



76th ANNUAL TRAINING INSTITUTE

NECCD 2015 Program – October 26, 2015

Plenary Session:

Date: Monday, October 26, 2015

8:00 - 9:30 AM

Presenter: Kirsten Lewis, M. Ed.

KSL Research, Training, & Consultation, LLC

Kirsten R. Lewis, M. Ed. is a probation officer with the Maricopa County Adult Probation Department (MCADP). In addition, she is an adjunct psychology instructor at Glendale Community College, co-owner of KSL Research, Training & Consultation, LLC, and an approved instructor by the International Critical Incident Stress Foundation, Inc. Kirsten received her BA in 1997 with double majors in psychology and chemistry from Washburn University and her M. Ed. in 2003 with an emphasis in Counseling-Human Relations from Northern Arizona University. With a background in research and over 25 years of experience in community corrections, Kirsten spearheaded a groundbreaking research study examining secondary traumatic stress in probation officers as a result of working with criminal offenders. Her research was recently published in the American Journal of Criminal Justice; featured in Perspectives, the national journal of the American Probation and Parole Association; and, received the 2013 Sam Houston State University Award for outstanding contributions to scholarship in Community Corrections. In addition, Kirsten created a national award-winning employee stress management program at MCAPD that better prepares employees for the emotional challenges of probation work, enhances protective coping strategies, minimizes the cumulative stress associated with longevity, and promotes a work culture that safeguards the welfare of officers. Kirsten conducts a variety of trainings on the topic of traumatic stress and employee wellness with criminal justice agencies around the country and has presented her work at conferences throughout the United States and abroad.

Morning Sessions – Day 2 Monday, October 26, 2015

Session 1: Probation Officer Competencies Part 1

Date: Monday, October 26, 2015

9:45 AM – 12:00 PM

Description:

The Criminal Justice Curriculum Subcommittee of the New England Addiction Technology Transfer Center (ATTC) guided the development of the **Probation/Parole Officer Competency Performance Measurement rubrics**. This model is a criminal justice professional adaptation of the evidenced based supervision curriculum developed by the National Addiction Technology Transfer Center. It focuses on three characteristics of competency: knowledge, skills and attitudes, and identifies competencies within Foundations of Community Supervision (i.e. understanding criminal behavior and its reduction, knowledge of public safety and its ensurance) and Community Practice Dimensions (i.e. pre-release planning, using offender risk to determine supervision intervention). This is the premier introduction of the Probation Officer Competency Model by ATTC.

Presenter: Jonathan Hurtig, Chief Probation Officer of NH
Member of Space and Security Advisory Council

Jonathan Hurtig was appointed Chief U.S. Probation Officer for the District of New Hampshire in January 2014. He arrived in New Hampshire after spending 16 years in the District of Massachusetts, the last seven at Deputy Chief U.S. Probation Officer. Mr. Hurtig is currently the Vice-Chairperson of the newly formed Post-Conviction Supervision Working Group. This group is tasked with providing guidance to the Administrative Office of the U.S. Courts (AO) on developing and implementing policies and procedures related to the supervision of offenders in the U.S. Probation and Pretrial Services system. Mr. Hurtig also presently serves as a member of the Space and Security Advisory Council, whose mission is to advise the AO on the needs and views of the Judiciary on crosscutting plans, innovations, projects, policies, and procedures regarding courthouse facilities and security. Mr. Hurtig previously served as a member of the AO's Re-entry and Transitional Services Working Group, and served as co-chair of the Evidence-Based Practices Working Group. His involvement with these working groups and other projects has afforded him the opportunity to develop local and national policy and has allowed him to collaborate with Judicial Officers, Court Unit Executives, the Federal Judicial Center, and with local stakeholders and community partners.

Session 2: What Color am I? Putting Real Colors to Work

Date: Monday, October 26, 2015

9:45 AM – 12:00 PM

Description:

Real Colors® is a personality assessment used to identify how your temperament has an effect on how you (and others) approach tasks, perceive the world around you, and process information.

By using the Real Colors participants can quickly identify their own temperaments (i.e., Blue, Green, Gold, and Orange), and they should be able to identify other people's temperaments and begin to develop more effective communication skills and build better relationships, in and out of the workplace.

With the Real Colors, participants can learn how to:

- Recognize their own strengths and those of others;
- Speak the language of their listeners;
- Enhance their ability to understand how others process information.

Presenter: Carmen Rodriguez, Past President APPA/Senior Training Specialist
Cook County Probation, Chicago, IL

Carmen Rodriguez was born in Cidra, Puerto Rico and is the oldest of 13 children as a result of both of her parents being married multiple times. In 1964, her mother moved to Chicago when Carmen was only one year old. However, every year Carmen returned to Puerto Rico to spend summer vacations with her father and family. These visits to the island would ensure that Carmen remain bilingual in Spanish and English, and maintain a strong connection to the culture. She was raised on the north side of Chicago in the Humboldt Park area which was a predominantly Puerto Rican neighborhood with its issues of gang violence. Yet, despite the adversity of growing up in a gang-infected area and in a domestic violence home, Carmen was able to overcome these obstacles and be the first in her family to obtain a college degree.

Today, Carmen is the Senior Training Specialist for Cook County Adult Probation in Chicago, Illinois, where she has worked for the past 28 years. In her position, she works closely with the Director of Training in identifying, delivering and organizing training for a department of over 600 staff members.

Carmen is the Past President of the American Probation and Parole Association (APPA). She has been involved with APPA for the past 25 years. Prior to being elected to the President position, she served as President-Elect for one term, Vice President for two terms, served as the State of Illinois Regional Representative, and served on the APPA Executive Committee as one of the At-Large Regional Representatives. In the 25 years Carmen has been involved with APPA, she has over 13 years' experience serving on the Executive Committee of APPA.

In addition, she has conducted several trainings for the National Institute of Corrections (NIC) on various topics such as Addressing and Preventing Staff Sexual Misconduct, Managing and Supervising Female Offenders, Multi-Generational Workforce in Corrections, and a live satellite broadcast on Achieving Excellence in Correctional Victim Services through Collaboration.

Carmen is nationally recognized as a diversity and tolerance trainer. She truly believes that in order to effectively provide supervision to offenders, "one must culturally try to understand those they supervise and the community they serve." She also conducts personal development trainings

such as stress reduction, conflict resolution, team building, and personal goal setting through her private training/consultant company.

Session 3: Risk Need Responsivity Part 1

Date: Monday, October 26, 2015

9:45 AM – 12:00 PM

Description:

Giant strides have been made in the fields of public administration and criminal justice by applying science to practice. Evidence-based decision making asserts that public policy and practice should be informed by the best available research and enhanced through ongoing performance measurement and evaluation. Scientific study has demonstrated that recidivism can be reduced when three key principles are followed: The Risk principle; The Need principle ; The Responsivity principle These Principles are the core evidenced base of effective modern correctional practice. This course will provide an introduction to this model for correctional staff and community partners as a basis for enhancement of collaborative partnerships to improve effective intervention.

Presenter: Michael Torch MA, MLADC, Senior Technology Transfer Specialist
New England Addiction Technology Transfer Center at Brown University

Michael Torch, MA, LADC is a Criminologist and addiction treatment provider with over 35 years of experience. He is a Senior Technology Transfer Specialist with Brown University/New England Addiction Technology Transfer Center in its efforts to disseminate Evidence-Based Practices. Was recognized by the New Hampshire Alcohol and Drug Abuse Counselor's Association in 2002 with its "Life Time Achievement Award". Currently is working in Outpatient Practice and Behavioral Health consultation. Michael has been a trainer of alcohol and drug counselors for over 30 years and currently serves on the faculty of Brown University/New England Addiction Technology Transfer Center and the New England School of Addiction Studies. He has extensive experience treating chemically dependent adolescents and trauma victims. His professional experience includes practice in public schools, correctional environments, treating law enforcement personnel, inpatient chemical dependency programs, outpatient practice and as a consultant to a First Nation Healing Program. He currently serves as a member of the US Probation Service's New England Critical Incident Stress Management Team. Is a certified Trainer with The International Critical Incident Stress Foundation, Inc. and provided Critical Incident Stress Debriefing to the Boston Police Department subsequent to the Marathon Bombing.

Session 4: Gender, Sexual Orientation and Custody

Date: Monday, October 26, 2015

9:45 AM – 12:00 PM

Description:

We are raised in a society where we are told that gender doesn't matter. As we grow up, we are shown over and over that in fact it does matter. Girls and boys are expected to behave certain ways, wear certain clothes and grow up do certain things. These gender and sexual orientation perceptions are being challenged and evolving in society. Corrections is a part of this rapidly changing society. We house so many different people and understanding the differences and how to serve this ever changing population is always our top priority. In this training we will identify LGBTQI and talk about how to serve this potentially vulnerable population in the criminal justice system.

Presenter: Jennifer Sprafke, Assistant Superintendent
Vermont Department of Corrections

Jennifer Sprafke began her career with the Vermont Department of corrections in 2000 initially hired as a correctional officer at Vermont's first women's prison, Dale Correctional Facility. Ms. Sprafke was promoted to Corrections Services Specialist II where she managed a caseload of sentenced and detained women. Ms. Sprafke also facilitated the Cognitive Self Change program for violent offenders. In 2005, she moved to central office specifically the training unit. As a Training Coordinator, she was responsible for training facility and field staff in working with women offenders, diversity, sexual harassment, and sexual misconduct/PREA. This included curriculum development and training plan development for three facilities that transitioned from male to female facilities.

In 2006, Ms. Sprafke transitioned full-time into the area of the Prison Rape Elimination Act starting off as the PREA Training Coordinator, Grant Manager followed by three years as PREA Director in the Department's central office. While in this position, Ms. Sprafke drafted the departments PREA Directive, developed and enhanced the Departments communication training to include the identification and skill-based interventions for sexualized behavior, coordinated the department's response to allegations of sexual violence, developed the departments LGBTQI policy, and managed sexual violence incident data collection and retention for the department. While in this role, Ms. Sprafke also participated in a Just Detention International webinar as a content expert and was a member of the National Institute of Corrections (NIC) LGBTQI webinar development panel.

In 2013, she became the Assistant Superintendent at that Chittenden Regional Correctional Facility, our women's prison located in South Burlington where she is currently employed today. Ms. Sprafke trains for the NIC as a content expert in Women's Operational Practices.

Ms. Sprafke possesses a bachelor's degree in social work from the University of Vermont.

Session 5: Motivational Interviewing Part 1

Date: Monday, October 26, 2015

9:45 AM – 12:00 PM

Description:

This one-day training will discuss an effective approach in the treatment of challenging clients, and provide participants with an opportunity to explore creative ways of integrating these approaches into an effective therapeutic intervention -- when to use, when not to use motivational interviewing. Motivational Interviewing is a client-centered, evidence-based, directive method for enhancing intrinsic motivation to change by exploring and resolving ambivalence. During this one-day workshop, participants will learn the fundamentals of Motivational Interviewing, explore ways of integrating Motivational Interviewing theories into other treatment approaches, and practice motivational interviewing on "challenging" clients through role playing and discussion.

Presenter: Stephen R. Andrew LCSW, LADC, CCS, CGP
Consultant, MIA Step-Trainer and Author

Stephen R. Andrew, LCSW, LADC, CCS, CGP is a Consultant, Trainer, Author (Game Plan: A Man's Guide to Achieving Emotional Fitness) and Chief Energizing Officer of Health Education Training Institute and maintains a compassion- focused private practice in Portland, Maine USA where he also facilitates a variety of men's, co-ed, couples and caregiver groups. Stephen is a member of the International Motivational Interviewing Network of Trainers (MINT) since 2003. He is a MIA-STEP trainer (Motivational Interviewing Assessment; Supervisor Training Program) for the New England ATTC. Stephen has been MITI trained and has over 100 hours of training in Motivational Interviewing. Stephen provides coaching and training domestically and internationally (Singapore, China, Holland, Sweden, Poland, Turkey & UK) for social service agencies, health-care providers, substance abuse counselors, criminal justice and other groups on motivational interviewing, addiction, co-occurring disorders, counseling theory, "challenging" adolescents, supervision and ethics for care professionals, men's work and the power of group work, as well as supervising a coding / coaching laboratory and training for Motivational Interviewing.

Afternoon Sessions – Day 2 Monday, October 26, 2015

Session 1: Probation Officer Competencies Part 2

Date: Monday, October 26, 2015 1:30 – 4:00 PM

Presenter: Jonathan Hurtig, Chief Probation Officer of NH
Member of Space and Security Advisory Council

(Please see Day 2, Morning Session 1, for description and bio)

Session 2: Identity Theft

Date: Monday, October 26, 2015 1:30 – 4:00 PM

Description:

In the United States a driver's license is the most commonly used and accepted form of identification issued by the government. A person uses their license to board planes, enter government or other secure properties, as proof of identification to purchase certain consumer products, conducting business with financial institutes and a variety of other day to day functions. It is the most acceptable form of identification for a US citizen.

All fifty-one Department of Motor Vehicles Agencies rely on "Breeder Documents" and other proof of identity to establish the identity and citizenship of the person they have in front of them. The ability to identify legitimate documents from fraudulent documents is vital to positively identify the person, and issue a legitimate driver's license. In order to recognize fraudulent documents an examiner must be aware of and able to identify the different security features used on and in documents. They must also be able to identify when a legitimate document has been tampered and/or altered in some way to obtain a legitimate license.

People obtain and use fraudulent documents for different reasons. Most of the reasons can be classified in the following categories:

- Generate illegitimate revenue
- Escape consequences of an act
- Commit crime
- Gain rights of citizenship

Law enforcement professionals and those working in the criminal justice system need to know the person they are actively engaged with is who they say they are. A driver's license or non-driver identification card issued by a state is an acceptable form of id. However, law enforcement and criminal justice professionals should be aware of the magnitude of the

fraudulent document problem, indicators which may point towards the making or use of fraudulent documents and how to identify altered or counterfeit documents. The ability to establish a documents authenticity through visual and tactile inspection is vital in establishing the true identity of the person you are interacting with. Items such as security paper, card stock and/or hi resolution printers may be signs of the manufacturing of fraudulent documents.

This presentation will provide the participant with:

- The magnitude of the problem
- Common alterations to “breeder documents”
- Identifying hidden and non-hidden security features
- Establishing authentic documents

Presenter: Patrick J. McManamon – Highway Safety Specialist
Vermont Department of Motor Vehicles

Patrick McManamon is originally from the Washington DC Metropolitan Area. He came to Vermont in 1976 to attend Norwich University. In 1980 he was employed by the Burlington Fire Department as a Fire Fighter/EMT-Defibrillator. He spent six years on the Fire Department’s Primary Ambulance. In 1986 he took a lateral transfer to the Burlington Police Department where he stayed until his retirement in 2000. He lives in Burlington with his wife and youngest of three daughters.

While employed at BPD he was a patrol officer, he supervised the summer beach patrol, was a member of the Marine/Dive Team, a Community Based Officer for the New North End, D.A.R.E. Officer and the first School Resource Officer at Burlington High School. He also developed and implemented the Citizen Police Academy which was the first in the State of Vermont. In the wake of Columbine, Burlington Police and the Burlington School District sent Pat to the “Patrol Response to School Shootings” Train the Trainer course. Upon his return he taught the course for the Vermont Police Academy, Burlington Police and local School Administrators.

In 2000 Pat retired from the Burlington Police Department at the rank of Corporal and was employed by the Vermont Department of Motor Vehicles Enforcement and Safety Division as a Commercial Vehicle Inspector. During his time there he was certified in performing Federal Motor Vehicle Safety Administration Standard, Hazardous Materials and Bulk Container Vehicle Inspections. Pat also attended training on identification of fraudulent documents and associated topics. This allowed him the ability to establish if commercial driver’s documentation was authentic. Pat was promoted to Lieutenant and served as the Northern CVE Team supervisor. In 2013 Pat reached the mandatory state law enforcement retirement age of 55 and retired from his sworn position. With his pending retirement Pat accepted a position in the Education Unit located within DMV Enforcement and Safety.

While working at Burlington Police Pat instructed First Aid/CPR and Blood Borne Pathogens at Burlington Police and the Vermont Police Academy. He also was a role player for the Vermont

Police Academy. While at DMV Enforcement Pat was the Division's Training Officer, a position he still presently serves in. He instructs First Aid/CPR and Blood borne Pathogens to members of the Enforcement and Safety Division. He was also an instructor in Patrol Procedures at the Vermont Police Academy. His last six years as one of the two senior instructors.

Presently, Pat serves as the State Director for Pupil Transportation and is responsible for DMV's Diminished Driving Skills Program. He also serves as VT DMV's resident Fraudulent Document Trainer responsible for instructing all DMV employees (sworn and non-sworn). He also provides the training to Law Enforcement Agencies on request.

Session 3: Risk Need Responsivity Part 2

Date: Monday, October 26, 2015 1:30 – 4:00 PM

Presenter: Michael Torch MA, MLADC, Senior Technology Transfer Specialist
New England Addiction Technology Transfer Center at Brown University

(Please see Day 2, Morning Session 3, for description and bio)

Session 4: Operational Practices with Women Offenders

Date: Monday, October 26, 2015 1:30 – 4:00 PM

Description:

The number of justice-involved women is on the rise and at rates alarmingly higher than that of men. Their entry into the criminal justice system, offense patterns, and levels of risk often follow a different path than men and require different approaches. As correctional professionals it is important to understand, strategize and implement ways to mitigate these differences in order to improve outcomes for the women that we work with. In this training we will explore the differences that women bring to Corrections such as pathways and profiles, boundaries, communication styles, behavioral patterns, and relationships. We will explore, identify, and address; supervision, management, and procedural strategies to ensure success with a difficult yet rewarding population.

Presenter: Jennifer Sprafke, Assistant Superintendent
Vermont Department of Corrections

(Please see Day 2, Morning Session 4, for bio)

Session 5: Motivational Interviewing Part 2

Date: Monday, October 26, 2015 1:30 – 4:00 PM

Presenter: Stephen R. Andrew LCSW, LADC, CCS, CGP
Consultant, MIA Step-Trainer and Author

(Please see Day 2, Morning Session 5, for description and bio)

Session 6: Toxic Work Environment

Date: Monday, October 26, 2015 1:30 – 4:00 PM

Presenter: Kirsten Lewis, M. Ed.
KSL Research, Training, & Consultation, LLC

(Please see Day 2, Plenary Session, for bio)

NECCD 2015 Program – Day 3 **(October 27, 2015)**

Morning Sessions – Day 3 Tuesday, October 27, 2015

Plenary Session:

Date: Tuesday, October 27, 2015 8:00 - 9:00 AM

Presenter: Carmen Rodriguez, Past President APPA/Senior Training Specialist
Cook County Probation, Chicago, IL

(Please see Day 2, Plenary Session, for bio)

Session 1: Motivational Interviewing Assessment: Supervisory Tools for Enhancing Proficiency (MIA:STEP) Part 1

Date: Tuesday, October 27, 2015

9:15 – 11:30 AM

Description:

MIA:STEP is a toolkit for those who supervise or mentor treatment providers in a clinical setting. It includes a training package for clinical supervisors and practical tools they can use to enhance treatment providers' Motivational Interviewing (MI) skills. Effective use of MI can strengthen practitioners' ability to provide structured, focused, and effective treatment for patients and clients. The mentoring products included in the empirically supported MIA:STEP toolkit support observation-based supervision and can improve provider skills beyond the realm of MI.

WHY MIA:STEP:

Those who supervise treatment providers in a clinical setting are expected to give feedback and coaching to help practitioners improve their skills and effectiveness. Feedback and coaching are most effective when based on firsthand observation of a counselor engaged in working with a client or group of clients. However, clinical supervisors don't often have access to samples of clinical practice they can use to demonstrate or explore exemplary practices such as MI in the course of providing feedback. Also, supervisors may not be trained in how to use such materials effectively in providing feedback. MIA:STEP fills this gap.

Presenter: Robert Jope MS Clinical Psychology
Member of MINT, Faculty at Salve Regina University

Robert Jope is a member of the Motivational Interviewing Network of Trainers (MINT). He teaches Motivational Interviewing for the Massachusetts Department of Mental Health, and as adjunct faculty at Salve Regina University; he has also consulted with the New England Addiction Technology Transfer Center at Brown University and currently works as a Motivational Interviewing coder for a nationally-recognized coding agency.

Holding a Master's degree in Clinical Psychology, Bob has worked in the mental health, child welfare, and substance abuse fields for the past twenty years. He was originally trained in Motivational Interviewing by Stephen Andrew in 2007, and has since trained with Ali Hall and Alan Lyme. Bob has also developed and taught program-specific MI training applications, and has trained hundreds of people in basic, intermediate, and advanced motivational interviewing.

Session 2: Effective Practices in Community Supervision (EPICS) Part 1

Date: Tuesday, October 27, 2015

9:15 – 11:30 AM

Description:

This presentation will focus on introducing participants to RNR models of community supervision, specifically, the Effective Practices in Community Supervision or “EPICS” model. During the presentation, recent research regarding the EPICS model will be introduced, the

EPICS training and coaching processes will be reviewed, and techniques for successful implementation of the model will be discussed.

Presenters: Cara Thompson MS, Project Director

University of Cincinnati Corrections Institute

Michael Sweeney, Community Corrections District Manager

VT Probation and Parole, Washington and Lamoille Counties

Cara Thompson is a research associate and EPICS Project Director with the Corrections Institute for the University of Cincinnati, School of Criminal Justice. Miss Thompson holds a Masters of Criminal Justice from the University of Cincinnati. Her work at the School of Criminal Justice has included evaluations of prison programming and community corrections agencies, training agencies in the Effective Practices in Community Supervision (EPICS) model, and managing and coaching multiple EPICS sites across the country. Her academic interest areas include applying the principles of effective intervention to community settings and institutional programming.

Michael Sweeney is a District Manager with the Vermont Department of Corrections. He holds a Bachelor of Science in Criminal Justice Administration. He covers Probation and Parole offices in both Washington and Lamoille Counties. Mike is a 21 year veteran of the Department and has worked in both the field and facility environment. Prior positions include Facility Correctional Officer I and II, Community Correctional Officer, Probation and Parole Officer, and Correctional Program Supervisor.

Session 3: What Color am I? Putting Real Colors to Work (repeat from Day 2)

Date: Tuesday, October 27, 2015

9:15 – 11:30 AM

Presenter: Carmen Rodriguez, Past President APPA/Senior Training Specialist

Cook County Probation, Chicago, IL

(Please see Day 2, Morning Session 2, for description and bio)

Session 4: Cortez Vortex: Juvenile Justice and Adolescent Development

Date: Tuesday, October 27, 2015

9:15 – 11:30 AM

Description:

Recent years have brought about significant scientific advancements in brain imaging. As a direct result, each passing year refines our understanding of how the adolescent brain is physically changing through the developmental process. This evolving understanding is helping us to re-think the strategies we employ when working with adolescent and young-adult populations. It's also helping us understand how to approach youth and young adult criminal and

delinquent behavior in a way that meets the needs of both young offenders and the individual and community victims that they offend against. This workshop will provide an overview of adolescent development with a focus on the developing brain. Key moments in the brain's development will be highlighted in attempt to bring reason to the behavior that sometimes baffles and often frustrates adults. We will also look at how a new understanding of the developing brain can condition our response to negative behavior in a way that doesn't excuse or dismiss the behavior, but rather creates opportunities for growth through responding to it in the right way.

Presenter: Kreig Pinkham, Executive Director
Washington County Youth Services Bureau

Kreig Pinkhman is the Executive Director of the Washington County Youth Service Bureau, a private non-profit whose work impacts the delivery of services to approximately one out of every four youth in the state of Vermont. He has worked in the field of youth-care for over twenty years as an educator, a direct service provider and an administrator and trainer. He has served on the Board of Directors of the National Network for Youth and chaired that body's National Center on Youth Policy during the most recent successful re-authorization of the Runaway & Homeless Youth Act and currently sits on the national Runaway & Homeless Youth Training & Technical Assistance Center Advisory Board. Kreig has been appointed by bi-partisan Governors to serve on Vermont's State Advisory Group on Juvenile Justice and has chaired that body for the past six years. During the Douglas administration he was appointed by the Governor as the Vermont Representative to the Federal Advisory Council on Juvenile Justice.

Session 5: Vicarious Trauma for Supervisors

Date: Tuesday, October 27, 2015 9:15 – 11:30 AM

Presenter: Kirsten Lewis, M. Ed.
KSL Research, Training, & Consultation, LLC

(Please see Day 2, Plenary Session, for bio)

Session 6: Human Trafficking: Context, Signs and Response Options

Date: Tuesday, October 27, 2015 9:15 – 11:30 AM

Description:

This session will begin with an introduction to the issue of human trafficking briefly describing the global problem, what it looks like within the United States, and specifically New England utilizing statistics and case examples. The speakers will also present on the Vermont Human Trafficking Task Force response protocol development and implementation for law enforcement

and service providers, professional development, and raising community awareness and engagement.

**Presenters: Edith Klimoski, BA-Biology/Women's Studies, MS-University of Wisconsin
Heather Ross, JD
Amy Farr
Cindy Maguire, JD**

Edith Klimoski earned a Bachelor of Arts degree in Biology with a concentration in Women's Studies from the College of the Holy Cross, and a Master of Science from University of Wisconsin - Green Bay. She managed the start-up process, and since its incorporation in 2009, she has been the director of Give Way to Freedom, a private operating foundation that creates and supports targeted, culturally relevant projects aimed at providing care and empowerment to survivors of Human Trafficking, as well as those vulnerable to trafficking. She has given and organized trainings on human trafficking throughout New England to a wide variety of professionals including healthcare workers, social workers, runaway and homeless youth service providers, law enforcement and educators. She is a member of the Freedom Network, the Vermont Human Trafficking Task Force, and has devoted her volunteer work extensively to Rotary International as well as sitting on the Zoning Board for the Town of Essex, Vermont.

Heather Ross is a graduate of Smith College and William and Mary Law School. She began her career as a law clerk to the Honorable William K. Sessions III. She later spent six years in private practice at Downs Rachlin Martin in Burlington, Vermont. She joined the U.S. Attorney's Office in 2002. After spending several years in the Civil Division, she joined the Criminal Division where she prosecutes drug trafficking cases and fraud cases. In 2013, she became the Human Trafficking Coordinator for the District of Vermont. Currently, her practice includes the investigation and prosecution of human trafficking cases. Along with Cindy Maguire, she chairs Vermont's Human Trafficking Task Force.

Amy Farr is Amy Farr has served as the Victim Advocate at the Vermont Attorney General's Office since 2001. Prior to working at the AG's office, Amy was the Victim Advocate at the Chittenden Unit for Special Investigations (CUSI). Amy has served on a number of State-wide committees, boards and task forces to include the Vermont Children's Alliance, The SANE Board, the Victim's Rights Committee, and the Vermont Human Trafficking Task Force. She is also a presenter at the Vermont Police Academy and the Vermont Victim Assistance Academy.

Cindy J. Maguire is a graduate of St. John's University and Vermont Law School. She began her legal career as a prosecutor at the Chittenden County State's Attorney's Office where she specialized in prosecuting crimes involving sexual assault and child abuse. She later served as General Counsel for the Department of Public Safety and, since 1997, has served as an Assistant Attorney General. As an AAG she has served as the Chief of the Criminal Division and she is currently assigned to represent DCF in matters related to child protection.

Afternoon Sessions – Day 3 Tuesday, October 27, 2015

Session 1: MIA:STEP Part 2

Date: Tuesday, October 27, 2015 1:45 – 4:00 PM

Presenter: Robert Jope MS Clinical Psychology
Member of MINT, Faculty at Salve Regina University

(Please see Day 3, Morning Session 1, for description and bio)

Session 2: EPICS Part 2

Date: Tuesday, October 27, 2015 1:45 – 4:00 PM

Presenters: Cara Thompson MS, Project Director
University of Cincinnati Corrections Institute
Michael Sweeney, Community Corrections District Manager
VT Probation and Parole, Washington and Lamoille Counties

(Please see Day 3, Morning Session 2, for description and bios)

Session 3: DRE/DITEP

Date: Tuesday, October 27, 2015 1:45 – 4:00 PM

Description:

The Drug Impairment Training for Educational Professionals (DITEP) is a program that was created in order to give teachers and school staff members the ability to recognize the signs and symptoms of drug impairment in their students. This program is implemented with the concept that students who are impaired by drugs are disruptive to the learning environment in the classroom for them and their fellow students, and more importantly, at serious risk based on the severity of drugs that are available in this day and age. DITEP gives the educational professionals the knowledge to act upon the moments when we notice something “just isn’t right” or “he/she is not acting like they normally do.”

Presenters: Lieutenant Garry Scott, Vermont State Police
Detective Sergeant Todd Ambroz, Vermont State Police

Lieutenant Garry Scott has worked for the Vermont State Police for fifteen years and is currently the Commander of the Traffic Safety Unit and the Crash Reconstruction Team. Lt. Scott acts as

the liaison to the Governor's Highway Safety Program and the National Highway Traffic Safety Administration. His duties include grant procurement and management, resource allocation, mobilization assessment and after action reporting. He acts as the main legislative liaison on all traffic safety issues for the State Police and has testified numerous times in both the House and Senate in Montpelier. He has investigated and supervised hundreds of fatality and serious injury motor vehicle collisions throughout Vermont, which have led to numerous successful prosecutions. Previous to working in Traffic Safety, Lt. Scott was a Patrol Commander shift Sergeant at the Williston barracks which is responsible for both Lamoille and Chittenden counties. He has been a part of the Drug Recognition Evaluation (DRE) program since its inception in 2005. He currently serves on the following committees: Vermont Highway Safety Alliance, Combined Accident Reduction Effort (Operation CARE), Fair and Impartial Policing Committee, Pursuit Committee, and the eTicket implementation Committee.

Detective Sergeant Todd Ambroz started in Law Enforcement as a Brattleboro Police Officer in 1996 after serving on active duty in the U.S. Army for 12 years. He has worked for the Vermont State Police since March 2000. He has served in 5 barracks throughout the state to include, Brattleboro, Rockingham, Shaftsbury, Middlesex, and Williston. In the 15 years serving in the uniform division Det. Sgt. Ambroz was heavily involved in drug interdiction and DUI enforcement with more than 250 DUI arrests. He became one of the first Drug Recognition Experts (DRE) in the State of VT in 2005 along with Lt. Garry Scott. Since becoming a DRE he has performed over a 100 drug influence evaluations on operators suspected of driving under the influence of drugs. Det. Sgt. Ambroz has been teaching Drug Impairment Training for Educational Professionals (DITEP) since 2006 and has taught the program in over a dozen schools in VT. After serving as a Patrol Commander at the Williston Barracks, Det. Sgt. Ambroz was selected to become one of five arson/fire investigators in the State of Vermont. He is currently stationed at the Williston Barracks and covers Franklin, Grand Isle, Chittenden, Lamoille, Washington, and Orange Counties as a Fire Investigator. Det. Sgt. Ambroz has maintained ties with the DRE program and continues to perform drug influence evaluations on operators suspected of driving under the influence of drugs and is also the northern Vermont Drug Impairment Training Coordinator.

Session 4: The Relevance of Using a Trauma Informed Approach when Instances of Human Trafficking Have Occurred

Date: Tuesday, October 27, 2015

1:45 – 4:00 PM

Description:

This session will focus on working with victims/survivors using a survivor-centered and trauma-informed approach. Beginning with an overview of trauma and its impact on survivors, participants will then have the opportunity to ask questions of the panel and discuss strategies for working with survivors using a comprehensive trauma-informed approach. The session will use real life examples and work as a group to identify challenges and solutions that may increase the effectiveness of case management when human trafficking has occurred.

Presenters: Bobbi Gagne
Erin Albright, JD
Jasmine Grace Marino

Bobbi Gagne is the Executive Director of the Sexual Assault Crisis Team, Barre Vermont. She is a member of the Washington County SART/SIU Response Team, and the Vermont Network Against Domestic Violence and Sexual Violence. She has worked with victims of sexual violence for more than 20 years and has trained and educated law enforcement officers, various professionals, survivors, and the public. She opened the first shelter in Vermont for male and female victims of sexual violence. Ms. Gagne has spoken throughout the United States and internationally on the topics of sadistic abuse, incest, underground pornography and prostitution rings, and sexual assault. She is a member of the Leadership Forum of the Vermont Approach, an appointed member of the Governor's Prevention of Domestic and Sexual Violence Task Force, member of the Sexual Assault Coalition Resource Sharing Project, and SASP National Forum presenter. She co-published in Quick Hits for Service Learning, is a member of the Vermont Network Women of Color and First Nation Caucus, and participated in the SA Advocacy Summit. She presented at the Vermont Safespace Statewide Conference, "Transitioning our Social Programs: Creating Safety and Access with the Lesbian, Gay, Bisexual, Transgender and Queer Community." NSVRC and the Vermont Network Against Domestic and Sexual Violence honored Bobbie Gagne with the National Sexual Assault Prevention Award, and she received the 2008 VCC Campus-Community Partnership Award on behalf of NU and SACT. Ms. Gagne earned a B.A. in clinical counseling psychology.

Erin Albright, J.D., is the Regional Program Director for the private operating foundation Give Way to Freedom (GWTF) and the Anti-Trafficking Regional Coordinator at the International Institute of New England (IINE). Ms. Albright coordinates a network of service providers throughout New England, overseeing comprehensive services to human trafficking survivors and ensuring best practices among providers. She specializes in building organizational capacity and service collaboration through training and consultation with service providers, law enforcement, task forces, and law makers. Ms. Albright has consulted on the development and writing of human trafficking legislation in Massachusetts, New Hampshire, Maine, and Connecticut and provides ongoing consultation to United States Attorney's Offices and Attorneys General Offices and their task forces in Vermont and New Hampshire. Previously, Ms. Albright worked for the Boston Police Department's Human Trafficking Unit and the Massachusetts Human Trafficking Task Force, where she was responsible for maintaining all data and statistics on human trafficking cases in Massachusetts. She is co-Chair of the Freedom Network's Policy Committee and a member of the Freedom Network Steering Committee. She is a graduate of Boston College Law School and Mary Washington College, and is a member of the Massachusetts Bar.

Jasmine Grace Marino is a thoughtful, well-spoken survivor leader in the anti-trafficking movement. In addition to her life experience as a survivor of sexual exploitation, she brings the commitment, perspective, and necessary advocacy skills to see the hard work of survivor transformation through successfully. Jasmine believes that it takes the whole community to support victims so that they can become survivors. Empowering women and watching them heal and transform their lives is what drives her passion for this work. Jasmine has shared her story of hope at the United Nations Headquarters in New York at two different side events. She also consults with Health Care, Law Enforcement, educators and nonprofit organizations. She provides a survivor voice to guide and advise on issues such as safe home and program development, website content, peer mentorship, curriculum development, and survivor support. She is an able and effective participant and facilitator for trainings, workshops, groups, panel discussions and keynote speaking.

NECCD 2015 Program – Day 4 (October 28, 2015)

Morning Sessions – Day 4 Wednesday, October 28, 2015

Session 1: MIA: STEP Part 3

Date: Wednesday, October 28, 2015

9:45 AM – 12:00 PM

Presenter: Robert Jope MS Clinical Psychology
Member of MINT, Faculty at Salve Regina University

(Please see Day 3, Morning Session 1, for description and bio)

Session 2: EPICS Part 1 (repeat from Tuesday Morning session 2)

Date: Wednesday, October 28, 2015

9:45 AM – 12:00 PM

Presenters: Cara Thompson MS, Project Director
University of Cincinnati Corrections Institute
Michael Sweeney, Community Corrections District Manager
VT Probation and Parole, Washington and Lamoille Counties

(Please see Day 3, Morning Session 2, for description and bios)

**Session 3: VT Statewide Recidivism Reduction Task Force
Executive Steering Committee**

Date: Wednesday, October 28, 2015

9:45 AM – 12:00 PM

Afternoon Sessions – Day 4 Wednesday, October 28, 2015

Session 1: MIA:STEP Part 4

Date: Wednesday, October 28, 2015

1:30 – 4:30 PM

Presenter: Robert Jope MS Clinical Psychology
Member of MINT, Faculty at Salve Regina University

(Please see Day 3, Morning Session 1, for description and bio)

Session 2: EPICS Part 2 (repeat from Tuesday Afternoon session 2)

Date: Wednesday, October 28, 2015

9:45 AM – 12:00 PM

Presenters: Cara Thompson MS, Project Director
University of Cincinnati Corrections Institute
Michael Sweeney, Community Corrections District Manager
VT Probation and Parole, Washington and Lamoille Counties

(Please see Day 3, Morning Session 2, for description and bios)