

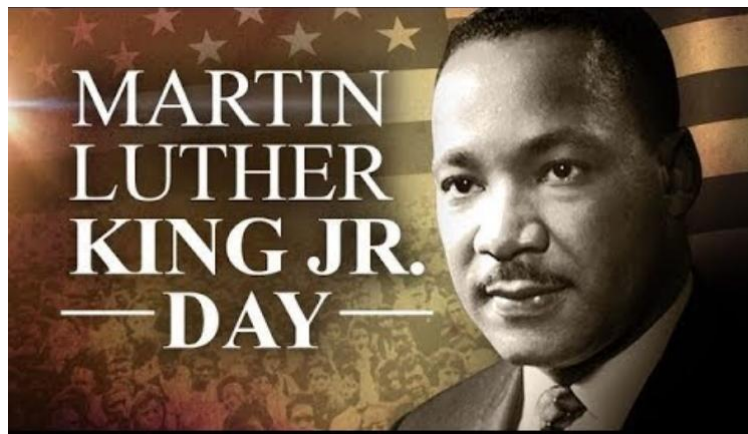


MPS Business Bulletin

January 29, 2019

In celebration of Dr. Martin Luther King Jr.'s Birthday

Three quotes by Dr. King to inspire your day



- ***"Life's most persistent and urgent question is "What are you doing for others?"***
- ***"If you can't fly then run, if you can't run then walk, you can't walk then crawl, but whatever you do you have to keep moving forward."***
- ***"Faith is taking the first step even when you don't see the whole staircase."***

Looking Ahead in MPS



At the beginning of a new year, 2019, we look back at all that we in the Massachusetts Probation Service (MPS) have accomplished as an agency and criminal justice community partner. These accomplishments are building blocks that are helping MPS construct a stable future for those we serve, their families, and the communities in which they live. We are also trying to create a work environment for our employees that offers both opportunity and support.

The following is a list of MPS highlights for the past year and the projects and initiatives that are being carried into the new year. This is all possible because of employees like you. Great job MPS!

Emerging Adult Supervision Strategies

Creation of a learning laboratory for the development of effective probation strategies for emerging adults in the Commonwealth. MPS has partnered with UTEC based on a competitive bid process to develop, implement and evaluate the impact of various approaches to working with this population with a goal of reducing recidivism in a high recidivism rate population. This complements work already being done in Suffolk Superior Court Probation, with several Sheriffs, various researchers and ROCA. MPS is targeting 50-60 high risk males and females aged 18-24 in the Lowell, Haverhill, and Lawrence area. We are also employing strategic use of incentives to improve program participation.

Validation of MPS's application of the ORAS (Ohio Risk Assessment Suite) Community Supervision Tools

The ORAS suite of tools - the Community Supervision Screening Tool (CSST) and the Community Supervision Tool (CST) - are central to MPS case management and case planning. The MPS use of the tools were validated by the University of Cincinnati Corrections Institute (UCCI) which are used to plan and supervise probation cases. The validation is one of Probation's strategic goals and represents a central component of an effective probation system. Validation looks at several areas - correct risk prediction, absence of racial, ethnic or gender bias in the tool - as well as the Service's fidelity of its implementation as measured by inter-rater reliability. MPS joins a relatively small number of jurisdictions nationally to have achieved this milestone.

The Second Annual Celebration of Cultural Diversity in the Trial Court

The Second Annual Celebration of Cultural Diversity in the Trial Court turned into a week-long series of Cultural Appreciation events. These included two Naturalization ceremonies where nearly 60 people from various countries around the world were sworn in as American citizens. The 2018 celebration was once again spearheaded by Regional Supervisor Pamerson Ifill and some 130 court-based Cultural Proficiency Champions with active support of Chief Justice Gants, Chief Justice Carey, Court Administrator Williams and staff from every Trial Court Department and Court Division.

The Office of Community Corrections has expanded in both capacity and Jurisdiction in Fiscal Year 2018

The landmark Criminal Justice Reform Legislation passed in 2018 expands access to the Centers as service hubs for pre-trial cases and for direct referral for services by Probation Officers. Additionally, the Office of Community Corrections (OCC) plans for the opening of two new centers for Middlesex County, providing county-wide coverage for the first time. An additional center is planned for Western Massachusetts later in the fiscal year. OCC continues to work with UMASS Medical Center to monitor fidelity to evidence-based practice and to review treatment and dosage hours for OCC participants.

Northpointe Case Management System

The Massachusetts Probation Service, in conjunction with JISD (Judicial Information Services Department), continues its six court "beta" test of Northpointe, a Probation specific case management software package. Several enhancements have been identified by the beta courts and are currently under development by Northpointe. JISD continues their work to develop the MassCourts-Northpointe interface.

Residential Reentry Programming

MPS was funded for the first time to bring online \$5 million in residential re-entry programming. The funding supports transitional housing and re-entry supports for adult males, females and/or geriatric offenders re-entering the community from prisons and houses of corrections around the state. MPS is working with officials from the Department of Corrections (DOC), Parole, and the Sheriffs Association to include support for various pathways for re-entry.

Expanded jurisdiction and capacity in sealings and expungements

There has been an increase in requests for expungement data to MPS since the passing of this legislation. Approximately 60 expungements have been filed. The number of sealings has increased and is projected to grow in the future.

In 2018, there were 5,720 sealings up from 59,378 in 2017. Since the beginning of 2019, there have been a total of 4,066 to date. Based on these figures, the sealing projection for 2019 is in the area of 95,000, according to Paul Keefe, Project Manager for Information Services.

Pre-Trial Unit within the Massachusetts Probation Service

The Fiscal Year 2019 Budget funded a Pre-Trial Unit within MPS. The goal is to create statewide capacity to manage and coordinate the various aspects of comprehensive pre-trial services in the Commonwealth in order to reduce failure to appear rates, reduced reliance on cash bail and provide supports and services for individuals in the pre-trial phase of cases that can lead to effective prosecution diversion or improved outcomes post sentencing. Aspects of this work include the development auto notification (text reminders) to reduce failure to appear; the use of the Community Correction Centers as a comprehensive pre-trial supervision and/or comprehensive pre-trial service platform.

The creation of a Director of Substance Use Services

Substance use testing is a core element of effective intervention, treatment and public safety. MPS has significantly expanded its sophistication and capacity to undertake this work. The Fiscal Year 2019 budget supports the creation of a director of substance use. This will provide MPS with the capacity to stay abreast of best practice in this area as well as our ability to evaluate and implement rapidly emerging technologies and strategies in both testing and programming to address this challenging area of our work. With over 10,000 tests being administered each month, establishing a position to monitor vendor performance, strengthen training for the field, and employ evidence-based testing practices to promote recovery is critical.

Launch of the Administrative Supervision Unit (ASU)

This five-person unit is designed to centrally manage both Administrative and DUIL (Driving Under the Influence of Liquor) cases - that can be monitored and managed by automated information resources housed in a central location by a single team of Probation staff. This is the application of the RNR principle in action. By removing what is essentially a case tracking function from Field Probation Officers' workloads, the highly trained Probation

Officer can focus their time and skills on supervision of risk/need and pre-trial supervision cases. In addition to the practical result of reducing caseloads, this approach creates capacity for the MPS to continue to develop and implement additional best practices in the field. Research supports this approach as central to achieving reduced recidivism and better case outcomes.

Enhanced Practice Training and added resources for Probation in the Probate and Family Court

The Fiscal Year 2019 budget afforded the MPS the ability to add much needed staffing and enhanced training to better support the operations of the Probate and Family (P&F) Court. Additional staffing through transfers as well as additional hiring capacity will allow MPS to address what have been chronic staffing shortages. In addition, enhanced mediation training will increase the impact of P&F MPS staff to better assist the court in case processing.

Creation of the Field Services Operations Coordinator position

MPS has established a unit reporting to the Field Services Administrator consisting of Field Service Operations Coordinators. Each Region has been assigned a coordinator. The goal is for the coordinators to conduct more technical assistance at a localized level regarding core functions of probation such as evidence-based community supervision, implementation of the ORAS, Risk-Need-Responsivity (RNR) principles. This approach is grounded in the best-practices recommended by the National Implementation Science Network, which advocates for competency drivers such as technical assistance teams as part of an organization's effort to implement evidence-based practices.

MassHealth Request for Proposals

\$1 million dollars was set aside as recommended by the Council on State Government's Justice Reinvestment Initiative review to strengthen access to behavioral health for those involved in the criminal justice system. Masshealth is currently procuring services to ensure that high-risk, high-need probationers, parolees, and people returning to the community from the HOC (House of Correction) or the DOC (Department of Correction), who have a demonstrated need for treatment for a substance use disorder, mental health, or co-occurring disorder have strengthened care coordination to ensure participation and access to treatment. The goal is to improve treatment outcomes for this population, reduce harm, reduce recidivism, and also reduce costs by employing more persistent care management, to avoid relapses and reduce appearances in high-cost treatment settings. This pilot will focus on Middlesex and Worcester County.

Pamerson Ifill is named Deputy Commissioner of Pre-Trial Services



Pamerson Ifill, new Deputy Commissioner of Pre-Trial Services.

Pamerson Ifill has been named Deputy Commissioner of Pre-Trial Services, a new statewide division of the Massachusetts Probation Service.

Ifill, a 25-year employee, will oversee the management of the Pre-Trial Division. As Deputy, he will be responsible for the development and implementation of policies, procedures, and training of the Pre-Trial Service Unit. In addition to the oversight of Pre-trial Services, Ifill will be responsible for the development of programs. An individual arraigned on an offense or who receives a disposition may be sentenced to Pre-Trial Probation and placed under supervision pending a case.

"Mr. Ifill has extensive knowledge and experience in Probation specifically and in criminal justice, generally. Pre-trial Services is a significant and developing piece of business for the Massachusetts Probation Service and Pamerson's leadership will be key to that development. He brings a key understanding of both the public safety side of this work as well as a compassion for and understanding of those that we serve, their families and their communities," said Probation Commissioner Edward J. Dolan.

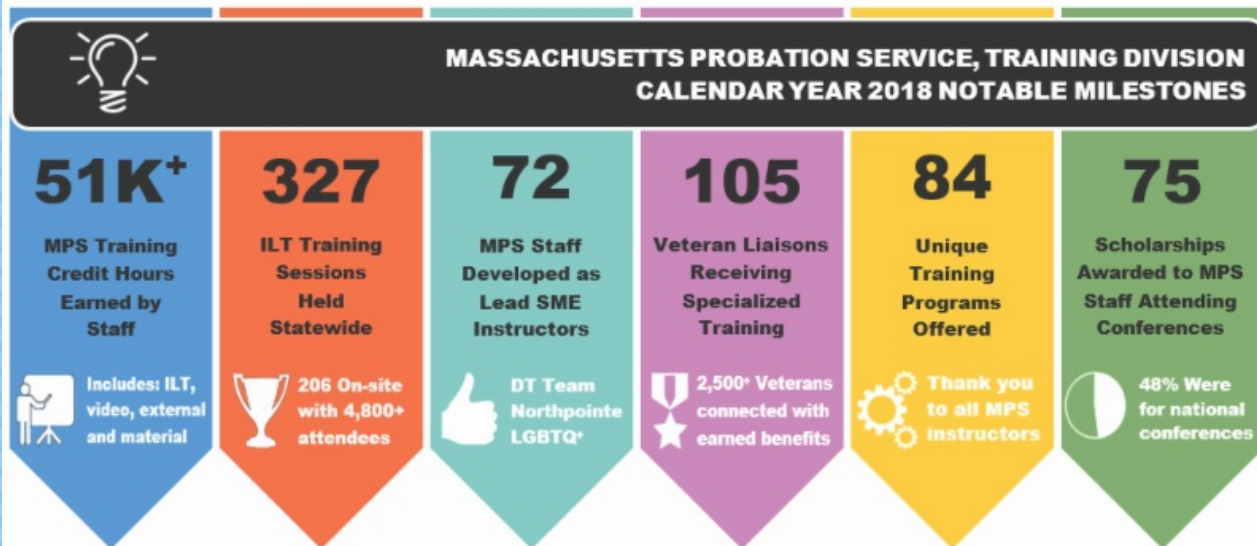
"I am honored to be named the Deputy Commissioner of Pre-Trial Services and I want to thank Commissioner Edward Dolan and First Deputy Commissioner Dianne Fasano for this great opportunity. I am looking forward to launching this new department within MPS. Pre-Trial Services will have a significant impact on the way we in Probation implement and develop this important work which will be essential to how we deliver justice in the Commonwealth," Ifill said.

Prior to being appointed Deputy Commissioner, Ifill was the Regional Supervisor for Region One which included Barnstable, the Cape and the Islands, Bristol, and Plymouth counties. He was Chief Probation Officer at Suffolk Superior Court from 2011 to 2014 and Regional Program Manager at the Office of Community Corrections, a position he began in 1998 and held until 2011. He first joined the Service in 1993 as a Juvenile Court Probation Officer in Barnstable.

In addition to his work, Ifill is credited with being the "architect" of the Massachusetts Trial Court's Cultural Proficiency efforts including the introduction of Cultural Proficiency Champions, volunteers who attend trainings to learn how to help individuals in underserved communities navigate the court system. There is a Champion in most every court and Community Corrections Center across the Commonwealth. Ifill also helped launch the Trial Court's first Cultural Appreciation Day which Trial Court Chief Justice Paula Carey extended to a week-long celebration after the success of the day-long event. More than 80 courts and Community Corrections Centers held public and private events that celebrate culture, race, and gender diversity, inclusion, and equity in the courts and communities the courts serve.

Ifill earned a Bachelor of Arts degree from Stonehill College where he majored in Political Science. He holds a Master's Degree in Management of Human Services from Brandeis University's Florence Heller Graduate School.

MPS Training Department hits the mark



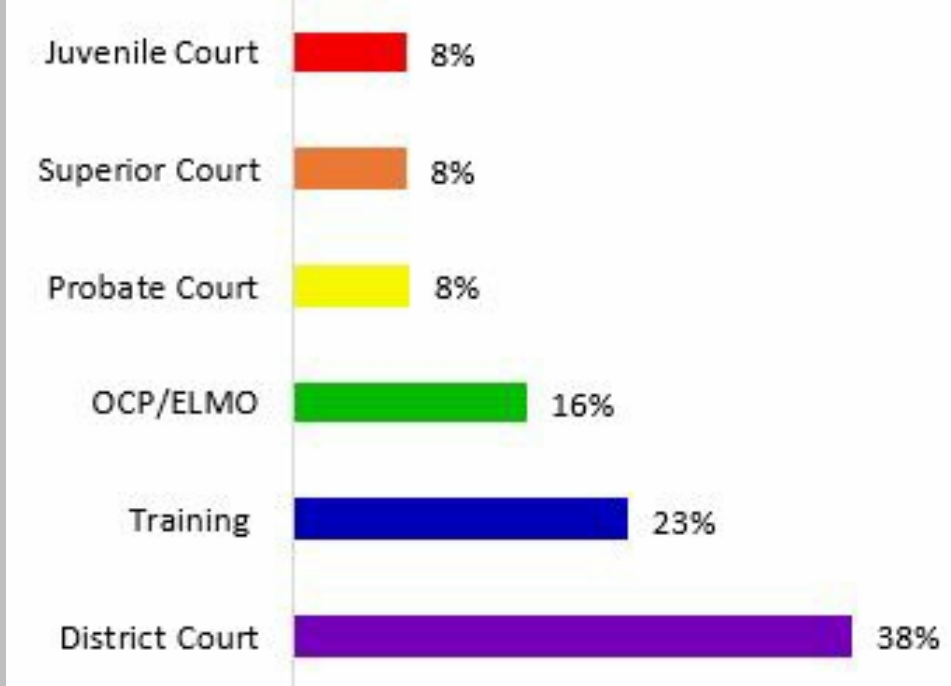
The Massachusetts Probation Service Training Division set and reached important goals which will continue to pay dividends in this new year and beyond.

Probation staff earned more than 51,000 in training credits in 2018 and took advantage of the many offerings. The infographic paints a vivid picture of the many accomplishments of employees.

Thank You from the Training Division by Patricia Gavin

Learning is a journey whose path leads to knowing more and doing more. The Training Division strives to promote learning through a collaborative model of education and development, evident through some of your 2018 milestones. We thank you all for your instruction, participation and dedication to programs that raise awareness, share knowledge, and build upon skills that move the Massachusetts Probation Service to do more together.

Celebrating Success The MPS LGBTQ+ Training Team



By Patricia Gavin, Statewide Training Director, and Training Staff

The Massachusetts Probation Service is firmly committed to providing staff with the knowledge, skills and abilities to best serve our diverse clientele in the most professional manner possible. This commitment is proudly served by the MPS LGBTQ+ Training Team - a well-trained team of resident subject matter experts who are passionate about sharing their knowledge with colleagues. Team members are charged with delivering an approved curriculum to probation staff.

The MPS Training Division recently partnered with the MaeBright Group, a nationally recognized organization dedicated to supporting state agencies that want to enhance the quality of service and climate they provide to LGBTQ+ populations. Thirteen employees participated in the four-day instructor development program which involved intensive subject matter pre-work and study, including classroom management instruction. Comprised of Probation Officers (5), Support Staff (4), Probation Managers (3), and an employee from the Electronic Monitoring Division, the MPS LGBTQ+ Training Team has broad representation from six departments. The MPS LGBTQ+ Training Team is proud of the diverse cross-section of talented probation staff they represent.

We acknowledge those team members, Graham Bengen, Jacqueline Benoit, James Connolly, Emily Day, Jeanne Govoni, Amie Hebert, Amy Kasprzyk, Ashlyn Mederios, Corinn Nelson and Christian Ruuska who joined Training Division staff Patricia Gavin, Julie Grady and Diane Richard in completing this instructor development program.

Congratulations and thank you for your continued commitment to this important training curriculum.

Training Academy Inclement Weather Notice

Reminder



While winter weather in New England can be quite amusing, driving across the Commonwealth to attend a training that has been postponed due to inclement weather never is. Before you harness up your team of sled dogs and brave the elements, please verify that the training you have registered for has not been postponed due to inclement weather.

Check your e-mail: If you registered to attend a training you will receive notification of postponement via e-mail from "TC Learning Notices".

Login to the TC-e Learning Center: To confirm the status of a training session, access the TC-e Learning Center from your personal computer, work computer or smartphone via <https://tclearning.csod.com>. You can also view your transcript and request future training sessions if available.

Pick up the phone: Call the MPS Training Division at (978) 368-5100 and select option two for training updates.



MPS Training Division

Community Corrections' Top Accomplishments

2018: A Year in Review

By Vincent Lorenti, Director of the Office of Community Corrections

The Office of Community Corrections

In 2018, the Office of Community Corrections executed contracts for two new Community Corrections Centers. The Lowell Community Corrections Center celebrated its opening in November and is operated by the Old Colony YMCA. Bay State Community Services was awarded the contract for a second Middlesex County CCC which will be located in Woburn and is scheduled to open in March 2019. The OCC has also received proposals for a third CCC in Middlesex County and one in Franklin County.

Community Corrections Centers

Community Corrections Centers are on track to receive more than 50,000 visits from probationers for supervision supports such as drug and alcohol screening, after hours probation officer meetings, motherhood, fatherhood, and Intimate Partner Abuse Education programs, DNA collection, pre-assessment for enhanced supervision, and first contact after release from incarceration. In pursuit of continuous quality improvement CCCs instituted Moral Reconciliation Therapy as a cognitive behavioral treatment intervention to address anti-social decision making amongst those at high-risk for recidivism. CCCs also deployed an evidence-based technology assisted care application called Computer Based Training for Cognitive Behavioral Therapy which is shown to increase duration of treatment and reduce relapse amongst those struggling with substance use disorder.

The Massachusetts Trial Court Community Service Program

The Increasing Recidivism Reduction Effects of Community Service project will culminate in December when Community Service Program staff will transform the simple attendance sheet into a tool for collecting meaningful observations on the progress of probationers performing community service as part of enhanced supervision. CSP staff attended training October 24 and 26 on core correctional practices such as pro-social modeling, reinforcement, disapproval, and use of authority. In conjunction with employing these techniques, CSP staff will score probationer compliance, participation, and pro-social interaction during community service projects on a scale of 0-3 indicating absence, needs improvement, met expectations, and exceeded expectations. This format will provide a systematic method of transferring more objective data to CCC team members in order to understand what interventions are working with participants and where each participant is in their journey to good decision making.

General Counsel Sarah Joss presents on expungement at Norfolk County legal event

By David Traub, Norfolk County District Attorney Spokesman



Left to right: Assistant District Attorney Susanne O'Neil, District Attorney Morrissey, Probation Counsel Sarah Joss, Assistant DA Peter Tilley who helped coordinate the event, Quincy Bar President Sarah Westra, and General Counsel to the District Court Zachary Hillman.

General Counsel Sarah Joss presented at a two-hour training on expungement hosted by Norfolk District Attorney Michael W. Morrissey and the Quincy Bar Association December 13 at the Quincy Elks Lodge. The training was for attorneys and court personnel on implementing a new law allowing people to expunge their records if they have led exemplary lives since making a criminal mistake years ago.

"The statute is narrowly drawn and specifically excludes domestic violence, gun crimes, drunk driving and certain others," Morrissey said. "But it purposefully includes past convictions for things that have since been decriminalized. Examples would be possession of a hypodermic needle, adult possession of less than two ounces of marijuana, and knowingly being present where heroin is kept."

In addition to Joss, the other presenters included Norfolk District Attorney Michael Morrissey, Assistant Norfolk District Attorney Susanne O'Neil, District Court General Counsel Zachary Hillman, and Quincy Bar Association President Sarah Westra. Attorneys earned two hours of continuing legal education credits for attending. More than 75 attended, including Stoughton District Court Presiding Judge Daniel O'Malley, Brookline District Court Presiding Judge Mary Dacey White, and representatives from the Dedham, Quincy, Wrentham and Superior Court staffs.

"We reached out to the other stakeholders in the process in early November and the response has been very gratifying," Morrissey said. "As the public's elected representative within the criminal justice system, I see it as appropriate to take the initiative in paving the way for eligible citizens to remove marks from their records that may be hindering them. We uphold the law, and this is now the law."

There are no blanket erasures of past convictions and the legislation does not decriminalize anything, Morrissey said. "But there are people who make one mistake years ago, perhaps before they were an adult, perhaps doing something no longer a crime, and they feel hindered that they need to answer yes on housing or employment forms that ask if they stand convicted of a crime. This provides a possible path forward."

The new statute, Chapter 276, Section 100E - 100K, creates slightly separate paths for those looking to expunge crimes committed before their 21st birthday and those who were over 21, Morrissey said.

"It is not a simple statute, and if we are going to efficiently implement it in Norfolk County, then all of the stakeholders need to understand our roles and how to help citizens who want to pursue this," Morrissey said. "This statute is not about people who are living a life of crime. It opens the door to cleaning the record of those who have a mistake in their path followed by years of exemplary conduct. I see a place for that."

January is Slavery and Human Trafficking Awareness Month

By Corinn Nelson, Statewide Director of Victim Services

During the month of January, advocates, agencies, organizations, individuals and survivors unite to raise awareness about human trafficking and commercial sexual exploitation. Victims of exploitation are of all genders, races, ages, socioeconomic backgrounds, and geographic location (urban and rural).

While victims come from diverse backgrounds, there are a few risk factors that may lead to a heightened susceptibility such as addiction, homelessness, chronic mental health issues and trauma histories. Runaway and homeless youth are particularly vulnerable. Human trafficking is a complicated and complex issue. In order to exit exploitation, victims require a multifaceted, trauma informed approach that addresses housing, legal issues, job training, health care and safety.

If you have any questions regarding human trafficking, commercial sexual exploitation and/or services for someone you may be working with, please visit the below links or contact the Victim Services Unit.

My Life My Choice: [<http://www.fightingexploitation.org/> | www.fightingexploitation.org]

The EVA Center: EVACenter.org

The Polaris Project: polarisproject.org

Massachusetts Office for Victim Assistance: AskMOVA.org

Share your Probation-Related News



Thank you for your interest in the MPS Business Bulletin. Please check your inbox in mid-February for the Winter issue of the quarterly Probation Update newsletter. Several special edition newsletters and inserts are also being planned that feature MPS's Charitable Giving Efforts and other Probation matters.

If you have a story you would like to share, please complete the attached fillable MPS Story Submission form. Click below to access.

If you have already filled out a form and sent it in but have not seen it published, please contact the Communications Director at coria.holland@jud.state.ma.us or 617-624-9319 or text 617-429-5629.

[Click here to fill out our Probation Story Submission Form](#)