

The Green Sheet – *Employee RecognitiOn*



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From the Chairman's Desk

As we begin to celebrate Probation, Parole and Community Supervision Week nationally and in Pennsylvania, it is only fitting in this issue that we take a few minutes to recognize some of the achievements of our colleagues.

Whether it's an award in recognition of outstanding service, completion of a specialized training program or volunteer efforts for our communities, the Board has no shortage of employees who are willing to go the extra mile.

It has been rewarding as chairman of this agency to be a part of the celebration for many of these events.

Thank you for the work you do all year. Next week we will set aside time to celebrate the dynamic nature of our work – with this year's theme Yesterday. Today. Tomorrow. We have achieved much and we look forward to the challenges to come.

Michael C. Potteiger, Chairman

Philadelphia Agents recognized by Citizens Advisory Council for Probation and Parole in Philadelphia

In February, six Philadelphia parole agents were recognized for their work by the Citizens Advisory Council for Probation and Parole (CACPP) in Philadelphia at their 2012 Recognition Ceremony for innovative probation and parole initiatives.

Four parole agents were recognized for their work as Assessment, Sanctioning, Community Resource Agents (ASCRA) - Agents Reginald Haines, Adrienne Jones, Cedric Smith and Christian Stephens, all working in the Philadelphia District Office.

The CACPP had this to say about the ASCRA agents work: "ASCRA agents ensure that the Board policy of progressive, corrective and rehabilitative management of parolees is achieved consistently across all parole districts, with the objective of managing parolees as long as they can be safely and effectively supervised in the community. ASCRA agents maintain information and develop resources concerning treatment available to offenders and are experts in matters pertaining to evidence-based practices and in facilitating cognitive behavioral groups to identify criminogenic needs. This innovative program utilizes the skills and creativity of its specially trained agents. The ASCRA agents developed and coordinate a Home Provider Education Class to orient the families of new parolees to the reporting requirements and restrictions to positively engage them to support their loved ones."

Agent Richard Kwiatkowski was recognized for his reentry work. The CACPP stated: "Agent Richard Kwiatkowski has been tireless in his efforts to help those transitioning from incarceration to temporary recovery programs and back into the community. He demonstrates his understanding and true concern for the individuals and the organizations involved in this – especially those working on shoestring budgets at the grassroots level. He is generous in communicating and sharing his wisdom in a collaborative, responsive manner – assisting in finding resources needed for successful reentry without recidivism."

Parole Agent Robert Cox was recognized for his work with offenders with drug and alcohol addictions. The CACPP said this about his work in the field: "Agent Robert Cox is a dedicated, professional law enforcement specialist who shares his no-nonsense, gentlemanly approach to addiction, recovery and successful reentry. He is personally invested in reviewing, with a critical eye, each referral to a recovery environment after incarceration. He is always ready to go that

extra mile with someone who is serious about recovery and reentry and serves as a powerful agent of change.”

The mission of the CACPP is to improve the probation and parole experience by building understanding and enhanced lines of communications among the individuals, groups and systems involved with or impacted by the probation and parole system. Congratulations to each of these Philadelphia agents on a job well done!

Offender Workforce Development Specialist Training

The Offender Workforce Development Specialist training is a national initiative that promotes skill development and collaboration to improve employment outcomes, including job retention, for those re-entering the community from jails and prisons. The training in Pennsylvania was designed by the National Institute of Corrections and is funded by a \$25,000 grant, of which the DOC is the primary recipient.

The Offender workforce development initiative has three major objectives:

1. Promote public safety by increasing the employment rate of persons with criminal convictions and decreasing the likelihood of their re-arrest.
2. Promote the economic well-being of a community by providing employers with a qualified, technologically competent workforce that can compete in the global marketplace.
3. Reduce the likelihood of inter-generational poverty by providing families of offenders with a sustainable income and a stable family structure.

The program involved 180 hours of training, offered once a week for three months and included two practicum assignments for an additional 72 hours of coursework. Throughout the course, participants gain the knowledge and skills required to deliver effective workforce development services, as well as promote cooperation resulting in positive employment outcomes. During the final week of training, each of the four teams developed detailed action plans for implementation upon return to their jurisdiction that focuses on staff training and/or offender employment services. Participants go through 180-hours of training, offered once a week for three months and two practicum assignments. During the final week of training, teams develop detailed action plans for implementation upon return to their jurisdiction that focuses on staff training and/or offender employment services. The first class went through the training starting in August 2011 and graduated in October. Individual graduates included Parole Manager Luis Rosa, HR Analyst Michelle Musser of the Training Division, and ASCRA agents Cedric Smith, Christian Stephens, Lisa Cope, Joe Gaut, and Robert LaBenne.



(l to r): October graduating class: Rich Podguski, Cindy Daub, Board Member White, Joseph Gaut, Christian Stephens, Cedric Smith, Krista Griffith, Dennis Lauer, Lisa Cope, Michelle Musser, Robert LaBenne, Gary Holland, Luis Rosa,

Participants in the program praise its effectiveness. “It was a very positive experience that provided me with the information that I can use with my offenders as an ASCRA Agent. I would recommend this course for anyone who works with offenders inside the prison or outside,” says ASCRA Agent Joe Gaut. Agent Lisa Cope agrees: “I definitely would recommend this training. It was very intensive with a lot of homework; however, the outcome was way above my expectations. There is so much that you can do with this training and, for me, it was a personal accomplishment.”

A second class began in March and graduated in June. There were 22 participants, of whom three are state parole ASCRA agents: Caitanya Champion, Pittsburgh; Javier Cintron, Philadelphia; Michael Corson, Altoona.

OWDS focuses on partnerships with other agencies. After the training, participants will develop local programs in their area to use the skills they have learned to make a difference in their community. OWDS specialists match the offender's skill sets with the job market. Offenders will not just get a job, but will retain the job and build a career.

The effectiveness of the program goes beyond praise; OWDS training has a clear impact on recidivism. A recent study by the NIC shows that recipients of OWD services had a 33 percent lower rate of recidivism than those who did not.

Furthermore, the positive impact was greater in moderate- and high-risk offenders. Through Offender Workforce Development Specialist training, offenders have educated and skilled mentors to guide them through the arduous process of employment after release.



June graduating class: Krista Griffith, Javier Cintron, Caitanya Champion, Michael Corson, Chairman Potteiger, Yarnell Gorba, Dan McIntyre Luis Rosa and Terry Smith.

PBPP Hosts National Training

The National Curriculum and Training Institute (NCTI) selected the Board to host one of their Certified Cognitive Facilitator training sessions to deliver cognitive behavior change curricula in the field. The week-long training consisted of 10 employees of the Board representing supervisors, field agents and ASCRA positions. There were four probation officers from Blair County and three individuals from New Jersey who attended the Certified Real Colors Training as a part of the week long training.



NCTI Training Class –Back row l-r: Christopher Ross, Catherine Hendrickson, Michael Corson, Javier Cintron, Blair County Probation, Jeff Kaliszewski, Blair County PO, Jim Place, Blair County Probation, Caitanya Champion, Gary Holland. Front row l-r: Lisa Cope, George Mann, Aaron O'Connell, Blair County Probation, Dennis Hoerner.

NCTI has an extensive background as a provider of cognitive based behavior change curricula designed for adult offenders. In partnership with the American Probation and Parole Association (APPA), NCTI has been training probation, parole, and private practitioners in the field of community corrections in Certification Training for facilitating cognitive behavioral groups. The NCTI curriculum "Building Blocks for Behavioral Change" teaches delivery techniques to foster positive, pro-social behavior changes in offenders. The Board's ASCRAs are currently using the NCTI material to facilitate Life Skills, Drug and Alcohol, Violators and other behavior change groups.

Congratulations to the following Certified Group Facilitators from the Board:

Altoona District: Michael Corson; Allentown District: Lisa Cope; Erie District: Jeff Kaliszewski and Jim Place; Harrisburg District: George Mann, Catherine Hendrickson, Christopher Ross; Mercer District: Dennis Hoerner; Philadelphia District: Javier Cintron; Pittsburgh District: Caitanya Champion.

LDI Class Graduation

In November 2011, the Board had two employees graduate from the 2010 class of the Leadership Development Institute for Women in State Government (LDI): Administrative Officer Deb Basehore and Parole Manager Tammy Makin.

Individuals are nominated to LDI because they have demonstrated leadership potential and the ability to succeed in positions of greater responsibility within Pennsylvania government.

Supervisor Gary Holland nominated Makin. "The benefits of the LDI program for Tammy were the collaboration and networking between agencies," said Holland. "This allowed her to complete many pending assignments and network with other criminal justice agencies to enhance her work at the Board. She also received a lot of personal gain from the program."

"She has the potential to be a leader within this Board. She is a good organizer and is a strong employee," said Rich Podguski, Director, Bureau of Offender Reentry. He stated that Makin's participation has helped her blossom as a leader for the Board. "I wish we could have more employees go through the LDI program than what we are able to. LDI is a great program," said Podguski.



(l to r): Tammy Makin, former Chairman White and Deb Basehore

Tammy plans to use the knowledge gained in the program to continually enhance her work at the Board and continue her collaboration with the many contacts she made while attending the program. She will be involved with the LDI Alumni Association as well.

Director of Administrative Services Richard Dash nominated Basehore for the program. "For Deb, the most helpful aspect was how to identify and understand the different personalities of people, and what is the best way to deal with each individual based on their personality," said Dash.

"Treating others as they want to be treated is more effective

than treating them how you would want to be treated if you were in their position."

"Deb made a good candidate for this program because of her intelligence, dedication, drive, commitment, open mindedness, and flexibility, and she has the respect of her co-workers," Dash stated.

The LDI Program included participation in monthly educational and networking events for eight months. Each highly customized session provided learning in a number of contemporary leadership topics. Sessions included extensive use of feedback instruments and other behavioral assessments designed to identify individual leadership behaviors, strengths, and opportunities. Participants also applied learning from several assigned readings in current leadership books and articles while in the program.

Congratulations to Tammy and Deb! The best of luck in your career as you apply the skills you acquired through LDI.



Excellence in Caring!

The State Employee Combined Appeal (SECA) presented the Board with a certificate for exceeding its campaign goal in 2011. From Secretary of Administration Kelly Powell Logan, the certificate states that "as a direct result of your employees' enthusiastic contributions and efforts, individuals and charities in both Pennsylvania and around the world have been helped in profound ways."

Thank you to all employees who contributed!

Graduate of CIT Training in Centre County

Agent Keith Wren from the Williamsport District Office graduated in January from the Centre County CIT training after successfully completing 40 hours of intensive training on how to interact with persons who have mental health disorders.

The Centre County Crisis Intervention Team (CIT) was formed out of the need for a specialized law enforcement team that could effectively, compassionately and safely deal with persons involved in a mental health crisis. The CIT is a collaborative team of police officers, probation and parole department, correctional facilities, Mount Nittany Medical Center, emergency communications and the local mental health department. The 40-hour training teaches skills and tactics to safely de-escalate incidents involving persons in a mental health crisis.

The increased collaboration with mental health professionals reduces offender recidivism and arrest by diverting individuals with a mental illness away from the criminal justice system to an appropriate treatment program. Congratulations to Agent Wren for his completion of the training program and on becoming a member of the CIT team.



Agent Keith Wren



Chairman Potteiger, Agent Dennis Hoerner, Deputy Executive Director Cindy Daub, and Western Regional Director Jay Williams

PAPPC PAROLE AGENT OF THE YEAR

Supervisor Dennis Hoerner of the Mercer District Office was awarded the Probation and Parole Agent of the Year award at the annual Pennsylvania Association of Probation, Parole and Corrections (PAPPC) conference in Hershey in June. Dennis was nominated for being an exemplary employee who never fails to put forth the extra effort to get the job done. He is organized, proficient, conscientious and respected by his peers as well as those he supervises. Dennis is certified by the National Curriculum Training Institute (NCTI) to be a facilitator, he has trained in Risk Reduction techniques, and he served on the Board's National Parole Resource Center technical assistance committee.

Dennis began his career with the Board 1998 as an agent in Philadelphia. He then transferred to the Mercer District Office, where he was a parole agent for eight years until he was promoted to supervisor in 2006. In June of 2003, he transferred to become the supervisor at the Butler Sub-Office. Congratulations to Agent Hoerner!

2012 Eastern Polar Bear Plunge

With the heat wave that has gripped much of the East Coast over the past weeks, diving into icy waters seems like a treat. An overdue "shout out" goes to the Chester District Office Polar Bear Plunge Team - "The Fatties and Assicles." Representing the Board in the law enforcement group, the team won the Battle of the Badges in January and raised over \$5,000 for Special Olympics Pennsylvania.

Those fearless souls who braved the frigid waters were: Kimberly Mackey, Mark Carey, Michael Charles, Claudette Thomas, Donald McMonagle, David Dadura, David Dettinburn, Rich McFadden, Kyle Dickinson, Kristi Lapinski, Casey Lewis, Anthony Merlino, Thomas James, James DeSousa, Scott Peterson and Larry Snyder. The Special Olympics helps children and adults with intellectual disabilities to develop improved physical fitness and motor skills, greater self-confidence and a more positive self-image - all at no cost to themselves or their families.

