

The Condition of Probation

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Marin County Juvenile Hall Has a New Director

By Kevin Lynch

In October of this year, Matt Perry was promoted to Director of Probation Services and assigned to the Juvenile Hall. With 20 years of department experience covering all three divisions, Matt has a wealth of knowledge of the entire Department. Matt started his career with the Probation Department as an extra-hire Group Counselor, and worked his way up through the organization. He has worked as a Deputy Probation Officer in both the Juvenile and Adult Divisions, and as a Probation Supervisor in Adult. Prior to the Director promotion, Matt worked as the Probation Operations Specialist, where he was responsible for managing



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Chief's Corner

By Michael Daly

The Probation Department places a high value on leadership. Every individual is expected to be a leader no matter where they are or what the job duty is. When you have that expectation and also have 100 employees, you have the early makings of a great department.

Some time back last year, the Probation Department's Kevin Lynch launched a volunteer group of people from the department to engage in significant leadership initiatives. The group gathered at St Mary's University in Moraga and met with a professor whose interests were in leadership and criminal justice. The ideas gathered to better our department

while at St Mary's were a product of group thought and consensus. Support would be given to these individuals along the way from designated persons throughout the organization as needed. Some of the products that evolved from this leadership group includes our 360 evaluations offered for all staff as well as a comprehensive onboarding process for all new employees.

As most of you know, domestic violence is Marin's leading violent crime and deputy probation officer Melissa Davis is our probation officer assigned to that population. Melissa participates in our Family Violence Court, leads trainings and serves as our subject matter expert in

domestic violence issues.

Her initiative stemming from the St Mary's gathering was to bring all criminal justice stakeholders and community based organizations in Marin together to form a unified consortium whereby all voices are heard and respected. I was asked to assist Melissa in this countywide project. Melissa has held two meetings thus far and formed a group called the Marin County Family Violence Consortium (MCFVC). The purpose of the MCFVC is to create a system of accountability in Marin County that represents best practices in addressing and reducing domestic

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Mission Statement

The mission of the Marin County Probation Department is to reduce the impact of crime in the community by providing accurate and comprehensive information to the courts, by providing community based sanctions and treatment for offenders, and by working cooperatively with law enforcement agencies and community organizations with similar objectives.

Shoot / Don't Shoot Simulator

By Matt Perry

When we began developing our arming initiative within the department, the idea of force options, or when to shoot or not to shoot was an important piece of our training curriculum. Training to become technically proficient is just as important as *when* to shoot. Realizing this early on in the development and teaching process, we were able to introduce this type of training as a regular part of our ordinary training curriculum for our armed officers.

It was through the kindness and generosity of our Sheriff's Office that we were able to utilize their force option simulator to train our staff. We soon realized that this should be something we train on regularly so we recently purchased our own force simulator.

So what is a force simulator? Basically it is a computer connected to projector. There are filmed scenarios that the instructor can play for the person going through the training. The scenarios are filmed in a high definition format and surround sound. They look and sound very realistic. The screen they are projected onto is 16x9 feet so it looks almost like a movie.

The idea is that the participant engages in the scenario which may represent some sort of threat to the officer or a member of the public. Deputy Probation Officers working in the field may choose from several force options in the field; verbal commands, weaponless defense techniques, OC (pepper spray), collapsible baton, or firearm.

When to employ each tool effectively to match the resistance being presented is the heart of the training objective with the simulator.

The further value of the system is that you can review and discuss scenarios that officers have participated in. The instructor can escalate and de-escalate the scenario based on the participant's actions. With over 400 scenarios and new updates each quarter, there are plenty to choose from. Just like in real life, the participant's tactics can affect the outcome of each scenario. This high level training increases officer safety and efficiency.

Realignment Training Updates

By Cynthia Fix

The AB109 Unit completed the five series CPOC Realignment Training on October 10, 2013.

Session 1: AB109 Basics and Funding aimed to educate probation departments on the facts of California State Assembly Bill 109. This course provided an overview on the development and implementation of AB 109 and funding allocations for counties.

Session 2: Felony Sentencing after Realignment provided an overview of the fundamentals of sentencing under PC 1170(h), Post-Release Community Supervision (PRCS), Parole Supervision and application of Evidence-Based Practice (EBP).

Session 3: Probation Supervision after Realignment provided an overview of the types of supervision in probation departments. We discussed changes probation departments have faced in the past five years and current changes

due to Public Safety Realignment. A representative from CDCR discussed changes at CDCR as a result of Public Safety Realignment.

Session 4: Practical Guide to Incentives and Sanctions was presented by Dr. Douglas Marlowe who is Chief of Science, Law & Policy for the National Association of Drug Court Professionals, and a Senior Scientist at the Treatment Research Institute at the University of Pennsylvania. He discussed effective behavior modification by using constructive sanctions and a rewards system and targeting interventions by risk and need. You may view two presentations of Dr. Marlowe on sanctions and rewards at:

<http://www.youtube.com/watch?v=lqW9vA2A2Jg> [http://](http://www.youtube.com/watch?v=27Y0CZ2KqS0)

www.youtube.com/watch?v=27Y0CZ2KqS0

This series will be offered again beginning in January, 2014.

On October 24th and 25th the Third Annual Conference on Public Safety Realignment was held in Sacramento and was sponsored by the California State Association of Counties. This was an amazing two days. Many counties presented their successes and challenges since realignment. Our very own Josh Todt and Dave Estes from the Marin County Sheriff's Office who work for the Marin County Jail Re-Entry Team presented the jail program. This program facilitates the collaborative efforts of numerous county and non-profit organizations to assist people currently housed in the Marin County Jail with a healthy transition into the community. The conference was videotaped and will be available in the near future for viewing on the CSAC Smart Justice website. (www.csac.counties.org/smart-justice-california-counties)

Employee Recognition Holiday Party



Kevin Lynch and Mike Daly



**Cindy Thai with
her boyfriend**



George Perkins, and his wife Angelina



Neva Smith and Fredi Bloom



**Giuliana Ferrer
and
Peggie Daly**



**Liv Lauchenauer, Alisha Krupinsky,
Nuvia Urizar and Samantha Klein**



Lucy Brown and husband, David



Tony Raitano and his wife, Jessica

Employee Recognition Holiday Party



Chris Tom and David Cole

**Brook Hermann and husband,
Jared**



**Paul Meyers and his wife,
Donna**



**Mariano Zamudio and his
wife Julie with Samantha
Klein**

**Angela Arenas and husband,
Ricardo**

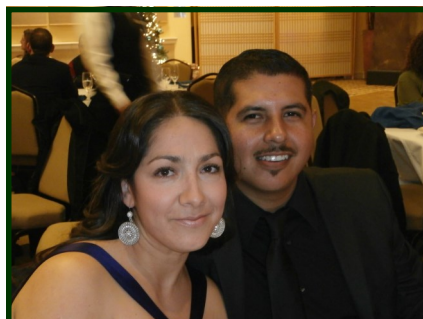


**Tori Lemos and husband,
John**



**Heather Damato and friend,
Scott**

**Fidelia Contreras and
husband, Hugo**



**Yolanda Hylkema, Linda Smith
and her husband Sheriff Robert
Doyle**

DMC Grant Coming to an End, but the Effort Will Continue

By Kevin Lynch

The technical assistance grant from the State to address disproportionate minority contact in Marin County will expire on December 31, 2013. Using a combination of Department funds and the grant which expires soon, the Marin County Probation Department has made efforts to address DMC in this jurisdiction since 2009. The process began with self-examination of data, philosophies, beliefs, policies and practices within the Probation Department to understand what is driving DMC in this county. In 2012, the process was opened up to a large group of stakeholders in juvenile justice and the “DMC Collaborative” was begun. This group, a mix of community members from neighborhoods most impacted by juvenile crime and staff from juvenile justice partner agencies, has met monthly since then. The Collaborative has enjoyed excellent guidance from the W. Haywood Burns Institute, nationally renowned experts in the field of DMC. The Burns Institute staff have provided support in leading the group in addressing this delicate, sensitive and difficult topic. Their emphasis has always been in putting data and best practices at the forefront and setting emotions, anecdotes and personal beliefs or biases aside, to the extent possible. They have also stressed allowing the community to identify their own solutions, rather than imposing what has worked in other sites where Burns Institute has been involved.

There have been several important products of these monthly meetings. These include:

Uncovered the factors that are driving DMC as a result of analysis of the data

As a result of Burns Institute conducting an analysis of data provided by the Probation Department, it became apparent that the issues driving detention of youth in Marin County center

around technical violations of probation. These violations were concentrated mostly around issues involving drug and alcohol use (usually positive drug tests) and family conflicts (usually running away from home).

Improved understanding between community members and system stakeholders

The first step in the DMC Collaborative process was to “level the playing field” and to provide community member participants with an orientation to the juvenile justice process. It became fairly clear from the outset, however, that there needed to be a mutual educational process, as system stakeholders such as our Probation Department had the opportunity to hear from community members. This primarily took the form of focus group meetings of both youth and parents who had undergone experiences in the juvenile probation system. This feedback was presented to the DMC Collaborative by a group of youth who had helped to facilitate the focus group sessions.

Developed services to provide outreach workers and mentors for youth on probation

As a direct result of the conversations and relationships developed in the DMC Collaborative, the Probation Department established a series of contracts that funds community members to act in the roles of mentors, or “outreach workers,” for youth on probation. This is a best practice model for DMC work that was suggested by Burns Institute staff, and has seemed to be an excellent fit so far. There is still room for growth in these relationships, but the response from all involved, youth, parents, providers and Probation staff, has been very positive.

Initiated a series of youth development opportunities

One theme that all participants in the DMC Collaborative agreed on was that youth who are engaged in some sort of pro-social activity are less likely to be involved in delinquency. The issue is how to reach youth on probation, and how to offer them the opportunity to find their passion, interests or goals, in the hopes that this would provide the direction and motivation to avoid continued participation in delinquency. While services have been made available to families to address issues such as substance abuse, trauma, truancy, gang affiliation and impulsivity, they were not as effective as one would want due in part to the lack of engagement from youth and some of the parents. Youth development opportunities, in the form of access to job placement and training programs, internships with stipends, intensive support to connect youth with programs made available at College of Marin, and access to recreational programs have been added to the menu of services to increase intrinsic motivation to make pro-social changes in behaviors.

Continued investments in restorative justice as an alternative response to juvenile crime

The connection between the DMC Collaborative and the ongoing efforts to introduce community-based restorative justice interventions became apparent early on in this process. The group “Unidos Para la Justicia Restaurativa” (United for Restorative Justice) is the best example of a restorative justice program that could be one of the strategies developed to address DMC in Marin County. “Unidos” is a group of volunteers from the Canal neighborhood of San Rafael that has been work-

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DMC Grant Coming to an End, but the Effort Will Continue (from pg. 5)...

ing for a year to learn about alternatives to traditional juvenile justice and is nearly ready to provide service as a diversion program for youth from their community who are referred to the Probation Department.

While there has been a dramatic reduction in the numbers of youth who experience detention in Marin County, the level of disproportionality across the juvenile justice system continues

to be high. Far fewer youth are detained, but it is overwhelmingly youth of color and often for technical violations of probation. Much more work remains to be accomplished, albeit without the continued participation of the Burns Institute. Although the DMC Collaborative will need to convene and decide this at the December meeting, the Probation Department's

recommendation will be that the work will continue. The specific tasks that need to be accomplished are to design and implement an intervention to address DMC, announce and celebrate the work of the Collaborative to date and to create a forum where the effort to address DMC can be monitored and maintained.

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

violence. The MCFVC will serve as a forum in which efforts to respond to domestic violence in Marin County can be discussed, coordinated and improved. The ultimate goal of the effort will be to reduce the incidents, lethality and social impacts of domestic violence in Marin County.

The first two meetings were held to identify gaps in service and to formulate subcommittees to work together and

problem solve. The Board of Supervisors has stepped up and signaled that they want a county wide collaborative approach in dealing with domestic violence and promptly offered a \$100,000 grant toward preventative efforts to be targeted at the geographical areas most prone to domestic violence. Director Larry Meredith has contracted with an organization called *Futures Without Violence* to assist in the important initiative. We are off to a great start!

Melissa has quickly learned the value of being organized, creating agendas, producing minutes, public speaking, running a meeting effectively and most importantly....leading. Great job Melissa!

Marin County Juvenile Hall Has a New Director (from pg. 1)...

ing training, tracking outcomes, and implementing officer safety policies, procedures and practices for the entire Department. Among his accomplishments while in this position was the creation of an "on-boarding" program for new employees, that was designed to improve the orientation experience for staff new to their position in the department. This has proven to be very successful and important with the large number of staff the Department taking

on new roles in the last few years.

Matt says he is looking forward to the challenges in his new position as Juvenile Hall Director. His broad range of experience, calm and rationale demeanor, and commitment to staff development and servant leadership, will serve him well. Congratulations to Matt Perry!

On the Look Out!

What's your favorite recipe that you want to share? Does it have a story that goes along with it? Accepting all recipes but doesn't a yummy soup or a family favorite chili sound amazing in this cold weather. Please send your recipe to

akrupinsky@marincounty.org



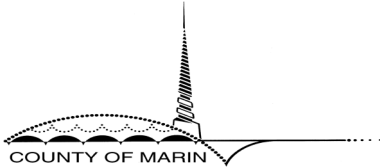
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The Condition of Probation

***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

Michael Daly, Kevin Lynch, Matt Perry, Nancy Hillman, Neva Smith and Alisha Krupinsky

Today's Draw: Frank Neas

By Nancy Hillman

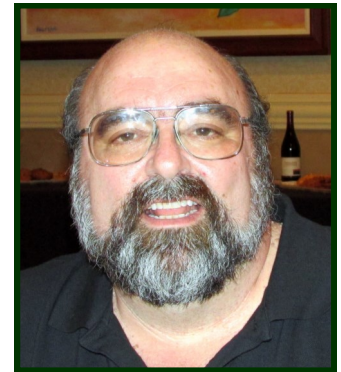
Frank was born in Chicago, Illinois, and moved to San Rafael when he was two years old. He attended Saint Raphael's School and graduated from San Rafael High School. He then went to San Francisco State University where he met his wife of 32 years.

Frank learned to cook at a young age and was raised by a single father who was an excellent cook. Self-taught, Frank started working in kitchens while attending College of Marin. In 1990, while running a kitchen in Danville, Frank started working at Marin County Juvenile Hall as an extra-hire cook.

Becoming Kitchen supervisor at the Juvenile Hall in 2002, Frank has led his excellent group of cooks and housekeepers in implementing new state and

federal regulations involving everything from new equipment requirements and record keeping to the new school lunch program standards. Frank said, "One of the great parts of my job is it gives me the freedom to make my own menus (as long as it meets nutritional and cost requirements). So we can introduce the kids to a variety of foods that they might not know about which, in the long run, could give them a healthier life."

Frank's favorite part of his job, besides actually cooking, is interacting with fellow employees, as well as the kids. He says he likes it when they come to the dining room to eat because they seem more relaxed and more like the kids that many of them are. A special challenge he enjoys is getting a kid to try something new and



then watching them like it, adding "When we started serving Quiche nobody wanted it. Now it's one of the favorites!"

In his spare time, Frank enjoys fishing, reading and doing whatever his wife tells him to.