon, Program Director, State Initiatives, Council of State Governments Justice Center**

Elizabeth Lyon oversees the Justice Reinvestment Initiative, which develops data-driven policy options that reduce spending on corrections to reinvest in strategies to improve public safety. Previously, Elizabeth was the director of governmental relations for the State Bar of Michigan, where she served as the primary advocate for the Bar and liaison with the state legislature and other government agencies. In this capacity, Elizabeth led many large-scale public policy projects that required building strategic partnerships between the legal community, elected officials, and community stakeholders. She holds a B.A. from the James Madison College at Michigan State University.

**Jessica Harris** graduated from the University of Maryland, College Park with a Bachelor’s degree in Criminal Justice and Criminology and from the University of Maryland, Baltimore School of Social Work with a Masters in Social Work. Jessica has presented on this topic in a Victimology class at the University of Maryland, College Park and the Restorative Justice Conference hosted by the Circle of Restorative Initiatives for Maryland. She is currently working for the Montgomery County, Maryland Department of Corrections, Pre-Trial Services.

Contact information: (301) 922-2096, dancergurl8@comcast.net
Debbie Kempl

Debbie Kempl is a survivor of homicide and domestic violence and has lobbied for victims’ rights and justice in the State of Maryland and nationwide. She has shared her experiences with inmates and professionals while speaking in correctional facilities and has been a featured presenter at the Restorative Justice Conference hosted by the Circle of Restorative Initiatives for Maryland. Debbie has participated in a documentary on domestic abuse in Frederick County, MD, was appointed to the Victim Services Advisory Board of Montgomery County, Maryland and serves on the Board of Directors of Remembering the True Victims, a non-profit focusing on the true victims of crime.

Contact information: (443) 398-0347, djkempl@comcast.net

Commissioner Avery Niles, Georgia Department of Juvenile Justice

After his appointment by the Governor in November 2012, Department of Juvenile Justice Commissioner Avery Niles was sworn into office by Governor Nathan Deal, followed by a unanimous vote of the DJJ Board. Commissioner Niles leads a workforce of more than 4,000 state juvenile corrections employees working in 28 facilities and 92 court services offices, engaged with the restorative justice of more than 22-thousand incarcerated Georgia youth.

With more than 28 years of distinguished law enforcement and criminal justice experience, Commissioner Niles built his corrections career as Warden of Hall County Correctional Institute. In addition, Niles spent more than twenty years in the Hall County Sheriff’s Office rising through the ranks from Patrolman, Sergeant in the Juvenile Investigations Team, and Lieutenant (Assistant Commander) in the Patrol Division before reaching to the level of Commander as part of the Hall County Detention Center.

In 2011, Commissioner Niles was appointed to the Department of Juvenile Justice Board and in 2012, was elected Chairman of the DJJ Board. The Governor has since appointed Commissioner Niles to the Accountability Courts Funding Committee and Georgia’s Juvenile Justice Incentive Grant Program Funding Committee. Commissioner Niles is 2nd Vice President of the Georgia Prison & Warden’s Association and active in the National Sheriff’s Association, the Peace Officers Association of Georgia, the Georgia Association of Chiefs of Police, the Georgia Sheriff’s Association, and the F.C.A. of Gainsville-Hall County.

A graduate of the Georgia Law Enforcement Command College (Class 52) of Columbus State University, Commissioner Niles is a strong proponent of continuing law enforcement education. He is a graduate of the Georgia Police Academy, FBI National Academy, National Association of Child Abuse Investigation, Internal Affairs Investigator Association, Georgia Police Chief Executive Training, Georgia State Board of Funeral Services, and Leadership Hall County. Commissioner Niles is also currently pursuing a Bachelor's Degree in Criminal Justice while attending the Georgia Law Enforcement Command College in Columbus.

Commissioner Niles resides in Gainesville with his wife Charlene and his daughter Brittani. He is a Deacon at the Antioch Baptist Church and is active with local groups including the Hall County Civic Association, Gainesville College Foundation Board, the Gainesville Boys & Girls Clubs, United Way of Hall County, Kiwanis Club of Gainesville, and the Gainesville-Hall County Roundtable Association.

Marc Pelka, Program Director, State Initiatives, Council of State Governments Justice Center

Marc Pelka provides assistance to state policymakers in implementing justice reinvestment strategies. Before joining CSG, Marc served as a press aide in the Connecticut House of Representatives and subsequently as a policy aide to the Speaker of the House. His duties for the Speaker consisted of legislative research, planning, and coordination, with a concentration on policy before the Judiciary Committee. Marc received his B.A. with honors from New York University and his M.P.P. in criminal justice policy from the John F. Kennedy School of Government at Harvard University.
Activity Schedule

**Sunday, June 9, 2013**

REGISTRATION/CUSTOMER SERVICE DESK: Noon to 5:00 pm – Main Lobby (Lower Level)
Tour sign up, MASCA Shirt Sales, Registration Concerns, MASCA Night Tickets (Seafood Buffet - $45.00)

PRESIDENT’S RECEPTION: 6:00 pm to 9:00 pm – Caribbean Hall

**Monday, June 10, 2013**

REGISTRATION/CUSTOMER SERVICE DESK: 7:30 am to Noon & 1:30 pm to 5:30 pm - Main Lobby (Lower Level)

PLENARY SESSION/WORKSHOPS: 8:30 am to 5:00 pm – Palmetto & Caribe Ballrooms

SILENT AUCTION: 10:00 am to 11:30 am & 2:00 pm to 5:30 pm – Caribbean Hall
Proceeds will benefit the Boys and Girls Club of Metropolitan Baltimore

75th ANNIVERSARY LUNCHEON: Noon to 1:30 pm – Atrium Banquet Area

MASCA MEMBERSHIP MEETING: 5:15 pm to 6:15 pm – Barbados

APFO MEETING: 5:30 pm – 6:30 pm - Aruba

**Tuesday, June 11, 2013**

REGISTRATION/CUSTOMER SERVICE DESK: 7:30 am to Noon & 1:30 pm to 3:30 pm - Main Lobby (Lower Level)

PLENARY SESSION/WORKSHOPS: 8:15 am to 5:00 pm – Palmetto & Caribe Ballrooms

SILENT AUCTION: 9:45 am to noon & 1:30 pm – 3:10 pm – Caribbean Hall
The Silent Auction closes at 3:10 pm. Winners will be announced in the Vendor Area at 3:30 pm

AWARDS LUNCHEON: Noon to 1:30 pm – Atrium Banquet Area

MASCA NIGHT: 6:00 pm to 9:00 pm – Seafood Buffet (Phillips Restaurant)
Tickets are on sale at the Customer Service Desk
Tickets - $45.00 each

**Wednesday, June 12, 2013**

INDUCTION OF NEW OFFICERS 9:30 am to 9:45 am - Palmetto Ballroom

PLENARY SESSION: 9:45 am to 10:45 am – Palmetto Ballroom

TOUR OF ECI: 11:00 am to 2:30 pm – Meet at the Palmetto Ballroom
(Sign up at the Customer Service Desk by 4:00 on Monday, 6/10/13)
2013 MASCA Annual Conference

Program Schedule

Monday, June 10, 2013

7:00 AM  Breakfast  Atrium Banquet Area

8:30 AM  Opening Session  Palmetto Ballroom

Conference Emcee  Mark Vernarelli
Director of Public Information
Maryland Department of Public Safety & Correctional Services

Posting of the Colors  Maryland Department of Public Safety and Correctional Services
Eastern Correctional Institution – Honor Guard
Westover, MD

National Anthem  William “Jeff” Anderson
MASCA Board Member
East Jersey State Prison

Welcome  Henry Alexander
MASCA President
Linda Portowski
Office of U. S. Senator Barbara A. Mikulski
Salisbury, MD 21801

Gary Maynard
Secretary
Maryland Department of Public Safety and Correctional Services

Invocation  William “Jeff” Anderson
MASCA Board Member
East Jersey State Prison

9:00 AM  Plenary Speaker  Sam Abed
Secretary
Maryland Department of Juvenile Services

9:45 AM  Coffee in the Exhibit Area

10:30 AM  Workshops

MASCA ANNUAL MEMBERSHIP MEETING  ASSOCIATION OF PROGRAMS FOR FEMALE OFFENDERS MEETING

5:15 pm to 6:15 pm  5:30 pm to 6:30 pm

Barbados  Aruba

All Members are Welcome to Attend  All Conference Participants are Welcome to Attend
COMMUNITY EDUCATION
CENTERS

Breaking The Cycle of Recidivism

Community Education Centers, Inc. (CEC) is a leading provider of offender reentry and in-prison treatment services in America for offenders in 18 states and the Commonwealth of Bermuda. CEC provides a full range of therapeutic residential and non-residential reentry services with a documented record of reducing recidivism. CEC services include:

- Residential Reentry Centers
- Residential Assessment Centers
- In-Prison Treatment Programs
- Therapeutic Community Programs
- Parole Violator Centers
- Work Release Programs
- Day Reporting Centers
- Global Positioning Systems
- Drug Court Programs
- Gender-Specific Programs
- Specialized County Programs
- Mental Health Programs
- Outpatient Treatment
- Drug Testing Services
- Jail/Detention Management
- Immigration Services

CEC stands proudly as the only company in the industry with the operational and clinical expertise to provide a true continuum of services from the custody of offenders through assessment and reentry preparation. Our goal is for each offender to make a successful transition back into their community. Each CEC program is designed to meet the needs of the referring agency, as well as the needs of the individuals referred. CEC contracts with federal, state, county, and local government agencies.

www.cecintl.com
Monday Workshops

Monday, June 10, 2013 – 10:30 A.M. – 12:00 P.M. Workshops

1-A: “ACA, AJA, and APPA Leaders Panel”

This interactive panel will feature leaders from the ACA, AJA, and APPA speaking on issues of national importance in the field of corrections, community supervision, and related areas. Attendees will hear the organizations' responses to these issues and have the opportunity to ask questions or raise other issues of importance in their local areas to see if these issues have been addressed elsewhere in the country.

Panelists: Robert Kasabian, Executive Director of AJA, Gary Maynard, Secretary, Maryland Department of Public Safety and Correctional Services and Past President of ACA, and Scott Taylor, President APPA

Room: Aruba

1-B: “Cognitive-Behavioral Programming Effectiveness with Offender Reentry”

This workshop will provide participants with an overview of cognitive-behavioral approaches and their use with offender populations. This session will explore the dynamics and basic personality traits of offenders who are anti-social or who have other personality disorders. In addition, an overview of Moral Reconation Therapy’s use with “treatment resistant” clients will also be presented with emphasis on its use as a reentry tool.

Presenter: Dr. Kenneth Robinson, President of Correctional Counseling, Inc. and Executive Editor of Cognitive-Behavioral Treatment Review, Germantown, TN

Room: Barbados

1-C: “Beyond Behavior Management: Creating Safe and Successful Female Facilities using a Gender Responsive and Trauma-informed Behavior Motivation Paradigm”

This workshop introduces a gender responsive and trauma-informed Behavior Motivation Paradigm as a framework for analyzing and enhancing your facility’s culture and approach to behavior discipline and sanctions. It will offer critical information on how to create a safe and more productive environment by enhancing operational practices and introducing essential behavior motivation and response approaches. It will also review the positive outcomes that are experienced by female inmates and staff when these new approaches are implemented. Participants will be given a framework to enhance their own operational practices and approaches to discipline and sanctions and two case studies of facilities that have begun this important work.

Presenter: Alyssa Benedict, MPH, Executive Director, CORE Associates, LLC, Ellington, CT

Room: Cayman

1-D: Leadership Workshop: “I’m in Charge, Now What?”

Research shows that trust, compassion, support and guidance are the four basic core elements sought in leadership. Staff and team success has shown to be higher when exposed to these qualities. Unfortunately; however, and in many cases, people are promoted to leadership positions based on proven technical skills but with little formal preparation for effectively engaging and motivating staff or how their leadership traits impact productivity. This workshop will help prepare individuals through examining their personal leadership styles, teaching principles of effective leadership, and providing insights into staff motivation.

Presenter: William T. Ashe, MPA, Branch Chief, Community Supervision Services, Court Services and Offender Supervision Agency (CSOSA), Washington, DC

Room: Dominica
Monday, June 10, 2013 – 10:30 A.M. – 12:00 P.M. Workshops

1-E: “Prison Rape Elimination Act (PREA) Overview”

Workshop sponsored by the National PREA Resource Center with the Moss Group

This presentation will cover the history of PREA along with an overview of the final PREA Standards followed by a Q/A session. This session will provide the participants an insight into the rationale for the PREA law and statistical evidence presented to the PREA Commission justifying the standards. The presentation will include the current efforts being made by the PREA Resource Center to provide technical assistance to the field and the various types of assistance that are available.

**Presenters:** Cherie Townsend, Independent Consultant and Executive Coach and Theresa C. Lantz, Criminal Justice Consultant

**Room:** Eleuthera

1-F: “Helping Things Go Right in the Arbinger Way”

Have you ever felt that your most skillful approaches to your work aren’t enough to get your job done? Have you ever thought there is something deeper than outward behavior that influences your ability to achieve your results?

Arbinger calls this deeper thing a *Way of Being*. This body of content suggests that almost any behavior can be done in one of two ways: The responsive way – seeing people as people, and the resistant way - seeing people as objects. This content suggests that success & safety in community corrections depends more on an officer’s way of being as opposed to just skills and abilities. Even the most outwardly correct behavior is undercut and minimized by a resistant way of being.

This engaging workshop will provide a practical model for community correction professionals to become more proficient and responsive change agents.

**Presenter:** Trevor Lloyd, President of American Community Corrections Institute (ACCI/ Lifeskills), Richfield, UT

**Room:** Palmetto 1

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**MASCA’s ANNUAL SILENT AUCTION**

All proceeds from this year’s Silent Auction proceeds benefit the Boys and Girls Club of Metropolitan Baltimore.
2-A: “The External and Political Environment - Advocacy for Corrections”

Professionals in the field of Corrections often lament the absence of well defined public support. Probation and Parole, Jail, Prison, Juvenile Delinquency and Community Based Reentry/Work Release staff are quick to complain about a lack of serious public understanding and wish for a level approaching Police, Law Enforcement in general and Fire/Rescue. The complaining is well orchestrated but a substantive response and action plan is not present. It is no longer acceptable for a professional field like Corrections that has made enormous professional strides over the last decade to accept a level of public support and understanding that has little definition and even smaller political responsiveness from throughout all levels of government and legislative bodies all across the country. Advocacy must become part of the training calculus that parallels topics such as PREA, Constitutional Standards, Safety and Security and other core elements in our respective areas of practice. Advocacy and developing a political presence where issues can be engaged and support generated is not a magic development nor an area left to some undefined "others" but rather it must rest with the profession as a whole. Our safety and security depends upon developing a new focus and stature and understanding of our field by those who drive public policy and resource allocation. This session will focus on the development of advocacy elements that flow from our field and need serious attention and development.

Presenters: Arthur Wallenstein, Director, Montgomery County Department of Correction and Rehabilitation, Rockville, MD

Room: Aruba

2-B: “Prison Rape Elimination Act (PREA) Implementation Strategies - Juvenile Session” (Part I)

Workshop sponsored by the National PREA Resource Center with the Moss Group

This presentation will cover strategies in building a sound PREA Policy for your jurisdiction/agency. Additionally this session will provide the participants with an orientation to a tool kit that can be used to move the agency toward compliance with the new PREA standards. The participants will receive an outline of the steps needed to draft and implement policy with their facility.

Presenters: Cherie Townsend, Independent Consultant and Executive Coach

Room: Barbados

2-C: “The Americans with Disabilities Act and Corrections: Legal Requirements Translated Into Practice”

This presentation will discuss ADA requirements in corrections and new regulations effective March 15, 2011. The presentation will demonstrate how corrections can comply with the ADA in four areas: (1) physical accessibility; (2) program access; (3) effective communication; and (4) medically related disability issues. Participants will gain sensitivity to ADA issues in the corrections area. Participants will learn practical solutions to ADA issues which they can apply, as well as technical assistance resources to consult and contact. The presentation is pertinent to the community and institutional settings.

Presenters: Toni Pochucha, Senior Investigator, Civil Rights Division, U.S. Department of Justice, Washington, DC

Room: Cayman
2-D: “The Leadership Compass” (Part I)

This workshop enables participants to understand and articulate at a higher level how they approach work and how it can differ from how others approach work. Participants will identify skills and strengths they would like to enhance. This workshop is also a tool to bolster team accountability by pushing people to consider the way in which their styles play out on a team and how each person might become better at changing work styles to balance a team or fit a given work situation.

**Presenter:** Jennifer Lopez, Deputy Chief, Chester County Pennsylvania Adult Probation and Parole, Chester County, PA

**Room:** Dominica

2-E: “The Three Cs of Adopting Evidence-Based Practice: Utilizing Consideration, Communication, and Cooperation”

**Workshop sponsored by National Council on Crime and Delinquency**

The State of California is reforming its adult corrections systems at both the state and local levels. Currently, due to AB109, realignment of California’s prisons is in full force due to overcrowding and out-of-state commitments. SB678, which preceded AB109 by 11 months, was also passed to reduce the number of prison commitments due to probation violations. Both laws require the use of evidence-based practice to reduce recidivism. The Santa Cruz County Probation Department, Adult Division, will be used as a case study to illustrate line staff attitudes regarding the changes and how the facilitation of these changes affects daily practices. In this workshop, the presenters will present findings from the case study measuring how evidence-based practice affects the daily practices of their line staff and 2) make recommendations on using the Three Cs—consideration, communication, and cooperation—to facilitate successful change.

**Presenters:** Akiba Bradford, Research Associate, National Council on Crime and Delinquency, Yolanda James-Sevilla, Deputy Probation Officer, Santa Cruz County Adult Probation Department, and Jessica Roa, Senior Research Associate, National Council on Crime and Delinquency, Oakland, CA

**Room:** Eleuthera

2-F: “Trauma Recovery with Offender Populations”

**Workshop sponsored by the National Institute of Corrections**

The majority of offenders in prison, have a history of trauma—experiencing, witnessing, or being threatened with injury, serious harm, or death—stemming from violence, physical or sexual abuse, emotional or mental abuse, or disasters. In addition there is an incarcerated veteran population that has experienced war trauma often in addition to the above mentioned. This workshop discusses this mental health problem among prisoners and those re-entering the community. This workshop will explore five core systems that result in trauma and explain why untreated trauma poses a barrier in the lives all offenders to include veterans, male, female, juveniles, and adults. The presenter will discuss treatment options that are evidence-based, culturally appropriate and gender sensitive / specific.

**Presenter:** Jeanna Gomez, LCSW, LADAC, CPC, Gomez Counseling and Consulting Services, Houston, TX.

**Room:** Palmetto 1
Monday, June 10, 2013 – 3:30 P.M. – 5:00 P.M. Workshops

3-A: “Probation – A Critical Stakeholder in Statewide Efforts to Address Impaired Driving”

This session will provide an overview of the National Highway Traffic Safety Administration’s (NHTSA) guides for statewide and local task forces and will highlight the importance of probation departments being involved and active participants. Additionally, this workshop will provide participants with an understanding of the benefits and struggles of creating a taskforce (or work group) with all stakeholders affected by impaired driving. It will focus on strategies to work toward agreement and recommendations in critical policy areas.

**Presenter:** Paul Hofmann, NHTSA Probation Fellow, American Probation and Parole Association, Denver, CO

**Room:** Aruba

3-B: “Prison Rape Elimination Act (PREA) Implementation Strategies - Juvenile Session” (Part II)

**Workshop sponsored by the National PREA Resource Center with the Moss Group**

This presentation will cover strategies in building a sound PREA Policy for your jurisdiction/agency. Additionally this session will provide the participants with an orientation to a tool kit that can be used to move the agency toward compliance with the new PREA standards. The participants will receive an outline of the steps needed to draft and implement policy with their facility.

**Presenter:** Cherie Townsend, Independent Consultant and Executive Coach

**Room:** Barbados

3-C: “Deadly Encounters: The Murder of Correctional Officer Jeffrey A. Wroten”

This workshop is a case study of Officer Jeffery Wroten who succumbed to a gunshot wound sustained while guarding an inmate at Washington County Hospital in Hagerstown, MD in 2006. The inmate, who was receiving treatment in the hospital, was able to gain control of Officer Wroten’s service weapon and shot him once in the face. The presenter will identify what went wrong and how staff can be proactive and prevent serious injury and/or death.

**Presenter:** Mark W. Radcliff, Special Projects Coordinator, Maryland Police and Correctional Training Commissions, Sykesville, MD

**Room:** Cayman

3-D: “The Leadership Compass” (Part II)

This workshop enables participants to understand and articulate at a higher level how they approach work and how it can differ from how others approach work. Participants will identify skills and strengths they would like to enhance. This workshop is also a tool to bolster team accountability by pushing people to consider the way in which their styles play out on a team and how each person might become better at changing work styles to balance a team or fit a given work situation.

**Presenter:** Jennifer Lopez, Deputy Chief, Chester County Pennsylvania Adult Probation and Parole, Chester County, PA

**Room:** Dominica
Monday, June 10, 2013 – 3:30 P.M. – 5:00 P.M. Workshops

3-E: “Balancing What Works with Practice Realities”

This panel will highlight the practical application of what works through the lens of Maryland’s local Disproportionate Minority Contact (DMC) Coordinators. This workshop will highlight basic principles of system reform and its impact on reducing DMC. The panel will demonstrate the importance of using relevant DMC data to assess the extent to which DMC exist and how that translates to effective strategies. Also, the panel will discuss effective ways to engage key decision makers in a collaborative effort to reduce DMC. Lastly, the panel will present on what practical applications are being implemented in their individual jurisdictions and the impact of those efforts.

Panelists: Leanette Jessie, DMC Coordinator, Family League of Baltimore City, Mark Thompson, DMC Coordinator, Wicomico Board of Education, J. D. Walker, Charles County, Gregory Torain, DMC Coordinator, Anne Arundel County Partnership for Children, Youth, and Families, and Elijah Wheeler, DMC Coordinator, Montgomery County Collaboration Council

Room: Eleuthera

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Alternative Directions, Inc. (ADI) is a statewide 501 (c) 3 organization that is dedicated to reuniting families, helping offenders behind the fence and returning citizens, become contributing members of our community through mentoring children, civil legal assistance, advocacy, and transitional services. We provide assistance through our services; Turn About Program, Hand In Hand, CHIP Mentoring, ACT, and the Civil Legal Department. To learn more about ADI, please call 410-889-5072 or visit our website www.alternativedirectionsinc.org
Get ahead in your fight against inmate contraband

> Detects on/off phones
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(630) 541-6509 / www.cellsensegroup.com
**Program Schedule**

**Tuesday, June 11, 2013**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 AM</td>
<td>Breakfast</td>
<td>Atrium Banquet Area</td>
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<tr>
<td>8:15 AM</td>
<td>Plenary Session</td>
<td>Palmetto Ballroom</td>
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<td>“Justice Reinvestment: Data-driven Strategies for Improving Public Safety”</td>
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<td>Laurel Albin, Manager, Juvenile State Policy, Pew Charitable Trusts</td>
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<td>Elizabeth K. Lyon, Program Director, State Initiatives, Council of State Governments Justice Center</td>
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<td>Avery Niles, Commissioner, Georgia Department of Juvenile Justice</td>
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<td>Marc Pelka, Program Director, State Initiatives, Council of State Governments Justice Center</td>
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<td>Through the Justice Reinvestment process, The Pew Charitable Trusts and the Council for State Governments Justice Center assist states in determining the most effective strategies for improving public safety, holding offenders accountable, and controlling corrections costs. Teams collect and analyze state data to identify the drivers of correction costs and growth, and work with state officials to translate findings into data-driven and consensus-based options for reforms in increase public safety and reduce corrections costs. Once policies are enacted, teams continue to assist states as they translate the new policies into practice and seek to ensure that relevant programs and invested resources achieve the desired outcomes.</td>
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<td>There are a number of evidence-based policies that make Justice Reinvestment successful. Pew and CSG staff, as well as state corrections officials, will speak about the most effective approaches that states have adopted, including strengthening community supervision and providing swift, certain and proportionate responses to probation and parole violations. Best practices for the juvenile correction system that will be discussed include use of structured decision making tools (detention assessment instruments, risk assessments, needs assessments, etc.), investing in local placement options to increase dispositional options, use of evidence based programming, among other topics.</td>
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<tr>
<td>10:00 AM</td>
<td>Coffee Break in Exhibit Area</td>
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<td>10:30 AM</td>
<td>Workshops</td>
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**MASCA NIGHT**

Seafood Buffet (Tickets - $45.00 each)

6:00 pm to 9:00 pm

Tickets are on sale at the Customer Service Desk
Tuesday Workshops

Tuesday, June 11, 2013 – 10:30 A.M. – 12:00 P.M. Workshops

4-A: “Conducting Cell Phone Investigations in Corrections”

The use of illegal cell phones within jails and prisons is a growing concern among correctional administrators across the country. These phones are being used by inmates to continue their criminal behavior from behind secure walls. This workshop will focus on the recovery of contraband cell phones within correctional facilities and the problems caused by the introduction of such contraband. A description of the types of crimes facilitated by the use of contraband cell phones, the link to corrupt correctional officers and other employees as well as their connection to security threat groups within the institution will be discussed.

**Presenters:** Detective Sergeant William Sage, Maryland Department of Public Safety and Correctional Services Internal Investigative Unit and Detective Sergeant Raymond Wills, Maryland Department of Public Safety and Correctional Services Internal Investigative Unit

**Room:** Aruba

4-B: “Prison Rape Elimination Act (PREA) Implementation Strategies - Adult Session” (Part I)

**Workshop sponsored by the National PREA Resource Center with the Moss Group**

This presentation will cover strategies in building a sound PREA Policy for your jurisdiction/agency. Additionally, this session will provide the participants with an orientation to a tool kit that can be used to move the agency toward compliance with the new PREA standards. The participants will receive an outline of the steps needed to draft and implement policy with their facility.

**Presenter:** Theresa C. Lantz, Criminal Justice Consultant

**Room:** Barbados

4-C: “Female Offenders in Search of Strength, Courage and Wisdom”

This workshop will provide information on the experiences of women journeying through the transitioning process from the correctional system into to the community. Stepping stones of empowerment, self-worth and building self-esteem are explored through the process of treatment. The paths traveled throughout the therapeutic experiences are shared. The women begin a new journey searching for strength, courage and wisdom in order to become confidant and empowered to move forward in life.

**Presenter:** Dr. Angela Mims, Director of Women’s Programs, Bo Robinson Assessment and Treatment Facility, Trenton, NJ

**Room:** Cayman
4-D: “Managing the Multigenerational Workforce”

The contemporary workplace includes employees who represent at least three and sometime four distinct generations. Each of these generations brings a somewhat unique perspective and set of experiences which help to shape their attitudes about and expectations for their work experience. Understanding these differences is critical to effective management. This workshop will present the generational model, explore one generation in some depth (the Millennials, the newest kids on the block), discuss the implications for management and provide timely guidance on understanding and effectively managing today’s multigenerational workforce.

**Presenter:** William D. Burrell, Independent Corrections Management Consultant, New Jersey

**Room:** Dominica

4-E: “Offender Re-entry: Bettering the Community Impact through a Systems Approach”

Howard County (Maryland) Department of Corrections has embarked on a strategy to enhance public safety by improving the outcomes of offenders returning to the community. The initiative involves a systemic approach to addressing an offender’s risk level, needs assessment and case planning that begins at intake and continues through post release into the community. It also addresses specific Reentry Program strategies. This workshop will offer a practical look at re-entry and provide a discussion of Howard County’s efforts to develop the reentry program along with the county’s experience as an Urban Institute-National Institute of Corrections site for demonstration of the Transition from Jail to the Community (TJC) initiative.

**Presenter:** Jack Kavanagh, Director, Howard County Department of Corrections, Jessup, MD and Scott Pullen, Re-entry Coordinator, Howard County Department of Corrections, Jessup, MD

**Room:** Eleuthera

4-F: “Baby Steps - Improving Outcomes with the DWI Offender One Step at a Time”

Are Driving While Impaired (DWI) offenders a lower priority for supervision in your department? This workshop will provide strategies to prioritize higher risk DUI/DWI offenders for probation and other community resources. The National Highway Traffic Safety Administration (NHTSA), APPA and others have identified strategies to improve outcomes with DWI offenders that might be appropriate for your community. This workshop will overview several of these strategies and provide examples currently in operation in both rural and urban communities.

**Presenter:** Paul Hofmann, NHTSA Probation Fellow, American Probation and Parole Association, Denver, CO

**Room:** Palmetto 1

5-A: “Phase One Case Management: Effective Case Management Strategies”

This workshop will include a discussion of Correctional Case Management as a systematic process by which identified needs and strengths of offenders are matched with selected resources in corrections. The facilitator will discuss correctional case management as both a systematic model of offender behavior change and an integrative structure for service delivery.

**Presenter:** Mindy Ellison, Training Manager, Anne Arundel County Department of Detention Facilities, Glen Burnie, MD

**Room:** Aruba
Tuesday, June 11, 2013 – 1:30 P.M. – 3:00 P.M. Workshops

5-B: “Prison Rape Elimination Act (PREA) Implementation Strategies - Adult Session” (Part II)

Workshop sponsored by the National PREA Resource Center with the Moss Group

This presentation will cover strategies in building a sound PREA Policy for your jurisdiction/agency. Additionally, this session will provide the participants with an orientation to a tool kit that can be used to move the agency toward compliance with the new PREA standards. The participants will receive an outline of the steps needed to draft and implement policy with their facility.

Presenter: Theresa C. Lantz, Criminal Justice Consultant

Room: Barbados

5-C: “Understanding and Working with Female Offenders with Trauma: Essential Strategies for Correctional Professionals”

This workshop will provide participants with cutting-edge information that will enable them to work more effectively with female offenders. Understanding reactions to trauma can help correctional professionals work skillfully with female offenders and meet the requirements of their jobs more effectively. This session will provide practical information on essential techniques for working with trauma survivors that can be used in any correctional setting. This workshop will offer information on how to communicate with female offenders in a trauma-informed manner, how to create safety and security through trauma-informed practice, how to respond to disclosure and how we can take care of ourselves as professionals. This workshop will also include a case study of the Rhode Island Department of Corrections and its implementation of SAMHSA’s TAMAR.

Presenters: Joan Gillece, Ph.D. Director, SAMHSA National Center for Trauma Informed Care; Director, SAMHSA Promoting Alternatives to Seclusion and Restraint through Trauma-Informed Practices, and Alyssa Benedict, MPH, Executive Director, CORE Associates, LLC

Room: Cayman

5-D: The Mask I Wear: Exploring Managerial Courage and Its Different Faces

“It often requires more courage to dare to do right than fear to do wrong. He who has the right needs not fear.” Abraham Lincoln

This workshop will examine Managerial Courage through discussion, reflection and engagement. The targeted audiences are those currently in leadership positions, those aspiring to leadership positions and those persons not in leadership positions but in positions of leadership. In other words, this workshop is for YOU!!

Presenters: William T. Ashe, MPA, Branch Chief, Community Supervision Services, Court Services and Offender Supervision Agency (CSOSA), Washington, DC and Kyra Wooden, JD, Program Analyst, Court Services and Offender Supervision Agency (CSOSA), Washington, DC

Room: Dominica
Tuesday, June 11, 2013 – 1:30 P.M. – 3:00 P.M. Workshops

5-E: “Sensitivity and Awareness Training for Working with Deaf, Hard of Hearing, and Deafblind Offenders”

There are approximately 36 million American adults report having hearing loss. This workshop will facilitate an understanding of the demographics and diversity of this population. This session will educate participants about pertinent laws and then discuss various ways to achieve effective communication. Participation provides increased awareness of the communication needs of people with hearing loss, information about federal laws, and accessibility options including assistive technology.

Presenter: Lisa H. Kornberg, Director, Governor's Office of the Deaf and Hard of Hearing, Baltimore, MD

Room: Eleuthera

5-F: “Offender Employment Retention: A Conversation with the Experts”

Workshop sponsored by the National Institute of Corrections

According to the Bureau of Justice Statistics, more than 700,000 individuals are released from prisons yearly – with an additional 9 million adults cycling through local jails. Research indicates the importance of employment for successful reentry, but most offender programs do not address the complex behavioral and health issues that impact the offender’s ability to obtain and retain gainful employment while remaining crime free. This workshop provides the opportunity to discuss the evidence-based and best and promising practices that increase public safety while helping to reduce recidivism.

Presenters: Bret Anderson, Owner/President, h2 Communications, LLC, Morrison, CO, Jeanna Gomez, LCSW, LADAC, CPC, Gomez Counseling and Consulting Services, Houston, TX, Scott McClure, Ph.D., Psychologist Clinician, California Department of Corrections and Rehabilitation at Mule Creek State Prison, and P. Elizabeth Taylor, Correctional Program Specialist, National Institute of Corrections, Community Services Division, Washington, DC

Room: Palmetto 1

Tuesday, June 11, 2013 – 3:30 P.M. – 5:00 P.M. Workshops

6-A: “Latino-isms – Uncovering the Mystery and Debunking the Myths of the Latino Culture”

This workshop will debunk the myths of the Latino culture and help participants better understand this population. The information shared will be particularly useful for those directly involved with community supervision efforts aimed at Latino offenders. Participants will walk away with a broader understanding of the differences among Latinos themselves, both racial and geographical, which are not easily identified outside of the culture.

Presenters: Jaime Benitez, Community Supervision Officer, Reyna V. Cartagena, Supervisory Community Supervision Officer, and Rosa Lara, Supervisory Community Supervision Officer, Court Services and Offender Supervision Agency, Washington, DC

Room: Aruba
Teen Challenge is the oldest and most successful adult, long-term, residential, faith-based, drug & alcohol rehabilitation, and re-entry program in existence. Teen Challenge follows a multi-faceted approach to rehabilitation, recovery, and re-entry for adults and juveniles. Major areas of focus that pertain to juvenile and adult correctional practitioners include: (1) Treatment model, (2) Probation/Parole, and (3) Aftercare/Re-entry. Teen Challenge is a resource for both community and institution practitioners.

**Presenters:** Dr. Joseph S. Batluck, Sr, President/Executive Director of Teen Challenge Training Center, Inc. and Joel J. Jakubowski, Director of Lancaster Teen Challenge Referral Center, Rehrersburg, PA

**Room:** Barbados

### 6-C: “From Retirement to the Classroom – Lessons Learned, Lessons Taught”

This workshop will provide a discussion of the transitional hurdles and triumphs a seasoned probation and parole officer retiree can experience in a second career at the university level. Correctional personnel who retire and continue in the workforce as a full-time instructor in the Criminal Justice field must adjust to different policies, procedures and regulations. The workshop will explore the transition from line officer and/or manager to instructor/professor. Issues will include classroom lectures, student involvement/retention, use of professional experiences/“war stories”, advising, mentoring students, student evaluations, preparing the student for the work force, job satisfaction, management, and “surprising” situations.

**Presenter:** Rosemary C. McFee, M.Ed., Criminal Justice Instructor, Alvernia University, Reading, PA

**Room:** Cayman

### 6-D: “From Corrections Fatigue to Fulfillment™”

This workshop presents research-based evidence supporting the concept of Corrections Fatigue; describes its effects on staff and on correctional environments; identifies stages of Corrections Fatigue and factors that contribute to its progression; and presents individual and organizational strategies and resources to counter Corrections Fatigue and to promote Corrections Fulfillment and a positive organizational climate.

**Presenter:** Gregory Morton, Training Manager of Desert Waters Correctional Outreach, Florence, CO

**Room:** Dominica

### 6-E: “Western Correctional Institution VetDogs Puppy Program”

This workshop will illustrate the commitment staff and inmates have to providing quality service dogs for wounded warriors. The discussion will include how the program was developed, the successes and bumps in the road. Participants of this workshop will receive a better understanding of how the puppies have changed the face of corrections at Western Correctional Institution, and how the puppies have changed the quality of life for inmates. The presentation will also include how this program has extended out to the community and how it has given Western Correctional Institution excellent public relations.

**Presenter:** Dave Ziler, Correctional Case Manager, Western Correctional Institution, Maryland Department of Public Safety and Correctional Services, Kathy Levick, Certified K9 Trainer, America's VetDogs/Guide Dog Foundation, Karen Dieterle, VetDogs Puppy Program Liaison, Maryland Department of Public Safety and Correctional Services, Keisha McGready, Melanie Gordon, and Jason Clise, Cumberland, MD

**Room:** Eleuthera
Tuesday, June 11, 2013 – 3:30 P.M. – 5:00 P.M. Workshops

6-F: “Gender Responsivity and Workforce Development: Female Offenders Succeeding in the Workforce”

Workshop sponsored by the National Institute of Corrections

The number of women involved in Federal, State and local criminal justice/corrections systems is increasing at an alarming rate. With our Nation’s emphasis on reentry, agencies are looking for effective strategies to effectively meet the complex health and human service needs of female offenders to support successful transition and increased self-sufficiency. This workshop is designed to increase awareness of the issues of female offenders while providing a framework for a system’s approach to workforce development.

Presenters: Jeanna Gomez, LCSW, LADAC, CPC, Gomez Counseling and Consulting Services, Houston, TX. and P. Elizabeth Taylor, Correctional Program Specialist, National Institute of Corrections, Community Services Division, Washington, DC

Room: Palmetto 1
**Program Schedule**

**Wednesday, June 12, 2013**

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<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td>8:30 AM</td>
<td>Breakfast</td>
<td>Atrium Banquet Area</td>
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<td>9:30 AM</td>
<td>Induction of New Officers</td>
<td>Palmetto Ballroom</td>
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<td>9:45 AM</td>
<td>Presentation to Boys and Girls Club of Metropolitan Baltimore</td>
<td>Palmetto Ballroom</td>
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<tr>
<td>10:00 AM</td>
<td>Closing Session</td>
<td>Palmetto Ballroom</td>
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Session sponsored by Remembering the True Victims

“For the Victims: never forget, always remember, be their witness”

Debbie Kempl, Victim Services Advisory Board of Montgomery County, Maryland
Jessica Harris, Montgomery County, Maryland Department of Corrections, Pre-Trial Services

Debbie and Jessica’s objective is to share with people their experience as victims of homicide after the murder of their mother and grandmother, Shirley Rue Mullinix. Shirley was Debbie’s mother and Jessica’s grandmother who was murdered by her student on March 25, 1992. Since then, Debbie and Jessica have been involved in victims’ rights and awareness. They were intrigued by information they learned about victim-offender dialogues, and decided it was time to ask a few questions and share their feelings with their offender. Debbie and Jessica were eventually led through completing a restorative dialogue three years ago with hopes to finally come face to face with the person that killed their loved one in order to find some clarity and healing. They will share their experiences, provide an explanation of the process leading up to their victim-offender dialogue, and give a summary of their experiences. Debbie and Jessica will share recollections about their loved one, her story, the crime, the impact of the crime, the aftermath and their journey. Their presentation also includes the challenges and the successes of their entire journey as victims of homicide. Join them as they share their experiences because after the scars heal and the memories fade, you can be their voice and their cause may live on through you.

SecurManage™, “The Most Powerful Tool in Corrections Management”, is now installed in facilities in 30+ states across the country. The product helps facilities of all sizes manage their population with ease and efficiency. Cutting costs, streamlining processes and increasing overall efficiency are just a few of the many benefits of SecurManage™!

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Call for information or to set up a demonstration! Contact Greg at 724-980-8911
Visit us online at www.securmanage.com
Acknowledgements

A special “Thank You” to:
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MASCA Members
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Many thanks to all the speakers and presenters, without whom there would be no conference
Eastern Correctional Institution Honor Guard for posting of the colors
Princess Royale Hotel and Conference Center, Dorothea Calabrese, Director of Sales
Princess Royale Hotel and Conference Center, Amber Brewer, Group Sales Coordinator
Princess Royale Hotel and Conference Center, Carrie A. Baker, Conference Services Manager

All of the conference committee members for their time and dedication to making this conference a success
All of the conference attendees who demonstrated their desire to learning about new and innovative programs

Inmate violence, down.
Officer morale, up.

Although we're best known for our food service, ARAMARK is not one-dimensional. Whether it's reducing recidivism, improving inmate behavior with pizza from FreshFavorites®, or boosting officer morale and retention, ARAMARK offers innovative solutions to all the issues that keep you up at night. It’s called going beyond, and we're ready to do just that for you. To learn more, call 1.800.777.7090 or visit www.aramark.com
Conference Speakers

William T. “Bill” Ashe has worked in the Corrections/Community Supervision field for over 30 years and is presently a Branch Chief with the Court Services and Offender Supervision Agency in Washington, DC. He serves as a mentor focused on professional growth and leadership development for a number of individuals in the private and government sectors as well as college students interested in community corrections as a career profession. He received his undergraduate degree in Business Administration from Fayetteville State University, Fayetteville, NC and a Master in Public Administration with a concentration in Executive Leadership from American University, Washington, D.C.

Dr. Joseph S. Batluck, Sr. is serving as President/Executive Director of Teen Challenge Training Center, Inc. Dr. Batluck has extensive experience in leadership, management, development, and drug/alcohol rehabilitation experience and ministry. He retired as a Chaplain (Colonel) after 30 years of Active Federal Service in the U.S. Army. Dr. Batluck has a Doctor of Ministry (leadership) from Erskine Seminary; Master of Theology (speech/communications) from Princeton University; Master of Divinity and Master of Arts Assemblies of God Seminary; and a BA (Pastoral Studies) from Central Bible College. He is ordained for Christian ministry by the Assemblies of God. He is married to Irene since 1972 and has 4 children and grandchildren.

Alyssa Benedict is the founder and Executive Director of CORE Associates, LLC. She completed her graduate work at the University of Connecticut - School of Medicine Graduate Program in Public Health. As a Graduate Fellow, she conducted extensive research on the concept of gender-specific and trauma-informed programming for females, and became an advocate for the implementation of more effective services and policies for system-involved females at the program and system levels. She provides training and technical assistance in the assessment, development, implementation, and evaluation of gender-specific and trauma-informed services/interventions for females.

Jaime Benitez is a Community Supervision Officer. Jaime attended The University of the District of Columbia, where he received a Bachelor of Arts in Administration of Justice. He began his career in the criminal justice arena as a Juvenile Counselor with The Cheltenham Youth Detention facility. He then secured a position as a Drug Testing Technician with the Court Services and Offender Supervision Agency. Following graduation from the CSO Academy, he was placed in the Interstate Unit. Later he worked in the Mental Health Unit for 2 years and is currently assigned to General Supervision. In his tenure with the Court Services and Offender Supervision Agency, Mr. Benitez has had the opportunity to work with Latino Offenders and has gained significant insight as to the issues faced by this special population.

Akiba Bradford, a program assistant at NCCD, provides administrative and research support for various projects such as the Attorney General’s Defending Childhood Task Force, Dispelling Myths Surrounding the Incarceration of LGBT Youth, Improving Permanency for LGBT Youth, furthering juvenile de-incarceration, and evaluating EBP in the Santa Cruz County Probation Department. Akiba holds a bachelor’s degree in anthropology and sociology from Knox College, Galesburg, Illinois.

William D. Burrell is an independent corrections management consultant specializing in community corrections, evidence-based practices, performance measurement, leadership development, public management and organizational change. From 2003 to 2007, he was a member of the faculty in the Department of Criminal Justice at Temple University in Philadelphia. Prior to joining the Temple faculty, Bill served for nineteen years as chief of adult probation services for the New Jersey state court system. He was responsible for oversight and monitoring of probation services in the 21 local probation divisions, and for providing support services such as research, training, program development and technical assistance to probation administrators and staff.

Reyna V. Cartagena became one of the first Community Supervision Officers for CSOSA in 1998. She was promoted to Supervisory Community Supervision Officer, where she has contributed to policy/procedure, served as a CSO Academy instructor, developed a Spanish-speaking sanctioning program, created an in-service training proposal, and continues to manage a team of excellent officers, now in a Mental Health Unit. Reyna was part of APPA’s 2nd Leadership Institute, where she received the Norm Helber Memorial Scholarship. She has also received honors from the Middle Atlantic States Correctional Association, Assistant United States Attorney’s Office and Metropolitan Police Department. Reyna has also represented CSOSA in El Salvador and Guanajuato, Mexico on international endeavors. She is a graduate of The College of William and Mary and currently completing a Masters Program with the George Mason University School of Criminology, Law and Society.
Conference Speakers

Karen Dieterle has worked for Western Correctional Institution for 8 years as Office Secretary in the Volunteer Activities Office. Karen is active in organizing programs and events associated with the staff as well as the inmate population. In the past year Karen was appointed as Liaison for the VetDogs Puppy Program and has implemented this program supported by the Puppy Team working together to assist incarcerated veterans in their mission to train service dogs for disabled veterans.

Mindy Rae Ellison is currently the Training Manager/Academy Director for the Anne Arundel County Department of Detention Facilities. Ms. Ellison is an Adjunct Instructor for the Anne Arundel Community College. Ms. Ellison is licensed by the State of Maryland as a Social Work Associate. Ms. Ellison is a certified Instructor by the Maryland Police and Correctional Training Commissions and a certified Mental Health First Aid Instructor with the Maryland Department of Health and Mental Hygiene. Ms. Ellison has twenty six years experience in the field of criminal justice. Ms. Ellison received her Bachelor of Arts Degree in Social Work and Psychology from Coppin State University/University of Maryland Baltimore County in December 1984, and her Master of Education Degree in Rehabilitation Counseling from Coppin State College in June 1987.

Joan Gillece, Ph.D is the Director of SAMHSA National Center for Trauma Informed Care and SAMHSA Promoting Alternatives to Seclusion and Restraint through Trauma-Informed Practices. Dr. Gillece has thirty years of experience working in the behavioral health field with fifteen dedicated to trauma and six in prevention of seclusion and restraint. Working across agencies with a focus on adult and juvenile justice, Dr. Gillece has recently published an article on developing trauma informed services in Correctional Settings in the American Correctional Association’s Corrections Today. Relevant interagency training, technical assistance and collaboration include agencies serving individuals with HIV/AIDS, substance abuse, homelessness, older persons, juvenile justice, and developmental disabilities. Prior to joining the National Association of State Mental Health Program Directors (NASMHPD) six years ago, Dr. Gillece served as Director of Special Populations for Maryland’s Mental Hygiene Administration where her responsibilities included all aspects of state mental health planning and delivery of services as well as development of collaborations across agencies serving individuals with psychiatric diagnosis.

Jeanna Gomez is an international speaker, criminal justice consultant and member of the Motivational Interviewing Network of Trainers (MINT). She is a Trauma therapist who has been trained in and utilizes CBT, Post Induction Therapy Model (PIT), EMDR, and Somatic Experience (SE) in her work with clients. Ms. Gomez holds a Masters of Social Work degree from the University of Houston and a Bachelor of Arts degree in Sociology from the University of Texas at Austin. She is a Licensed Clinical Social Worker, a Licensed Alcohol and Drug Abuse Counselor, and a Certified Professional Coach. Paul Hofmann is working for APPA as the National Highway Traffic Safety Administration’s Probation Fellow. Previously, he worked for the Colorado Judicial Departments, Division of Probation Services, where he was a probation analyst. He also was instrumental in working with the State’s Highway Safety Office to obtain funding to start the first six DUI courts in Colorado. In addition to working for probation, he has been a case manager in residential community corrections facilities, and the director of a day reporting center.

Joel J. Jakubowski is serving as Director of Lancaster Teen Challenge Referral Center. Joel entered Teen Challenge in 2003 as a client and graduated the Teen Challenge program May 2004. Joel attended Valley Forge Christian College & Reading Area Community College receiving an AA Degree in Addictions Counseling. He will be graduating Alvernia University in December with a BA Degree in Behavioral Health & Addictions Studies. He is planning to pursue Master’s Degree at Alvernia in Clinical Counseling upon graduation. In January 2011, Joel received his Ministerial Certification w/ the Assemblies of God-Penn Del district. Joel also recently received his certification as an ARISE addictions interventionist. He is married to Angie and has (2) sons, Brett and Nathan.

Yolanda James-Sevilla is a supervising deputy probation officer with Santa Cruz County. She currently supervises officers working with offenders who are affected by AB109 and are released on Post-Release Community Supervision (PRCS) from the California Department of Corrections and Rehabilitation. Yolanda’s current assignment includes implementing risk and needs assessments; working with offenders and their families prior to release from prison; and supervising officers in the pilot phase of the implementation of structured decision-making tools, such as use of a probation violation response grid to address incidences of non-compliance and incentives for compliance and accomplishment of goals. Yolanda earned a bachelor’s degree in administration of justice in 1999 and a Doctor of Jurisprudence in 2004.
Robert J. Kasabian is the Executive Director of the American Jail Association (AJA), a position he has held since May of 2012. Prior to his appointment at AJA, Bob was a senior executive with extensive experience in international and domestic associations and business development in the private sector. He has worked for and with non-profit organizations of all sizes in a variety of industries including media, health sciences, supply chain management, logistics and public safety. As the Chief Operating Officer of AJA, he is responsible for the overall management of an organization that reaches all 3,000 plus jails in the US and nearly 10,000 corrections officers who work in them. Bob holds a Bachelor of Science degree in Journalism and Mass Communications, and a Masters in Business Administration.

Jack Kavanagh was appointed as Director for the Howard County Department of Corrections in March 2008. Prior to this Mr. Kavanagh served as Deputy Director from January 2003 until his appointment as Director. Mr. Kavanagh also spent 24 years with the State of Maryland Division of Correction. While employed with the Division of Correction he held numerous positions to include Assistant Warden, Warden, Assistant Commissioner and Deputy Commissioner. Mr. Kavanagh possesses a Bachelor’s Degree from the University of Baltimore. He has also graduated from the Department of Justice’s National Institute of Corrections Executive Excellence Program and is a 2005 graduate of Leadership Howard County. Mr. Kavanagh also serves as Chairman of the Howard County Board to Promote Self Sufficiency.

Lisa Kornberg has over twenty-five years of experience as a hard of hearing professional providing advocacy, technical assistance, program development and policy making services to the deaf and hard of hearing residents of Maryland. She was appointed as the Director of the Governor’s Office of the Deaf and Hard of Hearing in April 2008. Ms. Kornberg received her Bachelor of Science in Recreation Therapy from the University of Maryland College Park in 1978, and Masters of Education in Counseling and Development from George Mason University in 1985. She attended Gallaudet University in Washington D.C. as a Special Student in the Department of Counseling from 1980 to 1982 and is a Licensed Clinical Professional Counselor (LCPC) and a Licensed Clinical Alcohol and Drug Counselor (LCADC).

Theresa C. Lantz has over 34 years of correctional experience, having started her career as a correctional officer in the District of Columbia Department of Corrections in 1976. She retired as the Commissioner of Connecticut Department of Correction in June 2009, having served over six years in the agency’s chief position. In March of 2003, Theresa became the sixth commissioner and first woman to fill the top position in Connecticut’s largest state agency. Theresa holds Bachelor of Science and Master of Science degrees in Criminal Justice, and since 1992 has been an adjunct professor of Criminal Justice at Tunxis Community College.

Rosa Lara is presently a Supervisory Community Supervision Officer over the Violence Reduction Program at CSOSA. She has extensive experience in Domestic Violence supervision, as well as experience in general population. Rosa has served as a trainer for both the CSO Academy as well as for the Judicial Body of the D.C. Superior Court and other entities. Moreover, she has traveled to Mexico to conduct training there as a representative of CSOSA and has presented workshops at the American Probation and Parole Association institutes. Lastly, she has been a driving force in CSOSA’s new Young Adult Initiative as co-chair of this trend-setting committee.

Trevor Lloyd is the President of American Community Corrections Institute (ACCI/Lifeskills). Mr. Lloyd earned a Master’s of Science in Industrial/Organizational Psychology from Alliant International University in San Diego, CA in 2003. He is certified facilitator for the Arbinger Institute. He has worked as a family therapist with extensive experience in staff development. As President of ACCI, he has presented to and trained many different groups of criminal justice professionals on how to successfully use the science of cognitive restructuring and criminogenics to effectively reduce recidivism rates. Mr. Lloyd brings over 16 years of experience in the behavioral health industry to his current position. He is now providing his leadership and expertise at ACCI to provide innovative, affordable, and evidence-based solutions for the criminal justice system.

Jennifer Lopez is the Deputy Chief of Chester County Adult Probation & Parole with experience in developing and piloting programs for offenders and a knack for grant writing. Jennifer graduated with a B.A. in Spanish and International Studies in 1987 and has worked in community corrections for over 20 years; she currently serves on several Criminal Justice committees at the State level. In 2009, she trained with The Training Institute of the National Development and Research Institutes, Inc. to provide Cultural Proficiency for Drug Court Practitioners Training nationwide. Since that time, she has provided training to local non-profit agencies, as well as governmental agencies in topics covering leadership, grant writing and cultural competency. In 2010, Jennifer was honored with the Caron Community Service Award.
Conference Speakers

Gary Maynard brings more than 40 years of extensive correctional administrative experience to the job of Secretary of Maryland’s Department of Public Safety and Correctional Services. Prior to his appointment in January 2007, he served as Director of the Iowa Department of Corrections. Mr. Maynard’s professional experience includes serving as Director of the South Carolina Department of Corrections, Director of the Oklahoma Department of Corrections and Warden at both the Oklahoma State Penitentiary and the Joseph Harp Correctional Center in Oklahoma. He also served as Assistant Commissioner of the Arkansas Department of Corrections, and as a psychologist for the Bureau of Prisons. In addition, he served as the Adjutant General of the Oklahoma Army and Air National Guard and the Oklahoma Cabinet Secretary for Veterans’ Affairs, retiring from the military in 1995 as a Brigadier General with 32 years of service. Mr. Maynard’s professional activities include having served as President of the American Corrections Association and serving as instructor and adjunct professor for several universities in the areas of corrections and criminal justice. Mr. Maynard is the author of the 15th Edition of Correction Officer, Thomson publications. Mr. Maynard holds a Masters Degree in Psychology from Oklahoma State University and a Bachelor’s Degree in Sociology from East Central University in Ada, Oklahoma.

Scott McClure, Ph.D. is a Psychologist Clinician for the California Department of Corrections and Rehabilitations (CDCR) at Mule Creek State Prison. At MCSP, Dr. McClure provides individual and group treatment, crisis management, and case management for Maximum Security incarcerated individuals with mental health and substance misuse needs. Dr. McClure has over 12-years of experience working with individuals with serious mental illness, substance use disorders, and criminal justice populations. He has strong clinical and training facilitation experience with Motivational Interviewing (MI), Cognitive Behavioral Treatment (CBT), Trauma Informed Treatment, Dialectical Behavior Therapy (DBT) and Illness, Management, and Recovery for Co-Occurring Disordered Individuals (IMR). Dr. McClure’s research interests and publications topics include Addiction Treatment, Workforce Development, Co-Occurring Disorders, and Trauma Informed Treatment for Offender Populations.

Rosemary C. McFee, M.Ed. is a Criminal Justice Instructor with the Alvernia University in Reading, PA.

Dr. Angela Mims began her employment with in 1999 at the Albert “Bo” Robinson Assessment and Treatment Center located in Trenton, New Jersey as an Assessment Counselor. In 2003, Dr. Mims was promoted as Assistant to the Director. In 2004, Dr. Mims was appointed to the Director of Women’s Programming and Services. She holds a Master of Human Services Degree from Lincoln University and a Doctor of Education Degree from Fielding University. She has worked with male and female adult offenders since 1994.

Gregory Morton has been serving as the Training Manager of Desert Waters Correctional Outreach since 2012. He is a licensed trainer for Desert Waters’ signature course From Corrections Fatigue to Fulfillment™, and also a trainer coach for that same course. Greg has worked in corrections nearly his entire adult life after graduating from Oregon State University with a Bachelor’s degree in Psychology. His career started with a Senior year internship at the local county jail. This was followed by work at the State's Juvenile facilities as a line cottage worker and then a job as an academic counselor at the Oregon State Penitentiary (OSP). His focus on staff training began shortly thereafter with an assignment as the Staff Training Coordinator at OSP. After twenty years as an Agency Training Specialist, Greg served as the department’s Leadership Program manager and as Staff Training/Professional Development Administrator. During his tenure, his team developed the 3 R’s Model of Employee/Offender Interactions (Role Model, Reinforce, Redirect) now in use throughout the field. Greg is also responsible for having developed the Six Moving Parts Model of Correctional Employee Training Effectiveness.

Toni Pochucha is a Senior Investigator in the Disability Rights Section (DRS), Civil Rights Division, of the U.S. Department of Justice. Ms. Pochucha enforces the Americans with Disabilities Act by investigating complaints of discrimination and by conducting broad based compliance reviews. She also provides technical assistance on implementing the ADA. Ms. Pochucha serves as one of the central figures in the Justice Project, a DOJ effort to facilitate alliances and understanding between the correctional facilities and disability communities in order to encourage compliance with the law.
**Conference Speakers**

**Mark W. Radcliff** is a Special Projects Coordinator with the Maryland Police and Correctional Training Commissions. Prior to assuming his current position as the Special Projects Administrator with the MD Police and Correctional Training Commissions, Mr. Radcliff served as an instructor at the Correctional Entrance Level Training Academy, Sykesville, MD. Mr. Radcliff also serves as the Training Coordinator for the Mid Atlantic Regional Gang Investigators Network (MARGIN) www.margingangs.org and is a certified instructor in Law Enforcement and Corrections with the Training Commissions. Mr. Radcliff is also a certified Motorcycle Safety Instructor with the State of Maryland Motor Vehicle Administration and the Harley Davison Motor Corporation. He holds a Bachelor of Science Degree in Criminal Justice from the University of Baltimore and is nearing the completion his second Bachelor of Science Degree in Forensic Studies.

**Jessica Roa** is a senior research associate with the National Council on Crime and Delinquency (NCCD). She is an expert on culturally competent intervention programs for juveniles, adult prison reform, and the adoption of EBP for adult probationers. For the last four years, Jessica has been specializing in research in adult probation departments and is currently working closely with the Santa Cruz County Probation Department, Adult Division, through a National Institute of Justice Researcher-Practitioner Partnership Grant. Jessica is also working on finishing her doctorate in social psychology at the University of California, Santa Cruz.

**Dr. Kenneth D. Robinson** is President of Correctional Counseling, Inc. and Executive Editor of Cognitive-Behavioral Treatment Review, has published and presented numerous professional articles in the areas of psychopharmacology and mental health services and is co-developer of Moral Reconation Therapy (“MRT®”). Dr. Robinson received his Doctor of Education Degree in Educational Psychology and Counseling and his Master of Science Degree In Psychology from Memphis State University. He co-authored *How To Escape Your Prison*, *Your Inner Enemy*, *Filling the Inner Void*, and all of the Moral Reconation Therapy materials.

**Detective Sergeant William Sage** is a retired Montgomery County Police sergeant of which much of his experience in investigations is primarily through the Special Investigations Division. Detective Sage has worked in the Vice and Intelligence Unit, Tactical Drug Enforcement Unit, and the Major Offender/Conspiracy Unit. Detective Sage has conducted numerous complex investigations to include those involving organized crime and narcotics networks. Detective Sage was also an officer in the United States Army, Military Intelligence Corps. Upon retiring from the Montgomery County Police, Detective Sage became employed with the Internal Investigative Unit where conducts criminal and administrative investigations within the Department of Public Safety and Correctional Services.

**P. Elizabeth Taylor** is a Correctional Program Specialist with the National Institute of Corrections and currently serving as Program Manager for the Offender Employment Retention, Correctional Industries and Transition from Jail to Community (TJC) Initiatives. As a former employee of Montgomery County, Maryland, Ms. Taylor dedicated 20 years to public service working for both the Department of Health and Human Services and Department of Corrections. Ms. Taylor is a certified Offender Workforce Development Specialist (National Career Development Association), Global Career Development Facilitator (Center for Credentialing and Education), and Master Trainer (National Career Development Association). Ms. Taylor received a Bachelor of Arts in Psychology from the American University in Washington, DC, and a Master in Human Services from Lincoln University located in Oxford, Pa.

**Scott Taylor** is the Director of Multnomah County Department of Community Justice in Oregon, which provides probation, parole and juvenile services. Prior to his work with the county, he held several positions within the Oregon Department of Corrections, including Community Corrections Chief, Assistant Director of Correctional Programs, and Assistant Director of Community Corrections. He is currently President of American Probation and Parole Association, and President of Oregon Association of Community Corrections Directors, consultant to the National Institute of Corrections, Past President of Luke Center for Catalytic Leadership and former Mayor of Canby, Oregon. He holds a Masters of Public Administration degree from Portland State University and Bachelor degrees in Sociology and Police Administration from Washington State University.
Conference Speakers

Cherie Townsend is an independent consultant and executive coach for individuals and organizations. She incorporates her nearly 40 years as a juvenile justice practitioner and leader into her writing, research and consulting practice. Prior to her retirement from public service, she served as the executive director of the Texas Department of Juvenile Justice. In 2008-2011, she served as executive director or executive commissioner of the Texas Youth Commission. Cherie chaired the Council of Juvenile Correctional Administrators’ PREA Committee from its inception until June 2012. She is the 2012 recipient of the George M. Keiser Award for Exceptional Leadership. She has an M.P.A. from Southern Methodist University and an M.B.A. from the University of Texas. Ms. Townsend continues to serve as a member of the Suicide Prevention Resource Center Steering Committee and was recently named to the National Re-entry Resource Center Advisory Committee on Juvenile Justice.

Arthur Wallenstein is the Director of the Montgomery County Department of Correction and Rehabilitation in Boyds, Maryland. Prior to his current position, Arthur held the positions of Director of the King County Department of Adult Detention in Seattle, Washington and Director/Warden of the Bucks County Department of Corrections in Pennsylvania. Arthur has been appointed to the National Institute of Corrections Advisory Board by Attorney General Janet Reno and Attorney General Eric Holder. Arthur holds a Bachelor of Science degree from Georgetown University and Master of Arts degree from the University of Pennsylvania.

Detective Sergeant Raymond Wills has been assigned to the DPSCS IIU since 2006. Prior to this, Detective Sergeant Wills was employed with the Maryland Division of Correction as both a Correctional Officer and Investigative Sergeant. Detective Wills has extensive training and experience in investigating gangs as criminal enterprises as well as contraband and staff corruption, working closely with the FBI and other allied agencies. He has conducted or assisted in criminal and administrative investigations ranging from narcotics, contraband, homicide, sex offenses and others within the Department of Public Safety and Correctional Services.

Kyra C. M. Wooden serves as a Program Analyst for the Court Services & Offender Supervision Agency for the District of Columbia (CSOSA). She also serves as the division Policy Coordinator. Kyra is a federal EEO Counselor for the agency and a Contracting Officer Technical Representative (COTR). Having a strong belief in giving back, she continues to volunteer as a mentor to young women entering college and the professional workforce with a focus on law and community justice advocacy. Kyra is a graduate of the University of Maryland Francis King Carey School of Law and Spelman College.

David Ziler has worked for the Maryland Department of Public Safety and Correctional Services (DPSCS) for nearly 8 years. Since the start of his career in corrections, David has worked as a Correctional Officer at both Medium and Maximum Security facilities and is currently working as a Correctional Case Manager at Western Correctional Institution. David has an Associates of Arts degree in Human Services from Allegany College of Maryland and a Bachelor’s of Arts degree in Social Work from Frostburg State University. Along with his formal education David is a certified instructor through the Maryland DPSCS.
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