

The Condition of Probation

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Leadership

By Kevin Lynch

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The Department recently announced a "leadership academy" of sorts, which will be voluntary for

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Chief's Corner:

By Michael Daly

On October 11th, the Board of Supervisors endorsed the Community Corrections Partnership plan with a unanimous vote. This was the result of a multi-agency effort that took several months of intensive and frequent meetings to accomplish. I would like to personally recognize the members of the Executive Team, Judge Andrew Sweet, Sheriff Bob Doyle, Public Defender Jose Varela, District Attorney Ed Berberian, Novato Police Chief Joe Kreins and the Director of Health and Human Services Larry Meredith, for their assistance in creating the plan. Numerous other employees from all of the listed agencies, as well as members of the public, assisted in helping craft this important document. The CCP plan was written in such a way where principles and overarching philosophies in criminal justice were central to our

future path. I would like to share with you some of the most important elements of the plan (the entire document, along with those from other counties in the state, can be viewed on the website for the Chief Probation Officers of California at www.cpoc.org).

First, the guiding principles that will direct us as we enter a new era of criminal justice with California's realignment include the following:

1. *emphasize and ensure public safety*
2. *utilize evidence-based practices*
3. *assist in behavior change*
4. *be collaborative*
5. *be data – driven*

I was especially proud that creating these principles was such an easy decision for

all members of the Executive Team. It really demonstrates how forward thinking all of our criminal justice partners are.

The plan implements a two-phased approach to assuming the responsibility for community supervision of parolees released from prison and the incarceration of defendants in the County jail facility. The first phase is to ensure community safety by putting into place the necessary staffing required to supervise offenders being released. The Probation Department will increase its staffing and we have already re-allocated resources to prepare for this responsibility. A Probation Supervisor position has been moved from the Juvenile Division to Adult to assist in developing the AB109 Unit which will be

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Mission Statement

The mission of the Marin County Probation Department is to further justice and community safety and to hold offenders accountable while promoting their rehabilitation

Wall of Change

By Diana Smith

Lamar explained that drinking did not solve his problems, it only made them worse. He indicated that the Probation Department gave him a “wake up call that I was living my life wrong.” He now believes the consequences are not worth it. Lamar further stated, “My life now is totally different; the individuals I associate with now are totally different. There is a whole new world out there and I am excited.”

Part of our responsibilities as probation officers is to enforce the conditions of probation. Equally important is addressing our clients’ underlying criminogenic needs in order to aid them in completing their grants of probation successfully. Each person’s issues and needs are slightly different, and part of our job is to work in partnership with them as they discover the importance of addressing those underlying issues. These include concerns about addiction, alcoholism, homelessness, anger management, critical thinking, problem solving, life skills, lack of education, necessary employment skills, to name just a few.

There is no perfect formula or solution. It requires patience, tenacity, and ingenuity to help our clients discover their individual intrinsic motivations to make different choices. It is imperative to assist them by calling attention to and praising the seemingly small incremental steps along the way. Celebrating their progress often leads to their making huge strides while on probation.

Up until a few months ago, at the end of their grant of probation, a handshake or a congratulatory hug was the way we celebrated their success. Thankfully, Chief Mike Daly, borrowing the idea of “The Wall of Change” from another Chief Probation Officer, asked that the Adult Division make it happen for our Department. The Director of Adult Services, Teresa Torrence-Tillman, asked for volunteers

for a committee that would develop a selection process and procedure for recognizing probationers who have successfully turned their lives around.

This committee currently includes Abby Dennett, Cate McDonough, Diana Smith, and Ivonne Van Buuren. The committee’s goal is to make the nomination process easy and efficient so that probation officers can easily submit candidates. Each nominee’s frame includes their photo, as well as personal comments about their positive change and comments from their probation officer.

The first candidates were posted in the lobby of the Adult Division in September 2011. Since then we have received positive feedback from many who have seen The Wall; most poignantly from our probationers. One probationer, waiting in the lobby to see his probation officer while going through addiction withdrawal, said as he met with her, “I am

not doing so well today, but someday my story is going to be up there, too.” Numerous officers have had clients inquiring, “I saw that Wall of Change in the lobby. What do I need to do to make it on that wall?” Others confidently say, “I’ll be up there very soon.”

On particularly challenging days, a probation officer only has to look at the booking “mug shot” in the probationer’s file and compare it to The Wall of Change photo, to be reminded and inspired that probationers can and do change. It takes what it takes, when it takes, and we patiently, persistently, and passionately hold to that belief for them.

It’s clear that Department staff understood what the “Wall” could mean for many of our clients; however, I’m not sure anyone realized what an amazing effect it would have on us as well! Meanwhile, the nominations keep coming, leaving a compelling legacy of motivation for everyone.





On August 11, 2011 a wonderful Girl's Running Group was born in Marin County. I was inspired and touched by a 14 year old probation client who, in July, asked if she could go running with me, as she had heard from other girls that I took them running. She did not hesitate when I told her that I run early, and the next morning there she was, waiting for me by her front door at 5:45 AM. She did not have appropriate clothes for exercising, yet she jogged/walked on the trail for a full hour, and, even though she was really tired, she did not stop smiling.

I was so amazed by her determination and willingness to give up sleep during her summer break, that I began to think of ways to reach out to more young girls to help them be active, healthy and to learn skills to feel better about themselves. I researched studies regarding the relationship between exercise and mental health and was impressed with the amount of data showing how exercise improves symptoms of depression and anxiety. Such studies also show increase in self-esteem, positive mood and restful sleep.

The Girls Running Group was soon formed and has since met over fifteen times running on trails at China Camp, Lucas Valley, Sleepy Hollow and many other beautiful Marin locals. The group has a weekly average of 12 girls and 9 adults who participate in

Girls' Running Group "Las Chicas Locas" (The Crazy Girls)

by Angela Arenas

the runs. They have reported a preference to the trail runs, so we are making an effort to be outside of the track. The group is open to any female that wants to participate and wants to be active and have fun. As of today we have girls from Probation, Community Mental Health and Foster Care participating in the group. They recently met to select a name for the group, choosing Las Chicas Locas (The Crazy Girls) from many entries. A \$25 gift card was awarded to the girl who named the group.

Las Chicas Locas has participated in some area runs starting with the Bridge to Bridge run in San Francisco on September 18th. Six girls joined in that day, and it was an incredible experience. After that, all of the girls finished a 7K run. For the Turkey Trot on Thanksgiving Day, the girls volunteered before the event which gave them free entry to the race. Their entire families were invited to join that day, making it a fun family event. An added goal was to give each family a turkey to take home.

We have many staff from probation joining us including: Michele Boyer, Jeana Reynolds, Yuliana Valenzuela, Jennifer Saldana, Heather Damato and Melissa Davis. Staff from Seneca and Community Mental Health, Paula Glodowski from Drug and Alcohol, and Patti Monge from Twin Cities Police Department have also come out to help. Each and every one of these women provide an incredible support to the group. The girls are thriving; they are

happy when they are running and always give it their best effort. It is amazing to see them come together as a team, to have fun being kids, and for a while, forget about all of the struggles they face every day.

On December 3rd everyone is invited to a fundraiser event at Sports Basement in The Presidio where we will be given 10% of the sales when the buyers mention *Las Chicas Locas*. As of today, through generous donations, we have purchased new running shoes and socks for 12 of the girls. The goal is to continue giving each participant new shoes and appropriate running attire. Come join us that day and get an early start on your holiday shopping. If you have any questions or would like to learn more about the group, please do not hesitate to look for me or to ask any of the wonderful probation ladies about their experience with the group.



Does Anyone Know Where My Staff Went?

By Kevin Lynch

Anyone waiting for the carousel to slow down is likely to be disappointed greatly ... the personnel moves just keep on happening ...



STAFF	WENT FROM	WENT TO
Darnell Roary	Juvenile Division Director	Greener Pastures (see accompanying article)
Kevin Lynch	Probation Analyst	Juvenile Division Director
Steve Shapiro	Juvenile Division Supervisor	Juvenile Hall Supervisor
Isreal Jones	Juvenile Hall Supervisor	Adult Division Supervisor
Don Carmona	High Risk Field Services Unit	AB109 Caseload
Kuo Lew	High Risk Field Services Unit	AB109 Caseload
Lucie Brown	Medium Risk/Adult Drug Court	High Risk Field Services Unit

More developments to follow

Leadership (from pg. 2)...

those staff interested in continuing their exploration of the concept of leadership. Activities will include reading and discussion of books that pertain to leadership. Three of the Department's Supervisors, Matt Perry, Michele Boyer, and Selina Johnson all recently completed an intensive leadership training program for Probation managers, and they have plenty of information to share. The program will also likely include a discussion panel on the topic

and an opportunity for participants to apply leadership in a practical setting. Staff who complete all portions of the academy will earn a certificate of completion which will be placed in their personnel file.

The intent of this effort is to maintain our awareness of the importance of leadership within the Department. The more staff who understand, accept, and assume their roles as leaders, regardless of their assignment, the better off our

Department will be. Hopefully, this leadership academy will help staff to be mindful of this important issue and to ultimately improve our Department's outcomes.

Today's Draw....Eric Olson

By Michele Boyer

Eric was born in San Francisco and moved to Novato when he was 5. He has 3 brothers and two sisters. He attended Our Lady of Loretto then went on to San Marin High. He was from a large family and learned at a young age that if he wanted anything beyond the basics, he needed to work. He started with a paper route at 12 and worked through high school with different jobs at Safeway, Round Table Pizza, and at a Unocal "76" Station.

Instead of attending college directly after high school, Eric worked in the trades doing electrical and then heating and sheet metal work. After a few years working with his hands, he decided to go to college. He went to Sonoma State and earned a degree in Psychology. During one summer, he worked in a Speech and Language Handicapped classroom with 3, 4 and 5 year olds. He recently ran into the mother of one of his students and he found out she was a Merit Scholar and is now attending NYU.

In 2007, Eric started working for Phoenix Academy, working with high school students struggling with an addiction to drugs and alcohol. After a couple years, he became the program coordinator where he was in charge of the overall operation of the therapeutic program, but also ran groups and car-

ried a caseload. It was during his time at Phoenix Academy that he became interested in becoming a Probation Officer. Most of his students were on probation and their Probation Officers would visit them and tell Eric about their job.

Eric applied and became a Probation officer in March, 2004. He started in the Juvenile Division working in Intake, then Supervision, and is currently a Placement Officer. What Eric likes most about his current assignment is being able to meet the minors where they are in terms of their individual needs and risk factors and determining what interventions are most appropriate. He likes the challenge of working with the families and feels we as a department are doing a good job reaching out to the families of our minors in out of home placement. As a placement officer he likes seeing the minor out of their home environment, their comfort zone in a new place where there are new opportunities. He really likes seeing them succeed.

Eric is married to his wife Michele and their first child Brenna was just born on November 17. He and his wife are very excited to welcome their baby girl. They also have Keeva, a two year old Vizsla dog.



Eric Olson

When Eric isn't working or spending time with his wife, he can be seen on the bike trails in the hills of Marin. He is a competitive cross country mountain bike racer who also does several road bike events throughout the year. Eric also likes to spend time with his siblings, nieces and nephews and cousins.

Our Department greatly values Eric and his contribution to our work.



On the Look Out!

Be on the look out for more personnel moves and bios on our new hires.

Be watching for pictures from our Holiday Employee Recognition Party.

We need your scrumptious, yummy recipes for future Newsletters. We're not picky—just hungry! So send us your secret recipes for any delicious foods: appetizers, desserts, entrees, salads, and anything else is welcome.

We would love to know what you are up to. If you are interested in sharing what you are doing, we would like to include that in all future editions as a regular feature. Please contact us with pictures, adventures, news, or just catching up. Contact Alisha Krupinsky at akrupinsky@co.marin.ca.us

Alphabet Soup

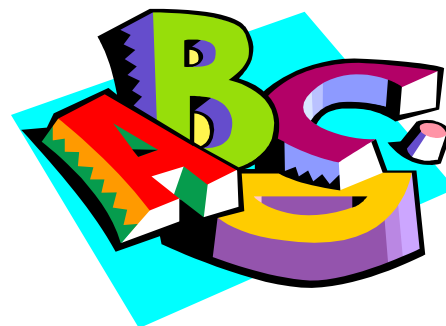
By Fredi Bloom

Ready for more ALPHABET Soup ??? It's not PRISM, it's not EJUS, or DJIS, or CJIS, or CII, or LSI, or FYI or MMC (Make Me Cry)! The new blue screen that you might have seen, while peeking over Fredi Bloom or Vilma Macias' shoulders is OL or OffenderLink!!!, which is the new TRS (telephone reporting system) that has been adopted for the SOLO (Supervision Of Low-risk Offenders) Program.

AKA (All Kidding Aside), as agencies throughout the country have looked to EBP (Evidence-Based Practices) to better manage their growing populations with the same or shrinking resources, OffenderLink has offered a great solution for our Low-Risk clients. Limited resources must be focused on offenders with higher needs

or that pose a higher risk to the community. This technology offers the opportunity for one deputy probation officer to monitor the compliance a large number of low risk probationers, which frees up resources for intensive supervision of offenders who pose a significant threat to public safety.

Ideally, the type of offenders in the SOLO program are folks have their EOTP (Eyes On The Prize) and BOITW (Both Oars In The Water). In other words, they have the motivation and the skills to stay on track and to finish probation, and to stay out of trouble without much personal intervention. This system focuses our attention on the small percentage of clients with changes, and/or compliance issues without spending valuable time on those that are successfully satisfying



their supervision conditions.

This web-based system has been used by probation and parole agencies nationwide, and per their report has successfully handled over 1 million scheduled client telephone reports to date. Also, the system has been customized and scaled to meet our specific needs. We are pretty excited about it.

Please come to visit or call us, and we'll take you on a tour of OffenderLink.

HAND (Have A Nice Day!)

Chief's Corner (from pg. 1)...

responsible for these cases (our Department expects to have a caseload of 30 offenders per supervision officer for this Unit). In addition, the Sheriff's Department will hire additional staff to deal with workload issues in the jail as a result of AB109.

The second phase of the plan recognizes that the program can not be simply a law enforcement and probation supervision response to the problem. We anticipate that the offenders released under this program will have substantial service needs, such as drug and alcohol treatment, assistance with housing, and training in vocational skills. Our Department, in conjunction with a multi-disciplinary team, will review the needs of the population as they are released to identify those needs and to develop proposals for how to meet them. On Monday, December 5, the CCP will conduct a public meeting which will include an opportunity to dialogue with the criminal justice stakeholders at the Civic Cen-

ter Board of Supervisors to explain this process, as the interest in AB109 services has been significant.

One of the keys of the CCP plan is to ensure that only those offenders who represent a serious threat to public safety are incarcerated. Jail beds will quickly become a scarce commodity, and will need to be allocated judiciously. The CCP plan recognizes that by supporting some of the programs designed to provide alternative incarceration in the jail. The Probation Department is responsible for the County's Own Recognizance, Pre-Trial Release and County Parole programs, three of Marin's major alternatives forms of custody. In these efforts, as well as in its work with offenders under community supervision, Probation will continue to coordinate and collaborate with community and County partners to identify and provide linkage to those programs, services, treatments and interventions that support positive behavior change and thereby reduce reoffending.

Although the Board's approval of the plan was an important step, I want to assure our partners and the community that this was not the conclusion of process, but rather the beginning. The CCP has committed itself to meeting regularly in order to review progress of the program's implementation, and to consider how to make additions and improvements based on data and analysis of the criminogenic needs of the AB109 population.

The Probation Department, as well as our other criminal justice partners, have positioned the County well for this historic realignment and I am confident we will be successful in assuming this responsibility. I am particularly thankful for everyone working in our Department, who have been working so hard to incorporate the many changes in our jobs. These are exciting times to be working in the corrections profession !

Goodbye to Darnell Roary

By Alisha Krupinsky

Darnell began his career with Probation in 1996 as an extra-hire group counselor in Juvenile Hall. He was eventually hired on as a full-time group counselor and was a Lead staff in the facility. He later became a Probation Officer working various assignments in both the Juvenile and Adult Divisions, until he was promoted as Probation Supervisor in 2007. Darnell was promoted to the Director of Juvenile Services in August of 2010 until he resigned his post in October of 2011.

Darnell and his family are planning a move to sunny Sothern California near extended family who already reside there. Darnell's oldest daughter is attending San Diego State University so this move will bring the family closer together geographically. This move will also bring him closer to his beloved Dallas Cowboys. By last reports, Darnell is not sure where his future career plans will lead him. For now, this change of residence is enough. Although knowing Darnell it won't be

long until he finds a way to help the youth in the community where he resides.

Tori Creighton who worked with Darnell in all three divisions said, "Darnell was such a great guy to work with. We had a lot of fun working together but we also worked hard. Oh, the stories I could tell! I will miss him."

Darnell has dedicated his life to helping young people. He served as a mentor and inspiration to young men in Marin City. He was actively involved in the Phoenix Project of Marin, a program in Marin City dedicated to providing young men with resources for education, employment, housing, and life skills. Darnell was recently awarded the 2011 Martin Luther King Jr. Award for his outstanding efforts in the area of human and civil rights in the community by the Marin County Human Rights Commission.

Darnell's absence from the Probation Department will be greatly missed. We wish him well on this adventure on which he is embarking.



Darnell Roary



Saturday December 3, 2011

6pm to 11pm

**Marin County Probation
Department
2011 Employee Recognition
Holiday Party**

Festivities will be held at
Stonetree Golf Club
Novato, Ca



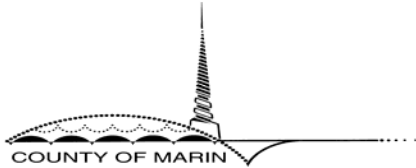
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The Condition of Probation

*Marin County Probation Department Newsletter
Editorial Policy*

The Condition of Probation is published quarterly by the Marin County Probation Department. The purpose of this newsletter is to provide a forum for communication and the sharing of information. *The Condition of Probation* publishes articles and information related to Mission and Departmental operations & activity. Articles submitted may be edited for content, clarity, or length.

Editorial Board Members

Abby Dennett, Nancy Hillman, Alisha Krupinsky, Neva Smith, Kevin Lynch and Mike Daly

Recipe of the Quarter

Spicy Sweet Potato Soup

By Kevin Lynch

Ingredients:

- 2 tblspns butter
- 1 cup chopped onion
- 2 jalapeno chilies, seeded and chopped
- 2 tspns chopped fresh thyme
- 3 carrots peeled and diced
- 1 ½ lbs sweet potatoes peeled and diced
- 1 qrt chicken broth
- 1 cup whole milk
- ¼ to ½ cup cream
- 1 tblspn brown sugar
- 1 tspn salt
- Cayenne pepper

Directions:

- Heat butter in soup pot till bubbly,
- add onion and sauté 10 minutes
- Add chilies and thyme, sauté 1 minute
- Stir in carrots, sweet potatoes and broth.
- Simmer 30-40 minutes until potatoes tender.
- Use slotted spoon to transfer veggies to food processor, puree mixture, adding liquid as necessary.
- Add milk, cream, sugar, salt and cayenne. Heat the soup very gently for 10 minutes.

