

**Probation Association of NJ Education Fund Inc.
75th Annual Training Conference**

“Your Time to Shine”

Diamond Jubilee

November 20, 2017 to November 21, 2017

Monday, November 20, 2017

9:00-10:30AM

Workshops

Teen Dating Violence

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

Teen dating violence is virtually an epidemic. One in five teens in a serious relationship report having been hit, slapped, or pushed by a partner. Forty percent of girls ages 14 to 17 report knowing someone their age who has been beaten or hit by a boyfriend. Thirty percent of murdered teenage girls are killed by current or former partners. This course will examine the basics of teen dating violence. Participants will gain an understanding of the warning signs and ways to advocate for a teen victim. We will discuss the tensions between mandatory reporting requirements and confidentiality. Participants will receive resources and other materials they can use when working with teen victims, their families and communities.

Presenter: Leslie Malkin Project Coordinator, New Jersey Coalition to End Domestic Violence

East Coast Latino Gangs

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter*

Latino street gangs are becoming one of the largest criminal groups in the United States. “MS13”, “Latin Kings”, “Sureno factions” and “Norteno factions”, are just a few East Coast Latino street gangs that will be covered within the scope of this course. To fully understand any subculture of society, it is imperative to know how, when and where these groups came into existence. Therefore, this course will not only provide with Latino street gang trends and group identifications, but also, their historical framework.

Presenter: Cpl. E.L. Santana, Morris Co. Sheriff's Office Bureau of Corrections Internal Affairs Unit / Security Threat Group Unit

Interactive Writing

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

The goal of this workshop is to reorient writers from composing writer-centered prose (the writer as the primary audience) to reader-centered prose (the readers as the primary audience). We will discuss and practice strategies to simplify sentences, eliminate wordiness, and develop effective writing processes.

Presenter: Ellen Procida, Atlantic/Cape May Training Coordinator

Mindful Leadership

**The suggested target audience is supervisors or those professionals who are looking to become a supervisor to gain knowledge on this matter.*

Leadership is not always about leading from the top down; it can be about leading from the inside out. Effective leaders inspire others while practicing self-awareness and self-observation. There are many techniques to achieve self-observation without judgment and mastering these techniques is not simple task. Mindful leadership takes time, commitment and most importantly an open-mind.

Presenter: Ana Rivera, Assistant Chief Probation Officer Essex County

Resolving Difficult Issues with Difficult People

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

We don't always have to like everyone we work with, but unresolved conflicts snowball into larger issues. Learn how to develop a culture of communication and acceptance while de-escalating conflicts.

Janet Gerhard, HCAMS (Healthcare Assistance with Member Support)

Monday, November 20, 2017

10:45-12:15PM

Workshops

LEADERSHIP: CATCHING, MOTIVATING AND RETAINING THE BEST EMPLOYEES

**The suggested target audience is supervisors or those professionals who are looking to become a supervisor to gain knowledge on this matter.*

If you want your staff to be happier and more enthusiastic about their jobs, this power-packed program is for you. In this program you will learn skills that will help make leading your team more productive and personally rewarding than you ever expected. You will learn to energize, develop, and reward your team when the money isn't there.

Presenter: Dr. Earl Suttle, Leadership Success International, LLC

Aerosol & Gang Graffiti Deciphering & Identification

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

Graffiti has been labeled, "the newspaper of the streets", clearly in indication as to the powerful messages that it is expressing. The analysis of aerosol & gang graffiti can serve to be an excellent tool in understanding a subculture's behavior, attitudes and social processes. Whether the artist is trying to make a personal statement for recognition or an advertisement of territorial claim and/or acts of violence, deciphering the various markings is important for community and personal safety. During this course, Corporal Edwin L. Santana will present the basics of graffiti identification, deciphering between the different Aerosol and Street Gang markings and its importance significance related to your work environment.

Presenter: Cpl. E.L. Santana, Morris Co. Sheriff's Office Bureau of Corrections Internal Affairs Unit / Security Threat Group Unit

Communication Excellence: Change Your Words, Change Your World

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

This workshop is based on the work of Dr. Brian Polansky in his book of the same title. His dynamic work in verbal communication skills and communication fitness can help communicators who are good at what they do as well as those of us who struggle through the muck of ineffective communication. The art of a helping conversation as well as the most important verbal skill will be examined as an effective communication tool to add to your repertoire. This program will be a highly interactive and engaging program challenging participants' communication beliefs while developing new skills.

Presenter: Frank Carr, Burlington County Training Coordinator

History & Social Policies Behind Child Custody Laws

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

The idea of one parent getting custody over another is a thoroughly modern concept. Throughout history, fathers always had possession of their children and mothers had NO rights. It's only been in the last 100 years that society even considered a mother having lawful custody of her children and addressed the "best interests of the child." What are the origins of "fathers' rights", why did mothers begin to get custody, and where do custody laws stand today? What do federal laws say regarding custody? How do domestic violence, mental health, disabilities, substance abuse, and other social issues factor into custody decisions? This training will take a whirlwind tour through ancient law on possession and protection of children, delve in the Middle Ages and early colonial history, and end up in current America

Presenter: Leslie Malkin Project Coordinator, New Jersey Coalition to End Domestic Violence

Problem Solving

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Problems come in many different shapes and sizes for our clients and for ourselves. They may cause uncertainty and difficulty in achieving what one wants to achieve. How do you help a client approach a problem? How does one begin and navigate the process of problem solving?

If you are wondering the answers to these questions or simply want expand upon your problem solving abilities, then this is the workshop for you. This workshop will delve into the problem solving and decision making process and how you can begin to improve upon both. It will review the stages of problem solving and how you can begin to implement your solutions. From team problem solving to identifying a solution focused approach to solving problems, this workshop will help attendees realize how they can begin to better approach problems for their clients as well as themselves.

Presenter: Thomas Viola, Essex County Drug Court Coordinator

Monday, November 20, 2017

2:15-3:45PM

Workshops

Team Building for Better Success Teamwork Makes the Dream Work

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

In this highly interactive group session, participants will be introduced to team building models that promise to create better ways to strengthen their team cohesiveness, communication and connection to increase work performance. They will learn how to better enhance relationships in their workplace and play a stronger role as a leader to create a happier, stress-free work environment as well.

Participants will learn:

Presenter: Dr. Earl Suttle, Leadership Success International, LLC

Immigration Issues for People with Sex Offending Histories

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

For professionals who work with people with sex offending histories, concerns about possible deportation and other immigration problems often arise. It can be difficult to know what consequences may occur due to prosecution, conviction or adjudication.

Presenter: Asma Warsi, with a private practice in New Brunswick, has specialized in immigration law.

Breaking Bad - How To Change Habitual Behavior for Good

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter.*

Have you ever wondered why certain people can change habits easily and others cannot? Or why people return to old, negative patterns of behavior when they have spent so much time and effort to change previously? This session offers professionals working within the justice system the answers to these questions and many more regarding habitual behaviors. Participants will learn about the neuroscience behind habits and will be taught specific skills and techniques to aid others in understanding habitual behavior and how to change habits effectively.

Presenter: Erin Cooley, Probation Officer, 18th Judicial District Probation Department, CO

Presenter: Farrah Pope, Probation Officer, 18th Judicial District Probation Department, CO

Child Support Termination Law Changes

*The suggested target audience is Criminal, Adult, Juvenile, Family, Child Support and other criminal justice professionals looking to gain knowledge on this matter.

An overview of the legislation, along with the specific of how we implemented the new law into our NJKIDS system. I should also be able to provide updated stats as far as how many cases were affected and the impact on the child support unit by conference time.

Presenter: Dawn Dougherty, Child Support Supervisor Cape May

Developmentally Disabled Offenders: What Every Probation Officer Needs to Know About Supervising Adults and Juveniles with Developmental Disabilities

*The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.

10% of the offender population has a developmental disability and for juveniles, over 50% of juveniles in custody have a developmental disability. Many more are convicted or adjudicated and placed on probation. Supervising people with cognitive limitations, like Autism Spectrum Disorder, raises serious challenges. Developmental disabilities can be confused with mental illness or go unnoticed by police, courts, attorneys and criminal justice professionals. How do you identify the disability and then how do you access services that can help them comply with conditions of probation? What are the DDD and the DCF and how do they interact with the Courts on behalf of their clients? How do you communicate with someone who has difficulty processing what you say and who has difficulty with expressive language? This presentation will provide an overview of intellectual and developmental disabilities, tips for interacting successfully with this population and ways to locate and obtain needed services.

Presenter: Jessica S. Oppenheim, Esq. Director Criminal Justice Advocacy Program. The Arc of NJ

Tuesday, November 21, 2017

9:00-10:30AM

Keynote Workshop

Mastering Your Stress for Better Success

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Mastering your stress means that you do not allow stress to manipulate you; you make it work to your advantage. In this interactive program, you will learn how to regain your personal power through effective techniques and strategies that will improve your well-being on the job and at home.

Fast learning takeaways:

Presenter: Dr. Earl Suttle, Leadership Success International, LLC

Tuesday, November 21, 2017

10:45-12:15PM

Workshop

Human Trafficking

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

To address the problem of trafficking of humans in New Jersey, the Attorney General and the Division of Criminal Justice (DCJ) have convened the New Jersey Human Trafficking Task Force comprised of state and federal law enforcement agencies, state regulatory departments, advocacy groups, and social service providers. The Attorney General and DCJ are committed to training and assisting law enforcement in methods of identifying victims and signs of trafficking to disrupt and interdict this activity. The Attorney General and DCJ recognize the need to coordinate law enforcement efforts and to take a multi-disciplinary approach in addressing the needs of victims of all forms of human trafficking. Providing law enforcement with information and education on trafficking and trafficked victims, together with a collaborative, coordinated response to victims' needs, should increase the ability of federal and state prosecutors to successfully prosecute individuals who engage in trafficking of persons. This is an introductory training that will provide a basic understanding of human trafficking, the crime and its' victims. We will also discuss why New Jersey is a prime location for human trafficking and what New Jersey is doing to combat this criminal activity.

Presenter:

Kathy Friess, Program Coordinator

Pensions

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Take a step-by-step approach to the retirement process and explain what happens after you submit your application. We explain your benefits, survivor options, group life insurance, loan repayment provisions, and the taxability of your pension. There is also a brief discussion of State Health Benefits Program coverage in retirement.

Presenter: Karen Gendusi, Employer & Member Education, NJ Division of Pensions and Benefits

Follow the Leader

**The suggested target audience is supervisors or those professionals who are looking to become a supervisor to gain knowledge on this matter.*

“I can’t define it, but I know it when I see it.” We all can relate to that statement about leadership, but what are we actually seeing? Leadership is a rare skill with many beliefs and myths. Are you a leader?

If you are wondering the answer to that question, then this workshop is for you. This workshop will debunk some of the myths that we may have about leaders while outlining some of the types of leadership we encounter. It will provide attendees a look at managers versus leaders and how managers can develop into leaders when performing common activities. This workshop will encourage you to be the kind of leader that you would want to follow.

Presenter: Thomas Viola, Essex County Drug Court Coordinator

Autism/Aspergers, Sex, and the Law

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

The result of previous research from the 1970’s, along with media representation, has perpetuated the myth that individuals with Autism Spectrum Disorders (ASD) are not interested in sex or are asexual. Recent research acknowledges that individuals with ASD are no less interested in sex, however are often unaware of appropriate sexual interactions. Due to their learning styles and social deficits they may be at risk for sexual abuse or incarceration due to inappropriate sexual activity in public or toward others.

This presentation reviews current research and provides correlations to the presenter’s caseload highlighting the need to educate criminal justice professionals of the unique reasons why individuals with ASD enter the criminal justice system as both victims and offenders in the area of sexual offenses. Once in the system their communication and social deficits may lead to conflict/confusion with probation officers, and hinder accessing appropriate resources.

Presenter: Bobbie Gallagher/Owner/BCBA. Autism Center for Educational Services

800GAMBLER

**The suggested target audience is Criminal, Adult, Juvenile, Family, Child Support, and other criminal justice professionals looking to gain knowledge on this matter.*

Overview of Gambling, Types of Gambling, Stages of Compulsive Gambling, Social Costs, Assessment Tools and Referral Services.

**Presenter: Ken Litwak-Council for Compulsive Gambling, Fantasy Football, online Gambling
ken@800gambler.org**

Tuesday, November 21, 2017

12:30-2:00PM

Workshop

Emerging Practices in Child Support Enforcement

**The suggested target audience is Criminal, Adult, Juvenile, Family, Child Support, and other criminal justice professionals looking to gain knowledge on this matter*

This is a great class that segways into how some of Child Support programs are very similar to ISP and Adult Supervision programs. We have many community outreach programs, and employment programs that would be helpful regardless of the unit.

Presenter: Dawn Dougherty, Child Support Supervisor Cape May

No Job for me, I have a record

**The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

Are your clients unemployed or underemployed? This training is designed to assist Probation Officers in ways that will help to find employment for their clients. Maintaining employment is a Standard Condition of Probation. Each Vicinage Probation Division provides clients with every opportunity for success, consequently employment education/ readiness information is an avenue designed to assist clients in finding meaningful employment. It is useful for clients who are unemployed or underemployed and the goal is to help develop the skills needed to be successful in their job search.

Employment readiness/education includes resume writing, interviewing tips, dressing for success, how to successfully secure and maintain employment and how to locate and use available resources.

Sheila B. Jones, Master Probation Officer, Monmouth County

Social Media, Internet Crumbs, and Digital Footprints

Social Media, Internet Crumbs, and Digital Footprints is a workshop that was developed to educate law enforcement, public servants, and other government employees on the importance of safely managing and minimizing their digital footprints. On any given day unknown individuals are scouring the Internet looking for Personally Identifiable Information (PII) that they can utilize to intimidate blackmail, harass, or harm their intended target. This workshop will help you to understand what information is out there, how it can be used against you, and what you can do to mitigate any potential harm.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Presenter: Thomas Snyder, Atlantic County Sheriff (Judiciary Security Management Response Team's -JSMART's)

Create a budget, get out of debt, protect your money and stop paying banks more than you have to!

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

This session will focus on everyday behaviors that will enable you to keep your money safe and stretch each of your dollars further. The speaker will provide the basic knowledge to create a budget and then dig deeper into habits we can adopt to ensure we stick to the plan. This will include everyday ways to save money, an overview of how your credit score works along with ways to improve your score. In addition you will learn how to protect your identity and hard earned money with identity theft basics.

Matthew Brazinski, Director of Business Development, First Financial Federal Credit Union

Understanding Mental Health and De-Escalation Techniques

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Individuals living with mental illness are NOT inherently more dangerous than other people in our communities. Research has consistently supported this fact. However, there are situations in which people with mental illness may be at heightened risk for danger to themselves and others, such as when persons hear distressing voices. Those situations will be discussed along with guidance on how to safely manage potentially unsafe conditions. The myths and facts regarding mental health will also be explored.

By gaining insight into the various diagnoses, participants will be more familiar with signs and symptoms, as well as various treatment options for possible linkages to services.

Presenter: Laverne S. Williams, CSW. Director of the PEWS (Promoting Emotional Wellness & Spirituality) Program. The Mental Health Association in New Jersey