



**AJA 38th Annual Conference & Jail Expo
May 18-22, 2019 | Louisville, Kentucky**

2019 Workshop Schedule

Workshop Key

[B/MH] Behavioral/Mental Health
[DS] Direct Supervision
[EI] Emerging Issues
[MED] Medical Health
[OS] Operations/Security

[P] Programs
[ST] Special Topics
[TPD] Training & Professional Development
[TN] Tribal Nations

Saturday Immersive Workshops, May 18

Saturday, 8 a.m.–5 p.m.

Franklin County Steps Up: Another Perspective into Reducing the Number of People with Mental Illness in Jail | M100

Reducing the number of people with mental illness in jails—and diverting them to appropriate care—is an issue for every county in America. Public safety, economic impact, and social justice all converge at this critical intersection. In this workshop, Franklin County, Ohio shares experiences across all points of the Sequential Intercept model, from diversion and deflection, to alternatives at arraignment, to in-jail programming, medically-assisted treatment for co-occurring AOD issues, and connection to services post-release. This workshop delves into specific strategies that have yielded results and points out pitfalls that didn't. Presenters across the criminal justice spectrum discuss how interdepartmental cooperation is critical to systemic success.

Moderator/Presenter: Geoff Stobart, Chief Deputy, Research and Development, Franklin County Sheriff's Office, gastobar@franklincountyohio.gov

Presenters: Tresalyn Butler, Deputy, Franklin County Sheriff's Office, trbutler@franklincountyohio.gov

Michael Daniels, Justice Policy Coordinator, Franklin County Office of Justice Policy and Programs, michael.daniels@franklincountyohio.gov

Molly Gauntner, Chief Probation Officer, Franklin County Municipal Court, gauntnerm@fcmcclerk.com

Patrice Palmer, Franklin County Sheriff's Office, papalmer@franklincountyohio.gov

Kysten Palmore, Reentry Coordinator, Franklin County Justice Policy & Programs, kapalmor@franklincountyohio.gov

Melissa Pierson, Deputy Director, Franklin County Office of Justice Policy and Programs, mspierso@franklincountyohio.gov

Carl Trowbridge, Captain, Franklin County Sheriff's Office, cetrowbr@franklincountyohio.gov

Saturday, 8 a.m.–Noon

A Jail Administrator's Toolkit | M104

You've just been promoted to jail administrator. Do you know what that means? Do you understand all that is involved with your new position? Learn from those administrators who have been there and what they wished they had known before their tenure began. Participants discuss the essentials of the jail administrator's toolkit, including leadership, budget challenges, and setting the tone for the entire organization. Don't be overwhelmed. We're here to add resources, contacts, and guidance to your toolkit!

Moderator/Presenter: Susan McCampbell, CJM, President, CIPP, susanmccampbell@cipp.org

Presenter: Daniel Junior, CJM, Director, Miami-Dade Corrections & Rehabilitation Department, daniel.junior@miamidade.gov

Responding to a Persistent Challenge: How to Recognize and Reduce the Potential for Mortality in Jail | M108

Since 2000, the leading cause of death in jails was suicide. Moreover, this report indicated that suicides in jails had increased 14% between 2012 and 2013. In addition to this concern, the evolution of jail populations is such that they continue to house a growing number of arriving inmates who are often in very poor physical and/or mental health. This special session discusses the various mortality types that predominate in the jail setting. Further, the discussion examines approaches, supported by national experts, that can potentially reduce jail mortality.

Moderator: Amber Redmond, CJM, Deputy Director, Douglas County Department of Corrections, amber.redmond@douglascounty-ne.gov

Presenter: Michael Myers, CJM, Director of Corrections, Douglas County Department of Corrections, michael.myers@douglascounty-ne.gov

Saturday, 1 p.m.–5 p.m.

Liability and Risk Management for Supervisors | M104

This workshop helps participants to develop a risk assessment strategy for managing daily shift activities and operations. It also provides a topical background of current case law issues and decisions impacting administrators and supervisors. Learn about potential liability that may involve your agency in litigation, especially when there is no current policy and procedure review, and share proactive measures with your jail/sheriff's office that may reduce the impact of potential risks and associated litigation.

Moderator/Presenter: Peter Perroncello, MS, CJM, CCT, CCHP, Consultant, Jail Management Consultants LLC, pperroncello@msn.com

Presenter: Carrie Hill, Esq., Director, National Center for Jail Operations, National Sheriff's Association, Carrie@sheriffs.org

PREA: A Practitioner's Forum | M108

This session is designed for those individuals responsible for or assisting with the implementation of the PREA Standards. You know the standards: But what do they look like in actual operation in your facility? A panel, along with all the attendees, will introduce ideas, lessons learned, and ways to implement the most challenging standards. You are invited to come with your questions and the solutions to share with your fellow practitioners. This is your opportunity to be among your colleagues with the same struggles—no matter what size facility or architectural hurdles.

Moderator: Christopher Baker, CJO, Sergeant/PREA Coordinator, Passaic County Sheriff's Office, cbaker@pcsheriff.org

Presenters: Stefanie Bush, CJM, PREA Compliance Manager, Scott County Sheriff's Office - Jail Division, stefanie.bush@scottcountyiowa.com

Karen Dalton, CJM, Assistant Division Director, Los Angeles County Sheriff's Department, ksdalton@lasd.org

Denise Diamond, Captain/Training Unit Manager, Multnomah County Sheriff's Office, denise.diamond@mcso.us

Saturday, 3 p.m.–5 p.m.

Mentoring: A Renewed Element of Senior Management Responsibility | M105

Mentoring is a critical part of training, but can be a lost form in many agencies. Few senior managers set out to formally mentor subordinates; and while it certainly happens in the field, it generally cannot be found within training priorities for senior managers nor a mandatory element in performance evaluations of those leading correctional organizations or managing programs. In order to prepare for major transitions within agencies and to better develop career goals of staff, this workshop explores the reasons mentoring training should be a part of formal training for leadership and management staff. Presenters discuss mentoring training formats, career and industry benefits for both the mentor and mentee, and ways to implement a mentorship program.

Moderator: Willis Beatty, CJM, Chief Deputy, Charleston County Sheriff's Office, wbeatty@charlestoncounty.org

Presenters: Susan McCampbell, CJM, President, CIPP, susanmccampbell@cipp.org

Malik Muhammad, CJM, CCT, CPM, CCM, Major, Orange County Department of Corrections, malik.muhammad@ocfl.net

Arthur M. Wallenstein, County Corrections Director and Warden (Retired), Montgomery County Department of Correction and Rehabilitation, artwallenstein@gmail.com

Sunday, May 19

Sunday, 8 a.m.–9:30 a.m.

[B/MH] Changing Mindsets: The Road to Addressing Mental Health Challenges in Jail | M100

The corrections industry recognizes the growing need for training and education while addressing the cultures and realities of mental health concerns for incarcerated inmates. Presenters from the Franklin County Sheriff's Office and Washtenaw County Sheriff's Office explore a new mindset for addressing these growing demands and concerns within the correctional setting among staff and the inmate population. The advantages of utilizing local partnerships and resources to aid treatment, healing, and education are discussed, as well as the options that are available for inmates once they are released from a correctional facility and re-enter society.

Moderator/Presenter: Lisa Gentz, LMSW, Program Administrator, Washtenaw County Community Mental Health, gentzli@ewashtenaw.org

Presenter: Renee Wilson, Director, Community Corrections/Correctional Services, Washtenaw County Sheriff's Office, wilsonr@ewashtenaw.org

[ST] Denver Opportunity Index | M105

The Denver Opportunity Index is a philosophical shift in public safety service delivery. Using census track data, areas are identified in the city of Denver where residents' opportunities to enhance their quality of life are less prevalent than other areas. The goal is to form partnerships with community stakeholders, nonprofit organizations, members of the business community, and city agencies to work together to increase residents' access to financial and health care resources. Proactively focusing on these needs supports healthy communities by addressing root causes that lead to unhealthy behavior that necessitates public safety intervention. This requires a comprehensive approach to identify opportunities to provide everyone in the city with an equitable path to prosperity and wellness.

Moderator: Shane Kitchen, CJM, Alvin S. Glenn Detention Center, *kitchen.shane@richlandcountysc.gov*

Presenter: D. Troy Riggs, Executive Director of Public Safety, City and County of Denver, *troy.riggs@denvergov.org*

[DS] Direct Supervision: Successes and Challenges | M112

A panel of experienced professionals shares the “why” and the “how” behind direct supervision and its implementation. They discuss the role of this management concept in the future of corrections. These practitioners also share success stories gathered over the years, and honestly discuss the challenges they’ve confronted and overcome. Participants have an opportunity to collaborate with the panelists regarding successes and challenges at their own agencies. They also learn how to take a fresh approach to problem-solving by using this unique management style.

Moderator/Presenter: John W. Johnson, Sr., MBA, CJM, CPM, Division Chief, Miami-Dade Corrections and Rehabilitation Department, *john.johnson@miamidade.gov*

Presenters: Wayne Dicky, CJM, CCE, Jail Administrator, Brazos County Office of Sheriff, *wdicky@brazoscountytexas.gov*

Cesar Garcia, Housing Officer, Imperial County Sheriff’s Office, *cgarcia@icso.org*

Peter Perroncello, MS, CJM, CCT, CCHP, Consultant, Jail Management Consultants LLC, *pperroncello@msn.com*

[OS] Effects of Natural Disasters on Local Jails | M108

Presenters of this workshop discuss the effects of natural disasters on jails, specifically focusing on Hurricane Harvey in Houston, Texas. In August 2017 Hurricane Harvey made landfall in Texas. In Harris County, the results were devastating to the criminal justice system. One of Harris County’s jails was evacuated due to rising water—and to complicate matters the jail system became an island limiting all ingress and egress. While the jail system suffered mechanical issues and flooding concerns, it was not learned until the water receded that the Criminal Justice Center (a 22-story high-rise that housed the criminal courts) was left inoperable and has been temporarily shuttered for more than a year. This is the story of Harris County and Hurricane Harvey. Presenters discuss lessons learned and strategies to cope with natural disasters at your facility.

Moderator/Presenter: Ronny Taylor, CJM, Captain, Harris County Sheriff’s Office, *ronny.taylor@hctx.net*

Presenter: Patrick Dougherty, CJM, Major, Harris County Sheriff’s Office, *patrick.dougherty@sheriff.hctx.net*

[TPD] Implicit Bias: What You Don’t Know Can Hurt You | Ballroom A

Bias is a hot topic these days and is often associated with a great deal of negativity and judgment. However, the truth is implicit bias happens outside of our consciousness and is a result of societal programming, not personal choice. This workshop explores the foundations of bias, how we come to make certain associations, the reasons our brain is hard wired for bias, and how our experiences reinforce our beliefs. Presenters explore how we can become more aware of the biases we hold and detail the tools and strategies (both individual and organizational) we can use to change them. Finally, participants learn the relationship between bias, ethics, and leadership and discuss how to lead in a way that improves influence and reduces liability

Moderator: Michelle Nolley, Lieutenant, Hampton Sheriff’s Office, *mnolley@hampton.gov*

Presenter: Kimberly Miller, PhD, Psychologist, Kimberly A. Miller & Associates, LLC, *dr.miller@kimberlymillerconsulting.com*

[EI] Opiates and Opioid Facts: Detection, Identification, and First Responder Protection | M104

This workshop begins with important information on the differences between opiates and opioids, the numerous forms of Fentanyl, routes of exposure, and protection of first responders. Learn the signs of exposure along with the limitations of drug detection and identification capabilities in jail. Instructors share how you can create a protocol for identification and detection, and how to protect yourself and others from accidental exposure. You also are given tools to avoid exposure and reduce newly admitting inmates from overdose.

Moderator: William L. King, Sheriff, York County Sheriff's Office, wking@yorkcountymaine.gov

Presenters: Aaron Morrell, Corrections Sergeant, Ontario County Sheriff, aaron.morrell@co.ontario.ny.us

Chris Weber, Technical Solutions Engineer, CBRNE, Smiths Detection, Chris.Weber@smiths-detection.com

Sunday, 9:45 a.m.–11:15 a.m.

[P] Four Steps to Comprehensive Reentry for People Addicted to Opioids | M109

People reentering the community from incarceration face a significantly higher risk of overdose and overdose-related death. Because the weeks immediately following reentry are also when people are most vulnerable to relapse and recidivism, utilizing reentry best practices that address people's opioid addictions and connect them to community providers who offer rapid access to treatment is critical to reducing their chances of returning to jail or using substances. This workshop describes reentry best practices for people addicted to opioids that strengthen public safety and provide needed services to the person. The steps include planning and coordination; behavioral health treatment and cognitive interventions; community supervision; and recovery support services, housing, and other supports in the community.

Moderator: Andre Bethea, Policy Advisor-Corrections, U.S. Department of Justice, andre.bethea@usdoj.gov

Presenter: Sarah Wurzburg, MA, Deputy Program Director, Behavioral Health, The Council of State Governments Justice Center, swurzburg@csg.org

[TPD] Jump Start Your Jail's Leadership Development | M111

Jails are not preparing the next generation of formal and informal leaders. This workshop re-introduces and re-examines the 22 core competencies for jail leaders and discusses how these competencies can assess your jail's capacity to grow leaders. In addition, participants learn how to use the core competencies to create and sustain a leadership program; update performance appraisal systems; implement a mentorship program; and measure effectiveness of initiatives.

Moderator: Malik Muhammad, CJM, CCT, CPM, CCM, Major, Orange County Department of Corrections, malik.muhammad@ocfl.net

Presenters: Genie Elton, Operations Lieutenant, Kitsap County Sheriff's Office–Corrections Division, Gelton@co.kitsap.wa.us

Susan McCampbell, CJM, President, CIPP, susanmccampbell@cipp.org

Melissa McClellan, Executive Lieutenant, Oakland County Sheriff's Office, mccllellanm@oakgov.com

[MED] Pathways to Collaboration: Fostering Communication between Health Care and Custody | M101

A positive, working relationship among staff is a hallmark of any successful correctional program. This essential element does not happen naturally but needs to be developed, nurtured, and supported at all levels within an organization. This workshop focuses on custody-healthcare relationships and communication with examples of useful methods of communication that may apply to any jail system. Presenters focus on steps that can be implemented to improve communication among staff and promote more positive working relationships and inmate-patient outcomes. Los Angeles County has devoted considerable effort to creating

systems for sharing critical information between custody, nursing, and mental health. In this workshop, presenters share the most helpful practices that they have developed. Finally, the role of HIPPA and the sharing of information among staff is addressed.

Moderator: Tracey Titus, RN, CCHP-RN, Vice President, Accreditation, NCCHC, traceytitus@ncchc.org

Presenters: Tim Belavich, PhD, Mental Health Director, Los Angeles County Jail, tgbelavi@lasd.org

Joan Hubbell, Director of Mental Health Training, Los Angeles County Department of Health Services Correctional Health Care Services, jhubbel@lasd.org

Francine Rizzio, Sergeant, Los Angeles County Sheriff's Department, FNRizzio@LASD.org

[EI] **Protecting Our Jail Professionals: Mind and Body | M107**

Stress among correctional officers is at epidemic levels. We take care of those in our custody, now let's take care of the people given the responsibility for their care and custody. Correctional officers have chosen one of the most dangerous professions in criminal justice. Instructors share The Professional Quality of Life Model and learn the foundations for promoting officer wellness and the prevention of burnout and secondary traumatic stress. Learn the differences between police and correctional stress, effects on family relationships, and even how gender plays a role in the reaction to stressors. Prevention is key. Understand suicide prevention techniques, programs, and tools to better navigate stress and burnout.

Moderator: Heidi Howe, CJM, Captain (Retired), Washoe County Sheriff's Office, hhowe1082@aol.com

Presenters: Tiffany Arrows, MA, PhD, LPCC, NCC, Regional Director of Severe Mental Illness Services, Bluegrass.org, tdarrows@bluegrass.org

[OS] **Utilizing Force Option Training Platforms | Ballroom E**

Utilizing the Force Options Simulator, participants improve their skills in tactics and selection of appropriate force options through real-life and practical scenarios. This workshop includes hands-on practice on a Force Option Simulator with jail scenarios.

Moderator/Presenter: Kishore Patel, CCT, Training Specialist II, San Bernardino County Sheriff's Department, kpatel@sbcasd.org

Presenters: John Korzonek, CJO, Deputy Sheriff, San Bernardino County Sheriff's Department, jkorzonek@sbcasd.org

Taylor Long, Sergeant, San Bernardino County Sheriff's Department, tplong@sbcasd.org

[ST] **"We've Never Done It Like That Before!" Creating a High-Reliability Organization | Ballroom B**

Your job is complex and risky. You and your personnel must make split-second decisions with limited information. Numerous laws, regulations, and standards come into play. And there's a constant safety threat. How can you address these challenges and prevent tragedy from striking in the form of injuries, lawsuits, or organizational embarrassments? In this program, 33-year law enforcement veteran and dynamic speaker Gordon Graham introduces attendees to Admiral Hyman Rickover, a man who created rules for success for his complex, risky profession. Gordon shows how these rules apply to jail personnel—and how corrections and law enforcement agencies can use the rules to build a High-Reliability Organization equipped to proactively address problems. In correctional environments fraught with risk, leaders must be confident that their personnel know what to do and how to do it. Applying the principles of High-Reliability Organizations is essential.

Moderator: Henry Reyes, CJM, Chief Deputy, Tarrant County Sheriff's Office, hreyes@tarrantcounty.com

Presenter: Gordon Graham, Co-Founder of Lexipol, Graham Research Consultants, gordongraham@earthlink.net

Sunday, 1:15 p.m.–2:45 p.m.

[B/MH] Effective Management of Inmates on the Autism Spectrum: Defiance or Low Social Competence? | M100

From intake to release, high-functioning inmates with Autism Spectrum Disorder (ASD) are often perceived as cold, impulsive, and defiant. Lacking strong social and coping skills, these inmates struggle to engage with officers, mental health staff, and cellmates; receive frequent rule violations; and often find little programming and vocational success while incarcerated. Without a clear understanding of the disorder, classic features of ASD are easily mistaken for antagonism and result in expensive, unnecessary medications; misdirected treatment planning; and use-of-force episodes. This workshop is designed to help attendees identify key features of high-functioning inmates on the autism spectrum and to recognize what makes incarceration difficult for inmates with ASD. Differences between personality disorders and ASD in relation to disruptive behavior are explored. Participants learn how to incorporate this knowledge into housing, programming, and vocational placement decisions.

Moderator: Robin Timme, PsyD, ABPP, Senior Expert, Falcon Inc., rtimme@falconinc.com

Presenter: Harmony Goorley, MA, LCPC, LSOTP, CCHP, Technician, Falcon Inc., hgoorley@falconinc.com

[O/S] Effective Ways to Manage and Reduce Violence in Correctional Facilities | M105

This workshop consists of seven areas of content with evidence-based research that assists correctional professionals in managing and reducing violence in correctional facilities. The seven areas are effective leadership and management, use of force, preparing for emergencies, managing the mentally ill, the effects of long-term isolation, effective ways to prepare for a correctional audit, and effective methods to prevent and reduce inmate violence.

Moderator: Timothy Fay, CJM, Lieutenant, Lake County Sheriff's Office, tfay@lakecountyil.gov

Presenter: Elvis Slaughter, MSCJ, Superintendent of Corrections (Retired), Cook County Sheriff's Office, eslaugh108@aol.com

[P] Increasing Public Safety by Breaking the Cycles | M108

The Parenting Intervention Project is a collaboration between Cal State San Bernardino and the San Bernardino County Sheriff's Department, offering parenting and trauma classes, contact visits, and individual counseling. Many inmates have been exposed to drug and alcohol abuse, low-education levels, and parental incarceration. Without processing through their own unresolved trauma, evidence indicates they are likely to reenact the cycle of sexual, physical, and emotional abuse with their own children. The attachment-based psychotherapeutic education course is informed by evidence-based research on attachment, child development, and effective parenting strategies. It is based on current research on child development. The goals are trauma recovery, strengthening family relationships, and improving the developmental outcome of children of incarcerated parents, reducing delinquency and future incarceration of children, and aiding future generations to avoid the cycle that these parents have experienced.

Moderator/Presenter: Chris Martin, Inmate Programs Manager, San Bernardino County Sheriff's Department, cmartin@sbcisd.org

Presenter: Christopher Vallejo, Director of Intern Operations, Parental Intervention Project, cvallejo@csusb.edu

[ST] Inmates with Disabilities: Correctional Compliance with ADA | M112

Title II of the Americans with Disabilities Act (ADA) applies to correctional facilities. Compliance of both structural and inmate accommodations are paramount in decreasing liability and litigation costs. Designating an ADA Coordinator to monitor compliance and act as a liaison when factoring in both accommodations and security concerns can improve your facility's understanding of what's required under ADA. As the

percentage of older Americans in correctional institutions rises, requests for accommodation will not only become more frequent, but from a broader spectrum. An ADA Coordinator can serve as an advocate for inmates with disabilities, and improve the relationship between correctional staff and inmates with a need for accommodation. Taking a proactive approach at providing accommodations and educating personnel on the topic and its importance can improve the quality of care and compliance for inmates with disabilities.

Moderator/Presenter: Daniel Dyer, CJM, Commander, Los Angeles County Sheriff's Department, djdyer@lasd.org

Presenters: Michael Boling, Deputy Sheriff, B-1/ ADA Coordinator, Los Angeles County Sheriff's Department, Mwboling@lasd.org

Timothy Kral, Principal Deputy County Counsel, Los Angeles County Sheriff's Department, tkral@lasd.org

[TPD] **Leading for Influence: It Matters What You Choose Each Day | Ballroom A**

A leadership position provides a person with power, authority, and the ability to make decisions; however, the rank in and of itself does not instill a desire in others to follow them. The only thing that does is influence! Influence is obtained when someone trusts, respects, and is willing to be guided by you. Not all people in leadership positions possess this ability and fewer understand its power or how to develop it. This workshop explores the foundational mindset and behaviors that are linked to the ability to influence others. Participants learn skills to become more effective at work and in life, and leave with a new appreciation of how daily choices affect personal leadership.

Moderator: Timothy Palmer, Captain, Larimer County Sheriff's Office, Palmer@co.larimer.co.us

Presenter: Kimberly Miller, PhD, Psychologist, Kimberly A. Miller & Associates, LLC, dr.miller@kimberlymillerconsulting.com

[EI] **Objective Classification & Elimination of Restrictive Housing | M104**

In 2013, the San Bernardino County Sheriff's Department implemented an objective classification system that was created in house for the classification of approximately 55,000 inmates per year. This system evaluates the inmates health and mobility, life criminal history, PREA issues, specialty housing, gang membership or association, recidivism rates and like criminal characteristics to house pre-sentenced and sentenced inmates within our 6500 bed correctional system. This system eliminated the use of restrictive housing and gives all general population or administrative housing inmates a minimum of 24 hours of out of cell time per week. The classification system has been challenged in lawsuits and was successfully defended on its merits. Judicial review and lawsuit outcomes has deemed the classification system as unbiased, fair and set a new industry standard for classification and out of cell time.

Moderator: Aaron Arreola, CJO, Sergeant, Imperial County Sheriff's Office, aarreola@icso.org

Presenter: Armando Castillo, Jr., Detective/Corporal, San Bernardino County Sheriff's Department, acastillo@sbcso.org

Sunday, 3 p.m.–5 p.m.

[OS] **Correctional Influence and Professionalism | Ballroom B**

This workshop is designed to help correctional officers shift their management styles from a controlling and totalitarian style to an influential style. It is human nature to resist control and authority—a forefront of the way correctional facilities have functioned for years. Participants are challenged to interact with our population in ways that focus on respect of others. Although this management style may not work with everyone in our population, it can positively impact a majority of those whom we encounter. Presenters also focus on professionalism for the correctional officer. Due to the nature of the job, correctional officers are often seen as the forgotten members of the law enforcement community. At the conclusion of the workshop, participants gain a new-born appreciation of the professional nature of our career field. Presenters encourage

participation of line staff, supervisors, managers, and administrators in order to begin a paradigm shift in inmate management styles.

Moderator: Gerry Billy, MCJ, President/Sheriff (Retired), Billy & Associates, LLC,
sheriffbilly@alink.com

Presenter: Todd Gilchrist, Sergeant, Muskegon County Sheriff's Office,
todd.gilchrist@muskegonsheriff.com

[MED] **Correctional Medicine for the 21st Century | M111**

This dynamic workshop is designed for the ever-changing landscape of correctional medicine. Presenters discuss in detail the best practices for treating the most pressing chronic medical problems among offenders, including detoxification protocols, managing high-risk pregnancies, and MAT. Participants are given strategies about how to minimize liability and the threat of deliberate indifference.

Moderator: James Martin, MPSA, CCHP, Accreditation Specialist, National Commission on Correctional Health Care, *jamesmartin@ncchc.org*

Presenter: Amanda Trent, CJM, Major, Western Virginia Regional Jail, *amanda.trent@wvarj.org*

[EI] **Hiring and Recruitment in Jails: Get the Right Employee Fit! | Ballroom E**

How much do you know about your potential pool of employees? What are you and your agency doing to effectively find the best employee? How do you effectively and efficiently recruit and hire agency "fits"? If you are interested in the answers to these questions, then join NIC for this interactive workshop where we discuss myths versus reality regarding your potential employee pool; strategies to bring qualified recruits to your agency; and developing recruiting techniques tied to your agency's mission, vision, and values that match the needed on-the-job competencies to your recruits' skills and qualifications.

Moderator/Presenter: Leslie LeMaster, Correctional Program Specialist, National Institute of Corrections,
llemaster@bop.gov

[EI] **Hot Topics | M101**

What are hot topics you're dealing with in your facility? This highly interactive workshop allows you an open forum to highlight the issue, brainstorm solutions with colleagues, and determine a possible plan of action for you to bring back to your facility. Bring your pressing issues and your fellow practitioners are ready to help!

Moderator: George Wilson, C.O.R.T. Developer, Maricopa County Sheriff's Office,
g_wilson@mcs.maricopa.gov

Presenter: Mitch Lucas, Assistant Sheriff, Charleston County Sheriff's Office,
MLucas@charlestoncounty.org

[B/MH] **No Shame, No Blame: Breaking the Silence of Mental Illness in Jails | M107**

Due to the deinstitutionalization movement of the 1960s that shut down large treatment facilities for our Nation's mentally ill population, jails have become de facto mental health treatment sites. National statistics report that 64% of jail inmates have a mental illness. Mental health staff must use validated screenings to make assessments at intake; create individualized treatment plans; and offer evidence-based medication options, including long-acting injectable psychotropic medications to help stabilize and treat inmates suffering from severe mental illness. Adequate assessment and treatment can help decrease rates of self-harm and antagonistic behavior. Louisville Metro Department of Corrections has recently implemented advanced practices, such as Patient Activity Monitoring and Management Tablets, to better monitor our high-risk, mentally ill patients. This workshop discusses how to explore options to assist the mentally ill individuals in your facility.

Moderator: Steve Durham, Assistant Director, Louisville Metro Department of Corrections,
Steve.Durham@louisvilleky.gov

Presenters: Sumner Lagow, LPCC, NCC, Mental Health Director, Wellpath, *SuLagow@Wellpath.us*

Mane Martirosyan, MSSW, CSW, Sr. Social Worker/PA2CT Coordinator, Louisville Metro Department of Corrections, *mane.martirosyan@louisvilleky.gov*

Kasey Metts, APRN, Psychiatric Mental Health Nurse Practitioner, Wellpath/Louisville Metro Department of Corrections, *KMetts@Wellpath.us*

[TPD] Protecting Our Officers: Trauma-Informed Training for a Resilient Workforce | M109

According to the Federal Office of Justice Programs, levels of stress in the correctional environment are some of the highest occupational levels anywhere. Several studies have identified implications like significant elevations in behavioral and somatic healthcare problems, unscheduled absences, low productivity, high levels of burnout and staff turnover, the impact on safe operations, and the financial costs associated with all of these factors. This workshop offers tangible help for those on the front lines, suggesting strategies for infusing behavioral techniques of mindfulness, relaxation, and play into training curricula. The presenter is a forensic psychologist who conducts training correctional staff on a variety of topics, and presents and demonstrates examples of techniques that convey important training material, while incorporating activities that reduce stress levels, practice self-care, and foster resilience in the workforce.

Moderator: Harmony Goorley, MA, LCPC, LSOTP, CCHP, Technician, Falcon Inc.,
hgoorley@falconinc.com

Presenter: Robin Timme, PsyD ABPP, Senior Expert, Falcon Inc., *rtimme@falconinc.com*

Monday, May 20

Monday, 2 p.m.–3:30 p.m.

[MED] Death by Detoxification | M100

It is important for jail administrators and staff to recognize that the old days of going “cold turkey” in a cell are long gone. Managing detoxification and withdrawal is increasingly complex given the multitude of inmates entering the jail with poly-substance abuse issues. Not only are we dealing with “serious medical need” issues of alcohol and benzodiazepine withdrawal, but the explosion of heroin use necessitates a focus on opiate withdrawal as well. This workshop examines the basic issues surrounding the identification of the medical “need” of detoxification and withdrawal from the corrections and medical perspective.

Moderator: Tracey Titus, RN, CCHP-RN, Vice President, Accreditation, National Commission on Correctional Health Care, *traceytitus@ncchc.org*

Presenter: Donald Leach, Consultant, Donald L. Leach & Associates, *Donald.leach@me.com*

[EI] Family Strengthening Project | M104

The Family Strengthening Project centers on incarcerated parents and their children. Its objective is to highlight model practice policies that are implemented in State and local correctional institutions that work to connect incarcerated parents with their children. Previous research has shown that parental communication—including visitation—with children during incarceration is greatly beneficial for both the incarcerated parent and the criminal justice system. Studies have also indicated that there is a decrease in reports of depression in mothers who communicate with their children during their incarceration, as well as less correction-issued infractions, decreased recidivism, and continued parental involvement during reentry. The project has several goals for the upcoming year, including the publication of a model practice document for correctional administrators, implementation of the model practice policies within five pilot sites throughout the United States, the provision of technical assistance to the pilot site facilities, evaluation of the sites, and dissemination of the materials and research. The five pilot sites include Harris County Jail (Texas) and Dane

County Jail (Wisconsin), Connecticut DOC, Oregon DOC, and New York City DOC (Rikers Island). The family-strengthening model practice approaches practiced by the pilot sites will demonstrate to correctional administrators how they can successfully implement these practices within their facilities.

Moderator: Panda Adkins, Correctional Program Specialist, National Institute of Corrections, padkins@bop.gov

Presenter: Hilary Cuthrell, Program Specialist, National Institute of Corrections, hrunion@bop.gov

[OS] **Games Inmates Play: Inmate Manipulation | M112**

Inmate manipulation can be the most dangerous part of a correctional officer's career. Inmates have nothing to lose by luring an officer into their tangled web of games. One mistake can ruin an officer's career as well as place the entire facility at risk for officer assaults, escapes, and even inmate deaths. This workshop explores some of the tactics used by inmates, and educates or refreshes officers and managers in the dangers of falling victim to inmate games. Presenters discuss ways to help administrators, managers, and trainers prepare new employees to avoid these pitfalls as they go through the training process.

Moderator: Genie Elton, Operations Lieutenant, Kitsap County Sheriff's Office—Corrections Division, Gelton@co.kitsap.wa.us

Presenter: Todd Gilchrist, Sergeant, Muskegon County Sheriff's Office, todd.gilchrist@muskegonsheriff.com

[TPD] **New Generations: Why We Need Them and Why We Should Be Glad We Hired Them | M108**

They're here! The new generations are working in our facilities now, and soon they will take over the leadership positions within our agencies. With the use of a few refreshing strategies, the presenters explore the numerous positive characteristics this new generation brings to our organizations. Participants also study the way their new officers were raised and how it has molded them into the employees they are today. Building on that information, the workshop examines researched-based studies that explore how to recruit, retain, motivate, and grow them into the leaders who are needed for the future.

Moderator: Melissa McClellan, Executive Lieutenant, Oakland County Sheriff's Office, mcclellanm@oakgov.com

Presenter: Brenda Dietzman, Colonel (Retired), Wayfinder Consulting, info@brendadietzman.com

[EI] **Reform, Reform ...Transform | M105**

The Denver Sheriff Department is in the midst of a reform process that many other agencies have either already experienced, are beginning to tackle, or may undergo in the future. The word "reform" when introduced into an agency can either create hope, cause concern, or define collapse. The presenters have been involved in the reform of the Denver Sheriff Department since it began and have co-managed the 400-plus recommendations associated with change. They share their experiences—both positive and negative—and give participants a first-hand view of this tremendous effort.

Moderator/Presenter: Elias Diggins, MPA, CJM, CCE, Chief, Denver Sheriff Department, elias.diggins@denvergov.org

Presenter: Shawn Smith, Director of Financial Planning and Analysis, Denver Sheriff Department, shawn.smith@denvergov.org

[P] **Successful Approaches in Community Corrections Reentry | Ballroom A**

Successful reentry programs require building community-based partnerships to support comprehensive service delivery, preparing for inevitable obstacles, and improving multi-agency communication. Training will focus on how to identify local community resources, understanding how partnerships strengthen reentry programs, tips and techniques to integrate partners into a reentry model, and identifying best practices to integrate into a reentry program. The key components and implementation process of two successful reentry

programs, Prince William-Manassas Regional Adult Detention Center Reentry Donn and Merrimack County Department of Corrections Community Corrections Reentry Program, will be discussed. The lessons learned from these programs will allow participants to identify areas of improvement within their existing reentry models, recommend modifications requiring minimum investment but show significant impact on overall program success, and build new successful reentry models.

Moderator/Presenter: Ross Cunningham, Superintendent, Merrimack County Department of Corrections, rcunningham@mcdoc.net

Presenters: Jennifer Lerch, Research Associate, George Mason University, jlerch@gmu.edu

Allen West, Lieutenant, Prince William-Manassas Regional Adult Detention Center, awest@pwcgov.org

Monday, 3:45 p.m.–5:15 p.m.

[P] Coloring Outside the Lines: Transforming Jail Culture | Ballroom B

Participants learn how this innovative program reduces racial tension and violence within the units and improves communication among custody staff and inmates. This workshop includes a discussion on how to successfully implement a peer-to-peer program within the jail system. Presenters explore how to develop a program that can help inmates “discover, recover, and restore” their sense of self and how to improve the inner relations between custody and inmates. Presenters highlight the “dos and don’ts” for a successful peer program, share statistical data since its implementation, explore the integral pieces needed for success and duplication, and discuss how this program continues to provide a positive impact on changes within the jail culture.

Moderator: Greg Williamson, Assistant Sheriff, San Joaquin County Sheriff’s Office, gwilliamson@sjgov.org

Presenters: Cynthia Borges-O’Dell, LMFT, Chief Mental Health Clinician/Program Manager, San Joaquin County Correctional Health Services, cborges@sjgov.org

Jaclyn Garcia, Mental Health Clinician, San Joaquin County Correctional Health Care Services, jacgarcia@sjgov.org

[MED] Doing Your Part: Addressing the Opioid Crisis in Your Jail | M101

Across the country, communities are struggling with the recent rise in opioid addiction and opioid-related overdoses and deaths. Jails are also seeing an increasing number of individuals with opioids and other substance-use disorders coming through their doors. In this workshop, listen as your peers discuss their strategies for identifying people with substance-use disorders as they are booked into jail, as well as how they connect these individuals to treatment in order to reduce their likelihood of coming back and improve their chances for recovery.

Moderator: Kathy Rowings, Associate Program Director for Justice, National Association of Counties, krowings@naco.org

Presenters: Brent Gibson, Chief Health Officer, National Commission on Correctional Health Care, brentgibson@ncchc.org

Mane Martirosyan, MSSW, CSW, Sr. Social Worker / PA2CT Coordinator, Louisville Metro Department of Corrections, mane.martirosyan@louisvilleky.gov

Cara Smith, Chief Policy Officer, Cook County Sheriff’s Office, cara.smith@cookcountyl.gov

[ST] Legislative Roundtable | M103

Join us as AJA’s Executive Director Robert J. Kasabian leads a discussion on how the American Jail Association is serving and supporting your interests in Washington, D.C. Learn how the association’s efforts impact and benefit legislation that affects the daily operations of jails, and how active participation in round tables and hearings help our Nation’s leaders to understand the challenges confronting you as you enter your facility each day.

Moderator: Robert J. Kasabian, MBA, Executive Director, American Jail Association, *robertk@aja.org*
Presenters: Elias Diggins, MPA, CJM, CCE, Chief, Denver Sheriff Department, *elias.diggins@denvergov.org*
Ronaldo D. Myers, MA, CJM, CCT, Director, Richland County Detention Center, *myers.ronaldo@richlandcountysc.gov*
Jason Ortega, MBA, JD, Senior Director, Lobbyit.com, *jortega@lobbyit.com*
Louis A. Quinones, Jr. MSSL, CJM, CCE, CPM, Chief of Corrections, Orange County Department of Corrections, *Louis.quinonesjr@ocfl.net*
Marsha Travis, CJM, CCM, Director of Standards and Accountability, Davidson County Sheriff's Office, *mtravis@dco.nashville.org*

[ST] Oops, It Happened Again! | M111

Closed PREA investigations must be reviewed through your incident review meetings. You need to discover what caused the problem and address ways to keep it from happening again. Presenters discuss the need to perform the incident review, what to look for, and the requirements under the PREA Standard. Participants review an actual PREA incident and hold an incident review meeting. But what happens if, oops, it happens again? Failure to do the review or to address the problems found can carry serious consequences for your jail. This workshop provides participants with successful strategies to help eliminate and prevent sexual assault in your facility.

Moderator: Michelle Duhart, Senior Program Manager, PREA Resource Center, *mduharttonge@prearesourcecenter.org*

Presenters: La Cole Archuletta, Senior Program Associate, National PREA Resource Center, *larchuletta@prearesourcecenter.org*

James Kenney, CJO, PREA Coordinator, Osceola County Corrections Department, *james.kenney@osceola.org*

[B/MH] Prediction of Violence: Safer Management Using a Team Approach | Ballroom E

Custody administration and the mental health team at the Passaic County Jail entered a partnership determined to make a change in the way crises were managed in their facility. They quickly realized these changes were not only positively impacting the care-of-inmate population, but provided staff with safer and effective methods to manage crises. This workshop presents the foundations of violent behavior and discusses the mental health diagnoses and research associated with the prediction of violent behavior in adults. It also describes the strategies that have proven useful to manage this behavior in a correctional setting. A three-pronged approach of psychiatry, crisis de-escalation training, and multidisciplinary team reviews of all use-of-force incidents are detailed for participants so the program can be introduced to their own facilities to replicate the same significant results. This program has proven to reduce violence in the facility, and has been sustained over time.

Moderator: Kevin Dickson, CPM, CJM, Director, Justice Agency Engagement, The Securus Foundation, *kdickson51@gmail.com*

Presenters: Joel Federbush, MD, Director of Behavioral Health Services, Corizon Health/Passaic County Jail, *jjfederbush@aol.com*

Allison Genberg, Health Services Administrator, Corizon Health/Passaic County Jail, *allisongenber@yahoo.com*

[EI] Restricted Housing and the Duty to Protect | M107

This workshop will examine current issues related to the use (and overuse) of restrictive housing. The ability to separate inmates that are a threat to other inmates (and staff) is necessary; but are we using segregation appropriately or overly punitive?

Moderator: Alexander J. Capriozzi, CJM, Lieutenant, Eddy County Detention Center, cappy6@yahoo.com

Presenter: Donald Leach, Consultant, Donald L. Leach & Associates, Donald.leach@me.com

[TN] Tribal Law and Order Act: Four Years Later | M109

In August 2015, the Salt River DOC was one of the first Indian Country facilities to receive approval for long-term incarceration in accordance to the Tribal Law and Order Act of 2010 (TLOA). What happened after successfully meeting 136 standards outlined by the Bureau of Indian Affairs, Office of Justice Services? In this informative panel discussion, Salt River DOC staff share how facility population has changed, lessons learned, and offer insights to roadblocks and obstacles that other facilities may encounter when planning or considering TLOA compliance.

Moderator/Presenter: Ronald James, Training Officer, Salt River DOC, ronald.james@srpmic-nsn.gov

Presenters: Dean Lee, Operations Lieutenant, Salt River DOC, Dean.Lee@SRPMIC-nsn.gov

Jose De La O, Corporal, Salt River DOC, jose.delao@srpmic-nsn.gov

Tuesday, May 21

Tuesday, 12:30 p.m.–2 p.m.

[EI] Bail Reform | M104

In jails across the country, pretrial detainees are housed in facilities because they cannot afford bail. There have been national and local laws and initiatives proposed to reform the bail system. This workshop explores the issue of bail reform and collaborative local strategies to institute change. Participants hear from local and statewide stakeholders, and gain insight on how to navigate bail reform in their own counties and states.

Moderator: Steve Durham, Assistant Director, Louisville Metro Department of Corrections, Steve.Durham@louisvilleky.gov

Presenters: Denise G. Clayton, Judge, Kentucky Court of Appeals, denisec@kycourts.net

Daniel T. Goyette, Defender Emeritus Public Defender, Jefferson County, dtgoyette@metrodefender.org

Leo G. Smith, Chief Public Defender, Jefferson County, lgsmith@metrodefender.org

John C. Tilley, Secretary, Kentucky Justice and Public Safety Cabinet, jane.harper@ky.gov

B. Scott West, Deputy Public Advocate, Kentucky Department of Public Advocacy, brianscott.west@ky.gov

Thomas B. Wine, Commonwealth's Attorney, tbwine@louisvilleprosecutor.com

[ST] How Important Is Your Jail Data | M105

The Bureau of Justice Statistics (BJS) lead a discussion on BJS's current jail-related data collections portfolio. This workshop provides information on how comprehensive data on jail inmates can be used by all levels of government, correctional administrators, and researchers to analyze characteristics of the jail population that may affect the practices and policies of local jails nationwide. Comprehensive data on jail inmates help inform the continuing debates on changing correctional populations, and associated financial and other societal costs of incarceration.

Moderator: David Linderholm, Administrative Manager, Pinal County Sheriff's Office, david.linderholm@pinalcountyaz.gov

Presenters: Todd Minton, Statistician, Bureau of Justice Statistics, todd.minton@usdoj.gov

Zhen Zeng, Statistician, Bureau of Justice Statistics, zhen.zeng@usdoj.gov

[B/MH] Jail-Based Competency Treatment: Solution to an Expanding Problem | M108

Mentally ill defendants found incompetent to stand trial (IST) often sit for months deteriorating in local jails while waiting for an opening at an expensive State-hospital, competency restoration program. Hospital

waitlists are expanding, doubling in California in the last 18 months. The situation has resulted in increasing housing and behavioral issues for the jails and increasing numbers of lawsuits and contempt orders for violation of due process rights. Jail-Based Competency Treatment (JBCT) has emerged as the most rapid, cost-effective, and humane solution to this problem, saving taxpayers millions of dollars and preventing IST defendants from thousands of days of locked confinement. This workshop presents structures, methodologies, funding sources, challenges, and outcomes of various JBCT programs, with particular focus on the innovative Falcon-designed program for mentally ill inmates currently used in Sonoma County, California.

Moderator: Robin Timme, PsyD, ABPP, Senior Expert, Falcon Inc., rtimme@falconinc.com

Presenter: James Holden, PhD, Senior Expert, Falcon Inc., jholden@falconinc.com

[P] Pretrial Justice Program (PJP): Take Your Community Collaborations to the Next Level | Ballroom D

The Norfolk Sheriff's Office and Community Resources for Justice (CRJ) have developed and implemented an innovative pretrial diversion program. The goal of the program is to reduce the number of people held in pretrial detention at the Norfolk County Jail and reduce the average length of stay. The workshop discusses the programs, stakeholder engagement, the selection of a pretrial assessment tool, and a PJP research-based model. Presenters discuss how to identify individuals who would benefit from the PJP and refer those individuals to CRJ. The PJP was designed through stakeholder collaborations and based on the evidence-based risk, needs and responsibility model with individualized pretrial case plans that would indicate the conditions of pretrial release.

Moderator/Presenter: Danielle Boomhower-Frane, CJM, Director of Classification, Norfolk County Sheriff's Office, dboomhower@norfolksheriffma.org

Presenter: Gabriella Priest, Director of Innovation, Implementation, and Development, Community Resources for Justice, gpriest@crj.org

[DS] Strategic Inmate Management: NIC's Evolution of Direct Supervision and Inmate Behavior Management | M100

"If it's not broke, why fix it?" Many of us may have this thought as it relates to Direct Supervision (DS) and Inmate Behavior Management (IBM). While the core tenants of each of these management strategies is solid, operationalizing them can be disjointed—especially if your jail has different physical plant designs and/or an organizational culture that does not currently support effective inmate management. This workshop introduces participants to a unified operational philosophy: Strategic Inmate Management (SIM). SIM builds on the fundamental work of DS and IBM and considers the impact of the facility's organizational culture to promote a comprehensive approach to managing inmate behavior and foster an organizational culture conducive to accomplishing organizational goals.

Moderator/Presenter: Glenn Watson, Correctional Program Specialist, National Institute of Corrections, gwatson@bop.gov

Presenters: Panda Adkins, Correctional Program Specialist, National Institute of Corrections, padkins@bop.gov

Eric Kunath, Corrections Commander, Washtenaw County Sheriff's Office, kanuthe@ewashtenaw.org

[OS] Transport Challenges and Courtroom Management | M109

Transporting inmates from the correctional facility to outside entities such as hospitals and the courthouse can be tricky and even dangerous. Presenters discuss the operations involved in managing a safe and efficient courtroom and discuss topics such as pre-transport data, vehicle inspections, inmate security/restraints, transportation issues, courtroom behavior, and courtroom management.

Moderator: Jose De La O, Corporal, Salt River DOC, jose.delao@srpmic-nsn.gov

Presenters: John Cooper, Deputy, Kent County Sheriff's Office, john.cooper@kentcountymi.gov
Brian Johnson, Sergeant, Kent County Sheriff's Office, bcjohnso@kentcountymi.gov

Tuesday, 2:15 p.m.–3:45 p.m.

[TPD] Creating a Remarkable Effective Training Plan | M103

Do you know how to create a successful training plan? Do county or State officials balk at sending you money to complete the training needed to keep staff members safe? Do you know the high-risk areas that are necessary to train your staff? Do you know how to organize this information in a productive way to present to your executive team? Do you have proper documentation of what was included in each training that was provided to staff? This workshop helps participants determine training needs, how to document the plan, present it to budgetary officials and agency executives, and create materials to effectively document your agency's training.

Moderator: Sam L. Davis, MA, CJM, Major/Jail Administrator (Retired), Michigan State University, samdavis8224@gmail.com

Presenter: Denise Diamond, Captain/Training Unit Manager, Multnomah County Sheriff's Office, denise.diamond@mcso.us

[ST] Harris County's New Joint Processing Center: Modern Technology and Design Innovation | M111

The Joint Processing Center, which opened in February 2019, is an idea presented by city and county jail mid-managers to save money and replace an inadequate inefficient intake facility. The project had a simple goal to find ways to save money, close the city jails, be more efficient, and create a law enforcement-friendly jail. These goals have led to an innovated design that not only increases efficiency and saves taxpayers money, but also provides a great working environment for staff. Project goals led to increased opportunities for diversion and reentry, and has become the catalyst for a complete paradigm shift to Inmate Behavior Management.

Moderator/Presenter: Greg Summerlin, Major, Harris County Sheriff's Office, gregory.summerlin@sheriff.hctx.net

Presenter: Patrick Dougherty, CJM, Major, Harris County Sheriff's Office, patrick.dougherty@sheriff.hctx.net

[MED] Managing Your Risky Health Business | M112

Risk management is the identification of possible but unpredictable events and planning to minimize their potential deleterious effects on jail operations. One of the greatest sources of potential risk is in the provision of healthcare. Examples include in-custody death, off-site transport, and catastrophic illness. Besides the recognition of potential dangers to organizational operations, risk management requires the prioritization of risk mitigation strategies in an era of limited resources. This workshop explores how an agency may apply risk management principles to its healthcare program. Strategies such as avoidance, reduction, and sharing of risk are discussed. The identification, collection, and analysis of suitable data to assess risk in healthcare is also detailed. In particular, business school lessons are applied to common correctional healthcare dilemmas. Presenters facilitate discussion including case examples from participants.

Moderator: Tracey Titus, RN, CCHP-RN, Vice President, Accreditation, National Commission on Correctional Health Care, traceytitus@ncchc.org

Presenters: Justin Barkley, JD, Regional Director of Quality Improvement, Contract Compliance, and Risk Management, Wexford Health Sources, Inc., justin.barkley@wexfordhealth.com

Donald Kern, MD, Corporate Medical Director, QCHC, Inc., kern@massmed.org

[EI] **Morale: How this Elephant in the Jail Adversely Impacts Your Most Critical Outcomes | M101**

With heightened public scrutiny of jail conditions and a demand for greater oversight and transparency, it is imperative that jails give closer examination and refinement to all their processes and systems. With increased strains on already stretched budgets, it is also essential that resources are maximized for the most successful outcomes. Poor staff morale (wellness and well-being) is a major concern for most jails, but few of us are giving enough credence to just how much it is impacting our most problematic and costly organizational challenges such as absenteeism, poor performance, staff batteries, uses of force, injuries on duty and disability rates, detainee grievances, civil litigation, etc. Even if there is an understanding on how problematic low-staff morale is on operations, very few organizations are gaining momentum in reversing the problem. A properly resourced, multidimensional approach (coupled with persistence and patience) is essential for success!

Moderator: Robert Grover, Jr., Operations Captain, Middlesex County DOC,

Robert.Groverjr@co.middlesex.nj.us

Presenter: Theresa Olson, Assistant Executive Director, Bureau of Human Services, Cook County Sheriff's Office, *theresa.olson@cookcountyil.gov*

[OS] **Recipes for Controlling the Emotional Hijack When Roasted, Shaken, and Stirred Amid Crisis | M107**

When stakes are high and emotions are strong, staff may understandably struggle to maintain composure and communicate effectively. Our best efforts may inadvertently produce greater hostility or violence from inmates, resulting in significant liability issues. Overcoming the emotional strangle that occurs when the brain is hijacked by fight or flight reflexes is essential for the restoration of safe and productive dialogues with distressed or aggressive persons. Workshop participants review the disruptive yet predictable behavioral patterns of inmates, practice the elements of speaking persuasively and calmly when under duress, and apply sensible de-escalation strategies for safe and effective exchanges with disregulated inmates. Taking information beyond theory, this workshop is designed to provide practical and well-defined diffusion techniques, ensuring attendees leave with clear recipes for success.

Moderator: Jay Holden, PhD, Senior Expert, Falcon Inc., *jholden@falconinc.com*

Presenter: Harmony Goorley, MA, LCPC, LSOTP, CCHP, Technician, Falcon Inc., *hgoorley@falconinc.com*

Tuesday, 2:15 p.m.–5:30 p.m.

[EI] **Legal Issues Update, Part 1 *Co-sponsored by NIC* | Ballroom E**

This workshop offered by the National Institute of Corrections Jails Division is a two-part legal issues update. Join nationally known correctional law attorneys as they discuss recent Supreme Court activity and significant lower court decisions that affect jails across the Nation. Participants also receive the most recent information on trends affecting how we manage our jails. Audience participation with questions and answers is an important feature of the legal issues updates.

Moderator: Michael Jackson, Correctional Program Specialist, National Institute of Corrections, *mpjackson@bop.gov*

Presenters: Carrie Hill, Esq., Director, National Center for Jail Operations, National Sheriff's Association, *Carrie@sheriffs.org*

R. Dee Hobbs, Senior Trial Attorney, Hamilton County, TN, *bell.hobbslaw@gmail.com*

Tuesday, 4 p.m.–5:30 p.m.

[TPD] **Are We Reaching Them? | M108**

Initially explored in the March/April issue of *American Jails*, this workshop focuses on the development of new training classes and explores the impact that millennial employees have in corrections. Presenters lead

an in-depth discussion on both the millennial workforce and what they bring to corrections as well as new ideas for creating training material for a diverse audience. Topics include the introduction of technology to training materials, utilizing outside resources, bridging generational gaps in staff, and developing ideas to raise the level of conversation in the training environment. The goal is to provide more relevant and current training, as well as to give every participant—training and professional development staff and supervisors alike—some new tools for their classes.

Moderator: Marsha Travis, CJM, CCM, Director of Standards and Accountability, Davidson County Sheriff's Office, mtravis@dcsso.nashville.org

Presenter: Jonathon Adams, Instructor, Davidson County Sheriff's Office, jadams@dcsso.nashville.org

[B/MH] **Compassion: Connect, Communicate, and Care | M104**

There are 16% more individuals with a serious and persistent mental illness within the jail population than in our communities. A report from the NSA noted that jails and prisons house 10 times more mentally ill individuals than State hospitals. Individuals with pre-existing psychiatric disorders have an increased risk for drug addiction, which often leaves mental health staff with the responsibility to determine how to best meet the needs of individuals with co-occurring disorders. Jails should strive to take the next step to break connections between an inmate and the jail, and establish connections between the person and the community to reduce recidivist outcomes. This workshop discusses why creating individualized treatment plans (including medication management, substance-abuse recovery options, and discharge planning) are essential to achieving best care practices. Presenters share challenges and lessons learned while implementing successful initiatives.

Moderator: Steve Durham, Assistant Director, Louisville Metro Department of Corrections, Steve.Durham@louisvilleky.gov

Presenters: Sumner Lagow, LPCC, NCC, Mental Health Director, Wellpath, LPCC, SuLagow@Wellpath.us

Mane Martirosyan, MSSW, CSW, Sr. Social Worker/PA2CT Coordinator, Louisville Metro Department of Corrections, mane.martirosyan@louisvilleky.gov

[ST] **Intake Screening: Digging for the Hidden Dangers | M109**

This workshop emphasizes the significance of an effective receiving screening at intake and outlines the key requirements, observations, and inquiries correctional staff should be making during this process to avoid potential medical emergencies, suicide attempts, injuries to staff/inmates, and even death. In addition, presenters discuss various tips on how to improve staff's interview and observation skills during the process as well as enhancing the accuracy of information they obtain from inmates. Finally, presenters explore how using the information uncovered during this process can assist jail staff in making timely referrals to either a medical/mental health provider and how the information can assist in making an initial housing assignment.

Moderator: Tiffany Mass, CJM, Jail Administrator, Pottawattamie County Sheriff's Office, tmass@sheriff.pottcounty-ia.gov

Presenter: Tracey Reed, National Jail Consultant, Legal & Liability Risk Management Institute, trreed53@gmail.com

[P] **Progressive and Creative Approaches to Reentry | M105**

Ending the revolving door of recidivism is the dream of every agency and their communities. Join the San Bernardino County Sheriff's Office and the Las Vegas Metro Police Department (LVMPD) as they present their programs which help former inmates to navigate the path of a purposeful and meaningful life. Your colleagues from San Bernardino introduce the Sheriff's Transitional Assistance Reentry Team (START), and LVMPD highlights their #vegasreentry program. They are here to tell you about their journey of success and offer tools to creative funding, community buy-in, and continuity of care.

Moderator: Janie Vergakis, Jail Administrator, Newport News Sheriff's Office, jlvergakis@nnva.gov

Presenters: Heather Beidler, Sheriff's Custody Specialist, San Bernardino County Sheriff's START, hbeidler@sbcasd.org

Jon Ponder, CEO, HOPE for Prisoners, jonp@hopeforprisoners.org

Bill Teel, Corrections Captain, Las Vegas Metropolitan Police Department, w5911t@lvmpd.com

[EI] **Toxic Employees and How they Create a Toxic Jail | M100**

The toxic employee or team has the potential to create a negative environment—one that can lead to dysfunction within your facility and, ultimately, become harmful to the organization's reputation, outcomes, and environment. In this workshop, participants learn to identify the different types of toxic employees and teams. They also receive tips on how to address the issues as well as preventing them from occurring in the future, starting with the hiring process. As a result, attendees have the opportunity to develop their staff into employees who work better together and are more successful.

Moderator/Presenter: Shane Dotson, MS, CJM, CCE, President, Corrections Consulting, LLC, correctionalconsulting@gmail.com

Presenter: Lisa Peck, CJM, Sergeant, Mesa County Sheriff's Office, lisa.peck@mesacounty.us

Wednesday, May 22

Wednesday, 8 a.m.–9:30 a.m.

[OS] **Improving Jail Safety Through Root Cause Analysis | M108**

Timely completion of Root Cause Analysis (RCA) for critical incidents in jails is essential to the safety and the integrity of operations. Self-critical analysis is vital to improving jail operations. Nonexistent, one-dimensional, or superficial reviews endanger staff and inmates and ignore risk reduction principles. This workshop examines the elements of RCA, reviews the toolkit developed for jails, examines legal implications, and provides additional resources.

Moderator/Presenter: Susan McCampbell, CJM, President, CIPP, susanmccampbell@cipp.org

Presenter: Mary Earley, CJM, Captain of Compliance and Safety, Douglas Department of Corrections, mary.earley@douglascounty-ne.gov

[MED] **NCCHC Standards: What Jail Administrators Need to Know | M104**

The National Commission on Correctional Health Care (NCCHC) is dedicated to improving the quality of correctional health services and helping correctional facilities provide effective and efficient care. The 2018 Standards for Health Services in Jails are NCCHC's recommended requirements for the proper management of a correctional health services delivery system. NCCHC recognizes that sheriffs and jail administrators play a vital role in the overall healthcare system within a jail. Their interaction with health staff provides support and structure to this system. This workshop focuses on specific NCCHC standards that can help sheriffs and jail administrators understand their role in the healthcare delivery system and provide them with targeted questions to ask health staff about compliance with NCCHC standards.

Moderator: James Martin, MPSA, CCHP, Accreditation Specialist, National Commission on Correctional Health Care, jamesmartin@ncchc.org

Presenters: Tracey Titus, RN, CCHP-RN, Vice President, Accreditation, National Commission on Correctional Health Care, traceytitus@ncchc.org

[B/MH] **Not Just an Urban Jail Problem: Strategies for Treating People with Behavioral Health Needs in Rural Jails | M100**

Many rural jails struggle to meet the needs of inmates with mental illnesses and substance-use disorders, often due to a lack of resources. In this workshop, hear from behavioral health providers and jail

administrators how they partnered to provide treatment and services to individuals with these illnesses to help get them out of jail sooner, connect them to resources in the community, and set them on a path of recovery to keep them from coming back.

Moderator/Presenter: Kathy Rowings, Associate Program Director for Justice, National Association of Counties, krowings@naco.org

Presenters: Kevin Bond, Sheriff, Pettis County, Missouri, bondk@pettiscomo.com

Heather Pyka, Jail Program Director and Reentry Coordinator, Dunn County Sheriff's Office, hpyka@co.dunn.wi.us

Wednesday, 8 a.m.–11:15 a.m.

[EI] Legal Issues Update, Part 2 *Co-sponsored by NIC* | Ballroom E

This workshop offered by the National Institute of Corrections Jails Division is a two-part legal issues update. Join nationally known correctional law attorneys as they discuss recent Supreme Court activity and significant lower court decisions that affect jails across the Nation. Participants also receive the most recent information on trends affecting how we manage our jails. Audience participation with questions and answers is an important feature of the legal issues updates.

Moderator: Michael Jackson, Correctional Program Specialist, National Institute of Corrections, mpjackson@bop.gov

Presenters: Carrie Hill, Esq., Director, National Center for Jail Operations, National Sheriff's Association, Carrie@sheriffs.org

R. Dee Hobbs, Senior Trial Attorney, Hamilton County, TN, bell.hobbslaw@gmail.com

Wednesday, 9:45 a.m.–11:15 a.m.

[B/MN] Emotional Illness and the Female Inmate | M107

This workshop explores the emotional dynamics of female inmates. Lee Rust, Founder and CEO of Freedom Forever Ministries, a prison ministry, has spent more than 18 years collecting intimate data from female offenders. Her study reveals an emotional disconnect in many of the women. Working to repair this “disconnect” while incarcerated may be the key to a healthy reentry, ultimately reducing recidivism, and restoring families.

Moderator: Eric Rust, President of the Board of Directors, Freedom Forever Ministries, ericrust@comcast.net

Presenters: TaMara Lawson, Administrative Assistant, Freedom Forever Ministries, admin@freedomforeverministries.com

Lee Rust, CEO, Freedom Forever Ministries, Lee@freedomforeverministries.com

[TPD] Ethics in Leadership: One Foundational Stone at a Time | M111

When your employees and co-workers look to you for ethical leadership, they focus on two main traits: your actions/behavior and your personality/character. As a leader, you drive and influence your subordinates to achieve a common goal. How do you achieve the desirable and appropriate values and morals for your organization? What we discovered is that ethics is all about the leader's identity and role. Utilizing interactive “games” and videos, this workshop gives participants the tools to build an ethical workplace, “one foundational stone at a time.”

Moderator: Tom Bliss, Captain/Jail Administrator, St. Clair County Sheriff's Office, tbliss@stclaircounty.org

Presenter: Sam L. Davis, MA, CJM, Major/Jail Administrator (Retired), MHSAA/Ingham County Sheriff's Department, samdavis8224@gmail.com

[EI] LGBTQ Law Enforcement | M101

Participants in this workshop have a frank and open discussion about the LGBTQ members in the law enforcement community. Learn how your agency can become more diverse and inclusive, demonstrating to your community that everyone has a place in your agency. An open forum with openly LGBTQ members of law enforcement community is also held.

Moderator: Kishore Patel, CCT, Training Specialist II, San Bernardino County Sheriff's Office, kpatel@sbcasd.org

Presenter: Kenneth Lutz, Lieutenant, San Bernardino County Sheriff's Department, klutz@sbcasd.org

[MED] RFP for Healthcare: How to Meet Your Needs & Protect Your Interests | M103

This workshop gives a comprehensive approach to drafting an RFP for healthcare services. The presenters provide guidance in the areas of assessing the level and scope of services required, drafting a document that will meet those needs, evaluating submitted proposals, and selecting the best fit for your operation. Additionally, participants are provided with recommendations on how to establish vendor accountability and protect agency interests.

Moderator: James Martin, MPSA, CCHP, Accreditation Specialist, National Commission on Correctional Health Care, jamesmartin@ncchc.org

Presenter: James Voisard, Consultant, Independent Consultant, jvoi2050@gmail.com

[P] They Served Us, Now We Can Serve Them: Veterans in Custody and Return to the Community | M109

See how your agency can make the difference in the lives of veterans who find themselves in our care. Maricopa County and Pinal County come together to present their specialized programs for veterans. They start from the beginning with the need to have specialized housing for veterans and how to start this type of program in your facility. Learn how PTSD can easily result in incarceration and discover innovative approaches to standard incarceration methods. Instructors also identify ways to improve and upgrade military discharges and how to partner with Veteran's Court Initiatives.

Moderator/Presenter: David Linderholm, Administrative Manager, Pinal County Sheriff's Office, david.linderholm@pinalcountyaz.gov

Presenters: Michelle Anderson, Research Analyst, Adult Probation Department, Pinal County Superior Court, michelle.anderson@pinalcountyaz.gov

John Julian, Lieutenant, Maricopa County Sheriff's Office, j_julian@mcso.maricopa.gov

Abel Moreno, Specialty Court & Justice Liaison, Arizona Complete Health, amoreno@azcompletehealth.com