



The PAPPC Journal

Volume 76

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A publication of The Pennsylvania Association on Probation, Parole and Corrections

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A Message from the President

EILEEN HAGER, 2022-2023



Dear Members,

Welcome! Phew! It's been a rough couple of years, and I hope this letter finds you and your loved ones well. As we are entering our 101st year, I am honored to serve as President of one of the longest running non-profit associations in the state of PA.

The mission of PAPPC is to support and promote best practice methods and professionalism in the field of juvenile and adult probation, parole, corrections and community supervision. Our desire is to provide an opportunity for practitioners in our field to interact with one another and grow professionally while taking part in our various training events, meetings and our annual conference. On our philanthropic side, we enjoy giving back to the communities we serve by holding a silent auction at our annual conference where 100% of the profits are donated to a local non-profit organization.

We have a few trainings coming up: On November 4, 2022 we are holding a one-day regional training entitled, Trauma: Yours, Mine and Ours. Our 2023 conference is scheduled at the Kalahari May 21st through May 24th. We hope you can join us as we always strive to have presenters who are on the cutting edge of current events.

I would like to thank each of you for your continued support, and I would encourage anyone wishing to provide feedback, suggestions or to simply learn more about PAPPC to contact us through our website. We are always open to new, fresh ideas as well as bringing on new Board/Committee members. Our Executive Board and Committee Members work very hard to ensure our continued success. Please check out our Facebook and Instagram pages where we share trainings, updates, award winners and more.

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Hager'.

Eileen Hager
President 2022-2023

Contribute to *The PAPPC Journal!*

THE PAPPC JOURNAL is published by members of the Pennsylvania Association on Probation, Parole and Corrections. Articles, announcements and other newsworthy material of relevance to our membership may be submitted for consideration to:

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The Pennsylvania Association on Probation, Parole and Corrections

2022 - 2023

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PAPPC

MISSION STATEMENT

THE MISSION OF THE PENNSYLVANIA ASSOCIATION ON PROBATION, PAROLE AND CORRECTIONS (PAPPC) SUPPORTS AND PROMOTES BEST PRACTICE METHODS AND PROFESSIONALISM IN THE FIELD OF JUVENILE AND ADULT PROBATION, PAROLE, CORRECTIONS, INSTITUTIONAL CARE AND COMMUNITY SUPERVISION.

New Data: The Changes in Prisons, Jails, Probation, and Parole in the First Year of the Pandemic

Newly released data from 2020 show the impact of early-pandemic correctional policy choices and what kind of change is possible under pressure. But the data also show how inadequate, uneven, and unsustainable policy changes have been: most have already been reversed

by Wendy Sawyer, January 11, 2022

Reprinted with permission. Article was originally published 1/11/2022 -

https://www.prisonpolicy.org/blog/2022/01/11/bjs_update/

The Bureau of Justice Statistics (BJS) has released a lot of new data over the past few weeks that help us finally see — both nationally and state-by-state — how policy choices made in the first year of the pandemic impacted correctional populations. Unsurprisingly, the numbers document the tragedy of thousands of lives lost behind bars, and evidence of some of the policy decisions that contributed to the death toll. Drilling down, we also see a (very) few reasons to be hopeful and, for those of us paying close attention, a few notable improvements in what the BJS is able to collect and how they report it. Above all, we see how quickly things can change — for better or for worse — when under pressure, and discuss some of the issues and policy choices these data tell us to watch out for.

A note about the timing of the data

Before we discuss the new data, a brief note about the timing of these data releases: As we approach the third year of the pandemic, it's frustrating to only now get the official government data from year one — at this point, it's more useful as documentation of past decisions than as an indicator of current conditions. The lags in BJS data are an ongoing problem made more urgent by the pandemic, and we and other researchers have had to find alternative ways to track what's been happening to correctional populations, who are at heightened risk of infection and death. Some of the findings we discuss in this briefing will not be not "news" to many of our readers, because we and others were able to find other data sources faster than the BJS could collect, analyze, and publish its data. We include some of our findings from those other sources to lend more context to the numbers reported by BJS, which only cover up to the end of 2020.

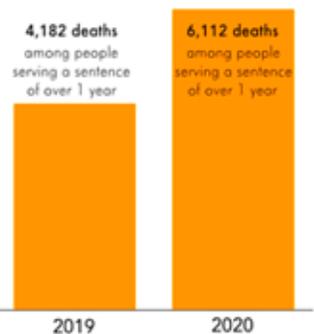
Nevertheless, the BJS data updates are a welcome addition to the data we and others have been collecting for the past two years: The agency standardizes and aggregates data from the many disparate and decentralized "justice systems" across 50

states, the federal government, and thousands of counties and cities, year after year, which allows us to identify clear trends over time and key differences across geographies.

Key findings from the BJS reports Prisoners in 2020, Jail Inmates in 2020, and Probation and Parole in the United States, 2020:

- Prison, jail, and probation populations dropped dramatically from 2019-2020¹, but these drops were due to mainly to emergency responses to COVID-19, and correctional populations have already started rebounding toward pre-pandemic levels.

Deaths of imprisoned people increased 46% in 2020



Source: Bureau of Justice Statistics, Prisoners in 2020, Table 9

- Nationwide, states and the federal government actually released fewer people from prison in 2020 than in 2019². The decrease in the incarcerated population was not related to releases, but rather the 40% drop in prison admissions and 16% drop in jail admissions.
- Deaths increased 46% in prisons from 2019 to 2020, 32% among people on parole, and 6% among people on probation. Jail deaths in 2020 have not yet been reported.
- Even under the pressure of the pandemic, local jails held a larger share of unconvicted people than ever, and continued to hold far too many people for low-level offenses and technical violations.
- State and federal policy responses to the threat of COVID-19 to incarcerated people varied widely, with a few states appearing to basically ignore the pandemic altogether.

It's not all bad news: A few "silver linings" for women, youth, and others

While most of the significant changes in correctional populations are unlikely to be sustained after — or even during — the pandemic (more on that in the next section), there are

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a few positive changes that represent possible tipping points or reversals of seemingly intractable problems. With persistent pressure on policymakers, these changes have the potential to stick:

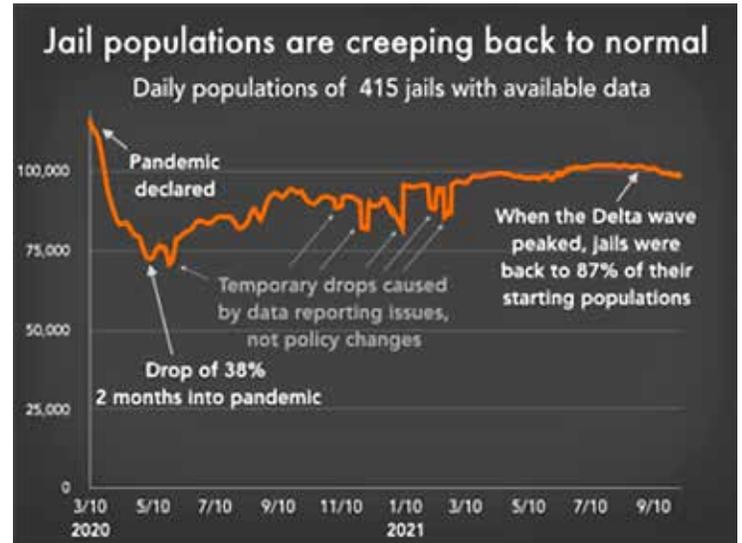
- **Women's prison and jail populations, and incarceration rates, dropped by a larger percentage than men's populations did³.** This trend held in all but one state prison system (Alaska), reversing the "gender divide" we've observed in the past decade of decarceration efforts.
- **Indigenous people experienced the greatest drop, proportionally, in jail populations and jail incarceration rates** — nearly 35%. Before 2020, American Indians and Alaska Natives had been a population experiencing disproportionate jail growth, almost doubling between 2000-2019⁴.
- Probation populations were down by over a quarter of a million people in 2020, with far more people going off probation than going on it. With over 3 million people under its thumb, probation is still the leading form of correctional control, and this drop contributed most to the **11% reduction in the overall "footprint" of correctional control⁵.**
- The number of **youth held in adult prisons dropped by almost half (46%)**, and three more states joined the ranks of those no longer holding anyone under 18 in adult prisons, bringing the total to 21⁶. Six other states that held large shares (5% or more) of the roughly 650 youth in prison in 2019 also reduced the number of youth held by at least a third in 2020⁷.

Overall, the "positive trends" in 2020 are nothing to get excited about

In 2020, we did see the kinds of reductions in the number of people under correctional control that we'll need to see year after year to actually end mass incarceration. And these BJS reports express some of that optimism, with comments like "In 2020, the imprisonment rate was... the lowest since 1992" and "The 15% decrease in persons in state and federal prisons... was the largest single year decrease recorded since... 1926."

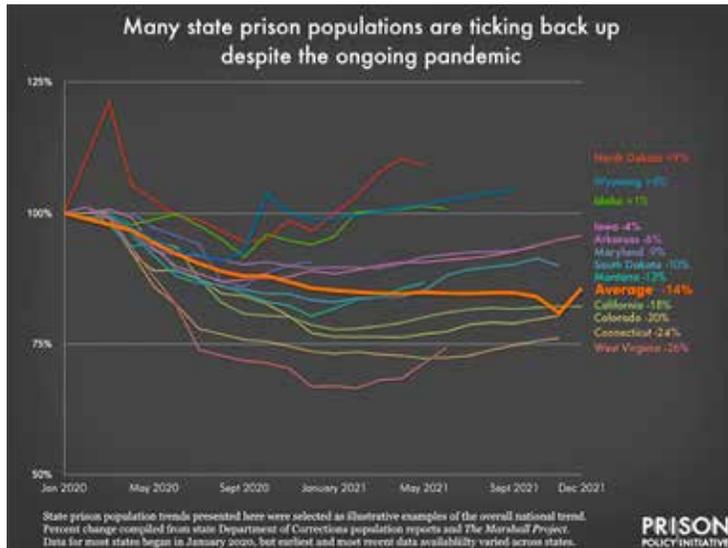
Such dramatic drops in the nation's use of incarceration would truly be cause for celebration if they weren't temporary and if they weren't still "too little, too late" for the thousands of people who got sick or died in a prison or jail ravaged by COVID-19. Unfortunately, there is little reason to think that these drops will be sustained in a post-pandemic world, especially since they have already begun to rebound to pre-pandemic levels, even amid some of the worst outbreaks the U.S. has seen. Above all, we should not expect these trends to hold without sustained reforms, as opposed to temporary "emergency response" changes.

Here, we offer some important context for the trends observed in 2020:



- **Nationwide, jail populations have already rebounded to near pre-pandemic levels.** While the BJS reports a 25% reduction in jail populations in 2020, that data only covers through midyear 2020 (i.e. the end of June). Because our work trying to shift the nation's justice system response to COVID couldn't wait for the official BJS data, we've been tracking jail population changes during the pandemic in over 400 county jails using data collected by the NYU Jail Data Initiative. Using that data, we've found that the populations of most jails in the sample started climbing back up after July 2020. Overall, the average population change since March 2020 among those jails had diminished to only a 7% decrease by October 2021.
- **Jail populations were still too high, even when they were at their lowest** in mid-2020. Even in the summer of 2020, after county and city officials had slashed their local jail populations as much as they would at any point in the pandemic (to date, anyway), 1 in 14 jails was still badly overcrowded, holding more people than their rated capacity allows. And in mid-2020, the U.S. still locked up more people per capita in jails alone than most countries do in any type of confinement facilities. That "low" rate of 167 per 100,000 residents is still more than double what it was in 1980.
- **The decrease in the prison population was also temporary — and has started to bounce back up.** Like the jail population changes, the 15% drop in the nation's state and federal prison population is explained by temporary conditions caused by COVID-19, not long-term policy changes, nor even particularly intentional changes. The combination of trial and sentencing delays in courts and the refusal of some prisons to accept transfers from jails to prevent COVID transmission resulted in far fewer (40% fewer) admissions than usual. With only a few exceptions, state and federal officials made no effort to release large numbers of people from prison. In fact, there were fewer

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releases in 2020 than in 2019.

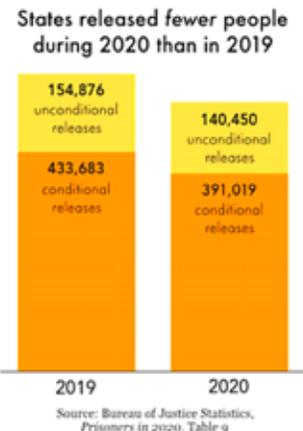
- Most of the drop in prison populations occurred within the federal Bureau of Prisons and just three states: California, Florida, and Texas. And **even states that reduced prison populations didn't necessarily reach "safe" population levels** (if any prison can be called "safe"). At the end of 2020, 1 in 5 state prison systems were at or above their design or rated capacity. Even California, which reduced its prison population more than any other state (down 25,000) was still locking up more people than its prisons were designed for, and it's only added more people since then.
- **Among people "exiting" parole** — either because their sentence was over, they were returned to incarceration, they died, or something else happened — **roughly 1 in 5 (over 70,000) were returned to incarceration**. This percentage was the smallest it's been since at least 2005, but during a deadly pandemic that spreads easily in prisons, taking people off of community supervision and returning them to prison should not have been an option. Furthermore, the drop in re-incarceration compared to other years is most likely explained by changes in parole operations, not intentional policy choices: A quarter of agencies responding to a supplementary BJS survey reported suspending reporting requirements for at least a part of 2020.
- As with other forms of correctional control, the reduction in the probation population was due to the COVID-19 emergency, not policy changes, and **probation populations were also trending up by the end of 2020**. And as with parole, the 35% decrease in returns to incarceration for technical violations, while a welcome change, is largely explained by interruptions in probation operations, and therefore is almost certainly temporary. About half of the agencies responding to BJS's supplemental survey reported that they suspended all supervision and closed agencies for a period of time in 2020.

Deeply troubling findings: Deaths as "releases" and "exits," fewer releases amid a pandemic, and bad jail policy choices

Beyond adding context to some of what would otherwise appear to be "positive trends," our analysis of the 2020 BJS data surfaced some deeply troubling findings about deaths in prison and on community supervision, the failure of states to release more people during the pandemic, and jail policy choices that reveal backwards priorities.

In prisons, BJS reports several disturbing changes from pre-pandemic 2019 to the end of 2020:

- **Deaths in prison increased by 46% nationwide.** More than 6,100 people died in prison in 2020, which was 1,930 more deaths than in 2019⁹. California, Florida, Texas, and the federal Bureau of Prisons all saw more than 500 people die in their prisons in 2020 alone (there have been more deaths since).



- **State and federal prisons released ten percent fewer people** during the first year of the pandemic, a significant change compared to the typical 1-3% annual fluctuation in the number of releases. Some of this decrease may be explained by slowdowns in parole board functions (we see a lot of drops in "conditional" releases, which would include releases on parole), but **in eight states, at least 2% of "releases" were, in fact, deaths**. At a time when vaccines were not available and families, advocates, and public health officials were sounding the alarms about the extreme risks of COVID in and around correctional facilities, far more people should have been released from prisons — not far fewer.

As in previous years, there is a lot of data missing about what happens to people on probation and parole; in many states, BJS reports little about how many people complete supervision successfully, how many are returned to jail or prison, why they are returned, etc. But in 2020, one dismal trend was clear: **Many so-called "exits" from probation and parole were actually deaths:**

- A total of 22,573 people on probation and parole died in 2020, which represents about 2,800 (14%) more deaths than in 2019.
- Exits from parole due to death increased by 32% (1,945 additional deaths) from 2019 to 2020. This accounted for over 2% of parole "exits."
- Exits from probation due to death increased in 28 of 38

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reporting states from 2019 to 2020, an overall increase of over 6% (891 additional deaths). Additionally (and somewhat mysteriously), the number of “other” exits more than doubled (with over 50,000 more “other” exits), but there is no further detail on what those “other” exits might have been.

Far more people should have been released from prisons — not far fewer

Getting state-by-state data, such as the BJS made available in the reports on prisons and on probation and parole populations in 2020, is key to bringing some important facts to light that would otherwise be obscured by the larger, nationwide trends. The state-specific data reported by BJS revealed that **some states seemed to largely ignore the urgency and seriousness of the pandemic’s impact on correctional populations:**

- Alaska’s incarcerated population actually increased by over 2% (over 100 people) in 2020. It was the only state to show an increase during this time. Worse, most of the increase was among the unsentenced (pretrial or pre-sentence) population, which means authorities made a choice to incarcerate many people who weren’t even serving a sentence.
- Nebraska’s prison population dropped only 6.6%, making it one of only three states with less than a 10% decrease. It also has the dubious distinction of being the one state to exceed its most generous measure of capacity⁹, at 119% of its prisons’ operational capacity. Perhaps unsurprisingly, Nebraska saw a greater-than-average (71%) increase in deaths in its prisons compared to 2019.
- **Five states held more youth under age 18 in adult prisons in 2020** than in 2019: Alaska, Iowa, Nebraska (where their numbers doubled), Pennsylvania, and Tennessee.
- During the pandemic, most states saw reducing incarceration for violations

of probation and parole conditions as “low hanging fruit” for depopulating prisons and jails, resulting in a 35% drop in returns to prison for violations nationwide. **But six states returned almost the same number of people to prison for technical violations in 2020** as they did in 2019: Arizona, Arkansas, Missouri, Nebraska, Ohio, and Virginia. Not only is locking people up for violations of conditions counterproductive for their success and much more costly, it’s a clearly unnecessary and serious health risk during a pandemic.

Finally, while BJS has not yet released data about deaths in jails in 2020, the jail data suggests some truly confounding policy choices at the local level that year:

- One change likely to have long-term implications is that **jail capacity actually grew during the pandemic** by quite a bit: The capacity of jails nationwide grew by 6,000 beds in one year (compare that to an increase of 700 beds the year before). With this additional capacity, authorities are able to jail over 5% more people than they were ten years ago.
- In 2020, **people in jail spent an average of two days longer locked up in dangerous conditions** compared to 2019¹⁰. Overall, the estimated average jail stay has increased by a whole week (31%) between 2010 and 2020. Like the other changes in 2020, the longer jail stays in 2020 are due to changes in courts and prisons related to COVID-19. But whatever the reason, longer stays meant vulnerable people were more exposed to extremely risky jail conditions, when their exposure should have been minimized.
- People who weren’t even convicted of a crime (i.e., those held in jail pretrial) made up a larger share of the total jail population than they have since at least 1995 — probably more than in any other year. At a time when jail populations should have been reduced to the bare minimum, **why**

were jails holding so many legally innocent people?

- In response to the pandemic, many jurisdictions aimed to reduce the use of jails for low-level offenses. But in the summer of 2020, **almost 1 in 4 (23%) people in jail were still held for misdemeanors, civil infractions, or unknown offenses** — that is, not felonies. Moreover, the practice of jailing people for violations of probation and parole conditions still accounted for almost 1 in 5 (18%) people in jail in mid-2020¹¹.
- Black people made up a larger share of the jail population than they have since 2015, because the 22% jail population drop among Black people was proportionally smaller than the 28% drop among white people. While the difference was not dramatic, this imbalance should serve as a reminder that decarceration efforts must always prioritize racial equity.

Conclusions

The recent data reported by BJS about prison, jail, probation, and parole populations during the first year of the pandemic drive home just how quickly things can change under pressure. By and large, the changes we saw during 2020 were temporary, but they suggest how much is politically and practically feasible when there is a critical mass of support to save lives put at risk by mass incarceration. It’s encouraging to see rapid population drops of 15-25% in prisons and jails, to see the total “footprint” of the carceral system shrink by over 10% in one year, and to see that, when pressed, states and counties can find ways to function without so much reliance on correctional control. It’s also helpful to see the weaknesses in such decision-making, which are put into sharp relief when under the same pressure: Racial equity is too often an afterthought in decarceration efforts, and local-level authorities, in particular, too often lack alternatives to incarceration for low-level offenses and supervision

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violations, and are too quick to lock up people accused, but not convicted, of crimes. There are many lessons for policymakers and advocates for reform in the data from 2020.

At the same time, the fact that many positive early-pandemic policy changes were so short-lived is disheartening. After all, the pandemic rages on two years later, and correctional populations continue to climb back up — what has changed? For one thing, the narrative has changed: The perception (not a reality) that criminal justice reforms have led to upticks in crime over the past few years has fueled pushback against smart policy changes. That perception is powerful, and history shows that reactionary policies can follow: In the 1980s and 1990s, the last time prison and jail populations were as low as they were in 2020, the knee-jerk reaction to (much bigger) increases in crime was to lock more people up, and for longer. There's a lesson in that for us, too.

Ultimately, centering the facts in our ongoing discussions about safety and justice — and grounding them with context — will be key to sustaining support for any progress toward ending mass incarceration. Towards that end, the recent data from BJS summarized here about changes during 2020 are essential resources.

Footnotes

1. Specifically, state prison populations dropped 15%, federal prison populations fell 13%, jail populations fell 25%, and probation populations fell 8%. Parole populations increased by just over 1%. Overall, the total number of incarcerated people (i.e., in prisons or jails) fell 18.5% and the total number of people under community supervision (i.e., on probation or parole) fell nearly 7%. The total population under any of these forms of correctional control — that is, the overall “footprint” of the criminal punishment system — shrank by almost 11% (or 676,000 people) from 2019 to 2020.
2. State and federal prisons released 58,404 (10%) fewer people in 2020 than in 2019.

3. Nationwide, women's jail populations and jail incarceration rates dropped by 37% from 2019 to 2020, while men's dropped by 23%. The number of women in federal prisons fell 17%; the number of men fell 13%. And the number of women in state prisons fell 24%, compared to a drop of 14.5% among men. Similarly, the female prison incarceration rate (per 100,000) fell by 22%, while the male imprisonment rate fell by 14%.
4. As we discuss in an October 2021 briefing, the growth of the Native population in jails far outpaced the growth of the total jail population over the same time period. Nationwide, jail populations grew 18% from 2000 to 2019, while Native populations grew 85%. Meanwhile, the number of people held in Indian Country jails (that is, jail on tribal lands) also increased by 62%.
5. Importantly, the drop in probation populations was paired with drops in the prison and jail population, so we know that this wasn't a case of “balloon squeezing,” wherein large numbers of people are simply shifted from one form of correctional control to another.
6. These states now include New York, Utah, and Vermont. Eighteen states already held zero youth 17 or younger in state prisons in 2019: California, Hawaii, Idaho, Illinois, Kansas, Kentucky, Maine, Massachusetts, Montana, New Jersey, New Mexico, North Dakota, Oregon, Rhode Island, South Dakota, West Virginia, Wisconsin, and Wyoming. Sadly, five states actually held more youth age 17 or younger in state prisons in 2020 than in 2019: Alaska (5 in 2019, 8 in 2020); Iowa (0 in 2019, 6 in 2020); Nebraska (7 in 2019, 14 in 2020); Pennsylvania (9 in 2019, 11 in 2020); and Tennessee (9 in 2019, 10 in 2020). No change was reported in Missouri (4 in both years) or Nevada (11 in both years).
7. Six states that held at least 5% of all youth 17 or younger in state prisons in 2019 reduced these populations by at least one-third in 2020: Arizona (55 in 2019, 6 in 2020; Connecticut (52 in 2019, 31 in 2020); Florida (81 in 2019, 44 in 2020); North Carolina (61 in 2019, 29 in 2020); Texas (38 in 2019, 16 in 2020); and Ohio (36 in 2019, 24 in 2020).
8. The Bureau of Justice Statistics reports that 6,112 people under state or federal jurisdiction, serving sentences of over 1 year, were “released” due to death in

2020, compared to 4,182 in 2019.

9. There are three accepted ways to measure prison system capacity. Some states chose to report one, two, or all three of these capacity measures to the Bureau of Justice Statistics. According to the definitions used in *Prisoners in 2020*, the three major capacity measurements can be defined as:
 - **Rated capacity:** the number of people or beds a facility can hold, as set by a rating official;
 - **Operational capacity:** The number of people a facility can hold based on staffing and services;
 - **Design capacity:** The number of people a facility can hold, as set by the architect or planner.

These three stated capacities can vary greatly within a state. For example, the BJS reports that the design capacity of the Alabama prison system (set by the architect or planner) is 12,388 people, while the operational capacity (based on staffing and service levels) is 22,896 people. In its report, the BJS calculated what percentage of the capacity each jurisdiction was operating at for each available definition of capacity, and reported the custody population as percentage of the lowest capacity and highest capacity. In a state like Alabama, this can create a wide range — the BJS calculated that in December 2020, the state was operating at 79% of its highest capacity measure, which was its operational capacity, and 146% based on its lowest capacity measure, its design capacity. But by any measure, there are too many people in Alabama's prisons, especially during a pandemic.

10. For people in larger jails (holding over 500 people), the average jail stay was over one month, and in the largest jails (2,500 people or more) the average was over 39 days.
11. These two groups — people held for misdemeanors, civil infractions, or unknown offenses and people held for probation and parole violations — overlap and should not be considered mutually exclusive.

Luzerne County Celebrates Pretrial, Probation, and Parole Supervision Week – July 17-23, 2022

The American Probation and Parole Association (APPA) lead the 2022 Pretrial, Probation, and Parole Supervision Week (PPPS Week) celebration July 17-23 with the theme Restoring Trust, Creating Hope. PPPS Week salutes and celebrates the valuable efforts of over 100,000 community corrections professionals across the country that help supervise close to 6.4 million individuals.

The Luzerne County Department of Probation Services has served the Court, the offenders and the community for many decades. A brief ceremony and luncheon was held in honor of the personnel of the Department of Probation Services.

The Probation Services Department presently supervises approximately 6,000 Adult offenders, along with 300 under Pre-Trial and those accepted into Diversionary Court. Adult Probation Officers were on track to complete 795 Pre-Sentence investigations for the Court as of last week.

The Juvenile Division of Probation Services maintains a service workload to approximately 100 youths, including counseling, wellness services, treatment, placements and detention.

On July 20, 2022, President Judge Michael T. Vough welcomed nine (9) new Probation Officers and administered their Oath of Office and presented them with their badges identifying them as Luzerne County Probation Officers.

Newly sworn Probation Officers are:

Ron Missal, Don Rogers, Kris Rosencrans, Kaitlyn Coslett, Kayleen Evans, Jarrett Gabriel, Morgan Klosko, Justin Muscovitch, Michael McLaughlin
Judge Vough also presented Certificates

of Distinguished Service to the following personnel (POs and support staff) for their years of dedication and service to the Department and to the Court.

Five Years: Briana Cantwell; Amy Wood; Hali Goldstein

Twenty Years: Erika Hilburt; Lisa Griglock; Colleen Flaherty; Timothy Hlivia

Twenty-Five Years: Jean Marie Rymar; Matthew Skrepenak; Adult Chief PO, Carmen Lopresto

Thirty Years: Supervisor William McNulty

Forty Years: Director of Probation Services, Ann Marie Braskey

Judge Vough thanked everyone for their professionalism and preparedness before the Court and looked toward the future as Probation Services embraces Evidence-Based Practices in supervision of offenders.

He also recognized the contributions made by the entire department in other assignments, such as the preparation of Pre-Sentence Investigation Reports, Pre-Trial Services, Court Collections, DUI Services Diversionary Court and Specialty Court. Probation Officers are assigned to each of the specialized services. Judge Vough expressed his gratitude for everyone's contributions to the department.

Also in attendance were District Court Administrator Paul Hindmarsh and Deputy Court Administrator of Human Resources Melissa Schatzel. Family members of the new Probation Officers were also present for the event.

Director of Probation Services, Ann Marie Braskey, expressed her gratitude

to the entire department for their motivation and dedication to their position. She asked that staff remember the people on their journey who mentored them, those who nurtured them, those who ignited the flame in them. She recognized the individual talents of those in the department as they look to the future in community corrections.

The annual Pretrial, Probation, and Parole Supervision Week (PPPS Week) campaign is a time to engage the public, policymakers, and legislators in recognizing the work that community corrections professionals provide to keep our communities safe. Community corrections professionals oversee persons convicted of a crime outside of jail or prison and are administered by agencies or courts with the legal authority to enforce sanctions.

During the pandemic, many community corrections professionals have thoughtfully served as first responders in the name of safety and security and shifted their work models in the right ways to support, assist, and guide individuals under supervision. Their talent, compassion, and determination have been nothing less than praiseworthy.

Community corrections professionals have helped drive significant, positive changes in our county by helping to provide the appropriate supervision and service to the right person at the right time. Monitoring may take the form of home contacts, drug testing, making sure the offender attends counseling sessions and helping offenders to find suitable housing and employment. Probation Officers have also been utilizing technologies to enhance levels of supervision of offenders.

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New Probation Officers taking the Oath of Office administered by President Judge Michael T. Vough



Supervisor William McNulty receiving a Distinguished Service Certificate for 30 Years of service to the Department of Probation Services



The newest Probation Officers with President Judge Michael T. Vough and Director Ann Marie Braskey



President Judge Michael T. Vough congratulates Director Ann Marie Braskey for her 40 years of service to the Department of Probation Services and the Courts.

*Submitted: Luzerne County Department of Probation Services
20 North Pennsylvania Ave. Suite 313
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Pretrial, Probation, and Parole Supervision Week in Westmoreland County

Westmoreland County celebrated Pretrial, Probation and Parole Supervision Week from July 17th- 23rd 2022. A luncheon for the Westmoreland County Adult Probation Office occurred during the week and a picture was taken with officers holding the Proclamation signed by our County Commissioners: Sean Kertes, Douglas W. Chew, and Gina Cerilli Thrasher. The Proclamation recognizes the positive changes that the Westmoreland County Adult Probation Officers work so hard to achieve in their communities while keeping citizens safe.

The Officers, Aides, and Secretaries pictured are as follows from left to

right, bottom to top: Jim Amatucci, Dana Mazurik, Dawna Miletics, Michelle Caesar, Nick Boozell, Keri Mace, Bob McGrath, (Row 2) Louisa Wotus, Sean O'Block, Laurie Bolkovac, Samantha Coppetti, Jenna Cole, Hannah Fox, (Row 3) Lisa Koval, Nate Ashbaugh, Nolan Boozell, Jill Serge, Lori (Row 4) Lori Baird, Zack Tomich, Lauren Davis, Chief Eric Leydig, Trevor Armstrong, (Row 5) Stacey Long, Alissa Overly, Logan Simmons, Jacob Weaver, (Row 6) Reeve Biller, Samantha Paulich, Natalie Kennedy, Jacob Fritch, (Row 7) Heidi Smartnick, Deputy Chief Christy Scott, Terry Barnot, Zach Kennedy, (Row 8) Bill Shifko, Rachel Grabiak, Jon Caranese, Pat Nuzzo.



100th Annual Training Conference Recap

The 100th Annual PAPPC Training Conference was held May 22-25, 2022 at the Harrisburg Hilton in Harrisburg, Pennsylvania. This year's theme, "Honoring the Past, Treasuring the Present, Shaping the Future - A Celebration of Us", was meant to celebrate the 100th year of the PAPPC and its tradition of bringing knowledge, resources, and positivity to its members and training attendees. Day One started with the Pledge of Allegiance and the Honor Guard of the DOC. Opening remarks were shared between PAPPC President Dennis Hoerner and the Secretary of Corrections, George Little. Day One continued with the first Plenary Session titled "Career Survival" by Jim Fox. Breakout Sessions occurred in the afternoon where participants had a multitude of interesting options to attend. The Trainings were titled: "Question Persuade Refer Gatekeeper Training" by Govan Martin, "Helping Professionals Identify and Respond to Sexual Violence" by Miranda Galbreath, "Relax its Just Sex!" by Dawn Smitley, "Here Hold My Trauma: How to Respond When You Are Thrown the Trauma Curveball" by Melissa Desoto, "Emotional Intelligence" by Mandy Schwemm, "What's in the Mix?" by Jacquelyn Cuyler, "Autism and the Juvenile Justice System", by Kate Hooven, "Cyber Security - Are You a Target for Cyber Crime" by Brandon Sarzynski, and "PA DOC Veteran Services" by Mike Carrington.



Secretary of Corrections George Little's Opening Remarks

Day Two began with Keynote Speaker Joshua Lozoff, who's presentation "The Magic of Communication" included elements of magic and illusions while still showing that communication and body language is the key to successfully interacting with other humans, either professionally, or personally. Plenary Session Two then occurred before lunch and was hosted by Jacquelyn Cuyler, it was titled "The Invisible Client - Working With Transgender Clients". The afternoon had one Plenary Session called "Medical Marijuana - A History Lesson and New Enforcement Challenges". The end of Day Two included a 1920's

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themed reception to commemorate and honor the PAPPC's 100 Years of existence and progress.

Day Three commenced with a presentation of all Silent Auction Proceeds going to the PA Wounded Warrior Inc., Camp Hill, PA. The DOC Honor Guard returned and the final Plenary Session was titled "Coach vs. Referee Concept" by Brian Lovins.



SPOTLIGHT

PAPPC Spotlight Interview Questions

Tanessa Moten is the Community Outreach Coordinator - Supervisor for Dauphin County Probation Services. An interview was conducted



with her to gain knowledge about the position within her county and the positive effect it has had on her community. Tanessa's new position is a glimpse into the future of the criminal justice field.

1. Please describe your new position and what it entails.

- Dauphin County Probation Services Community Outreach Coordinator (COC) is a role responsible for serving both our Juvenile and Adult Divisions. Specifically, Our COC is responsible for serving our internal community (support staff, probation

officers, and management) and our external communities. Bridging the gaps within probation services and between probation services and its surrounding communities is the primary focus for our COC.

- The position of COC entails: Providing educational opportunities to staff and to the community and about each other; Ensuring the communities being serviced possess an understanding for needing to be culturally aware and culturally sensitive; Incorporating individuals' values, beliefs, and perspectives to promote inclusion and engage in outreach efforts; and Developing and building onto already established relationships.

2. What interests led you to want to join the Criminal Justice Field of work?

- Since I can remember I have always been attracted to and intrigued by criminal and delinquent matters,

passionately maneuvering through life with an investigative and detective-like mentality, and just always wanting to figure things out. Perhaps that comes from my favorite childhood shows (Matlock and In the Heat of the Night to name a few). My interest further developed in high school as a result to personal/familial experiences and my exposure to classmates who unfortunately became involved in the juvenile justice system. I had so many questions like, "what drew you to this type of lifestyle" and "why would you want to be locked up (out-of-home placement or juvie)"

- After graduating from Central Dauphin East High (class of '97) I fell in love with the Criminal Justice Department at Shippensburg University. From there I earned my Bachelor of Science in Criminal Justice with a concentration in

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Juvenile Justice (May of 2002). Since then, I was employed with Wordsworth Academy, Cornell Abraxas, and Youth Advocate Program all which afforded me opportunities to work with at-risk youth and juvenile delinquents.

3. When did you start working for Dauphin County?

- May of 2005, I became employed with Dauphin County Probation Services as a Juvenile Probation Officer. From 2005 – 2006 I was assigned to our Community-Based Unit as a PO-I. Then from 2006 January 21, 2022, I was assigned to our Harrisburg City School Based Unit (a total of 3 different schools) as a PO-II. January 24, 2022, I began my newest assignment as Probation Services Community Outreach Coordinator - Supervisor, a newly developed position for our department.

4. What professional and personal qualities do you think helped set you apart to be chosen for this new position?

- My childhood (upbringing) and adulthood (experiences) have been instrumental with setting me apart from applicants for our COC position. Specifically, outreach and serving others has been engrained in my siblings and I and has become a passion of mine.
- Compassion for others, passionate about being a servant leader and serving communities, being a change agent, having a willingness to be uncomfortable and embrace challenges, being unafraid to take risks, and having a heart for people.

5. What resources/trainings did you use to prepare for your new position?

- Resourcefully I have leaned heavily on my social, communal, and professional, backgrounds. These areas have afforded me opportunities to connect with impactful and influential individuals

and organizations (leaders specifically). Through them, I have received formal and informal trainings ranging from relationship development, leadership, communication, de-escalation, mental health, and counseling to name a few (several). MOST importantly, my astounding lineage of leadership. Their supports along with my faith are my heartstrings, are the foundational presence for who I am as a person, and are ultimately the preparers for me being able to fulfill this position.

6. What demographics would you like to reach and improve with the new position?

- Since the development and functioning of my new position, 1 question has remained at the forefront of my work and that is, How can we help you? Each day I am afforded an opportunity to fulfill this role I do so with this question in mind. Reason being, I recognized that Dauphin County Probation Services cannot be effective in its outreach efforts without reaching inward (to our own staff). So, my priority has become centered around the provision of educational tools and an awareness for relationship development, cultural backgrounds, cultural sensitivity, and improved engagement. So demographically, I would like to (continue) reaching our department which ultimately will impact our surrounding communities.

7. How does the Community Outreach Program aid the offenders that are currently on supervision?

- Our Community Outreach Coordinator and its role is unique because it serves both our adult and juvenile divisions, resulting in our efforts reaching various cultural backgrounds, socioeconomic statuses, demographics, and age groups. Our efforts expose offenders to staff who are more equipped

to an awareness of their values, communities and backgrounds, practices, and beliefs. Significantly, this assists with the development of more positive relationships which allows for more qualitative engagement and field contacts from our department's Probation Officers.

8. What is the biggest effect that the community outreach program has on the Dauphin County Probation Office?

- The relationship building and educational opportunities that have occurred among our internal (Probation Services) and external (surrounding) communities, which has assisted with greater levels of awareness.

9. Do you believe that other counties should create a similar position in their respective Probation Departments?

- I most certainly do. I believe a COC is a unique and much needed position to have in any county, specifically larger sized counties. I say that because the diversity, resources, and supports are larger scaled. This then warrants the education, awareness, and inclusivity which are (to me) the 3 components that make up outreach that contribute to outreach efforts being more qualitative and effective.

10. Where would you like to take the Community Outreach Program in the future, basically what are your plans for it?

- So that we can more effectively serve the residents of Dauphin County, I would love to see a COC in each Dauphin County department (Drug/Alcohol, Prison, Children/ Youth, etc.). Collectively, we could do good damage in meeting the needs of the very individuals we service. Additionally, I would like to see this type of position in more Probation departments across the state. This is a new(er) concept that is needing to be understood and utilized in serving our communities.

The Top 10 Secrets of Successful Correctional Employees

These are the skills high-performing employees use every day to make them stand apart from others

By Aaron Meaders

Reprinted with permission. Article was originally published 08/23/2022
<https://www.corrections1.com/corrections-jobs-careers/articles/the-top-10-secrets-of-successful-correctional-employees-IUq6DWqPEz-VNEBCK/>

Working in a correctional facility can be challenging. The work environment is not for the faint-hearted. However, you will be successful if you're willing to fight through it and put forth the maximum effort.

Here are 10 secret skills that employees use every day that make them stand apart from others. Keep reading to find out more.

1. THE IMPORTANCE OF A GOOD ATTITUDE

A good attitude is one of the most important secrets to a correctional officer's success. It's essential to be upbeat. A good attitude will help you get through the day and make you more likely to succeed in your job. Successful correctional employees know it's essential to keep a positive outlook. They also know that a good attitude can make a difference in their workday. A positive attitude will help them succeed in their job and make a successful career in corrections.

2. THE POWER OF PROFESSIONALISM

Being successful in a correctional facility takes more than knowing the ins and outs of the job. It's also important to always conduct yourself professionally. That means remaining calm and level-headed, respecting inmates and fellow staff members, and adhering to all the policies and procedures. It can be easy to let your emotions get the better of you when working in a prison. Still, successful correctional employees know how to keep their cool. Always remaining professional makes their jobs easier and sets an excellent example for other staff members.

3. THE NECESSITY OF ATTENTION TO DETAIL

Successful correctional employees are attentive to detail. Being attentive to detail means constantly looking for anything out of the ordinary. These employees also follow instructions carefully, ensuring they understand each task before they begin. This attention to detail ensures that tasks are completed correctly and efficiently and that potentially dangerous situations are identified and dealt with quickly. So, if you're detail-oriented and good at following instructions, a career in corrections could be a good fit for you.



Being a successful correctional employee means more than knowing how to handle yourself in a dangerous situation. It also requires being a good communicator.

4. THE SIGNIFICANCE OF BEING KNOWLEDGEABLE

Knowledge is power and that power can help you be successful in a correctional facility. Most successful correctional employees have one thing in common: they know the ins and outs of their job. Understanding all aspects of the job, including policies and procedures is essential. This knowledge will help you be more efficient in your work and catch errors more easily. Also, it's helpful to know the facility's layout and the location of critical areas, such as the control room, medical unit and visitation area. By familiarizing yourself with the facility, you can cut the risk of getting lost or confused in a stressful situation.

5. THE VALUE OF BEING A GOOD COMMUNICATOR

Being a successful correctional employee means more than knowing how to handle yourself in a dangerous situation. It also requires being a good communicator. This communication will help you work with colleagues, superiors and inmates. Communicating clearly and effectively, both verbally and in writing, is essential in a correctional setting. This ability will help you maintain control in difficult situations, resolve conflict and build relationships.

Being a great listener is equally important as being a good speaker/writer. Listening helps you understand the needs of others, builds trust and resolves conflict. Seeing both sides

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of an issue can help you find creative solutions.

6. THE IMPORTANCE OF BEING A GOOD TEAM PLAYER

Being a good team player is another secret to success in a correctional facility. It's essential to work well with others. A good team player is cooperative, helpful and willing to pitch in when needed. Being a good team player will make the work environment more enjoyable for everyone, and you will be more likely to succeed in your job.

7. THE REWARDS OF BEING CREATIVE

Being creative is another secret to success in a correctional facility. It's essential to be able to think outside the box and come up with new ideas. This creativity will help you when it comes to problem-solving. Being creative will set you apart from others and help you succeed in your career.

8. THE IMPORTANCE OF REMAINING POSITIVE

If you want to be successful in working at a correctional facility, it is vital to maintain a positive outlook. This positive

outlook will help you get through tough days and will increase the likelihood of your success in the job. Of course, it is not always easy to remain positive when working in a corrections environment. Many challenges come with the job, including dealing with problematic inmate behavior and coping with the stress of the job. However, successful correctional employees know that a positive outlook is essential to getting through the day and being successful in their careers. So, if you want to be successful in working at a correctional facility, remember to keep your outlook positive. It will make all the difference in your ability to succeed.

9. THE ADVANTAGE OF BEING FIT

Working in a correctional facility can be mentally and physically demanding. Fit correctional employees are successful because they have the energy to perform their duties without getting tired. They are less likely to get hurt and can handle any physical challenges. A fit employee will have the stamina to make it through long shifts, as well as the strength to address physical challenges that may come up. Also, being fit will reduce the chances of getting injured on the job and

help reduce stress.

10. THE GAIN FROM BEING THE BIGGER PERSON

Successful correctional employees know how important it can be to keep their emotions under control while dealing with problematic inmates and the other challenges that can come up on the job every day. They also tend to have better work performance than those who do not have these traits. If you want to be successful at working in this environment, you must learn how to be the bigger person and let things go. Not only will this help you emotionally, but it will also improve your chances of having a successful career in corrections.

FINAL THOUGHTS

A good attitude, professionalism, attention to detail, knowledge, communication skills, teamwork, creativity and the ability to remain positive are all essential keys to success in a correctional facility. Keep these secrets in mind if you want to succeed in the correctional industry! By possessing these qualities, you will be more likely to succeed in your job and advance in your career.

Ways to Avoid Being Tracked Down at Home

By Eileen Hager and Amanda Eisenman

Everyone is weary of strangers around their house, but this is especially true for law enforcement personnel. The idea of a current or ex-offender finding where you and your family live can be stressful, especially if it is someone you've arrested or who has made threats against you. Below are some tips to help minimize your off-duty exposure to problems:

Refrain from putting your name on your mailbox or on your house.

- Don't fill out warranty cards. You do

not need to complete these cards to be covered by the product warranty. If you have the receipt, you'll be covered. Companies gather data from those cards that can be shared with other companies for marketing purposes.

- Don't be predictable—change your routes and/or stagger your schedule, if possible.
- Pay attention to your surroundings. Look around, be alert and aware.

Avoid driving around mindlessly, watch for cars that may be following you. Don't fiddle with your phone or computer in your vehicle while in front of or near an offender's home.

- If you get a newspaper delivered to your home, consider putting it under a name other than your own. A newspaper laying on the ground outside of your house makes it easy for someone to pick it up and identify who lives there.

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- Maintain good security in and around your home – lighting, alarm system, front/rear door camera, well lit walkways and trimmed bushes.
 - Don't hang out in the parking lot of your workplace after your shift. This makes it easier for someone to watch what personal vehicle you drive and follow you home.
 - Be careful what you throw out at home and work. This can be a way for someone to gain intel on you or your family.
 - It's not a good idea to have law enforcement identifiers such as flags, emblems and stickers on your car or your home. Wanting to display your support for law enforcement is certainly understandable, but it could have a negative impact on you and your family's safety.
 - Train your spouse and kids how to think and what to do in case of an emergency. Teach them self-defense skills and the use of firearms if they are old enough to learn. Feeling helpless can be debilitating at any age.
- Please remember, it's not about being paranoid, it's about being prepared!

RECIPE

Homemade Mac N Cheese



Ingredients:

- 1 lbs pasta
- 2 cups of Velveeta
- 2 cups of shredded sharp cheddar
- 1 stick butter
- 1/2 cup of flour
- 5 cups of milk (skim, if possible)
- Worcestershire Sauce
- Black pepper

Instructions:

1. Boil 1 pound of whatever Pasta you'd like. Set aside
2. Cheese Sauce: ½ cup of butter (1 stick of actual butter), ½ cup of flour
3. Melt Butter in a 5 quart sauce pan, add the flour and stir immediately and continuously until it melts (takes 1 or 2 minutes)
4. 5 cups of Milk (Skim if possible), 4 to 4 ½ cups of cheese (2 cups of Velveeta and 2 cups of shredded sharp cheddar)
5. Add Milk slowly to flour/butter mixture. Stir Continuously over medium heat until it's all mixed. Then turn stove to medium/high and stir often until it thickens some (not too thick). This takes 10-15 minutes
6. Add Cheese and stir. Turn heat down and stir often until cheese is melted. Add 3 to 5 dashes of Worcestershire sauce and black pepper. Taste to decide if it needs more Worcestershire sauce
7. Spray 9 x 12 pan with Pam. Mix all together and bake about 20-30 minutes until bubbly, slightly brown. Time to Dine!

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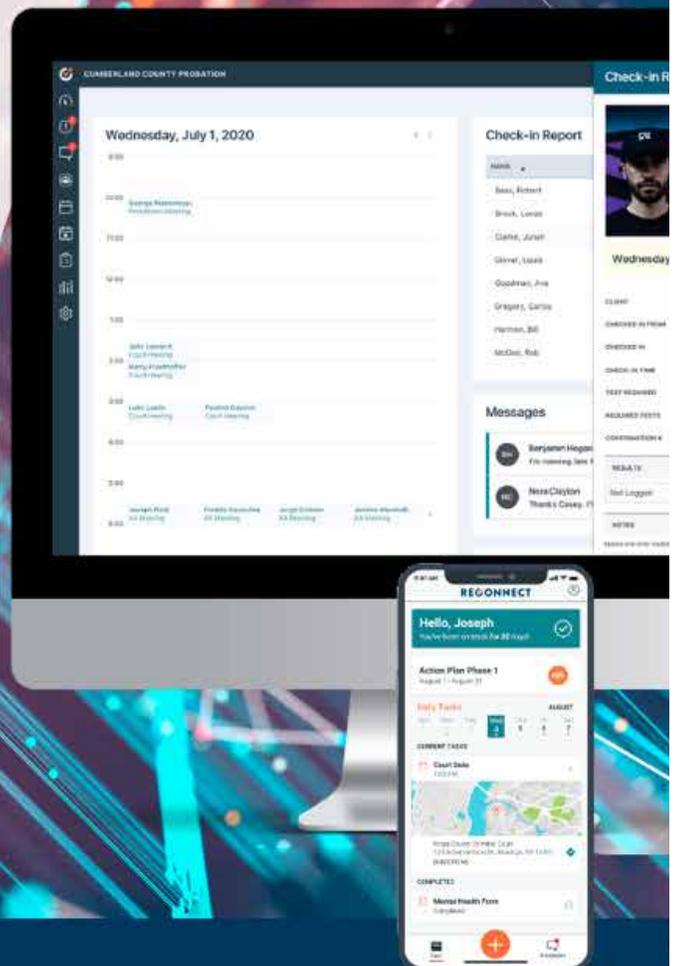
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