



*Presents*

## 3rd Annual Spring "Transition to Community" Leadership Workshops

*Planning, Implementing and Sustaining Evidence Based Reentry & Reintegration Programs*

April 28 - 30, 2010

Las Vegas, Nevada  
USA



\*\* Earn up to 21 Continuing Education Hours

Register at [www.joyfields.org](http://www.joyfields.org)

**8:00—8:45 AM: Registration, Breakfast, Networking**

Many people ask, "**which evidence based programs reduce recidivism and promote successful reentry and reintegration, and how to implement such programs?**" Well, today's economic climate tells us we must also ask, **how you justify, fund and sustain such programs!**

Dr. David Myers, Professor of Criminology and Interim Director, John P. Murtha Institute for Homeland Security at Indiana University of Pennsylvania states, "... *Increasingly, policy-makers, funding agencies, and the general public are demanding accountability from justice system institutions and social service providers. As the demands on public resources grow, it becomes more and more important to choose wisely how available public resources will be spent.*"

Join other program executives and staffs along with Joyfields Institute experts **Abe French, Mark Lewis** and **Dr. David Myers** at the Luxor Las Vegas Hotel for answers to these and other timely questions for guiding and sustaining your evidence based program strategies and tactics in light of today's increased scrutiny.

**PROGRAM DETAILS**

**Strategies and Tactics of Evidence Based Correctional Reform, Reentry and Reintegration**

This program is built around the understanding that anti-social behaviors are just the tip of the iceberg. In order for lasting behavior changes to occur, one must get to the thinking beneath. So while the workshop examines the systemic factors in offender reform and reentry, it addresses the thinking that underlies successful transitions and how that is achieved. Participants will learn key evidence and strengths based concepts.

**Program Goals and Learning Outcomes:**

- Overview Re-entry, Resettlement and Reintegration
- What is Sensible Re-entry, Resettlement and Reintegration
- Evidence Based Practice (EBP) and What Works
- Transition To Community Models for Jails and Prisons
- Effective Offender Assessment Practice, Tools & Resources
- Performance Measurement, Quality Assurance, Funding
- Implementing the Model
- Transforming Your Organization & Managing the Change
- Developing the capacity & Putting your team together
- Program Development

**Domains of Risk and Appropriate Interventions**

Domains of risk have been identified through the work of many researchers and practitioners. These are domains that are associated with criminal behavior and recidivism. Knowledge of the domains of risk characteristic of the offender is most helpful in determining the most appropriate and effective intervention.

Although there is no magic bullet to eliminate the risk of criminal behavior, this session will explore how variance in risk factors, as well as responsivity factors and protective factors, in part account for eventual antisocial behaviors and criminal conduct.

The session will also review the match-up between risk factors characteristic of the offending client and the type of program interventions most likely to yield enduring results for success in community.

**Effective Assessment Practices, Tools and Resources**

Assessment is the engine that drives effective correctional and behavioral change programs leading to successful transition to the community. Successful administrators and practitioners must prepare clients to be successful as they transition through their various stages. Transition begins at day-one through the use of effective and systematic screening and assessment practices.

Tools for assessing clients have flooded the market in recent years making it difficult to determine the best route for an organization, what assessments or instruments to select and what vendor best meets the needs of the organization and its clients.

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## **PROGRAM DETAILS**

### **Core EBP Skills (contd)**

#### **Transforming Your Organization and Managing the Change**

Implementing EBP programs entail change and the need to manage that change process. Getting staff and stakeholders to "buy into" something new is a difficult art to master! The session will identify components of organizational structure that can affect the success or failure of seemingly "wanted" change initiatives, such as transitions into community.

#### **Collaboration and Community Partners**

Strong and sustained local capacity is the single most critical aspect for success with re-entry initiatives. Local efforts at education, training, planning, and implementation need significant guidance and support in order to build the capacity for system reform. How should your staff roles and functions adapt to account for clients re-entering the community? What is your "go-to-market" plan? It is vital to leverage community resources available to you in your efforts to cut costs and reduce recidivism. To do this effectively, you must have a very good understanding of how to convene and organize our communities, elicit buy-in and investment, plan for sustainability, and ensure quality results throughout the transition implementations process. Learn how to unveil the new criminal justice paradox (navigating the return to social services and corrections' collaborations) and other best practices: Developing policies and practices that maximize collaborative case planning to help your clients succeed in community. Also, understand and manage the 'forces of resistance' and lead change through organizational development.

### **Contemporary and Emerging Trends In Evidence & Strengths Based**

For decades the field of mental health and social services maintained a focus on juvenile deficiencies and limitations as the basis for addressing solutions. Recent research findings question this deficit-based approach and has moved to a more holistic model that operates efficiently within several evidence based frameworks. Strength-based experts work with clients to discover and highlight individual and family strengths and not focus on weaknesses or deficiencies.

Strength based strategies as an approach is a departure from deficit based models that evolved from institutional settings. In the strength based approach the practitioner focuses on the development of an assistive and collaborative partnership which will be made use of in working through the transition process.

Following identification of the targeted problem and forming of a relationship, the practitioner first determines the degree of knowledge, experience, ability and motivation the person already has for resolving the targeted issue and achieving goals. In this way the practitioner acts as a spot-light helping the person reconnect and bring existing skills and abilities to bear on the problems.

Next the practitioner acts as an assistive and collaborative partner in exploring, educating and practicing new skills or strategies that would be useful in resolving the targeted issue. The individual remains autonomous and has full choice and control regarding those strategies selected with the help of the practitioner works in a guiding way to strengthen motivation, overcome barriers and implement effective strategies.

As the basis for effecting lasting change, this session explores the belief that children and families have unique talents, skills, and life events, in addition to specific unmet needs.

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## PROGRAM DETAILS

### Core EBP Skills (contd)

The next sessions in the program focus on some prominent evidenced based practices that operate within a strength based framework that are fast becoming "industry standards".

- **Cognitive Behavioral Approaches for Managing Individual and Group Interactions**

A cognitive-behavioral approach is the primary foundational model for criminal conduct and substance abuse interventions. This module teaches cognitive behavioral skills with the aim of enhancing the efficacy of the judicial worker. It will use an approach that is adaptable as a pre-treatment or as a stand alone model. Participants will also learn how to be successful in any program that uses thinking reports or use other approaches and adhere to program scripts and methods with fewer deviations and "clean-up".

- **Motivational Interviewing and Case Management**

Understanding Motivational Interviewing or Motivation Enhanced approaches have applications in various settings including criminal justice, corrections and law enforcement, mental and behavioral health, housing and others. Learning how to apply its principles is essential for success in the utilization of many cognitive behavioral approaches to realize meaningful change in anti-social behavior and ultimately preventing relapse and reducing recidivism.

### **Evidence-Based Accountability and Performance Assessment for Program Sustainability and Funding Requirements**

Increasingly, policy-makers, funding agencies, and the general public are demanding accountability from justice system institutions and social service providers. As the demands on public resources grow, it becomes more and more important to choose wisely how available public resources will be spent. Agencies and organizations working in the human services field have been feeling the effects of this trend, and many struggle to provide meaningful information about the work they do as they pursue funding and other resources to support their programs.

Historically, justice practitioners have relied greatly on intuition and personal experience to guide their work and determine consequences for anti-social behavior. More recently, however, performance assessment has become a key component of the evidence-based programming and accountability movement. Performance assessment emphasizes measuring an organization's ability to do things, encompassing the measurement of productivity (how much they do), effectiveness (how efficiently they do it), quality (how well they do it), and timeliness (how long it takes them to do it).

This presentation will cover the basic aspects of performance assessment, in terms of why it should be done, how it should be done, and how the results can be used to benefit the organization. In general, performance assessment links organizational philosophy and mission to specific agency activities, and further allows an organization to determine whether its goals and objectives are being achieved. Measuring performance requires a clear unit of analysis (e.g., individual offenders or clients); consistent data collection procedures and processing; and regular dissemination of important information generated by the data. In measuring performance, multiple outcomes (i.e., measures of success) should be considered that indicate what the organization is trying to achieve (e.g., reduce recidivism, improve school performance, enhance family relationships, etc.). When done well, performance assessment can produce results that improve operational and staff management; assist with resource acquisition, allocation, and budgeting; and inform stakeholders about organizational successes and needs.

Recent experiences of a diverse array of jurisdictions across the country illustrate that it is possible, practical, and useful to measure the performance of criminal justice systems and organizations devoted to working with judicial clients.

**4:00: Closing Remarks**

**4:30: Program concludes**

## **FACULTY**

- **Abe French**, Program Director, Community Interventions, LLC
- **Mark Lewis**, LMSW, Motivational Interviewing Network Trainer (MINT), President MML Consulting
- **Dr. David L. Myers**, Professor of Criminology, Indiana University of Pennsylvania

### **Abe French, Principal, Cognitive Consulting & Programming**

Abe French, the “practitioners’ trainer” is Program Director at Community Interventions. He has specialized in behavioral change approaches for more than fifteen years. Abe has worked as a consultant and technical assistance provider for state, federal and private agencies. Engagements have included program development, quality assurance, organizational development, peer training programs, cognitive behavioral program training and a variety of other services. He has delivered programs directly to offenders as a corrections officer in state prisons and as a contracted service provider in jail and community based corrections settings. Abe continues to work with program development focused upon reducing recidivism and enhancing prison and jail reentry efforts.

He has worked with staff from Virginia, Wisconsin, Minnesota, Pennsylvania, Michigan, South Carolina, Oregon, Indiana and Arizona. Abe has provided technical assistance to such diverse program approaches as paramilitary “boot camp”, substance abuse treatment venues and therapeutic communities. As a National Institute of Corrections technical assistance consultant, Abe has helped develop programs in Ohio at the Lucas County Correctional Treatment Facility.

His background includes motivational interviewing, cognitive reflective communication, thinking report engagement, problem solving, social skills and cognitive restructuring. He has received training from The National Institute of Corrections, the Thought Institute and The Change Companies. Among others, he has received training from Dr Jack Bush, Dr. Juliana Taymans, Dr. Barry Glick, Brian Billodeau, Mark Gornik and Steve Swisher. Abe is a trainer for Thinking for a Change, OPTIONS: A Cognitive Self Change Program, Thinking Matters and Thinking Report Engagement

Abe’s work is both evidence-based and innovative. He developed Thinking Matters and Thinking Report Engagement programs. Thinking Matters is a flexible work sheet based cognitive behavioral approach that teaches a basic set of cognitive behavioral skills. It can be used as an introductory model or expanded into a more intensive model. Thinking Report Engagement is a five step facilitator skills approach that teaches facilitators to engage program participants to exercise objective self reflection. These approaches provide cognitive skills that encourage individuals to progress through the change process and motivate lasting pro-social change on a personal level.

Mr. French studied Criminal Justice at Lansing Community College. He also attended Central Michigan University where he earned his B.Sc. degree in Community Development and M.Sc. in Public Administration.

### **Mark Lewis, LMSW, MINT, President, MML Consulting**

Licensed Master Social Worker (LMSW), Mark Lewis began his career as a Law Enforcement and Corrections Specialist in the United States Air Force. During his 10 years of service Mr. Lewis performed as a Law Enforcement Supervisor and later as a Master Instructor in the Air Force Police Academy. Following the Air Force he completed a Bachelors Degree in Psychology at the University of Michigan, and the Masters of Clinical Social Work at Michigan State University. He is a Licensed Social Worker in the state of Michigan and a member of the International Motivational Interviewing Network of Trainers, and carries advanced credentials in other evidence based practices.

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## **FACULTY**

### **Mark Lewis (contd)**

In 28 years of practice Mr. Lewis has worked in various mental health and substance abuse treatment programs in both the public and private sector. His experience includes case management, treatment, supervision, staff development, and management of adult and juvenile justice programs including a very specialized program for Parolee-Sex Offender Alcoholics and Addicts.

Mr. Lewis has been a leader in the state of Michigan for the integration of treatment for persons with co-occurring mental health and substance use disorders. He is a professional consultant to the Wayne State University School of Medicine - Michigan Fidelity Assessment Support Team (MIFAST), and the Michigan Integrated Treatment Committee (ITC).

As a management consultant Mr. Lewis has provided solid assistance to various public and private mental health and substance abuse agencies. As a consultant Mr. Lewis helps design and develop programs, train and develop staff, as well as assist in maintaining audit readiness for credentialing and licensing bodies. Mark is best known for his knowledge and experience. He is an effective trainer, motivator, and clinician. His trainings are full of energy, entertainment, and depth. Mr. Lewis is becoming the preferred trainer in several specialized areas.

### **Dr. David L. Myers, Professor of Criminology and Interim Director, John P. Murtha Institute for Homeland Security, Indiana University of Pennsylvania**

Dr. David L. Myers, PhD, is a Professor in the Department of Criminology at Indiana University of Pennsylvania (IUP), where he first joined the faculty in 1998. He earned his PhD in 1999 from the University of Maryland, Department of Criminology and Criminal Justice, and previously received a Master of Science in Administration of Justice and a Bachelor of Science in Criminal Justice from Shippensburg University.

Dr. Myers has taught more than 15 different courses at the undergraduate, masters, and doctoral levels, specializing in classes on research methods and quantitative analysis, juvenile justice and delinquency, and criminal justice policy, planning, and evaluation. From 1999 to 2002, he served as the criminology master's program coordinator at IUP, and from 2002 to 2008 he served as the criminology doctoral program coordinator. He has supervised the teaching and research of dozens of criminology doctoral students and has advised a variety of student organizations and community groups.

Dr. Myers has published two books (most recently *Boys among Men: Trying and Sentencing Juveniles as Adults*, Praeger Publishers, 2005) and nearly 30 journal articles, book chapters, or other scholarly works. He also has presented more than 35 papers at national and regional conferences and is currently the Editor of *Criminal Justice Policy Review* (a quarterly, peer-reviewed journal published by Sage Publications). He has received several grants to support his research and previously served as the Director of the IUP Center for Research in Criminology.

Dr. Myers also has served as the Dean's Associate in the IUP School of Graduate Studies and Research; the Interim Vice Provost for Research and Dean of Graduate Studies at IUP; and the Interim Executive Director of the IUP Research Institute. He currently is serving as the Interim Director of the IUP Murtha Institute for Homeland Security. In the community, he has served as Chairperson of Indiana Area Communities That Care, President of the Board of Directors of Big Brothers Big Sisters of Indiana County, and Advisor to Kids on Campus of Big Brothers Big Sisters.

## **What others have said about Joyfields Institute programs**

"Joyfields staff were very attentive, professional, and well-organized. The presenter was clearly very knowledgeable and professional. A positive experience.."

"Personally I felt for the first time that this program was developed for the work that I do."

"I really enjoyed the Vegas Conference. You guys are a class act. ... it was a wonderful group and there are some people I will stay in touch with. Good luck with all of your future activities. I hope to attend another of your conferences and will recommend them to all my friends and colleagues."

"I look forward to joining JOYFIELDS in other future trainings as well.

"Thank you so much for this quality workshop. I really enjoyed the experience, and the people from around the world who were present. Please know this was one of the best learning experiences I have had..."

"Fantastic workshop!"

"I LOVED the fact it was a smaller size group of people with different backgrounds and from different places/countries!!! I also loved how the Joyfields team worked so nicely together and helped make us all (me) feel good and comfortable I look forward to joining JOYFIELDS in other future trainings as well."

"It was informative and helped in many ways. I really enjoyed the hands on approach and the way it was made personal for each participant in their field."

"I was very impressed with the depth of knowledge the facilitators possessed about evidenced based best-practices in the industry. However, it wasn't an over-your-head kind of dissemination . . . very practical."

"The program centered on data driven, which is in sync with evidence based practice. The presenter researched his topics very well."

"The facilitator was superb, focused, obviously knowledgeable, and thorough. The training was well worth the financial investment!"

"I especially commend the ability to ask questions and get responses that were incorporated into the sessions"

"Your company provided an incredible opportunity for professional development and was laser focused around what other facilities are doing regarding reentry and reintegration based on statistical evidence based practices. I personally utilized this workshop from a vendor perspective to ensure the opportunities our company is pursuing in reentry and reform is in line with Best Practices and working towards Evidence Based Practices in the Correctional Industry. I was truly amazed by the detail and level of information your course provided. As a matter of fact, I would say that this was one of the best "hands on" educational programs I have ever attended, including many of the Masters level courses I attended in graduate school. I will be, and have already, STRONGLY recommended this course for our County, DOC, and international correctional customers and would even recommend this to other vendors of the corrections industry interested in providing reentry or rehabilitation services. This was truly worthwhile and should be a mandatory course for Correctional Leaders everywhere.

I can't think of any deficiencies in the program. It was very well organized, and extremely professional. I like the research that is provided to support the re-entry processes outlined in the training. It is good to have educational research to support the training being offered."

On behalf of the Prison Department at the Ministry of Justice of the Republic of Lithuania I would like to thank you for the great opportunity to get acquainted with the prison and rehabilitation system of Georgia and Florida states. The material that was delivered during the Course will be of great use in everyday activities of penitentiary institutions of Lithuania. Good luck, Joyfields Institute!"

"Loved the small group participation and the group field trips"

"Material is relevant with encouragement and guidance to apply to your own work setting."

.... More testimonials can be viewed online at [www.joyfields.org/testimonials.html](http://www.joyfields.org/testimonials.html)

## **KEY REASON WHY YOU AND YOUR COLLEAGUES SHOULD ATTEND**

- You will network with colleagues to share invaluable ideas and experiences from different parts
- You will meet the finest corrections leaders serious about the business and learn how they do what they do
- You will leave at the end of the program with action steps to take to begin address the challenges you face
- You will learn from an expert faculty what works and know what mistakes to avoid
- We don't stop at just the class room studies. You will learn in discussion groups and trouble shooting sessions how to address the re-entry opportunities ahead
- Learn key skills for great corrections systems leadership
- Learn first hand the best and latest resources for addressing corrections needs and how to apply them

## **CERTIFICATE COURSE & CONTINUING EDUCATION HOURS**

Upon completion of the course, participants will earn continuing education Hours, receive a certificate as evidence of accomplishment and status as a practitioner who has acquired specific new skills. The certificate will be delivered upon completion of the course.

*\*\* Joyfields Institute is an approved CA BBS education provider (approval number PCE 4645 )*

*\* Joyfields Institute is an approved NADAAC education provider*



## **WHO SHOULD ATTEND**

Corrections and human services executives and staff, program managers and professionals in behavioral and mental health fields, rehabilitation, reentry, community corrections fields and service providers including;

- Case Management teams, Supervisors and Managers
- Sheriffs, Wardens, Probation & Parole Officers, Supervisors and Managers
- Social Workers, Behavioral Health and Substance Abuse Professionals
- Court Administrators
- Psychologists, Psychiatrists and Therapists
- Resident populations managers
- Pastoral counselors
- Researchers & Planners
- Mental Health and Prevention Center Professionals
- Community Services Organizations, Services Providers
- Program Directors and Executives
- Government Agencies
- Pre-Release Specialists

## **ACCOMMODATION, REGISTRATION FEE, INTERNATIONAL PARTICIPANTS**

### **HOTEL & ACCOMMODATION**

The host hotel for the workshop is **The Fabulous Luxor, Las Vegas Hotel**, located at **3900 Las Vegas Blvd South, Las Vegas, NV 89119**.



Luxor accommodations are visually stunning and contemporarily appointed with modern amenities. We have reserved a block of rooms at a rate of \$55/night (weekday) \$110/night (weekend) (plus 12% taxes & \$5.95 resort fees daily). These rooms are convenient to the meeting rooms. **\*\*\* When making your reservation, please specify rooms in the "West Tower" to insure you are closest to our workshop meeting room location!** Book your rooms now while these rates last! For room reservations, call the hotel directly at **+1-800-288-1000**. In order to receive the group rate, you must mention the group code **"JOY10T"** to receive this special rate. Our room block expires March 30, so please make your reservations now by then or before we run out of rooms.

Also, remember there are several local hotels close-by offering great deals this time of year and you can book a room with them. If you need further assistance, please contact our office at +1(770)409-8780 or send email to [yvette@joyfields.org](mailto:yvette@joyfields.org). Thank you.

### **REGISTRATION FEES:**

Includes all training sessions, training materials, site visits where applicable, continental breakfast and lunch are also included. Complimentary 1 year membership in JI - includes newsletter and discounts to Joyfields' sponsored programs. Participants are responsible for all other expenses including charges for accommodations, airfare, dinners and all personal expenses.

- Registration Fee: **\$1295**
  - **4th Participant Attends FREE!** Register 3 or more for the same program, at the same time, from the same organization and the 4th person registers FREE. (Use Promo Code - "**4th Free**")
  - **Members always take 10% OFF!**

### **PAYMENTS AND SUBSTITUTIONS:**

Please make payments online at [www.joyfields.org](http://www.joyfields.org). 4 More Convenient Ways To Pay:

- **FAX** Completed Registration form to Joyfields at +1(678)605-0271
- **BILL ME** - Will pay by company check. Checks must be payable in US \$ against a US bank and made out to "Joyfields, Inc." and Mail to Joyfields, 5805 State Bridge Road, Suite G255, Duluth, GA 30097
- **CALL** Joyfields for assistance at +1(770)409-8780
- **WIRE** transfer. To pay by wire transfer, send email to [wires@joyfields.org](mailto:wires@joyfields.org) to request wiring instructions. Include your phone and fax # and we will send you details for wiring funds Questions? Send email to Yvette Hughes at [Yvette@joyfields.org](mailto:Yvette@joyfields.org) or call +1(770)409-8780.

All payments must be received to participate. If there is a chance payment may not reach us before the program date, a Purchase Order will be required.

Participants may substitute attendees, at any time prior to the program start, with no penalty.

**Joyfields Institute for Professional Development**

Please use this form to process your registrations. Complete the form and fax to +1(678)605-0271

Program Name: \_\_\_\_\_

Approving Manager Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_

IPC/Zip: \_\_\_\_\_ Country \_\_\_\_\_

**Attendee #1**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #2**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #3**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #4**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**\*\* To register over 4 participants, please make copies of this page. Thank you.**

**Payment Method (circle one): Credit Card / Wire / Check / Cash / PO # \_\_\_\_\_**

Credit Card Name (circle one): MC / VISA / AMEX / DISCOVER

Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_ Security Code: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Remember to book your room reservation directly with the hotel if you plan to stay at the hotel.

If you need assistance with reserving your room, please send a request including your arrival and departure dates via email to Yvette Hughes at [yvette@joyfields.org](mailto:yvette@joyfields.org) or call +1(770)409-8780. We will then check on room availability and contact you via email to confirm your reservation.

Thank you.