Intensive Sessions ($150.00 + Full Conference Registration)

LEADING ORGANIZATIONAL CHANGE (Limited to 30 registrants)
Dr. Al Long, Prof Emeritus Indiana Wesleyan University, Interim Program Director, Power Ventures
Tuesday 8:30a-5:00p, Wednesday 8:30a-10:30a, 2:00p-5:00p

In a time in business, organizations and society are changing, leaders must be aware of the status of their respective roles and how organizations must continue to change. How to measure that change and monitor its effects is paramount in making improvements and following mandates dictated from within and outside any organization. In this intensive workshop leaders will be exposed to the latest research on organizational change as well as completing a self-analysis on their personal leadership, organization and decision-making process. Some of the resources that may be used are; Kotter’s Leading Change, Long’s Leadership Tripod, Several Leadership Theories, DeBono’s Six Thinking Hats, Gary Keller and Jay Papasan’s The ONE Thing, Strategic Planning for Change, Charles Duhigg’s The Power of Habit. Case studies, role plays and other resources will be added and used in these sessions as the weeks go on. The participants will leave with not only new and applicable knowledge but also a resource list for future and continued improvement. The sessions will be interactive and as knowledge is gained activities will be utilized to apply the knowledge.

ECMS FOR SUPERVISORS - THE SUPERVISOR’S ROLE IN CREATING CHANGE (Limited to 20 registrants)
Melissa Stephenson, Quality Assurance Supervisor, Grant County Correctional Services
Tuesday 8:30a-5:00p, Wednesday 8:30a-10:30a, 2:00p-5:00p

When introducing change within an organization, many directors and supervisors encounter resistance to change. This workshop is designed to examine how the use of specific communication skills can help elicit resistance to change that can inhibit desired outcomes. This workshop will include an overview of skills and techniques, examples of how to use them, and creating a time to practice. With the objective being equipping directors and supervisors with the right fit for their organizational goals, there will be some time given to individual barriers and action planning. For Directors and Supervisors Only.

MRT 2 DAY ADVANCED TRAINING (Limited to 20 registrants)
Sanda K-C, Correctional Counseling Institute, Germantown, Tennessee
Tuesday 8:30a-5:00p, Wednesday 8:30a-10:30a, 2:00p-5:00p

The training is a 16-hour practical, hands-on workshop that assists participants to enhance their basic group facilitation skills and effectively evaluate and critique the MRT group process. Topics covered in the training include, Overview of the Purpose of Each MRT Step, Solutions to Step Related Problem Areas, Review of the Role of Quality Assurance, Quality Assurance Report Examples, Review of Objective Criteria for Steps, Implementation Issues with MRT, Discussion/Role Play of Quality Assurance Strategies, and Review of Research Issues. CEUs are available for this training from LSU. For Certified MRT Facilitators Only.
Regular Breakout Sessions (Included w/Full Conference Registration)

DANGEROUS DRUG TRENDS
Sgt. Mike Toles, Meth Coordinator, Indiana State Police
Wednesday, 2:00p-3:15p

The Indiana State Police will talk about what officers are seeing in recent drug investigations. Talking points will include: Meth, Meth labs, Heroin, Fentanyl, Carfentanil, how to protect yourself against accidental exposure, what to do if you believe you have been exposed, and knowing who and when to contact advanced certified personnel for processing. Discussion will also include indicators of recent drug use and dealing.

PRETRIAL ROUNDTABLE
Stephanie Ruggles, Pretrial Services Director, Hamilton County Community Corrections
Wednesday, 2:00p-3:15p

In 2014, the Indiana Supreme Court authorized the development of a pretrial release pilot project in collaboration with Indiana’s Evidence Based Decision Making (EBDM) Initiative. Eleven counties are participating in the pretrial release pilot project with several additional counties working to implement legal and evidence-based pretrial practices. This session will feature representatives from Bartholomew, Grant, Hamilton, Jefferson and Monroe counties. Each will share how their respective jurisdictions are operating pretrial release programs/services.

SUPERVISED RELEASE SYSTEM (SRS) – DEPLOYMENT UPDATE
Lisa Thompson, IT Project Manager, Trial Court Technology, Indiana Supreme Court
Wednesday, 2:00p-3:15p

Trial Court Technology’s Supervised Release System (SRS) in INcite is the state’s newest case management tool that is being deployed to community supervision agencies across the state. An update will be provided regarding deployment plans, progress made thus far, as well as new features and enhancements that have been added to the system. A panel of representatives from the pilot counties will also be available to provide insight and answer questions regarding their experience. Come and see - a demonstration of this new cutting edge software!

LEADERSHIP VS MANAGEMENT: UNDERSTANDING PEOPLE
Dr. James Halik, President/Founder, Compass-Keynote Consulting, LLC
Wednesday, 2:00p-3:15p

There is a time when we need to lead people and at other times when we need to manage them. It does not take a lot of skill to be a manager. However, if you choose to be a real leader in your organization you need self-discipline, knowledge, skills, practice, and an understanding of people. This session will help attendees differentiate between leadership and management and be able to identify where they are in their organization; are they a manager or a leader?
CONTINUOUS QUALITY IMPROVEMENT (CQI) – PART 1 & 2
Jenna Morrow, Training Director, Indiana Department of Correction
Part 1 - Wednesday, 2:00p-3:15p  Part 2 - Wednesday, 3:30p-5:00p
This workshop is an overview of domains that are common to an effective continuous quality improvement (CQI) process for departments implementing evidence-based practices, a method for determining a department's needs around CQI, and a process for developing an action plan to implement CQI. We will discuss what CQI is and why it is important. The objectives of this overview are to give participants an initial understanding of the importance of CQI to risk reduction outcomes, the processes necessary to achieve those outcomes and how to develop and measure progress.

MENTAL HEALTH AWARENESS & FIRST AID
Greg Allen, Certified Mental Health First Aid & Crisis Prevention Intervention Trainer, Hamilton Center
Wednesday, 3:30p-5:00p
This presentation will discuss the Mental Health First Aid training which teaches you how to identify, understand and respond to signs of mental illnesses and substance use disorders. The 8-hour training provides the skills you need to reach out and provide initial support to those who may be developing a mental health or substance use problem and help connect them to the appropriate care.

LEADERSHIP: NECESSITY OF CLEAR EXPECTATIONS
Dr. James Halik, President/Founder, Compass-Keynote Consulting, LLC
Wednesday, 3:30p-5:00p
This session is always a highlight of conferences. Dr. Halik will share his 12 Expectations and explain how they were developed and used in practice during his four decades of leadership experience. Leaders without a compass and guiding principles will be challenged, flounder, and fail. This session will provide attendees with ideas that they can make immediate back-home application following this conference. You will not be disappointed!

JAIL TREATMENT MODELS
Josh Pitts, Licensed Clinical Addictions Counselor, Marshall County Community Corrections
Wednesday, 3:30p-5:00p
Drug treatment studies for incarcerated populations find that when programs are well-designed, carefully implemented, and utilize effective practices they reduce relapse, reduce criminality, reduce recidivism, reduce inmate misconduct, increase the level of the offender’s stake in societal norms, increase levels of education and employment upon return to the community, improve health and mental health symptoms and conditions, and improve relationships. Josh will be on hand with a previous client who has participated in the Jail Substance Abuse Program as well as Marshall County Community Corrections' jail hosted MRT. Listen to an inmate’s perspective on jail treatment and why she believes it was beneficial.
LEGISLATIVE PANEL: KNOW YOUR INDIANA LEGISLATURE

Ralph Watson, Director, Hamilton County Community Corrections & IACCAC Legislative Committee

Wednesday, 3:30p-5:00p

Attendees of the session should leave having learned about the Association’s Legislative Committee role and an introduction to the legislative process. Included will be suggestions as to how agencies might inform local legislators of the respective needs of their department as well as the profession.

Regular Breakout Sessions (Included w/One Day Conference Registration)

SERIOUS MENTAL ILLNESS, VERBAL DE-ESCALATION, AND WORKING WITH SUBSTANCE USE DISORDERS WITHIN THE CRIMINAL JUSTICE SYSTEM

Amy Brinkley, Bureau Chief at Office of Family and Consumer Affairs, DMHA
Brandon George, Director, Indiana Addiction Issues Coalition

Thursday, 10:45a-12:15p

Substance use disorders and serious mental illness plague those in the criminal justice system. Some estimates are as high as 80% of people within the criminal justice system either have SUD or SMI, with nearly 50% having a co-occurring disorder. In this presentation we will kick off with a basic overview of Serious Mental Illness, how to recognize signs of distress, tools to avert a crisis verbally, and how to effectively communicate with someone experiencing a serious mental illness. An overview of the Crisis Intervention Team program which serves law enforcement and community partners on the training of its law enforcement staff in dealing with the SMI populations will be presented with great emphasis on the CIT – Youth model as well. Participants will leave with a better understanding of crisis intervention options, tools, and resources available to them. In addition to the crisis response tools, this presentation will focus on other resources. Research shows that one of the top predictors to recidivism is Employment. We will also take a closer look at current systems, gaps, and opportunities available to those exiting the criminal justice system. Part of this presentation will address how to get clients into proper services and give examples of statewide systems to help with this. We will help provide education on stigma, the role of peer supports, and how these recovery supports fit into both organizations and communities as a whole. The underlying message of this presentation is to understand the role of the criminal justice professional and the benefits of effective communication and proper utilization of verbal de-escalation techniques within the work environment. Safety first!

IRAS – CQI OVERVIEW

Michelle Goodman, Staff Attorney, Indiana Office of Court Services

Thursday, 10:45a-12:15p

Now that you have met the first Principal of Effective Interventions by conducting the IRAS for all your clients, it is time to take a closer look at Principles 7 & 8 on measuring processes/practices and feedback as it relates to risk assessment. This session will provide an overview of Continuous Quality Improvement (CQI), how CQI differs from auditing, the benefits of CQI for the staff and the agency, and how to prepare to implement CQI as a part of your EBP journey.
DISSOCIATIVE IDENTITY DISORDER
Olga Trujillo, Director of Education and Social Change, Latinos United for Peace & Equity
Thursday, 10:45a-12:15p

Olga Trujillo was diagnosed with Dissociative Identity Disorder (formerly known as Multiple Personality Disorder) at the age of 31. Over the past 20 years she has undergone an intense journey to understand what Dissociative Identity Disorder (DID) is, how she developed it, the impact on her life, and she began to address the challenges she faced in healing. In 2011 Olga’s memoir, The Sum of My Parts: A Survivor’s Story of Dissociative Identity Disorder was released by New Harbinger Publications. In this workshop, she will bring her experience of DID to help participants expand their knowledge from an inside out perspective. Participants will explore what the healing process from DID can look like. We’ll examine trust building, psycho-social therapy, addressing other mental health disorders while healing from DID, and other related topics.

CRIMINAL MANIPULATION
Jenna Morrow, Training Director, Indiana Department of Correction
Thursday, 10:45a-12:15p

This session will discuss the criminal personality as well as the various characteristics of the personality type. The class will explore the manipulation techniques the criminal personality utilizes and ways to protect against manipulation. The learning goals will be achieved by the use of lecture and group discussion. In addition to manipulation the topic of combating complacency and office safety will be discussed. Scenarios may be presented to aid in understanding the importance of these topics.

REAL COLORS® - PART 1 & 2 (Session limited to 25 registrants)
Heather Pinkerton, Field Services Coordinator, Hamilton County Community Corrections
Part 1 - Thursday, 10:45a-12:15p  Part 2 – Thursday, 2:30p-4:00p

The Real Colors® workshop program provides an opportunity for professionals to examine who they are and how they relate to their associates in the workplace. It empowers associates by teaching them effective communication skills and helping them understand their own behavior, the behavior of their co-workers, and the behavior of their clients. A better understanding of the personalities of people allows associates to perform tasks in a more efficient manner that results in higher quality work and more satisfied workers. By learning to better understand and deal with the personality styles of others, participants gain power in every aspect of their lives, both professionally and personally.

UNDERSTANDING YOUR PERF BENEFITS & RECENT CHANGES WITH INPRS
Kevin Marshall, Retirement and Financial Education Training Manager, INPRS
Thursday, 2:30p-4:00p

This PERF presentation will provide attendees with general historical information regarding the Indiana Public Retirement System and PERF. Additionally, the presentation will cover PERF benefit information and the options that will be available to members as they approach retirement, as well as updates regarding new systems enhancements.
ON THE ROAD TO PREVENTION: COLUMBIA SUICIDE SCREENER
Holly Hartman, Behavioral Health Risk Manager/Regulatory Coordinator, Eskenazi Health
Thursday, 2:30p-4:00p

Session is designed to create a culture committed to reducing suicide among people under care by; Providing Suicide Awareness and Prevention by increasing our awareness, identification, and understanding of suicide risk among people utilizing the Columbia Suicide Severity rating Scale Description - The Columbia Suicide Severity Rating Scale Screener tool (C-SSRS) as well as Suicide Prevention and Awareness Education as system-wide approach to improve care and closing gaps that increase risk. The Columbia-Suicide Severity Rating Scale (C-SSRS), is the most evidence-supported tool of its kind, is a simple series of questions that anyone can use anywhere in the world to prevent suicide. It is the first step in effective suicide prevention is to identify everyone who needs help. The C-SSRS was the first scale to address the full range of suicidal thoughts and behaviors that point to heightened risk.

THE NEUROBIOLOGY OF TRAUMA: UNDERSTANDING VICTIM BEHAVIOR
Olga Trujillo, Director of Education and Social Change, Latinos United for Peace & Equity
Thursday, 2:30p-4:00p

In this workshop Olga will combine her lived experience of violence with the science of trauma and violence on the brain to help participants explore how they may enhance their trauma-informed responses. This is interactive session that will examine the struggles criminal justice professionals face in handling domestic violence, sexual assault and child abuse cases and explore efforts that can be undertaken to improve their ability to investigate these cases and assess credibility. This will be a blend of question and answer and case study.

CIVILIAN RESPONSE TO AN ACTIVE SHOOTER
Chief Tom Sutherlin & Asst. Chief Brian Hopkins, Greencastle Police Department
Thursday, 2:30p-4:00p

The FBI defines active shooter as, “an individual actively engaged in killing or attempting to kill people in a populated area”. The term active shooter training is understood as a series of training strategies designed to minimize mass causalities in the event of an active shooter or active threat. Active shooter incidents are often unpredictable and evolve quickly. In the midst of the chaos, anyone can play an integral role in mitigating the impacts of an active shooter incident. All employees can help prevent and prepare for potential active shooter situations. This course provides guidance to individuals, including managers and employees, so that they can prepare to respond to an active shooter situation. Participants will learn about disaster response and how to prepare for and respond to being trapped inside a building during an active shooter event. They will learn steps to take to assist law enforcement and to limit casualties.