

2012 BATO  
TRAINING MANAGERS SEMINAR  
STC # 0136-064774 - 24 HOURS  
REGISTRATION FORM  
SEPTEMBER 25<sup>TH</sup> – SEPTEMBER 28<sup>TH</sup>

Name:		
Agency:		
Address:		
City:	State	Zip
Phone:	Fax:	
E-Mail:		

**CONFERENCE REGISTRATION**

Registration checks made payable to:

**Bay Area Training Officers**

Mail registration payment to:

San Mateo County Probation

Attn: Michelle Mendez

222 Paul Scannell Drive

San Mateo, CA 94402

Telephone: (650) 222-1721

Fax (650) 655-6222

mcmendez@smcgov.org

Please mail, e-mail or fax a completed conference registration form for each participant. Although registration forms may be e-mailed or faxed, registration will not be complete until payment is received in full.

**REGISTRATION FEES**

No hotel charges are included in the registration fee. Please mail in all conference payments. Partial conference fees are not available.

• **Before** August 1<sup>st</sup> \$425

• **After** August 1<sup>st</sup> \$475

*No refund will be provided after September 15<sup>th</sup>, 2012*

**CONFERENCE WORKSHOP & SPEAKERS**

**Tuesday • September 25, 2012**

Opening Plenary • Mark Carey

Implementing Evidence Based Practices

**Wednesday • September 26, 2012**

Morning Workshop

➔ 1st Choice: A1 A2 A3 A4

➔ 2nd Choice: A1 A2 A3 A4

Afternoon Workshop

➔ 1st Choice: B1 B2 B3 B4

➔ 2<sup>nd</sup> Choice: B1 B2 B3 B4

**Thursday • September 27, 2012**

Morning Workshop

➔ 1<sup>st</sup> Choice: C1 C2 C3 C4

➔ 2<sup>nd</sup> Choice: C1 C2 C3 C4

Afternoon Workshop

➔ 1st Choice: D1 D2 D3 D4

➔ 2<sup>nd</sup> Choice: D1 D2 D3 D3

**Friday • September 28, 2012**

Closing Speaker • Gary L. Joralemon

Managing Motivating and Training the

Generation Employee

For more information visit: [www.tmsconference.com](http://www.tmsconference.com)

## TMS CONFERENCE SCHEDULE

Tuesday, September 25, 2012 - Registration and Opening Plenary	
Time	Session
9:00-12:00	<b>Registration</b>
12:00-1:00	Break
1:00-5:00	<p style="text-align: center;"><b>Opening Keynote - Mark Carey: <u>Implementing Evidence-Based Practices</u></b></p> <p>Effectively implementing evidence based practices (EBP) in the corrections domain can have a dramatic positive effect on the lives of potential victims, the safety of neighborhoods, and taxpayer cost. This session explores the key EBP principles that must be built into the foundation of community corrections, and how training and organizational support can ensure the community's culture continues to advance EBP in real, practical ways.</p>
5:00-6:30	Break
6:30-7:30	<b>Hosted Hospitality Hour</b>

Wednesday, September 26, 2012- Each 4-hour workshop repeated morning and afternoon				
Time	Session A1 (Room TBD)	Session A2 (Room TBD)	Session A3 (Room TBD)	Session A4 (Room TBD)
8:00-12:00	<b><u>Insights: Foundations for Change</u></b>	<i>A Slice of STC: Nuggets of Knowledge for Training Managers</i>	<b><u>Building In-House Curriculum</u></b>	<b><u>Bias: Impact on Decision-makers</u></b>
12:00-1:00	Hosted Lunch			
Time	Session B1 (Room TBD)	Session B2 (Room TBD)	Session B3 (Room TBD)	Session B4 (Room TBD)
1:00-5:00	<b><u>Insights: Foundations for Change</u></b>	<i>A Slice of STC: Nuggets of Knowledge for Training Managers</i>	<b><u>Building In-House Curriculum</u></b>	<b><u>Bias: Impact on Decision-makers</u></b>
5:00-6:30	Break			
6:30-7:30	<b>Hosted Hospitality Hour</b>			

Thursday, September 27, 2012- Each 4-hour workshop repeated morning and afternoon				
Time	Session C1 (Room TBD)	Session C2 (Room TBD)	Session C3 (Room TBD)	Session C4 (Room TBD)
8:00-12:00	<b><u>Empowerment Through Training</u></b>	<b><u>Internet Behaviors in Corrections</u></b>	<b><u>Ethics</u></b>	<b><u>Officer Safety Strategies for Supervising the Realignment Offender</u></b>
12:00-1:00	Hosted Lunch			
Time	Session D1 (Room TBD)	Session D2 (Room TBD)	Session D3 (Room TBD)	Session D4 (Room TBD)
1:00-5:00	<b><u>Empowerment Through Training</u></b>	<b><u>Internet Behaviors in Corrections</u></b>	<b><u>Ethics</u></b>	<b><u>Officer Safety Strategies for Supervising the Realignment Offender</u></b>
5:00-6:30	Break			
6:30-7:30	<b>Hosted Hospitality Hour</b>			

Friday, September 28, 2012 - Closing Plenary	
Time	Session
8:00-12:00	<p style="text-align: center;"><b>Closing Plenary - Gary Joralemon: <u>Managing, Motivating and Training the New Generation of Employee</u></b></p> <p>Today, there are 3-4 distinctive generations working side by side in the workplace. Newer employees ("Generation Y" or "Millennials") pose challenges and opportunities to trainers and managers. This session explores characteristics which make this group distinctively different from their predecessors, and strategies for bringing all generations in the workplace together for a more cohesive organization.</p>

## TMS Plenary/Workshop Descriptions

Title	<p><b>Opening Plenary</b>  <b>Implementing Evidence-Based Practices</b>  (Tuesday, September 25, 2012)</p>
Summary	<p>Effectively implementing evidence based practices (EBP) in the corrections domain can have a dramatic positive effect on the lives of potential victims, the safety of neighborhoods, and taxpayer cost. This session explores the key EBP principles that must be built into the foundation of community corrections, and how training and organizational support can ensure the community's culture continues to advance EBP in real, practical ways.</p>
Objectives	<p>By the end of this workshop attendees will be able to-</p> <ul style="list-style-type: none"> <li>- Identify outcomes on a community when corrections implements EBP effectively.</li> <li>- Identify the primary obstacles to successful EBP implementation and possible solutions.</li> <li>- Give two examples of lessons learned on effective EBP training techniques.</li> <li>- Identify successful techniques to strengthen an EBP organizational culture.</li> </ul>
Presenter	<p><b>Mark Carey</b> is President of The Carey Group (TCG), a national consulting firm providing training and technical assistance for justice and correctional organizations. He has served as the Deputy Commissioner of Community and Juvenile Services for the Minnesota Department of Corrections, the Director Community Corrections for Dakota and Dodge-Fillmore-Olmsted Counties, as well as the warden of MCF-Shakopee; the only women's prison in Minnesota. Mark is a past President and current Board Member of the American Probation &amp; Parole Association (APPA).</p>

Title	<p style="text-align: center;"><b>Sessions A1/B1</b>  <b>Insights: Foundations for Change</b>  (Wednesday, September 26, 2012)</p>
Summary	<p>This workshop has been designed to help probation, parole and corrections staff improve their counseling skills through the incorporation of basic concepts, perceptions and techniques from the vast field of cognitive science. This workshop will help “ de-mystify” the cognitive behavioral approach and focus on easy to understand concepts and effective techniques that can be used in supporting this population as they move through re-entry.</p>
Objectives	<p>By the end of this workshop attendees will be able to-</p> <ul style="list-style-type: none"> <li>- Identify the basic cognitive behavioral concepts of cognition, emotion, and behavior. Give examples of their impact on making life choices and their relationship to how dysfunction manifests in client behavior.</li> <li>- Discuss how past belief systems shape life choices and give examples of how critical “cognitive” vs. “behavioral” change impacts success.</li> <li>- Identify key restrictive thinking patterns in clients that will limit their success in re-entry. Identify how seminar participants' beliefs can dramatically influence client behavior.</li> <li>- Identify coaching techniques to rebuild productive and successful thinking patterns and belief systems to support them in re-entry.</li> </ul>
Presenter	<p><b>Andrea Brown</b> is the Founder and Principal of Monday Best Coaching and Consulting, and a Certified Professional Coach (CPC). She is a former Chairperson and current Advisory Board Member of the California Counseling Institute. Andrea is also a member of the California Probation, Parole, and Correctional Association (CPPCA).</p>

Title	<p style="text-align: center;"><b>Sessions A2/B2</b></p> <p style="text-align: center;"><b>A Slice of STC: Nuggets of Knowledge for Training Managers</b></p> <p style="text-align: center;">(Wednesday, September 26, 2012)</p>
Summary	<p>This course is recommended for the newer training manager or those who have yet to attend the STC Training Managers course. Topics include: understanding the Annual Training Plan ( ATP) cycle and the required reports; securing STC training credit; and preparing for the annual compliance review.</p>
Objectives	<p>By the end of this workshop attendees will be able to-</p> <ul style="list-style-type: none"> <li>- Identify the purpose of the Annual Training Plan (ATP), including the definition of eligible staff and the different classifications.</li> <li>- Identify the dates of the required fiscal report.</li> <li>- Explain the various ways to secure STC training credit and the difference between them.</li> <li>- Describe what elements need to be in the year-end report.</li> <li>- Identify what happens if you are found out of compliance.</li> </ul>
Presenters	<p><b>Sara Dunham</b> is a field representative with the Board of State and Community Corrections (BSCC) for over 12 years, responsible for the development and instruction of the STC Instructor Development Course as well as the STC Training Manager’s Course. Prior to her employment with BSCC, Sara was employed by the Sacramento County Probation Department for over 14 years.</p> <p><b>Janine Niccoli</b> has been a Field Representative with the Board of State and Community Corrections (BSCC) for four years and is an instructor for the Training Manager’s Course. Janine also provides training that enhances CSA's ability to support local corrections as they implement Evidence Based practices. Janine was previously employed in Nevada County and Sierra County Probation Departments serving in varied capacities from Juvenile Corrections Officer to Chief of Probation.</p>

Title	<p style="text-align: center;"><b>Sessions A3/B3</b>  <b>Building In-House Curriculum</b>  (Wednesday, September 26, 2012)</p>
Summary	<p>Engaging in the learning process and creating a learning environment in the workplace takes more than a good presenter and quality content. In this workshop, participants will learn how to choose materials and activities that create dynamic learning environment as well as an understanding of different learning styles, learner motivations, and time management or use of time.</p>
Objectives	<p>By the end of this workshop attendees will be able to -</p> <ul style="list-style-type: none"> <li>- Identify common training design challenges and begin to create solutions.</li> <li>- Identify the impact of differing styles in the selection of designing and delivering classroom activities.</li> <li>- Create a real time use format for smoothly run classes.</li> <li>- identify challenges and opportunities of training the new generation of learner.</li> <li>- Identify a number of learning activities and relate them to adult learning theory and practice.</li> </ul>
Presenter	<p><b>Jean Comer</b> is Master Trainer and Curriculum Designer for Custom Training. She holds a doctorate in Adult and Organizational Learning and Leadership as well as a certificate from the University of California, Berkeley in Training and Human Resource Management. She has twenty years of training experience in both public and private sectors and has aided a number of Probation departments by training trainers as well as teaching facilitation and group skills.</p>

Title	<p style="text-align: center;"><b>Sessions A4/B4</b></p> <p style="text-align: center;"><b>Bias: Impact on Decision-makers</b></p> <p style="text-align: center;">(Wednesday, September 26, 2012)</p>
Summary	<p>In this workshop, Dr. Wedding will discuss how stereotyping, implicit bias and colorblindness can influence decision making resulting in Disproportionate Minority Contact (DMC). The focus of this session is on decision makers within the juvenile justice system; although time will be spent discussing the inner-connections across youth serving systems on outcomes for children of color. Participants learn how to have dialogues about race and racism that makes them more effective in their decision making and offer the possibility of improving outcomes for all children.</p>
Objectives	<p>By the end of this workshop attendees will be able to -</p> <ul style="list-style-type: none"> <li>- Identify examples of how stereotypes about race can influence decision-making.</li> <li>- Identify examples of how implicit race bias can affect Disproportionate Minority Contact (DMC) outcomes.</li> <li>- identify how decisions made at early decision points can influence decisions that fall within the purview of juvenile justice.</li> <li>- Identify how probation officers, public defenders, district attorneys and judges can recognize implicit bias at their decision points.</li> </ul>
Presenter	<p><b>Dr. Rita Cameron Wedding, Ph.D.</b> is the Chair of the Department of Women's Studies and a professor of Women's Studies and Ethnic Studies at Sacramento State University. Dr. Cameron Wedding's scholarship focuses on race, gender and social class disparities in child welfare, education and juvenile justice. Dr. Cameron Wedding has taught courses and developed curricula addressing implicit racial bias for over six years.</p>

Title	<p style="text-align: center;"><b>Sessions C1/D1</b>  <b>Empowerment Through Training</b>  (Thursday, September 27, 2012)</p>
Summary	<p>This workshop is designed to teach training managers how to motivate and develop excellence in their staff through training. The focus of the workshop will be to assist training managers in learning how to develop a department specific training needs assessment tool as well as to create a marketing plan to convince management and first line supervisor the value of training.</p>
Objectives	<p>By the end of this workshop attendees will be able to -</p> <ul style="list-style-type: none"> <li>- Identify five values of an excellent training program.</li> <li>- Develop a training needs assessment tool.</li> <li>- List five reasons why training enhances a department's intellectual value, and empowers an employee.</li> <li>- Develop a marketing plan to support the value of training.</li> </ul>
Presenter	<p><b>Sue Bacigalupi</b> is a retired Probation Manager (Director) from the Santa Clara County Probation Department. The last 15 years of her probation career included extensive experience in program planning, development and evaluation. Her probation experience includes rehabilitative facility group counselor, juvenile and adult deputy probation officer, supervisor, and Probation Manager. Sue earned a B.A. in Psychology and Sociology.</p> <p><b>Robert Creamer</b> is the principal provider and developer of Robert Creamer Training and Consulting. He has been a criminal justice consultant since 2000, providing organizational analysis and planning, and policy development. Prior to this, Robert spent 15 years with the Santa Clara County Probation Department as an institutional counselor, probation officer, supervisor, and administrator. As the Manager of Community Services for the Santa Clara County Probation Department, Robert was involved in designing and implementing numerous complex programs.</p>

Title	<p style="text-align: center;"><b>Sessions C2/D2</b>  <b>Internet Behaviors in Corrections</b>  (Thursday, September 27, 2012)</p>
Summary	<p>This workshop will provide an overview of the internet from a criminal justice perspective. Participants will learn many ways offenders use the internet to commit a variety of crimes, communicate clandestinely, and access or store illegal material ( Limewire, or online storage such as Google Docs) Participants will also learn how to utilize various websites as investigative tools for obtaining information and evidence ( Facebook, MySpace, YouTube) including a module on how to capture and present information in reports, court or sharing with treatment providers.</p>
Objectives	<p>By the end of this workshop attendees will be able to -</p> <ul style="list-style-type: none"> <li>- Identify the four basic components of the internet.</li> <li>- List three websites used by offenders to commit crime.</li> <li>- List two tools used to capture digital evidence viewed on the internet.</li> <li>- Discuss how peer to peer file sharing is used by sexual offenders.</li> </ul>
Presenter	<p><b>Erik J. McCauley</b> is a Senior Deputy Probation Officer with Orange County Probation Department. Erik is the lead investigator for the high technology laboratory for his department and has conducted thousands of high technology investigations. He has presented at various state and national conferences on the topics of the containment of high risk sexual offenders in community and the search and seizure of electronic media by probation and parole officers.</p>

Title	<p style="text-align: center;"><b>Sessions C3/D3</b></p> <p style="text-align: center;"><b>Ethics</b></p> <p style="text-align: center;">(Thursday, September 27, 2012)</p>
Summary	<p>This workshop will explore the many factors that make up personal ethics. It will highlight how individuals make their ethical decisions, taking into consideration their generation, learning style and life experiences. Participants will explore their community's expectations with respect to professional ethical behavior.</p>
Objectives	<p>By the end of this workshop attendees will be able to:</p> <ul style="list-style-type: none"> <li>- Develop a working definition of ethics.</li> <li>- Examine the Five Steps of Principled Reasoning.</li> <li>- Examine the community's expectations for professional behavior.</li> <li>- Develop strategies for making decisions about ethical situations.</li> </ul>
Presenter	<p>For over 14 years, <b>Jeff Koenig</b> has been a facilitator for the National Curriculum &amp; Training Institute (NCTI) in workshops including: staff development, communication, team building, generations, ethics, and evidence based cognitive behavior. Audiences have included Probation/Parole Officers. Prior to this, Jeff worked within the Maricopa County Adult Probation Department.</p>

Title	<p style="text-align: center;"><b>Sessions C4/D4</b></p> <p style="text-align: center;"><b>Officer Safety Strategies for Supervising the Realignment Offender</b></p> <p style="text-align: center;">(Thursday, September 27, 2012)</p>
Summary	<p>There are many new challenges and responsibilities facing probation departments and county jails with the advent of Public Safety Realignment ( AB 109). For those probation departments that are already engaged in an enforcement oriented style of offender supervision, assuming responsibility of supervising parolees may be a smooth transition. However, many agencies may not be armed; for them this challenge can be daunting. This workshop is designed for the latter.</p>
Objectives	<p>By the end of this workshop attendees will be able to-</p> <ul style="list-style-type: none"> <li>- Identify characteristics of the Realignment offender and the impact on officer safety training of probation and jail corrections officers.</li> <li>- Given a review of court cases that relate to training, identify important points related to conducting assessments of agency training programs of valued supervision and officer safety skills</li> <li>- Discuss how to keep our officers safe and prepared for dealing with high risk situations in the field and jails</li> <li>- Identify best practices of a training curriculum for developing officer safety skills.</li> </ul>
Presenter	<p><b>Robert B. Reyes</b> serves as a Chief Deputy Probation Officer in San Luis Obispo County. Since 1998 Robert has held assignments including Deputy Probation Officer, Supervising Deputy Probation Officer, Juvenile Hall Superintendent, Training Manager, firearms instructor, use of force/officer safety instructor, and field training instructor. Robert chaired the work group responsible for developing the San Luis Obispo County 2011 Public Safety Realignment Act Implementation Plan. Robert earned his MA in Public Policy and BA in Political Science.</p>

Title	<p style="text-align: center;"><b>Closing Plenary</b>  <b>Managing, Motivating and Training the New Generation of Employee</b>  (Friday, September 28, 2012)</p>
Summary	<p>Today, there are 3-4 distinctive generations working side by side in the workplace. Newer employees (“Generation Y” or “Millennials”) pose challenges and opportunities to trainers and managers. This session explores characteristics which make this group distinctively different from their predecessors, and strategies for bringing all generations in the workplace together for a more cohesive organization.</p>
Objectives	<p>By the end of this workshop attendees will be able to-</p> <ul style="list-style-type: none"> <li>- Identify the history, motivation and training-related characteristics of each generational group.</li> <li>- Identify generational differences and why they are important.</li> <li>- Acquire specific strategies to provide effective training to the “Generation Y” employee.</li> <li>- Identify strategies a seasoned employee can do to better interact with the “Generation Y” employee.</li> </ul>
Presenter	<p><b>Gary L. Joralemon</b> serves as the Chief Deputy Probation Officer in San Luis Obispo County. Since 1985 Gary has served in a variety of assignments including Deputy Probation Officer, Supervising Deputy Probation Officer, Juvenile Hall Superintendent, Human Resources and Training Manager, and weaponless defense/tactical baton instructor. He earned his MA degree in Leadership and a BS in Social Science.</p>