

The Condition of Probation

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Truancy Summit

By Kevin Lynch



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In collaboration with Marin County Probation Department and with the Superior Court, the Marin County Office of Education (MCOE) put on a "Truancy Summit" on March 26, 2015. The goal of the event was to raise awareness in Marin County of the impact of truancy, and to share ideas on how to address it. The program was coordinated and hosted by MCOE, and the keynote speaker was Hedy Chang from the program Attendance Works (<http://www.attendanceworks.org/>). This is a national organization that provides technical assistance to schools, government agencies and private non-profits looking to improve school attendance in their communities. Ms. Chang provided an inspiring and informative talk on the issue of truancy, and strategies for addressing it. The Truancy Summit also provided a forum for some work in Marin County that is already being done in this area. There was a panel of presenters from programs in Novato, San Rafael and Southern Marin, each of which are addressing the issue of truancy from a variety of perspectives.

Probation Department Chief Michael Daly used this event as an opportunity to explain our De-

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Chief's Corner

By Michael Daly

Late last year, I met Julie Truschel at the American Probation and Parole Association national meeting. Julie is an independent consultant with over 25 years of experience developing, implementing, operating, and reviewing programs in juvenile and adult corrections. She has held a variety of positions within institutions as well as in community corrections and has provided technical resources and training to agencies across the United States. Julie also holds a Bachelor's Degree in Psychology and a Master's Degree in Organizational Management. During our conversation, Julie told me that she conducts assessments of probation organizations and looks for how well each organization has implemented evidence-based practices.

The term evidence-based practices was first introduced to the Marin County Probation Department by Chief Mike Robak in 2002 and carried forward by Chief Bill Burke. We have undergone extensive training and have implemented many programs and practices that are evidence-based. While I feel confident that everyone in our Department can list all of our programs and practices, I was not as sure that we know how well we are doing all these things. I decided that we were going to undergo an extensive review conducted by an outside professional who would give us a true assessment as to how well we have implemented the use of evidence-based practices. Julie's services include recommendations, implementation ideas and access to an ongoing consultation to keep us on

the right path.

From an organizational development standpoint, our Department has had a strong commitment to the use of evidence-based practices for well over a decade. However, with the changes in the field of probation, particularly with the state realigning responsibility of some state prisoners now under our supervision, an emphasis on field work and safety equipment and training has been in the forefront over the last four years or so. The proper training and attention to developing and implementing sound policies and procedures around officer safety was absolutely necessary and our probation officers

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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.

MTAY Thinking for a Change Graduation

By Elizabeth Carranza

The first Marin Turning Youth Around cohort graduated from Thinking for a Change on Wednesday, April 22, 2015, at the Civic Center Café. An estimated fifty attendees made up of Judges, Board of Supervisors, District Attorneys, Public Defenders, therapists, employment counselors and recovery coaches joined in the celebration. The graduation was a special event that highlighted a progressive milestone in these clients' lives, which was a first for many of them. The Honorable Judge Andrew Sweet presided over the graduation to provide the graduates a positive experience from the bench. Judge Sweet not only congratulated the students for successfully completing a 25 session cognitive behavioral program but he also highlighted their accomplishments while on the MTAY caseload.

One-by-one the students had an opportunity to talk about how Thinking for a Change helped them in their lives. Graduate Tiana Gaskins stated, "T4C has given me the tools I need to respond to situations I don't agree with or have no control over. Everything I have learned from T4C I have used out in the real world. It's easy for me to tell you I've changed but seeing is believing." Graduate Marco Sanchez

described what social skill he would best utilize, "Out of the many social skills, I will be using the 'stop and think' skill because it is helpful in understanding your risk thoughts, feeling and attitudes." After the ceremony, the honorees and guests had the opportunity to enjoy delicious Latin cuisine made up of vegetarian and pork tamales and chicken tostadas. Overall, the

Thinking for a Change graduation was a success, thanks to a large group of probation staff members that volunteered their precious time and efforts, which we greatly appreciate! Lastly, we would like to acknowledge and give a huge thanks to Lucie Brown for volunteering her time for three months to co-facilitate this program.



Graduates from the T4C program celebrating their success.

Truancy Summit (from pg. 1)...

partment's offering of grant funds to address truancy. In a Request for Proposal (RFP) that our Department released at the beginning of March, there are \$40,000 worth of funds made available to schools looking to intervene in truancy. The RFP was structured in a way to favor communities of poverty, as the impact of truancy falls hardest on youth and families who live in low income neighborhoods. The causes for truancy are varied according to different school sites. The idea behind the

RFP was to offer funds for schools to develop their own unique strategies and approaches that would encourage students to attend school. These funds will be available at the start of the next school year, and we will measure their impact in the hopes that they will reduce truancy.

The dramatic reduction in juvenile crime in Marin County offers a great opportunity to invest more support and funding "upstream" for youth and families at risk of entry into juvenile jus-

tice system. The connection between truancy and delinquency is a long established fact and intervening early on when a child is missing school is a prudent investment if it helps to disrupt the "pipeline" effect that has some children going from missing school to committing crimes. The Probation Department looks forward to reporting out on the outcomes of the programs selected in a future edition of our newsletter.

New Hires Within the Probation Department



Kristi Grant

Kristi Grant was born and raised in Orange County, California. She spent her free time at the beach and playing sports. Kristi eventually made her way up north to attend college in San Francisco where she studied Criminal Justice. Upon graduation, Kristi moved to Boston and furthered her education at Boston University. Her heart always remained in Northern California and eventually moved back to start her career in the criminal justice field working with a community corrections facility based in Napa. Kristi now spends her free time with her husband and two dogs exploring wine country. Kristi is extremely excited to be hired by the Probation department and looks forward to her future with Marin County.



Norma Christensen

Norma Christensen was born in El Salvador (which helps her bilingual skills) and came to this country with her mother and father at the age of 3 and was raised in Vallejo, California. From there, she has attained a wide range of skills such as Customer Service Representative of a large company in the oil refining industry, to running her parents' family business. Norma attended Boston Reed College where she graduated as a certified Clinical Medical Assistant. Norma is a proud mother of a 7 year old and a 10 year old and has been married for 11 years to her husband who is an Industrial Firefighter at Phillip 66 in Rodeo, California. Her favorite hobbies, after spending time with her family, are cooking new recipes, hiking, photography and target shooting at the gun range. Norma has enjoyed her time here for the past year in the Probation Department and is definitely looking forward to a bright future.

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

have responded very well to the significant challenge that undertaking represented. Due to the great investment of time, resources and training that went into this program, officer safety and field practices are now a matter of routine in our Department. Lately, many staff have been vocal about wanting to "get back to the basics" and that included us being recognized as a Department that administers evidence-based practices with fidelity and oversight.

With the introduction of policies and practices around officer safety and field practices complete, we can return our attention to the issue of evidence-based practices. Julie Truschel has already been out to assess our Depart-

ment's implementation of evidence-based practices and her report and recommendations will be shared with all of our staff soon. The initiative to improve on our implementation is a Department priority and we have created a new Supervisory position that will oversee this function Department-wide. This person will work directly with our training manager Giuliana Ferrer to identify training for all staff as well as coordinate all implementation plans necessary to ensure the Department is a leader in the use of evidence-based practices. I am very confident in our management team, and all of our staff, that we will be successful in achieving this goal.

We all know that things change in life.

The field of probation has changed a great deal in the last few years, and it is a challenge to stay on top of all of the developments that have occurred in our work. However, no matter how big or frequent the changes, one of the most important aspects of our work is to encourage change in someone's behavior, and how well a community corrections agency does that is foundational to being effective. You accomplish that by understanding human behavior and what the evidence says what works. We are committed to doing exactly that.

Marin County Special Olympics

By Lindsey MacQuarrie

"Let me win, but if I cannot win, let me be brave in the attempt."

The Marin County Special Olympics was held on May 16, 2015, at Terra Linda High School this year and what an amazing turn out it was! Officers from all over the county came to support the Olympic participants in the multi-sport regional championship. Our very own Jeff White, Sandra Mancilla, and myself, Lindsey MacQuarrie, volunteered their Saturday to encourage the athletes in all of the events. Jeff and Sandra coordinated bringing a few probation youth to help out at this event as well, which was a wonderful experience for all of them. The youth assisted in the track area with clocking the athletes' times, giving high fives, cheering, and providing safety and security around the event. This event was such an uplifting experience for all of us. I was in the award ceremony area handing out awards all day that my face was hurting from the huge smile I had the entire

time. The enthusiasm of these athletes was contagious. The core values of the Special Olympics are sportsmanship, volunteerism and acceptance, which these athletes and volunteers manifested so genuinely. Having the opportunity to participate in this event has had such an impact on my spirits that I will be talking about it for the next 364 days until the next one comes around. I highly encourage participation in this event next year to everyone in the department.



DPO's Jeff White, Sandra Mancilla and Lindsey MacQuarrie

Local law enforcement supporting this wonderful event.



Juvenile Services Center Renovation

"Home, Sweet, Home!"

By Kevin Lynch

After nearly a year, the renovation project at Juvenile Services Center (JSC) has just about finished. The purpose of the renovation was to upgrade an aging building that desperately needed it. The primary areas that were to be addressed were in security, comfort and updating the look of the facility to make it more welcoming for staff and visitors.

Improve security to the facility

After a break-in to the facility several years ago, it became obvious that the County needed to improve security of this building. The renovation included the installation of both interior and

exterior cameras, a burglar alarm system, and a reception area that is protected by bullet-proof glass. The lobby has a buzzer system for entrance, and a metal detector for visitors. Secure doors will prevent visitors from gaining entrance to the secure areas of the building and card reader door access system has been installed at several key points of entry.

Provide a level of environmental comfort for staff and visitors

The now legendary story of the goldfish that froze to death in a JSC office best symbolized the difficult conditions in the building prior to this renovation.

Most offices in the building now have individual climate control devices which will improve conditions dramatically. In addition, the entire building has had a better "seal" installed to modulate the extreme temperatures that occurred throughout the interior of the facility in winters and summers.

Update furnishings and improve "look" of the facility

While the look from the outside of JSC has not changed much, the interi-

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Today's Draw: Tara Miller

By My Tran

Tara D. Miller is a Legal Process Specialist in the Juvenile Division. She has been with the Probation Department since July 2012. Tara was born on George Air Force Base in Victorville, CA, and has spent most of her life in California. Her family moved around within California until her parents decided to settle in Taft, CA. Tara has two younger sisters.

When Tara was only a Junior in High School, she enlisted in the Air Force and a month after graduating, she was off to Basic Training at Lackland Air Force Base in Texas. She served in the Air Force for six years as an Administrative Specialist at Gunter Air Force Base in Montgomery, Alabama. Her last several years of service were spent at Ramstein Air Base in Germany where she was honorably discharged. While still living overseas, she also worked as a Government Contractor for Military Intelligence. When she returned back to California with her husband, she worked for the Chief Executive Officer of a Biotech company,

as well as with the Clorox Company as an Administrative Assistant for their Food Science Research and Development Team.

Tara met her husband of 22 years while in the military and they share two beautiful children. After her children were a little bit older, she decided to take time off from working to be with her children and go back to school part-time where she earned her Associate Degree in Criminal Justice from Ohlone College in Fremont. Her daughter just recently graduated from The University of Kentucky in May 2015 and her son is getting ready to start his Junior year of college at the same university.

Tara has a great love for wine, food, and traveling. She has traveled to many wineries throughout Northern California and visited many Michelin Star restaurants. One of her bucket list goals is to visit as many of those restaurants throughout the world. She has traveled all over Germany, France,



Belgium, England, Puerto Vallarta, and the Riviera Maya. She is very excited that she will be boarding a cruise ship to sail to Spain, Italy, and France in the coming fall. Her other passion is to spend time with her husband and their two dogs while sitting in the backyard listening to music and relaxing.

Tara has been an excellent employee and a wonderful addition to our Probation family.

Fredi Bloom Retires

By Ivonne vanBuuren



Jeff White, Matt Murphy and Fredi Bloom

On Friday, April 24, 2015, we threw a retirement party at the Civic Center Cafeteria for our dear ex-co-worker Fredi Bloom, who after 32+ years said, "There are more things to do and many new roads to explore."

Fredi, who started at the Honor Farm, worked in the adult division in the investigation and supervision units. She started the SOLO program, from where she retired. The event was well attended with more than 50 people, including ex-employees whom we had not seen for a while, including Bill Pryor who hired Fredi.

In addition to good food and drinks, the evening was enchanted with lots of music and comedy. Fredi of course had a farewell song for us. On the other hand, we had some of our well talented co-workers like Matt Murphy (aka Matilda) and Jeff White (aka Fredi), and many other individuals delighting us with an "unforgettable" show. Too bad George Lucas was not invited...he is looking for new cast for



Steve Wasserman, Fredi Bloom, Mike Daly, and Bill Pryor

Fredi who is a person of many talents, but most of all a very optimistic and an encouraging person who is going to be missed.

We Will Miss You Ron

By Nancy Hillman

On Friday, March 27, 2015, the Probation Department had quite a celebration to send Deputy District Attorney, Ron Ravani, into retirement. With about ninety friends and colleagues in attendance, we enjoyed salads from Comforts and bar-b-que salmon, hamburgers and hot dogs by our own professional chefs Ken Corley, Frank Peterson and Matt Murphy (who also supplied some delicious oysters!), as well as a variety of cheese cakes from The Cheesecake Factory.

The highlight of the party was a skit that recently retired Probation Officer, Fredi Bloom, created. It was performed by Fredi, as moderator, Beth Wissing-Healey, who eloquently de-

fended Ron, the incorrigible juvenile, Judge Goldfine, who graciously presided over the proceedings and Deputy Probation Officer Matt Murphy. Thankfully, it all ended well when the audience applauded loudly and Judge Goldfine terminated Ron's juvenile probation status and he was finally allowed to retire!

Ron was then presented with a plaque from the Probation Department on which was engraved a beautifully written summary of Ron's professional career and included descriptive words such as "funny," "kind," "honorable," "fair," "mentor," and "hilarious." He was also presented with a check as a gift, which he immediately handed

over to a local non-profit serving youth at-risk, Opening the World.

What an amazing person, co-worker and friend. He will be missed and we wish him well in his new retired life!



Heather Damato and Jeff White



Commissioner Goldfine, Judge Sutro, Ron Ravani and Judge Smith



Commissioner Goldfine, Ron Ravani and Mike Daly



Selina Johnson, Ron Ravani, Janene Conner and Michele Boyer

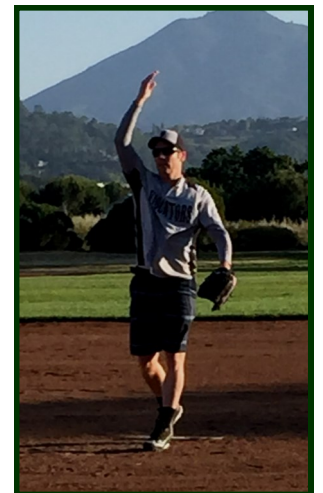
Violators Update

Violators softball is in full swing! Four games have been played thus far and the team is looking great with a 4-0 standing. Come on out and support the team! All games start at 6pm at McGinnis Park



Laura Flores, Lindsey MacQuarrie, Susana Ceniceros-Rodarte, Megan Gnos being photo-bombed by Manager Dave Cole

Wednesday	June 10th
Wednesday	June 17th
Tuesday	June 23rd
Thursday	July 9th
Wednesday	July 15th
Wednesday	July 22nd
Tuesday	August 4th
Tuesday	August 11th



Eric Olson pitching for the win!

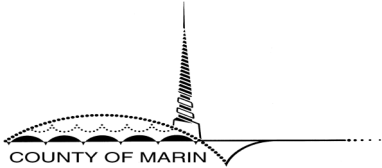
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The Condition of Probation

***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 and
Alisha Krupinsky

Juvenile Services Center Renovation (from pg. 4)...

or is stunning. It is amazing the effect that a little paint, new flooring and removal of the wood paneling has had. The lobby area, with its floor to ceiling window and new furniture, has made the JSC much more inviting and welcoming. The most noticeable improvement, in my opinion, has taken place in the Fireside Room, where the new paint and the flooring have made this a much nicer meeting space. The upgraded lighting fixtures and furniture have also helped. Finally, as an added touch, Department staff worked together to create a small garden area outside of the office to provide a relaxing break space.

On behalf of the Department as a whole, I want to extend my appreciation and gratitude to the various entities and groups of people who made this wonderful renovation possible. First, it would not have happened were it not for the vision of the Marin County Board of Supervisors and Administrator's Office. They recognized the long term value of investing not only in County infrastructure such as the Juvenile Services Center building but also in staff. Probation staff now come to work in a facility that is modern and comfortable, which tells them they are valued and important to the County. The Department of Public Works' staff have been very patient and helpful with the issues that have come up with the project. I also want to say "thank you"

to all of the Juvenile Division staff in our Department who have been understanding, appreciative and flexible over the year with all of the various moves and disruptions.

However, I really want to highlight the effort of Samantha Klein and Jennifer (Liv) Lauchenauer, who were nothing short of heroic in their efforts at managing the entire project from the Department side. They arranged for multiple moves, from one side of the building to another to accommodate the renovation work and expertly set up an off-site office location for those of us who were displaced during the project. They also put in a great deal of time in accommodating the variety of needs and, in some cases desires, of staff as we have re-occupied the facility. They will need to employ the same

magic again soon, as their next big task will be managing the Adult Division move/renovation project. Their extra effort took what would have been a good renovation and truly made into a great one. They demonstrated our Department's continuous mantra of not letting "good enough" be acceptable when it could be great if we put in more effort.

I have always known how fortunate I am to work in this Department but over time and experience with the day to day routine, you can periodically lose sight of what you have. The experience of this renovation has only reminded me of our good fortune to be employed where we are.

It is really great to be home ...



The view of the front entrance to the building.

The new lobby area. The magnetometer at the entrance and the new lobby furniture.

