

Saturday, January 10

8:00 a.m. - 9:30 a.m.

#### A-1 Riding on a Roller Coaster: Understanding the Bipolar Mind (CE)

Bipolar disorder affects about 2.6 percent of the population in the U.S. The purpose of this workshop is to increase your intellectual understanding of the etiology, the biological-chemical factors, treatment, and maintenance of bipolar disorder. Recent advances in the fields of neuroscience and comprehensive, state-of-the-science training program for people working with bipolar disorder will be discussed.

Coordinator: Jeff Sim, Psy.D. Psychologist Administrator, Illinois Department of Juvenile Justice, Kewanee, Illinois

#### A-2 HPV Vaccine: Population Demographics, Risks and Benefits (CE)

HPV is a preventable cause of cervical cancer and other related types of cancer in females. This workshop will present information on the vaccine, the target population, the risks and benefits, the cost of the series of shots, and available programs to mitigate the cost for juveniles.

Coordinator: CDR Laurie C. Reid, R.N., M.S., CCN/M, Public Health Advisor, Division of HIV/AIDS Prevention, National Center for HIV, Hepatitis, STD, and TB Prevention, Centers for Disease Control and Prevention, Atlanta, Georgia

#### A-3 Mothering From Within: A Peer Education Program for Incarcerated Women

What can incarcerated women do to sustain a relationship with their children? This workshop describes an early childhood peer education program taught by university faculty and describes an offender developed manual and peer intervention. The course is given behind prison walls and designed to teach early childhood developmental theory and practice, and the need for nurturance and connection between incarcerated women and their children. Interesting demographic and pre- and post-test data analysis will be shared.

Coordinator: Melanie Spector, LPC/LADC, Department of Corrections, Education, Research and Program Development Specialist, Tulsa, Oklahoma

#### A-4 Slicing Up the PIE

This workshop will explore how state government, private corrections and private industries partner to provide employment opportunities for both male and female offenders that mirror private sector work opportunities. Private Industry Enhancement or PIE was created by Congress in 1979 and designed to place offenders in a realistic working environment, pay them the local prevailing wage for similar work, and enable them to acquire marketable skills to increase their potential for successful rehabilitation and meaningful employment upon release. Benefits to the correctional administrator, victim, offender, family, private sector and the public will be presented. Also covered will be the seven criteria for corrections departments to participate in the PIE Certification Program. Division of money/salaries will be discussed.

Coordinator: O. Kent Andrews, Special Assistant to the Central Region Vice President, The GEO Group, Allen Correctional Center, Kinder, Louisiana

#### A-5 Offsite Medical Care Management and Networks (CE)

The presentation will encompass strategies for offsite management of medical care for the correctional patient, focusing on emergency department transfers, hospital in-patient admissions, concurrent review process (case management/utilization review), and hospital discharge planning to promote efficient, medically-necessitated care to prevent over/under utilization.

Coordinator: Peggy Rodriguez-Penning, Director Utilization Management, Armor Correctional Health Services, Inc., Jacksonville, Florida

Saturday, January 10

10:00 a.m. - 11:30 a.m.

#### A-6 Maintaining Professional Boundaries in Correctional Health Care: Staff Training and Accountability (CE)

The manipulative offender will test the boundaries of rules, regulations and staff. The provision of treatment and health services involves establishing a therapeutic relationship with the offender patient. This workshop will discuss how to assist treatment staff in maintaining professional boundaries and maintain accountability for a strict ethical code of conduct.

Coordinator: Art F. Beeler Jr., M.G.A., Warden, Federal Medical Center, Federal Bureau of Prisons, US Department of Justice, Butner, North Carolina

#### A-7 Electronic Health Records: How an EHR Aids in Documentation of Provider Behavior, Patient Compliance and Physiologic Outcomes in the Chronic Care of Inmates (CE)

The Kentucky Department of Corrections instituted a state-wide electronic health record (EHR) in 2005-2006. An evaluation of the disease management of inmates with diabetes, hypertension and hyperlipidemia was performed to assess provider behavior, adherence to ACA chronic care guidelines, patient lifestyle factors and physiologic markers. The results show the benefits of using an EHR in documentation of care given and in monitoring the prevalence of diseases within the prison system.

Coordinator: Alison Connell, Research Assistant, Kentucky Corrections Health Services Network, Lexington, Kentucky

#### A-8 Demographics Mapping: Targeting Your Recruitment Resources in a Changing World

Recent demographic information indicates that during the next several years the ethnic and racial profile of the United States will change considerably. This will have a significant impact on the recruitment and retention of a qualified correctional workforce. How correctional agencies can target their recruiting efforts to take advantage of these demographic changes will be discussed in this exciting workshop.

Coordinator: Ed Barlow, President, Creating the Future, Inc., St. Joseph, Michigan

#### A-9 Trends in Corrections Training Panel Discussion

Our future in corrections depends upon how we pave the road for that vision and upon what we set in place today. Appropriate staff training can prepare all areas of corrections to face the challenges of offender management, staffing, generational change, strategic visioning and the practices that are being implemented. This panel will discuss current trends in the provision of training throughout the U.S. at the juvenile and adult state levels as well as at the national level.

Coordinator: Kathy Black Dennis, Director, Professional Development, American Correctional Association, Alexandria, Virginia

Saturday, January 10

2:00 p.m. - 3:30 p.m.

#### A-11 Discharge Planning - A Successful Approach to Reduce Jail Recidivism (CE)

This workshop will discuss discharge planning and reentry initiatives that were developed for indigent offenders with chronic medical and mental illness. An outline of procedures will be described highlighting challenges and what helped to resolve problems by providing information of available resources and reentry need.

Moderator: John May, M.D., Chief Medical Officer, Armor Correctional Health Services, Miami, Florida

#### A-12 Stress and Burnout in the Correctional Environment (CE)

Burnout and fatigue affect our ability to not only do our jobs effectively but can often determine if we can remain in corrections. Burnout can not only rob us of our sense of happiness but can adversely affect our physical and emotional health and well being. This workshop will concentrate on the recognition of burnout in ourselves and others; address corrective actions that can be taken; and discuss how to get revitalized and renewed.

Coordinator: Robert D. Jones, M.D, Area Medical Director, Concentra Health System, Phoenix, Arizona

#### A-13 Offender Labor Line Supervision

This workshop is intended for employees without correctional experience who supervise department of correction offenders. The program will provide the employee with the knowledge to supervise offenders in a safe and secure manner while ensuring that all incidents that occur are reported.

Coordinator: Donald Emerson, Training Coordinator, Edinburgh Correctional Facility, Training, Edinburgh Correctional Facility, Edinburgh, Indiana

#### A-14 Performance Mapping Evidence-Based Management Development

Every manager knows that performance measurement is the key to accountability. However, the concept is fraught with difficulty. So much so that many organizations have given up on the idea of building effective performance measurement into their operations. In this session, the presenters will describe an innovative evidenced-based technique called performance mapping. Using data collected during its application to organizations operating within the field of corrections, the presenters will describe the types of performance issues that typically arise, and the mistakes that managers typically

make as they respond to these issues, and how performance mapping facilitates appropriate responses. This self-motivating process provides a structured environment that makes it easy for managers and subordinates in collaboration to document a clear and unambiguous record of performance-related issues as they arise and set key performance-related tasks designed to develop both manager and subordinate to peak performance.

Coordinator: John J. Larivee, Chief Executive Officer, Community Resources for Justice, Boston, Massachusetts

Saturday, January 10

4:00 p.m. - 5:30 p.m.

#### A-15 The ACA Correctional Workforce Survey – Phase II –

Recruiting Correctional Health Care, Mental Health and Correctional Education Professionals (CE)

The American Correctional Association recently released its Phase II study on the challenges of recruiting and retaining correctional health care employees, mental health employees, and correctional educators. This national study was conducted by Richard Judy and Jane Lommel of Workforce Associates. The results of this study will be described and the implications for correctional health care, correctional mental health service and correctional education will be discussed.

Coordinator: Charles Kehoe, ACSW, M.S.W., LCSW, CCE, Chair of the Correctional Resource Committee and Past President, American Correctional Association and Vice President of Marketing and Communication, GS4 Youth Services, LLC, Richmond, Virginia

#### A-16 Medical Litigation: Documentation and Testimony Preparation (CE)

Litigation or the threat of lawsuits can become a regular part of the delivery of treatment in correctional healthcare. This workshop discusses: what your agency can do to protect itself; the preparation and presentation of required documentation; and how to prepare to testify.

Coordinator: Richard Rosenblatt, JD, Assistant Secretary, Department of Corrections, Baltimore, Maryland

#### A-17 Honor Guard: Starting and Maintaining an Elite Unit

Honor guard units provide an array of services that place correctional agencies in a very public and positive light. They serve our employees and represent the agency in very difficult times. But tight budgets sometimes discourage their growth and development. This workshop will address how to get your unit up and running, how to maintain it even in tough budgetary times, and how to enhance it when agency funding alone can no longer support growth. Correctional administrators, supervisors, honor guard commanders and anyone with an interest in starting a unit will benefit from this workshop.

Coordinator: John Cordell, Public Information Officer, Michigan Department of Corrections, Public Information and Communications, Honor Guard, Lansing, Michigan

#### A-18 We Are #1! Oklahoma's Strategy to Reduce the Female Incarceration Rate

Oklahoma ranks #1 per capita in the incarceration of women according to the Bureau of Justice Statistics. The majority of these women are non-violent and return home with a myriad of challenges. As

a result positive reentry efforts involving family participation are expanding. The panel members will provide information to staff and community partners that work with offenders about Oklahoma's strategies to address gender specific needs, to include children.

Coordinator: Rita Cooksey, Administrative Specialist, Oklahoma Department of Corrections, and Rehabilitative Services, Female Offender Management, Oklahoma City, Oklahoma

#### A-19 The Parenting Program at the Nebraska Correctional Center for Women: An Evaluation

The number of women offenders has almost tripled in the past 10-15 years. Approximately 89 percent of them have children. The children of incarcerated parents are six times more likely to be incarcerated in the future than other children. The Nebraska Correctional Center for Women in York has addressed this concern with a comprehensive parenting program that is a model for other facilities in the United States. The presentation will comprise an in-depth discussion of the development and components of the parenting program. Presenters will share the results of a study investigating program outcomes conducted through interviews with inmates. Interviews were also conducted with family members caring for the children of the inmates.

Coordinator: Judith Beechler, Ph.D., LPC, NCC, Midwestern State University, Wichita Falls, Texas

Sunday, January 11

8:00 a.m. - 9:30 a.m.

#### B-1 Surveillance Systems Technology

To make the Indiana State Prison safer, the installation of a state of the art digital/computerized camera system was installed. This network system delivers real time camera surveillance. Currently 240 cameras are online recording on our server 24 hours a day/seven days a week with storage of just over 30 days. Once that window is full, it records over the oldest video so that a constantly floating 30 day history of recorded video is available. This has been an invaluable investigative tool for internal affairs. This camera system allows for monitoring at numerous locations throughout the facility by direct connection to servers or via review from desk top computer monitors. Also utilized are SmartPhones that provide the capability of monitoring facility cameras from offsite via VPN connection. All videos have water marks encrypted in them to verify that none of the video has been tampered with. Still photos are able to be printed.

Coordinator: Edwin G. Buss, Commissioner, Department of Corrections, Indianapolis, Indiana

#### B-2 The Importance of Reducing Waist in Corrections (CE)

Obesity in the general population is mirrored and magnified in the correctional setting. Significant morbidity and associated costs make it imperative that correctional professionals recognize the causes and focus on solutions for this weighty problem. Strategies include smoking cessation, improved diet, increased exercise and attention to co-morbid diseases such as impaired glucose tolerance, hypertension and dyslipidemia. The barriers to implementation of a plan of care and strategies to overcome them will be discussed.

Coordinator: Holly Mathis MSN, ANP-BC, Disease Manager, Correctional Medical Services, Medical Resources, Corporate, St. Louis, Missouri

### B-3 Trainer as Internal Consultant

As the role of trainer continues to expand, some organizations have seen the evolution of top-notch trainers into organizational development specialists, who frequently serve in the capacity of internal consultants to management. This trend has proven to lessen the costs of hiring external consultants while simultaneously providing a very special niche for internal talent. Come learn what the Virginia Department of Corrections is currently doing in this arena as it relates to change management, conflict coaching/mediation, action learning teams, group facilitation, team building and strategic planning. Coordinator: Leanne Long, MA, Training Specialist, American Correctional Association, Alexandria, Virginia

### B-4 Borderline Personality Disorder and Treatment in Corrections (CE)

Borderline Personality Disorder is a term frequently used in corrections, but as a descriptor, the reality of the DSM-IVTR diagnosis has been blurred. This workshop will discuss the Borderline Personality Disorder within the public and correctional systems. It will also look at the epidemiological studies that examine the prevalence of this illness within the populations and the unexpectedly high rate of Borderline Personality Disorder in the male population.

Coordinator: Bruce A. Sieleni, M.D., Department of Corrections Mental Health Director, Des Moines, Iowa

Sunday, January 11

10:00 a.m. - 11:30 a.m.

### B-5 From Line Nurse to Nurse Supervisor (CE)

Providing constitutional care for our inmate population through nursing is challenging and difficult at best. In this time of resource constraints, we are finding more and more line nurses promoted into supervisory positions at the same institution they were employed initially. Positional authority notwithstanding, it takes special skills to bring staff on board and to collaborate with other departments. These skills are not often found in any textbook or "how to" manual. It takes a person who understands that leadership is about both the heart and the head. Two former line staff nurses will provide some suggestions on how to make the transition easier.

Coordinator: Art F. Beeler Jr., M.G.A., Warden, Federal Medical Center, Federal Bureau of Prisons, U.S. Department of Justice, Butner, North Carolina

### B-6 Contraband Interdiction Technologies

Most, if not all, correctional systems struggle to prevent contraband from being introduced through staff and visitor access and the mail. This workshop provides insight into the latest technologies currently in use in the Federal Bureau of Prisons to detect and deter the introduction of contraband such as cell phones, weapons, and drugs into secure facilities. Technologies addressed will include metal detectors, x-ray devices, urinalysis program, alcohol sensors and ion spectrometry. Correctional managers, intelligence specialists and practitioners will gain an understanding of both detection systems

and their effectiveness in preventing contraband introduction.

Coordinator: William Scism, Chief, Security Technology, Office of Security Technology, Federal Bureau of Prisons, Washington, D.C.

#### B-7 Mentoring High Risk Juveniles: Effective Implementation of College-based Mentors in a Juvenile Reentry Program

In July 2006, the Arkansas Division of Youth Services implemented Going Home, a juvenile reentry program. Focusing on successful reintegration of high risk juveniles into the community, this initiative encompasses several community based components. The purpose of this workshop is to discuss challenges and successes associated with providing mentors for program youth. Participants will be provided information regarding developing and implementing an effective mentoring program utilizing college students.

Coordinator: Lisa Hutchinson, Ph.D., Associate Professor,  
Department of Criminal Justice, University of Arkansas, Little Rock, Arkansas

Sunday, January 11

12:30 p.m. - 2:00 p.m.

#### B-8 Health Services Role in Facility Emergency Planning (CE)

Comprehensive planning for emergencies within the correctional environment are an essential component of effective and organized response to threats of safety and security. This workshop will discuss the importance of incorporating the resources provided by trained correctional health care staff and the role they can play in the event of a potential compromise to safety and security.

Coordinator: Richard Ellers, Director, Bureau of Health Services, Department of Corrections, Camp Hill, Pennsylvania

#### B-9 Increasing Professionalism Through ACA's Certification Program

Regardless of your position in corrections, ACA's certification program is for you! ACA's national program gives the corrections employee an opportunity to become certified. Certifications are available for nurse managers, nurses, executives, managers, supervisors, and correctional officers. There is even a provisional certification for students who want to enter the field as correctional officers. The Certified Correctional Professional (CCP) credential signifies that you have achieved a high level of professionalism which is recognized by your peers. The presenters will discuss the benefits of certification, necessary qualifications, and the certification process including tips on how to prepare for the examination. Each certification specialty area will be discussed as well.

Coordinator: Peg O'Brien, M.A., CCM, Manager, Certification Program, Professional Development, American Correctional Association, Alexandria, Virginia

#### B-10 Creative Strategies for Keeping Great Employees

Many companies, agencies, and organizations realize that managing today's workforce challenge is not just a matter of finding the right people; it is a matter of keeping them challenged, happy and in the company. This workshop will review various approaches that are being used to recruit and retain a

highly qualified workforce.

Coordinator: Deborah K. Boyer, SPHR, Administrator of Quality Assurance, Department of Corrections, Oklahoma City, Oklahoma

#### B-11 Developing Forensic Mental Health Services in Juvenile Facilities (CE)

There is a large number of severely mentally ill youth in correctional facilities across the nation. General mental health services often struggle with violent and other problematic behaviors. Consequently, there is a conflict between caring and containing these behaviors. In this presentation, participants will learn to find ways to resolve this conflict. All staff, especially mental health and security staff, working in correctional settings should find this presentation stimulating.

Coordinator: Jeff Sim, Psy.D. Psychologist Administrator, Illinois Department of Juvenile Justice, Kewanee, Illinois

Sunday, January 11

1:30 p.m. - 4:00 p.m.

#### B-13 Facilitated Interactive Dialogue on Pertinent Juvenile Justice Issues

This workshop will provide a structured environment for juvenile justice professionals to enter into open dialogue on a variety of pertinent juvenile justice issues. Professionals from across the nation will have the opportunity to discuss critical issues and promising approaches in juvenile justice.

Coordinator: Dianne L. Gadow, Chair, Juvenile Corrections Committee and Deputy Commissioner of Programs and Treatment, Youth Commission, Austin, Texas

Sunday, January 11

2:30 p.m. - 4:00 p.m.

#### B-14 Workforce Enhancement: What ACA's Professional Development Department Can Do for You

This workshop will be an interactive roundtable discussion on ACA's training programs, products and services that can provide the tools to enhance training in juvenile and adult corrections, probation, parole and detention. Topics will include online training, certification and onsite workshops.

Coordinator: Kathy Black Dennis, Director, Professional Development, American Correctional Association, Alexandria, Virginia

#### B-15 PREA Standards for Community Corrections

The Commission on Prison Rape Elimination has issued final standards for community corrections, and to introduce you to these new requirements Jane Browning, Executive Director of the International Community Corrections Association and Lusanne Green, Executive Director of the Ohio Community Corrections Association, will walk you through the basics. What are the fundamental principles of the Prison Rape Elimination Act? How does the law apply to community corrections? What are your legal obligations under the new law? And what are the most effective strategies for meeting the standards in a forthright and efficient manner?

Coordinator: Jane Browning, Executive Director, International Community Corrections Association, Washington, D.C.

#### B-16 Correctional Officers Become End of Life Caretakers (CE)

The Winnebago County Jail partnered with the local hospice to provide care to terminally ill inmates. This workshop will examine the issues faced by detention and correctional facilities with aging populations.

Coordinator: Marty Johnson-Swagerty, RN, Founder and Executive Director, Hospice Care of America, Rockford, Illinois

#### B-17 Braille Production Facilities in State and Federal Prisons:

##### Model Rehabilitation and Reentry Preparation Programs

Corrections officials today are challenged to develop programs that educate, rehabilitate and prepare offenders for successful reentry by offering job skills training. More than 35 prison Braille programs in state and federal prisons address all of these goals. Learn how these programs are developed, why they are successful at rehabilitating offenders, what job opportunities are open to braillists upon reentry, and what job skills are gained that can be used in other areas of employment.

Coordinator: Nancy Lacewell, Director of Government and Community Affairs and Manager of the National Prison Braille Network, American Printing House for the Blind, Louisville, Kentucky

#### B-18 How to Start and Maintain a Student Chapter of ACA

Organizing an ACA Student Chapter takes preparation and strategic planning. This workshop will take you through the steps of the requirements for a student chapter and writing by-laws. The application process to ACA also will be discussed. Current students, future graduates, school department heads and alumni wanting to have a student chapter at their school will benefit.

Coordinator: Eric Hoch, Owner/Operator, HOCCS, Inc., Indianapolis, Indiana

Monday, January 12

2:00 p.m. - 3:30 p.m.

#### C-1 Keeper And Treater: Public and Private Models in Substance Abuse Program Delivery (CE)

In this workshop, these two different models of treatment in prison will be presented. The first will be the public model with program delivery and management fully integrated into correctional operations, including the use of trained institutional staff providing alcohol and other drug treatment interventions. The second model will depict a private contractor/vendor providing the alcohol and other drug treatment services. The advantages and disadvantages of each model will be discussed.

Coordinator: Brian Grant, Director General Research, Correctional Service Canada, Ottawa, Ontario, Canada

#### C-2 Future Technology

Existing and emerging technologies present significant questions, challenges and opportunities to the corrections profession. Ultimately, one wonders how different might corrections look in 2020. What

technologies will possibly become integral components to successful correctional outcomes that improve security, safety and correctional environments; provide enhanced capability to insure positive behavior outcomes; reduce recidivism; reduce victimization; and lead to safer communities? This workshop will explore existing and promising technologies that potentially provide us with insight on what technology tools will be available to us in 2020 as we continue in our critical corrections mission of public safety. Each presenter will discuss the current status of technology in specific areas, where each area seems to be progressing, and how the state of correctional operations would look with future technologies in full operation.

Coordinator: Doug Dretke, Executive Director, Sam Houston State University, Correctional Management Institute of Texas, Huntsville,

#### C-3 See Your Name in Print

The American Correctional Association (ACA) offers practitioners and researchers a number of opportunities to get published or to participate in the publication process. The presenters will discuss several ACA publications and the guidelines for each. In addition, the manuscript review process will be examined as well as the editorial and production cycles. Copyright, style and publication agreements/contracts will be explained. An overview of how publications are marketed by ACA also will be presented.

Coordinator: Gabriella Klatt, Director, Communications & Publications, American Correctional Association, Alexandria, Virginia

#### C-4 The Marriage of Victim Services & Restorative Justice

Until the 1970s victims had little or no voice in the criminal justice system. During the past 40 years, victims and their advocates have made a significant difference in policies, procedures and practices in corrections. However, there is growing concern that victims do not have the same amount of influence as in the past. This session will address the evolution and effect of victim impact statements in court and parole hearings, an awareness of a victim's bill of rights, and current victim services, including its marriage with restorative justice.

Coordinator: Major Dale Hale, Divisional Secretary of Corrections, The Salvation Army Northern Division, Chair, Restorative Justice/ Victims Committee, Roseville, Minnesota

#### C-5 Community Roundtable: Discussion and Solutions to Disproportionate Minority Confinement/Contact (DMC/C).

This is a continuation of the ACA 2008 Summer Congress Roundtable Discussion on DMC/C. Despite the diversity of demographics and backgrounds, there were common themes found to be applicable to the issue of overrepresentation of minorities in the criminal justice system and corrections in particular. We will discuss the issues and solutions gleaned from the roundtable and provide attendees with tangible information that can be utilized in order to address DMC/C and what we all can do as community and corrections partners.

Coordinator: Brandi Collins, Research and Policy Associate, Safer Foundation, Chicago, Illinois

#### C-6 Staff Survey and Changing Culture

The Pennsylvania Department of Corrections has developed the Facility Character Process, a staff and inmate survey and facilitation designed to assess, prioritize and change the working environments in prisons. The system was designed not only to measure the climate of the facilities but to educate and recruit staff in changing the culture of the facility. The staff survey measures five areas: professionalism, leadership, communications, Equal Employment Opportunities and staff morale. This workshop will explain the culture change methodology used by the DOC.

Coordinator: J. Barry Johnson, Deputy Secretary, Department of Corrections, Camp Hill, Pennsylvania

#### C-7 Building Bridges: Student Empowerment

This workshop will provide students an open forum in which students will have the opportunity to meet and network with people currently employed in or retired from the field of corrections. Students will have the opportunity to network with people in all stages of their professional careers and from all areas of the correctional field. This will be an informal workshop encouraging student participation.

Coordinator: Fran Reddington, Ph.D., Professor, University of Central Missouri, Warrensburg, Missouri

Monday, January 12

4:00 p.m. - 5:30 p.m.

#### C-8 Training for Minorities in Management

Strong leadership and management skills are critical in retaining and nurturing workforce talent. The Orange County Department of Corrections will share their training program for minorities in management. This session will include specific examples, strategies, and techniques from this unique program. Audience participation and involvement will be strongly encouraged.

Coordinator: Cindy Boyles, Ph.D., Training and Staff Development Administrator, Orange County Department of Corrections, Lake Monroe, Florida

#### C-9 Keep-on-Person Medication: Compliance, Accountability, Risks and Benefits (CE)

Keep-on-person medications is a system of self-administration utilized to enhance offender participation in their treatment and efficient use of personnel. This workshop will present information about the important elements required for a successful program.

Coordinator: Janice Hill, RN, Health Services, Administrator, Pinellas County Sheriff's Office, Redington Beach, Florida

#### C-10 English-Only and Worship Services in Native Language

Facilities with English-only rules that prohibit translation into Spanish for inmates also prohibit worship services held in the first language of inmates. The purpose of worship services in the native language is to increase the inmate's communication with God. The workshop will address an exception for such worship services, and provide for submission of worship materials, side-by-side, in English and the native language for pre-approval of the texts; and address the security issues in such an environment during worship services.

Coordinator: Sister Sheila Richardson, ESA, J.D., M.C.L., J.C.L.,  
Promoter of Justice, Roman Catholic Diocese of Charlotte, North Carolina

#### C-11 Medical Ethics in Corrections (CE)

This workshop will provide a framework within which medical ethical issues can be discussed and decisions can be made. Examples will be presented and cases from the audience will be encouraged.

Coordinator: John P. May, Chief Medical Director, Armor Correctional Health Services, Miami, Florida

#### C-12 Recruitment: What You Need in Your Virtual Toolbox

This workshop will discuss various technologies that are being used in the public and private sector to recruit candidates for jobs in various careers. Participants will learn what correctional agencies are doing to use these 21st century virtual “tools” to recruit and hire a qualified correctional workforce.

Coordinator: Stephen Fuller, Vice President, Human Resources, GEO Group, Boca Raton, Florida

#### C-13 Gang Management for Facility Administrators

The first step in effective gang management for correctional administrators is to assess the threats posed to facilities by gangs and security threat groups (STG). Once such an assessment is in place, administrators can then develop strategies based on sound correctional practices. While administrators may not need to know gang specifics, such as colors, symbols and tattoos for each gang housed in their facility, they do need to understand how gangs operate and the full spectrum of threats they pose to the facility and community. Administrators must then use this information to put systems in place that ensure that their facility investigators and other staff have an operational knowledge that reduces or eliminates the impact that gangs and STGs can have on their facility. This workshop will provide information that will assist administrators in identifying elements of a comprehensive gang/STG strategy that is proactive in its efforts to reduce or eliminate the impact of these problem populations.

Coordinator: Joseph Marchese, President, J.J. Marchese & Associates, Inc., Latham, New York

#### C-14 Recent Findings From the Bureau of Justice Statistics: Correctional Populations, Incarcerated Parents and PREA

To keep the ACA membership up-to-date on recent research by the Bureau of Justice Statistics, BJS staff will present and lead discussions on several issues related to BJS ongoing and special topics research on correctional populations. Included in this workshop are presentations that discuss trends in correctional populations; findings from a recent study on parents in prison and their minor children, including recent estimates of the number of such parents and children, the characteristics of the parents, and their treatment needs; and findings related to BJS work under the Prison Rape Elimination Act (PREA).

Coordinator: William J. Sabol, Ph.D., Chief, Corrections Statistics Program, Bureau of Justice Statistics, U.S. Department of Justice, Washington, D.C.

#### C-15 Advanced Criminal Justice Seminar for Students

Two approaches to educating university students about corrections will be presented. The first will involve a discussion of internship opportunities for undergraduate students in a large public university. The second will describe a project of classroom instruction for law students in a private university. The strengths of both programs will be discussed, and drawbacks to both presented.

Coordinator: Roberto Hugh Potter, Ph.D., Director of Research Services, Department of Criminal Justice and Legal Studies,  
University of Central Florida, Orlando, Florida

Tuesday, January 13

8:00 a.m. - 9:30 a.m.

#### D-1 Security and Treatment Working Together (CE)

Collaboration between security and treatment is an essential component of a safe, productive and 'healthy' correctional environment for staff and offenders that impacts on improving overall public health. Reinforcing mutual reliance assures good treatment partnering with good custody. Co-operation and understanding of shared goals affects positive outcomes during offender hospital transports, insuring offender access to health services, and during facility emergencies.

Coordinator: Terre Marshall, Director of Health Services, Department of Corrections, Milford, Massachusetts

#### D-2 TB: Detection, Prevention, Screening and Connecting with Public Health Services (CE)

Tuberculosis continues to be an infectious disease concern in our jails, prisons and communities. This workshop will present information on the necessity of screening, prevention and creating effective linkage with the public sector in our communities.

Coordinator: Ellen R. Murray, RN, BSN, Training Specialist, University of Florida, Gainesville, Florida

#### D-3 Wake up and Smell the Contraband

Contraband is the building block of chaos in corrections. Its existence spawns a plethora of security problems that go far beyond the item itself. Learn how to combat this ubiquitous menace through a seven step system. Learn of the eight unauthorized vendor types and the 25 laws of contraband.

Coordinator: Joe Bouchard, M.S.L.S., Librarian, Michigan Department of Corrections, Prisoner Services, Baraga Correctional Facility, L'Anse, Michigan

#### D-4 Dealing With Juvenile Gang Members in Corrections

Attendees will be provided with material confiscated from juveniles committed to corrections in 2007/2008 by DYS security threat group coordinators. Through their combined experience, the presenters will give their insights into why there has been an increase of gangs over the years inside institutions and out in the community. The material will consist of gang specific alphabets, tattoos and artwork. Information on how juveniles are receiving contraband through the U.S. mail, the Internet and/or computer programs will be presented, as well as how national sports, television, music and video games are supporting the gangs. Suggestions on how to curtail this activity will be provided.

Coordinator: Lauri Thomas, Department of Youth Services, Butler, Ohio

#### D-5 Implications of Terrorism on Correctional Emergency Planning

Planning for emergencies at correctional facilities is a serious undertaking requiring a comprehensive assessment and plan development for all anticipated disasters and disruptions. Increased

terrorist activities world-wide coupled with the incarceration of suspected and convicted terrorists in our nation's prisons and jails has added a new dimension to emergency plan development. Not only must planners anticipate natural and made-made disasters at their facilities, but they must also plan for the possibility of collaboration and assaults from external sources. This session will provide participants useful information and recommendations that can be used to develop or adapt their existing emergency plans to address terrorists threats.

Coordinator: Joseph Marchese, President, J.J. Marchese & Associates, Inc., Latham, New York

#### D-6 Video Testing Candidates Who Apply to Work With

Offenders Seven jurisdictions recently completed intensive work on a research and validation project that has contributed an important advancement in correctional hiring practices. Sophisticated new video simulations assess candidate response patterns in 13 key dimensions — from manipulation susceptibility to integrity. Candidate profiles outline individual suitability for handling the unique challenges of working with offenders. This session presents research results and the insight and experiences of project participants. The full range of issues affecting hiring into this demanding field will be covered.

Coordinator: Devon Brown, Director, Department of Corrections, Washington, D.C.

#### D-7 Core Jail Standards for Adult Local Detention Facilities and Accreditation for Jails

The presenters will focus on standards for adult local detention facilities and how facilities should approach the accreditation process with these standards. Participants will discuss outcome measures, auditing techniques, data collection and the benefits of accreditation.

Coordinator: Mark Flowers, Director, Standards Department, American Correctional Association, Alexandria, Virginia

Tuesday, January 13

2:30 p.m. - 4:00 p.m.

#### D-8 Power of Prevention: Vaccination of High Risk Patients in Los Angeles County Jail with Hepatitis and Influenza Vaccines (CE)

Persons incarcerated in correctional systems in the U.S. have a disproportionately greater burden of infectious diseases, including infections with influenza and hepatitis viruses, both of which can be easily transmitted. These diseases can easily be prevented by instituting an immunization program and vaccinating inmates. The inmates, staff and the community benefit by reducing disease transmission and medical costs. The hepatitis immunization program was recently expanded to include general population inmates. The success of these efforts did not go unnoticed — the K6-G project was recently awarded an L.A. County productivity award.

Coordinator: Mark Malek, MD, MPH, Medical Epidemiologist,  
Infection Control Director, Los Angeles County Sheriff's Department, Los Angeles, California

#### D-9 Ministering to Deaf and Hard of Hearing Offenders: Risks and Opportunities

This workshop will examine the problem of deafness and limited hearing in a correctional setting, not only for offenders but also to line staff. The presentation will cover the aspects of emotional well-being, mental health and social integration as both risks and opportunities. Chaplains are best suited to reach these individuals, but all those in corrections can appreciate a better understanding of the victimization felt by those who are deaf and hard of hearing.

Coordinator: Maj. Dale Hale, M.A., M.S., Chair, Victims/Restorative Justice Committee and Director of Correctional Services, The Salvation Army Northern Division, Bismarck, North Dakota

#### D-10 Americans with Disabilities Act: The Impact on Your Agency (CE)

This workshop will discuss the impact on required accommodations for disabled offenders, staff and/or visitors to your agency operations.

Coordinator: Joanie Shoemaker, RN, Administrator of Health Services, Department of Corrections, Colorado Springs, Colorado

#### D-11 Incident Mapping Surveillance

Incident reporting and crime mapping is not a new tool. This workshop will show how it is used at the Indiana State Prison and how it has reduced violent incidents more than 75% during a 3 year period. These methods are currently being utilized by law enforcement agencies to map incidents and crime and help determine patrol patterns. We will show you how it differs slightly in a correctional setting. It is a valuable tool that will assist facilities in determining manning tables, post analysis and shakedowns for your facility. Everyone wants a safer environment and this is the tool that will help you attain this goal.

Coordinator: Edwin G. Buss, Commissioner, Department of Corrections, Indianapolis, Indiana

#### D-12 Recruitment and Retention in Prison Health Care (CE)

How do you recruit and hire 1,600 health care professionals in 33 prisons in 12 months? Issues, initiatives and lessons learned will be discussed in this interactive workshop.

Coordinator: Katrina Hagen, Deputy Director, Workforce Development, Department of Corrections, Sacramento, California

#### D-13 Getting Beyond Diplomas and Degrees: Identifying Successful Skill Sets for the Future Corrections Professionals

Human resource literature is beginning to reflect that skill enhancement will be equal to or more important than degree acquisition. For many careers, the degree will not be as critical as having skill sets that are essential to the successful operations of corrections. This session will challenge the traditional way of thinking about what we consider when hiring and promoting employees.

Coordinator: Joyce G. Fogg, Chair, Workforce/Human Resources Committee, and Public Relations Manager, Virginia Employment Commission, Richmond, Virginia

#### D-14 The Second Chance Act: What It Means for Corrections

There are currently more than 2 million people serving sentences in federal and state prisons, and 10-12

million people cycling through local jails every year. Ninety-five percent of all prisoners incarcerated today will eventually be released into our communities, and it is important that we provide them with the resources necessary so they do not become one of the 66 percent of people whom are rearrested within three years. The Second Chance Act will help ensure that the transition from prison or jail to the community is safe and successful. This workshop will focus on what it means to the juvenile and adult corrections fields.

Coordinator: Gary L. Dennis, Ph.D., Senior Policy Advisor, Bureau of Justice Assistance, U.S. Department of Justice, Washington, D.C.

Wednesday, January 14

8:00 a.m. - 9:30 a.m.

#### E-1 Parenting Inside Out

More than 1.5 million children under the age of 18 have a parent incarcerated in the U.S. and 22% of all minor children with a parent in prison are under the age of 5 according to the U.S. Department of Justice. Parental incarceration is related to a variety of adverse child outcomes, including emotional or psychological problems and school difficulties. The Children's Justice Alliance will present its evidence-informed parent training program, Parenting Inside Out (PIO), the only parent management training curriculum designed specifically for incarcerated parents. PIO has demonstrated the potential to interrupt the intergenerational cycle of criminality and build behavioral skills for a pro-social life at reentry. PIO is the subject of an NIMH funded research study with results due winter 2009.

Coordinator: Mindy Clark, Children's Justice Alliance, Portland, Oregon

#### E-2 Ensuring Confidentiality of Inmate Identifying Information

In an age of heightened security awareness, making sure an inmate's confidentiality is protected is of the utmost concern. This workshop will deal with the provision of confidentiality, including liability concerns, electronic and written records control as well as releasing information to second and third parties. Examples will be cited and the audience will be asked to participate with their questions, concerns and observances through their individual experiences.

Coordinator: John J. Larivee, Chief Executive Officer, Community Resources for Justice, Boston, MA

Wednesday, January 14

10:00 a.m. - 11:30 a.m.

#### E-3 Does Family Reunification Work?

California's Department of Corrections and Rehabilitation fully funds the Chowchilla Family Express to bring families to visit at the two women's prisons in Chowchilla, Calif. The basics of the program, expected and unexpected outcomes, the successes of bringing more than 2,600 people to visit in their first year, and how they collaborate with corrections leadership and statisticians to effectively manage the program and further study this population to show the efficacy of family visitation will be presented. Directors of programming, wardens, visiting staff and anyone interested in programming for reentry should attend.

Coordinator: Eric DeBode, Program Coordinator, Center for Restorative Justice Works, Chowchilla Family Express, North Hollywood, California

#### E-4 Creative Counseling in Corrections: A Metaphorical Approach to Change

How do you correct offender's thinking errors? The metaphorical approach creates cognitive dissonance, the precursor to change while exposing thinking errors by revealing conflicts in behavior and values. The presentation will use metaphorical stories, scenarios and object lessons to help show how the offender can discover truth for himself or herself that will elevate ethics and change his or her behavior.

Coordinator: Russell Turner, Probation & Parole Officer, Dept. of Corrections, Probation & Parole, Poteau, Oklahoma

#### E-5 Thinking Our Way Forward To Organizational Evolution!

What will our world be like in 5 years? 15? 25? What will the future bring in our corrections settings? A shrinking or growing inmate population? Water shortages that impact operations? Increasing or decreasing government budgets? Increased demand for a specialized workforce in corrections? An increase or decrease in the general population of the U.S. from which to draw staff members? "Forward thinking" refers to a process/set of processes that includes monitoring issues that are important to an agency's success; analyzing the trends these issues are taking; and developing possible scenarios based on such analysis. In this interactive workshop, participants will experience "forward thinking" or futuring processes applied to our correctional settings. This enables agencies to create a roadmap to their most desirable future. Although the future cannot be predicted with absolute certainty, adoption of futuring processes will place organizations in the best position to ensure their success.

Coordinator: Leslie S. LeMaster, Correctional Program Specialist, Academy Division Technical Assistance Manager, National Institute of Corrections, Academy Division, Aurora, Colorado