

The Condition of Probation

Chief's Corner;
Wall of Change

1

Blindly Surfing the
Technology Wave

2

DUI Grant

3

School Works Initiative

4

Girls Stepping up for
Change Kayaking Trip

5

The Garden Program

5

New Hires &
Retiree

6

Boxing Ring

7

Gordon Graham

7

Special Olympics

8

Techno Security &
Digital Forensics
Conference

8

Chipotle-Lime
Cauliflower Tacos

9

American Probation and Parole Association

By Michael Daly

The American Probation and Parole Association (APPA) serves as a training and communications tool for the United States and Canada and invites all community correction agencies from around the world to advance public safety and reduce recidivism. APPA has two major trainings offered each year and the Fall 2019 training is going to be in San Francisco, where many of our staff will be in attendance advancing their skill set and networking.

Every year, APPA asks for agencies to offer training to be on display at this annual event. Hundreds of people from around the United States and the globe will be present. I thought it would be a good idea to share two things that are unique to Marin County.

I asked Dave Cole to lead the Wall of Change initiative that we have previously written about in this Newsletter and I have asked Cindy Ayala to talk about the value of having a Restorative Justice per-



Continued on pg. 3

Chief's Corner

By Michael Daly

May Revise

The Governor's May Revise came out and it was good news for Probation. All our major funding sources are properly funded, which is good news. However, from a legislative standpoint, there is a big push by criminal justice advocacy groups to further their role in "administering justice" that has the ear of many in the Capital.

Ever since Governor Newsom announced that the Department of Juvenile Justice (DJJ) would be transferred under the state-run Health and Human Services (HHS) branch, the criminal justice advocates have really tried to forward their

agenda. What hasn't helped is the Governor's plan to move the DJJ over to HHS has zero details on what that means or how it is to occur. This has led to a vacuum of assumptions and ideas that have caught the ear of our legislators.

Now the Chief Probation Officers of California (CPOC) is aggressively fending off pending legislation seeking to undercut the significant progress we have made with juvenile realignment efforts dating back to 1997, as well as adult realignment as recently as 2011.

In both realignment scenarios, the state has funded probation departments

across the state with noncompetitive grants to provide evidence-based treatment and prevention services to offset the overcrowding situation in both DJJ and our 37 state prisons. With juvenile realignment, DJJ was once populated with over 10,000 young people in the late 1990's. They now have under 700. Juvenile crime is at an all-time low and most juvenile halls are at 30-40% capacity (which is a topic for another column). CPOC played a significant role in this historic reduction.

With adult realignment efforts, Governor

Continued on pg. 4

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.

Blindly Surfing the Technology Wave

By Samantha Klein

If you were fortunate enough to attend the Gordon Graham event, you heard about his ten families of risk. While the day's seminar focused in on the Organizational and Strategic families of risk, it was one of the other families that had my wheels spinning later that night. The one he called the fastest growing family of risk. The one that I can't seem to keep my name away from. Technology.

The risks around technology for our department are real. How we use and share our data, the capability of our case management systems, the security of our communication systems, the equipment we use, are all areas that present risk. For administration, there is a responsibility to continuously develop and leverage technology to keep the organization safe, secure and compliant while not hindering the good work of staff.

In last quarter's article, I talked about the rapidly changing technology environment and how solutions like Greetly can be implemented to help create efficacy in available resources. In the government sector where resources are always at a minimum, the need for increased leveraging of automation and technology is critical, freeing staff to focus on the critical interpersonal work that Probation requires.

The County Department of Information Technology Services (IST) provides security and infrastructure services to the County departments. But it is left up to the departments to determine their needs beyond that and to figure out how to fulfill them. This leaves program managers and administrators who typically lack specific IT aptitude on the hook for moving an organization forward. It's one of those areas that I dabble in for our organization and, while I may have more technology in my past than most managers, I have no real knowledge or understanding of technology that makes me

any more prepared than the Chief of Police Gordon laughed at for trying to purchase systems without a seasoned professional to advise and see past the sales pitch.

Fortunately, we are in the process of improving this situation. In recognition of the increasing complexity around our information needs and requirements, the Department has decided to invest an equal portion of funding from Adult SB678 and Juvenile YOBG reserve funds to add a Technology Systems Specialist III (TSS) to the Department. We hope to open a recruitment for this key technical position within the next two weeks. We are hopeful that the Department's good reputation will help us bring in a seasoned professional with experience from a nearby probation or similar law enforcement department. The list of projects and opportunities for the right individual in this role are endless.

Some of the major projects on the horizon for the TSS include:

- Develop Kiosk/Online Reporting Options
- Project Management oversight of the continued development of PRISM and Odyssey
- Accessing our data and getting it to a format where we can readily query and report at-will
- Liaison with third party integration partners
- Represent our needs during the upcoming Court Management System Implementation
- Develop internal security and management processes for our growing

network of phones, cars and related equipment

The TSS will take on responsibility to coordinate and supervise the Department's information systems operations and develop program needs. So, what does this mean for Liv Lauchenauer and me? That's a question that some people ask when they hear about this plan. Fortunately, there is plenty of work to go around. Liv and I fell into technology because there was a need, but we have never been able to fill all the needs. Even with a focused information technology position on staff, there will continue to be a role for Liv and me.

Liv will still help you with your phone or uncooperative computer. But with a TSS running the ship and implementing more efficient and effective practices, Liv can focus more of her time on providing end-user training and support in a pro-active fashion. She also will continue to be our web-master and social media coordinator. Did you know she is also our Wellness Ambassador and Ergonomics Coordinator? Expect to see her increase her visibility in those areas as we transition to a more professional technology standard.

For me, I will still come up with crazy ideas. I hope a TSS will have a knowledge set that will be able to reduce the time I spend researching said crazy ideas. I will be able to sleep better at night knowing that the decision we make will result in having the input from a solid technology professional. That will leave me plenty of time to now ponder Gordon's next family of risk: Financial. Oh geez...



American Probation and Parole Association (continued)



son embedded within a Probation Department to offer services at the diversion level, as well as post-conviction opportunities.

This is an exciting opportunity for the Marin County Probation Department to showcase their uniqueness in service delivery and it's also a great opportunity for Dave and Cindy to represent our department through public outreach and training.

DUI Grant

by Terry Wright

In January 2019, the Marin County Probation Department went through a lengthy application process for a DUI grant provided by the Office of Traffic and Safety. The Marin County Probation Department recognizes the continued need for more intensive active supervision of DUI offenders who have a greater risk of reoffending. Experience tells us that DUI offenders are one of the most at-risk for reoffending. These offenders are over represented in fatal collisions and have a greater risk of involvement in such collisions. They are often resistant to intervention, treatment and unlikely to follow court orders when left to their own devices. Limited supervision, results in non-compliance and continued alcohol abuse going undetected.

In August 2018, the Department implemented a DUI caseload. Marin County has a high percentage of people convicted of drunk driving. Many of these offenders are placed on "conditional" probation by the court, which means they are unsupervised and not under the Probation Department's purview. Judges and the Probation Department agreed that those convicted of their third DUI within the

last ten years should be held to a higher standard of supervision. The Probation Department has committed to conduct DUI offender sweeps quarterly, unannounced probation searches, chemical testing, checks on interlock ignition devices and encouraging treatment.

Currently, our caseload of intensive supervision is at 60 offenders with one Deputy Probation Officer (DPO). Approximately five people a month are convicted of their third DUI in Marin, so the buildup of this caseload will continue to take this assignment over the capacity we have with only one officer.

On June 4, 2019, our Department was notified that we were one of the recipients of the Office of Traffic and Safety grant. This funding will empower the Probation Department to hire another Probation Officer to provide quality intensive supervision of the DUI caseload.



School Works Initiative

by Eric Olson

The Probation Department has been addressing the issue of ethnic disparity in the populations we serve for more than a decade. In 2009, we contracted with the Haywood Burns Institute to begin addressing the overrepresentation of youth of color in our Juvenile Hall and on our caseloads. That work resulted in important partnerships in the community that helped improve the services we offer to youth in Marin County. Unfortunately, those efforts haven't fully addressed the issue of overrepresentation of youth of color, specifically, Latino youth, in the criminal justice system.

Our most recent efforts in dealing with ethnic disparities involved our RED (Reducing Ethnic Disparities) Committee, which met several times between March and August of 2018. We had representation from Chief Michael Daly, previous Director of Juvenile Services, Kevin Lynch, Judge Beverly Wood, Deputy Probation Officers Sandra Mancilla and Yuliana Valenzuela, BHRS Ethnic Services and Training Manager, Cesar Lagleva, as well as representatives from both San Rafael and Novato Police Departments. Part of this work involved convening focus groups that included former juvenile probation youth and their families, as well as community providers who have worked closely with our youth. As we looked at this issue more closely, three main themes emerged:

Trauma was a common experience for many of the families involved in the juvenile justice system

Some families lack trust with the people who operate in the juvenile justice system

There was an interest in having more services be made available to youth and families before they got arrested

As a result of the work of the RED Committee, the School Works Initiative was proposed as a pilot program, with a goal of addressing the fact that in Marin County, law enforcement referrals to Probation, bookings into Juvenile Hall and the bulk of our supervision caseloads are dominated by Latino youth. Latino youth represent approximately 25% of Marin's youth population but account for over 57% of the bookings into Juvenile Hall and 55% of the referrals to Probation. The School Works Initiative is aimed at reducing this overrepresentation in the criminal justice system by providing services to youth and their families before youth have an actual referral for a criminal offense that lands them either in Juvenile Hall or on our caseloads.

We are partnered with San Rafael City Schools to provide early intervention services to at-risk youth in the late elementary to middle school populations. The 18-month pilot program, which is fully funded out of the Probation budget, will focus on 4 sites (Bahia Vista Elementary, Davidson Middle School, Venetia Valley K-8 School and San Pedro Elementary) with the goal of identifying and meeting the needs of at-risk youth. Youth and families will be referred to School Works in lieu of a formal referral for a status offense such as truancy or out of control behavior, and will be eligible to receive support, case management and services traditionally only available to youth on Probation (therapy, case management, employment support, access to recreational activities, incentives).

On April 29, 2019, a Request for Proposals (RFP) was opened and posted on the county website. We are seeking a community partner with an expertise in at-risk youth to provide intervention and assistance in the following areas:



- Identifying at-risk students in the school arena (truancy, acting-out behaviors, achievement issues);
- Providing services that increase the students' protective factors and reduce the risk of delinquency; and
- Linking students and families to the appropriate level of intervention services

The RFP closed on May 28, 2019 and we will be reviewing proposals and identifying the provider by the end of the first week of June. We intend to begin delivering services at each of the sites at the beginning of the school year. This School Works Initiative team will include a half-time Deputy Probation Officer working in a non-traditional assignment to help build relationships with youth and link the family to services that are tied to the Probation Department. More information to follow on how we will fill this assignment.

Chief's Corner (continued)

Brown enlisted CPOC's assistance to resolve the California Department of Corrections and Rehabilitation (CDCR) crisis of overcrowding. CDCR had almost twice as many people in prison for which it had capacity. We are now here eight years later and the CDCR no longer has a population issue and crime has not

gone up in any significant way. Both efforts were spearheaded in large part by probation officers across California.

It is unfortunate that Probation's statewide efforts haven't been recognized by some folks who are convinced that Probation involvement is a pathway to

poor outcomes and even prison. It is a never-ending battle legislatively, but I am confident our message and our proven work will prevail.

Girls Stepping Up for Change Kayaking Trip

By Angela Arenas

On April 27, 2019, Girls Stepping Up for Change embarked on a kayaking adventure with Environmental Traveling Companions. We had a total of nineteen participants including three mentors and sixteen members, ranging in ages from 8-66, along with a few siblings, a mother and grandmother. Ten of the participants had never kayaked, and all reported having a fantastic time.

The day started with the possibility of not being able to get in the water because of high winds. However, the sky opened-up, the winds calmed down a bit (it was still very windy), allowing the group to enjoy two hours in the ocean. We saw birds, seals, including a baby that stole everyone's heart, other kayakers and the houseboats in Sausalito. The girls paddled extremely hard overcoming the wind and were reminded that with hard work comes great satisfaction. They learned about



water safety and practiced leadership, teamwork and communication skills.

Exposing the girls and their families to these activities is one of the main goals of our program. We are grateful for the ongoing support given by the Probation Department.



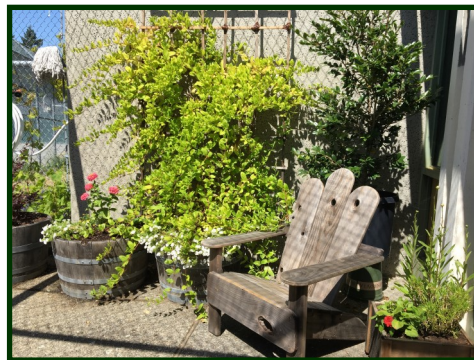
The Garden Program at Juvenile Hall

By Tori Lemos

Spring has sprung at the Juvenile Hall. With the dedicated hard work of our master gardener Laura McDonnell and our youth, the Juvenile Hall garden program is in full bloom. Most impressive are the flowers, herbs, succulents and vines in our garden that are tendered and planted without the use of tools! Most of our garden is container gardening (flowers in pots). The gardening program takes place every Wednesday in the afternoon. In the program, Ms. McDonnell spends part of the program educating the youth about the flowers they have chosen to grow and how to care for them. The other half of the program is devoted to either planting new flowers or tending to the garden itself by watering, weeding and even talking to the plants to encourage their growth.

One of the greatest benefits other than the beautiful flowers themselves, is the enjoyment the youth obtain caring for the garden and learning the skills needed to maintain a garden. The area also provides a lovely, tranquil place. It is a place frequently used as a tool to assist various youth in learning how to calm themselves, reduce their stress and serve as a quiet place. The gardening

program is a wonderful addition to the Marin County Juvenile hall. We are truly grateful to Laura McDonnell for her dedication, expertise and positive attitude in bringing the garden program to our facility.



Probation Department New Hires!

Ingrid Sandoval was born in Guatemala and has been a Marin resident since she was six years old. She attended Santa Rosa JC and San Francisco State University. After eleven years in banking, she joined the Marin's Department of Finance as an Accounting Assistant and now is excited to be part of the Probation Department. In her free time, Ingrid enjoys traveling, music and spending time with her family.



Probation Says Bon Voyage!

At the end of March, Linda Smith retired from the Probation Department after having worked for the County of Marin for 17 years. She initially started with the Sheriff's Department and, after 5 years, she became a valued member of the Probation Department's business team. Her work ethic, sense of humor and professionalism will be greatly missed. She is excited to embark on this next chapter of her life and looks forward to traveling, hiking, gardening and volunteering.



Boxing Ring

by Michael Daly

The Marin County Probation Department has partnered with the Multicultural Center of Marin (MCM) to offer free boxing lessons to young men and women in the county.

Douglas Mundo and former probation officer, David Escobar, both of MCM have spearheaded this program. They have recruited Homer Hall to help with the instruction. Homer is a former boxing great who first started boxing in 1967 during his Vietnam service. Homer is also affiliated with the Phoenix Project in Marin City, another community-based organization that does great work in our community.

The Probation Department has assisted young men and women in the boxing program and donated the ring where young people train. Most are there to get in better shape and some have taken to the sport and are training for actual competition. Either way, a pro-social event with pro-social peers is something in which the Probation Department is always interested.



Gordon Graham

by Michael Daly

On May 23rd, Gordon Graham visited Marin County to offer a training on risk management. Gordon is a retired CHP officer who has gone on to teaching law enforcement, fire fighters, aviation folks and numerous other entities about identifying risk inside organizations or as he calls it “problems lying in wait.”

This 8-hour STC and POST certified class was attended by over forty percent of the Marin Probation Department, as well as an additional 80 local police, sheriff and probation agencies around the Bay Area.

It was a wonderful day of training for our Department. Staff who were in their first year to more seasoned employees all benefited from this great training. Gordon recommended daily trainings which we subscribe to, as well as numerous books to read. We have started a book club and look forward to keeping the mantra of “if it is predictable, then it is preventable” risk management thought process at the forefront of our decision making.



Northern California Special Olympics

by Lindsey MacQuarrie

On Saturday, May 18, 2019, some Deputy Probation Officers had the pleasure of volunteering with the Northern California Special Olympics which were held at Novato High School. This is an event we look forward to participating in each year. The athletes competed in various athletic events including track, relay, swimming and shotput. Although the weather was gloomy most of the day, that did not put a damper on the enthusiasm from everyone. Our Officers, along with other local police and fire agencies (Fairfax, College of Marin and Novato), handed out the awards after the athletes finished their competition. Each of the athletes showed a tremendous amount of courage, comradery and leadership, all of which are attributes the Probation Department firmly stands behind.



Techno Security & Digital Forensics Conference

by Laura Flores

The Marin County Probation Department is stepping-up its game with technology. One of the Department's steps towards new technology is the Susteen program. Susteen is a company that develops mobile forensic tools which allow Deputy Probation Officers the opportunity to extract information from cell phones, including deleted information. This "dumping" of information can be utilized whenever an electronic search condition is allowable by the Court and to ensure a defendant's compliance with their probation conditions.

As technology is used to commit sophisticated crimes, law enforcement has had to improvise their tech tools and knowledge to combat crime. Since June 22, 2011, the Department took their tech tools to higher level. At that time, the Department was using the Cellebrite system. We no longer use this system, as licensing and cost was an issue. Since September 25, 2017, the Department has used Susteen. Susteen was not only able to provide the Department

with the same capabilities as Cellebrite but it also was more cost efficient. This gave the Department the ability to train more officers to serve the Probation Department and other law enforcement partners. Susteen has given deputy probation officers the ability to seize a cell phone for a 48-hour period when search and seizure of social media is a condition of their probation. The 48-hour period allows for the deputy to "dump" the phone's information and create a report to provide to the assigned officer. Susteen has been a beneficial tool that has led to probation violations and new law violations. Our law enforcement partners have also benefitted from this program. It has allowed them to obtain their information in a rapid time frame and has led to arrests in some of their cases as well. Susteen has been an aid to probation and law enforcement officers to further justice, keep the community safe, all while holding offenders accountable.

In March 2019, officers attended the Techno Security & Digital Forensics Conference, sponsored by Susteen. At the conference, all sorts of electronic forensic vendors were present, including Cellebrite, Susteen, Magnet Forensics, Hawk Analytics and Blackbag Technologies. There were hands-on demonstrations on how to get into a car's computer system and then extract it. New field equipment for officers were presented, such as Susteen's field device, allowing officers to process a phone while in the field, rather than waiting to return to the office. Helpful tips from local law enforcement agencies on how to work an electronic case and documentation of cases was shared. Overall, it was truly an eye-opening experience as to how the Department can further grow into and enhance its role in the ever-growing electronic world.

Chipotle-Lime Cauliflower Tacos

¼ cup lime juice (from about 2 limes)
 1-2 tablespoon chopped chipotles in adobo sauce
 1 teaspoon honey
 2 cloves garlic
 ½ teaspoon salt
 1 small head cauliflower, cut into pieces
 1 small red onion, halved and thinly sliced
 1 (15 oz.) can refried beans, warmed
 8 corn tortillas, warmed
 ½ cup crumbled queso fresco or feta

Slice red cabbage, fresh cilantro, guacamole, jalapeno slices and lime wedges for serving.

Preheat oven to 450 F. Line a large rimmed baking sheet with foil.

Combine lime juice, chipotles to taste, honey, garlic and salt in a blender. Process until mostly smooth. Place cauliflower in a large bowl, add the sauce and stir to coat. Transfer to the prepared baking sheet. Sprinkle onion on top.

Roast, stirring once, until the cauliflower is tender and browned in spots (18-20 min).

Serve vegetables and beans in tortillas, topped with cheese and garnished with cabbage, cilantro, guacamole, jalapenos and lime wedges.

Tip: To prep cauliflower – remove any outer leaves. Cut off stem. Turn head upside down and, holding knife at 45-degree angle, slice around the stem to remove the core from center of head. Cut the head into large florets. Then cut or slice florets into desired sizes.

4 Servings

Prep time: 20 Minutes



MARIN COUNTY PROBATION DEPARTMENT

3501 Civic Center Drive Rm. #259
 San Rafael, California
 94903

Phone: 415-473-6599

Fax: 415-473-3787

E-mail: Probation@marincounty.org

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, Alisha Krupinsky, Lindsey MacQuarrie, Heather Donoho, Nancy Hillman, Sandra Mancilla and Liv Lauchenaue

