

# The MPS Business Bulletin



Greetings!

There is a lot going on in the Massachusetts Probation Service (MPS) that you don't want to miss. Check out the agency's latest business news here in the MPS Business Bulletin.

## **In this issue, you will find information on:**

- \* A new Drug Court Program**
- \* Details about the recent State of the Judiciary address and Probation**
- \* New or promoted colleagues**
- \* Employment Opportunities**
- \* Trainings**
- \* New "In A Day's Work" photo feature**
- \* Tips and reminders that will help you on your job and so much more**

Visit our Website: [www.mass.gov/courts/probation](http://www.mass.gov/courts/probation)



## A special thanks to our Veterans!

Please remember to check your inbox this week for a special Veterans edition of the newsletter. Amy Kasprzyk, Assistant ELMO Coordinator, is featured in the photo above. Kasprzyk served in the Army National Guard and as a member of the military police in Iraq.

## New Drug Court Enhancement Program Provides vital resources



Recent Drug Court graduation. Left to right: Brockton District Probation Officer David Wood, Probation Officer Rhonda Davolio, Drug Court Clinician Judith Bazinet, Drug Court graduate Amy Rosario, Judge Michael Vitali, graduate Jonathan Fasano, graduate Lisa Bounassisi, and Assistant Chief Probation Officer Michelle Rawdon-Hollien. The babies are Amy Rosario's twins Sahryah in blue and Genesis in white.

The Massachusetts Drug Courts and the Community Corrections Centers (CCC) have successfully collaborated to create a Drug Court enhancement project, formally referred to as "Integrating Drug Courts: Access to Community Corrections." This initiative offers Drug Court participants vital resources, including transportation.

These services are offered to probationers both in their communities and outside the court jurisdiction— to assist them in their recovery. It also helps reduce recidivism among this high-risk group of probationers. The program is being funded by a three-year \$1.2 million US Bureau of Justice Assistance grant.

As part of the Drug Court Enhancement project, 53 Drug Court participants at the Brockton, Hingham, and Taunton Drug Courts have attended the centers where they receive risk/need assessments, treatment planning, and cognitive behavioral therapy (CBT) to address substance use disorder and other issues related to criminal conduct. Because transportation is a large expense for many of the participants, the project has provided more than 300 trips to court and other approved appointments using Charlie Cards— a card used to ride public trains and buses in the Boston area—as well as private transportation companies.

The project has the capacity to serve 60 individuals, according to Office of Community Corrections Director Vincent Lorenti who anticipates that the program will reach full capacity before winter.

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## Probation figures prominently in the State of the Judiciary Address



**Supreme Judicial Court Chief Justice Ralph Gants**

The Massachusetts Probation Service and its work with probationers and the community were held up as examples of success by Supreme Judicial Court Chief Justice Ralph Gants, Trial Court Chief Justice Paula Carey, and Massachusetts Bar Association President William Kenney during the MassBar's Annual State of the Judiciary address at the John Adams Courthouse on Wednesday, October 24.

Gants spoke of Probation being the agency that allows the Trial Court "to work on reducing recidivism."

"Probation is where the judiciary has that opportunity, and we aim to seize that opportunity. Over the past five years, we have worked on re-envisioning what it means to be a Probation Officer—with a focus on evidence-based practices, including adjusting the intrusiveness of the conditions we place on probationers to the probationer's level of risk and need," he said.

Gants added, "Our task now is to ensure that Probation Officers have the tools and resources necessary to carry on this work and fully implement its vision of enabling recovery and rehabilitation to take hold in each probationer's life."

He told the audience that Probation Officers play "three important roles in a probationer's life: enforcer of conditions, a counselor, and a service coordinator for those given straight probation and a re-entry coordinator for those coming to probation after serving time in custody."

"When we equip Probation Officers to focus their efforts on high-risk, high-need probationers, when we employ evidence-based practices to match each intervention to each probationer, and when we make available to probationers the specialized services they need to succeed, we will reap the recidivism reduction fruits of criminal justice reform."

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## **Dianne Fasano is named First Deputy Commissioner of The Massachusetts Probation Service**



**First Deputy Dianne Fasano**

Massachusetts Probation Commissioner Edward J. Dolan has appointed Dianne Fasano the new First Deputy Commissioner of the Massachusetts Probation Service. Fasano started her new position on Wednesday, October 24. Prior to her appointment, Fasano, a 25-year Probation employee, was Deputy Commissioner of Field Services.

As the first Deputy Commissioner, Fasano is responsible for the day to day operations of the Massachusetts Probation Service. A member of Probation's executive leadership team, Fasano is tasked with setting the framework, programmatic goals, and guidelines of Probation programs, including those related to all Specialty Courts and the Electronic Monitoring Program. She will also provide strategic planning and policy development for Probation programs. There are over 1,700 Probation employees statewide.

"I feel incredibly fortunate to be given the opportunity by Commissioner Dolan to support all MPS staff in doing the work that aligns with our mission. I look forward to continuing to work with all probation staff in our courts around the state and the Commissioner's Office," Fasano said.

She added, "In addition, I'm also excited to continue working with all Trial Court staff, the Chief Probation Officer Association, and the unions. It is a wonderful time for us as we embark on many initiatives to promote positive behavior change in the lives of our

probationers and litigants, increase victim/survivor safety, and improve the quality of the lives of our families and the safety of our communities.”

Commissioner Dolan said, “Ms. Fasano is a proven leader with the requisite knowledge, experience, and administrative skills to help shape and support the dual mission of the Service which is to maintain the safety of our communities while guiding those individuals in our care and custody toward a better path in life.”

Prior to her appointment as First Deputy, Fasano served for five years as Deputy Commissioner of Field Services beginning in 2013. She first joined the service as a Research Analyst in the Office of the Commissioner of Probation in 1993. In 1994, she became an Ayer District Court Probation Officer. Fasano moved to Leominster District Court in 2000 where she worked as an Assistant Chief Probation Officer. In 2004, Fasano was promoted to Chief Probation Officer at the court.

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## **The Massachusetts Probation Service launches its Administrative Supervision Unit**



**Administrative Supervision Unit, left to right: Matthew DeVeau, Brittany Cormier, Samantha Lacroix, and Jason Ojeda.**

The Massachusetts Probation Service’s Administrative Supervision Unit (ASU) is a newly created, case supervision team that will focus on the centralized management of probation case types, most often in the DUIIL (Driving Under the Influence of Liquor) and Administrative case categories, that do not require active face-to-face supervision by a Probation Officer. The goal of the ASU is to use technology to monitor probationer compliance in a highly efficient, cost effective way, to reduce average active supervision caseloads and thereby freeing up court-based Associate and line Probation Officers to focus on medium and high risk pretrial and risk need cases.

The four person unit, housed in Clinton, headed by Chief Probation Officer Matthew DeVeau, is comprised of Associate Probation Officers Jason Ojeda, Brittany Cormier, and Samantha Lacroix. The Unit began accepting cases on November 1, 2018 and already has a caseload of over 6,000 cases.

“Probation cases are becoming more and more complex, acuity and risk levels are up and they are simply more complex to manage. Our Unit’s work makes it possible for Probation Officers to have more time to focus on those medium and high-risk, high-need offenders on their caseloads.” said DeVeau.

He added, “I spent 17 years as a Probation Officer and then Assistant Chief in Worcester and I know the value of having a unit like this. There is only so much time in the day. It would be great to be able to carve out more time for those cases that require it. The Commissioner has moved strategically to respond to the Field’s request for help with active supervision cases. First Deputy Commissioner Dianne Fasano has

also been instrumental in developing the unit. If this were available back when I was a Probation Officer, I would have welcomed it with open arms.”

The idea for the ASU came from work of the Probation Service’s Strategic Planning team. It serves to address the challenges for the Service’s increased portfolio under both the recently passed Criminal Justice Reform and Council of State Government related legislation. The Unit is modeled after similar centralized administrative supervision teams in other states such as Connecticut which has had a similar unit for over 15 years.

The ASU covers six regions of the state plus the Boston Municipal Courts. The courts are assigned as follows:

### **Jason Ojeda**

**Region 2:** Attleboro, Brockton, Brookline, Dedham, Hingham, Quincy, Stoughton, Taunton, and Wrentham District courts.

**Region 6:** Chicopee, East Hampshire, Greenfield, Holyoke, Northampton, Northern Berkshire, Orange, Palmer, Pittsfield, Southern Berkshire, Springfield, and Westfield District courts.

The **Boston Municipal Courts (BMC)s:** Boston (Central), Brighton, Charlestown, Dorchester, East Boston, Roxbury, South Boston, and West Roxbury.

### **Brittany Cormier**

**Region 1:** Barnstable, Edgartown, Fall River, Falmouth, Nantucket, New Bedford, Orleans, Plymouth, and Wareham District courts.

**Region 3:** Cambridge, Chelsea, Gloucester, Haverhill, Ipswich, Lynn, Malden, Newbury, Peabody, Salem, and Somerville District courts.

### **Samantha Lacroix**

**Region 4:** Ayer, Concord, Framingham, Lawrence, Lowell, Natick, Newton, Waltham, and Woburn District courts.

**Region 5:** Clinton, Dudley, East Brookfield, Fitchburg, Gardner, Leominster, Marlborough, Milford, Uxbridge, Westborough, Winchendon, and Worcester District courts.

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## **Cultural Appreciation Week draws hundreds of participants and community members to celebrate**



**Left to right:** Regional Supervisor Pamerson Ifill, Judge Julie Bernard, Chief Court Officer Gerry Fahey, Plymouth Probate & Family Probation Officer Elena Robinson, Brockton

District Probation Officer Kesson Harry, Assistant Chief Audrey Banks, Regional Supervisor Harriet Beasley, Probation Commissioner Edward Dolan, Trial Court Chief Justice Paula Carey, Brockton District Probation Officer Michael Branch, Juvenile Probation Case Specialist Christopher Fernandes, and Court Administrator Jonathan Williams. In front is Chief Experience and Diversity Officer John Laing.

More than 80 courts, Community Corrections Centers, and Trial Court departments celebrated the Massachusetts Trial Court Cultural Appreciation Week, September 24-28, which also featured two Naturalization ceremonies. The ceremonies were held at Middlesex Superior Court in Woburn and the Fall River Justice Center. Approximately 60 new American citizens were sworn in.

The celebrations, the majority planned by Cultural Proficiency Champions also referred to as CPC's or Champions, were launched last year as a one-day Cultural Appreciation Day and is the brainchild of Probation Regional Supervisor Pamerson Ifill.

Trial Court Chief Justice Paula Carey expanded it to a one-week observance following the success of the day-long ceremony. A training and celebration of the Champion's work is scheduled for Thursday, December 13, 10 am, at Clinton Academy.

"We will celebrate and acknowledge the work of the Cultural Proficiency Champions and their contributions to diversity, equity, and inclusion as well as to the week-long Cultural Appreciation celebration," said Ifill.

US Marshal John Gibbons, Superior Court Judge Shannon Frison, and Plymouth Superior Judge Angel Kelley as well as Chief Justice Carey and Probation Commissioner Edward Dolan are all scheduled to speak.

## In a Day's Work:

### Suffolk Juvenile Probation Officers visit filming scene for Wahlburgers show



**Left to right: Suffolk Probation Officers Andrea Concannon and Evelyn Doherty-Terfry.**

Suffolk Juvenile Probation Officers Andrea Concannon and Evelyn Doherty-Terfry were on their way to visit probationers' homes and neighborhoods as part of Operation Nitelite when they passed the Strand Theatre on Columbia Road in Dorchester and found Paul Wahlberg filming an episode of the Wahlburger series. The series airs on the A & E Network. Wahlberg, actor Mark Wahberg's older brother and an executive chef, stopped to take a photo with the two Probation Officers.

## **A Reminder about what to send to Probation's Legal Unit**

By Nina Pomponio, Administrative Attorney

Probation's Legal Unit requests that you send in the following for review:

- All motions and orders to expunge records: This includes motions/orders to expunge a record in the CARI or a restraining order from the Domestic Violence Registry. Please include any supporting documentation with the motion/order, e.g. other related motions, any attachments to the motion, the judge's findings, and the docket.
- All motions for Probation/ELMO records under Trial Court Rule IX: For all court departments, if an attorney is requesting documents on his/her client, the easiest and fastest way for the attorney to obtain those documents is having the client sign a release (available on Courtyard). However, if an attorney does not have a signed release, or is seeking documents belonging to someone who is not the client, that attorney must file a motion for a court order under Trial Court Rule IX. The Rule requires that the motion: (1) be in writing, (2) state the purpose for which the records are needed, and (3) be served upon the "official keeper of the records." The Legal Unit serves as Probation's Keeper of the Records. Remember: You do not need a release or a Trial Court Rule IX order to produce the required packet of information to the attorney before the VOP hearing.
- All subpoenas for Probation Employees: For all court departments, a party may not serve a subpoena or summons on a Probation employee without first obtaining a court order pursuant to Trial Court Rule IX. If a party serves a subpoena or summons on a Probation employee, the Legal Unit will contact the party to inform them of the Rule.

If you receive any of these types of motions, court orders, or subpoenas/summonses, please forward them to the Legal Unit's Administrative Coordinator, Leslie Diaz, at [leslie.diaz@jud.state.ma.us](mailto:leslie.diaz@jud.state.ma.us) as soon as possible. A representative from the Legal Unit will review it and respond appropriately, copying the Chief or supervisor. Often, Probation only has 10 days from the date of the motion to respond. As such, sending these documents in immediately is imperative. If you have any questions, please contact the Legal Unit anytime at (617) 727-5300.

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## **Tips from the Trial Court Web Team on submitting Photos for Courtyard**





Do you read the stories or view the posts on Courtyard and wonder how you can have a photo of your team, program, or initiative highlighted?

The first step is to notify the Communications Director Coria Holland, [coria.holland@jud.state.ma.us](mailto:coria.holland@jud.state.ma.us), of your Probation-related story or photo. A Probation-related story is one that is about Probation employees, programs, initiatives, probationers, litigants, or probation trends.

The Web Team has also shared an overview on how to provide the best photos. Their advice is as follows:

- \* It's always best to avoid texting photos (emailing produces a better quality image typically without compressing the image)

- \* Send large or actual size images via email - ideally 1,000 pixels or more for best quality (for multiple photos, you may need to send multiple emails)

- \* Keep images in their original image format (jpeg, png, gif, etc., do not place them in a Word doc, PDF, etc.)

- \* For smart phone photos, we recommend turning your phone and taking images horizontally/landscape, versus vertical/portrait

- \* Avoid cropping images (We can do that on our end)

- \* Avoid screenshots and we can't use anything copyrighted (from a newspaper, website, etc.)

- \* Avoid photo filtering apps (Snapchat, Instagram, Visage Lab, etc.)

- \* Always accompany photos with a left to right listing identifying who is in the photo, so we can notify them of the posting

\*If you have any questions, please contact the Web Team at [webrequests@jud.state.ma.us](mailto:webrequests@jud.state.ma.us) or Communications Director Coria Holland, [coria.holland@jud.state.ma.us](mailto:coria.holland@jud.state.ma.us)

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## A tip on paid personal leave

By Yvonne Roland, Manager of Administrative Services

Per new language in the Collective Bargaining Agreements, this year employees will have until January 5, 2019 to use 2018 personal time (instead of December 31, 2018).

Personal Time will be credited annually with paid personal leave beginning the "first full pay period in January". The 2019 accruals will be credited in the pay period of (January 6 – January 19).

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## Check out the Trial Court's new employment opportunities

The Massachusetts Trial Court recently posted a number of job openings. As the manager of Administrative Services for the agency, I want to inform you of these opportunities as well as provide you with instruction on how to access that information.

All job openings for the Trial Court are posted to the Courtyard. You can access the Courtyard (available to all employees of the Massachusetts Trial Court) by signing in with your username and password . There is a link available to all employees on your workplace desktop. For external access to the Trial Court Employment Opportunities page, which is available to Trial Court employees as well as the public, you can access online at:

<http://www.mass.gov/courts/jobs> | [www.mass.gov/courts/jobs](http://www.mass.gov/courts/jobs) ]

to view and apply for all available job postings.

We encourage employees to monitor the Courtyard for information concerning job openings across all Trial Court departments.

To apply for a position within the Trial Court or Appeals Court, a candidate must apply online through the online applicant tracking software during the posting period and submit the online application no later than the end of the day on the closing date of the posting.



Yvonne Roland

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## Marketing MPS

**Banners are available this week**



Do you want to promote the Massachusetts Probation Service at a community event?

You're in luck. A dozen new Massachusetts Probation Service banners have been ordered and delivered to the Communications Department.

The banners are used by Probation employees who participate in community events such as college job fairs, National Night Out activities, or any event where Probation has a presence. A banner will be placed in each region and housed at a centrally-located court office.

The new banners (see photograph to the right) features Probation's logo and the agency's mission statement.

Please email Communications Director Coria Holland at [coria.holland@jud.state.ma.us](mailto:coria.holland@jud.state.ma.us) to find out where you can sign up to use the banner in your area. Please reach out to the listed contact person three weeks in advance of your event. Banner borrowers, after you finish with the banner please return it so that others in the region or court department may also use it.

## Probation work is highlighted in the news

### Worcester Superior Probation team is featured in International news magazine

Worcester Superior Probation Officers and their "Operation Watchdog" initiative with Worcester Police were featured last week in US News & World Report. Operation Watchdog pairs Probation Officers and Worcester Police who make unannounced home visits to sex offenders on Halloween night. The Worcester Superior Probation team included Assistant Chief Probation Officer Anthony J. Gigliotti and Probation Officers Timothy Dupree, Luis Aviles, and Megan Fettes. The team checked on approximately 100 sex offenders on Halloween night.

To read the story, click on this link: <https://www.usnews.com/news/best-states/massachusetts/articles/2018-10-31/sex-offenders-to-receive-halloween-probation-visits>

Worcester Superior Probation wasn't the only department checking on sex offenders Halloween night. Hampden Superior Court Chief Probation Officer Lorna Spencer was

interviewed on WesternMass News for her department's "Operation Lights Out," initiative. Hampden Superior Assistant Chief Michael Manteria and Probation Officers John Sandillo, Kerry-Ann Crichton, and Melissa Turgeon were part of the team that visited 55 sex offenders in Springfield, Chicopee, and Holyoke.

Here is a link to the story:

[https://www.westernmassnews.com/news/massachusetts/sex-offenders-must-follow-lights-out-protocol-on-halloween/article\\_3747021c-dc88-11e8-9982-ef6bf470a69b.html](https://www.westernmassnews.com/news/massachusetts/sex-offenders-must-follow-lights-out-protocol-on-halloween/article_3747021c-dc88-11e8-9982-ef6bf470a69b.html)

Across the state at Plymouth Superior Court, Probation Officer Kirsten Delahunt joined a Brockton Police Detective to check on 10 sex offenders. The initiative was kept "low key due to safety concerns," according to Delahunt.

The idea for "Operation Lights Out" was first introduced by Brockton District Probation Officer Michael Borden more than 15 years ago after he learned about a similar effort in the Midwest. Borden was a Probation Officer in Fall River at the time.

## **West Roxbury Assistant Chief is featured on TV news magazine show with Trial Court Chief Justice**

Massachusetts Trial Court Chief Justice Paula Carey and Anh Vu, Assistant Chief Probation Officer at Boston Municipal Court-West Roxbury, appeared on WCVB-TV's CityLine to discuss the court's goal of making courthouses more welcoming places to immigrants and people of color.

Here is a link to the interview :

<https://www.wcvb.com/article/sunday-october-14-2018-ma-trial-courts-celebrate-diversity/23711266>

## **OCP Administrative Attorney is focus of Forbes Magazine piece**

Nina Pomponio, an Administrative Attorney at the Office of the Commissioner of Probation, shared her tips on a program she utilized to help pay off her student loans

<https://www.cnbc.com/2018/10/02/tips-from-one-of-the-first-public-servants-to-get-their-student-loans-erased.html>

## **Cultural Appreciation Week is captured in local news stories**

**Here are a few examples:**

### **Berkshire Eagle:**

<https://www.berkshireeagle.com/stories/in-pittsfield-diversity-fest-lets-court-system-lean-into-difficult-conversations,551297>

### **Brockton Enterprise:**

<http://www.enterpriseneews.com/news/20180925/with-steps-and-songs-brockton-court-focuses-on-diversity-inclusion> | <http://www.enterpriseneews.com/news/20180925/with-steps-and-songs-brockton-court-focuses-on-diversity-inclusion> ]

### **Springfield Republican:**

[http://www.masslive.com/news/index.ssf/2018/09/cultural\\_appreciation\\_day\\_at\\_s\\_1.html](http://www.masslive.com/news/index.ssf/2018/09/cultural_appreciation_day_at_s_1.html)

# **Trial Court Community Service Program employees Participate in training**

**By Vincent Lorenti, Director of the Office of Community Corrections**

Assistant Court Services Coordinators and Court Services Coordinators from the Community Service Program (CSP) participated in a day-long, in-service training titled "Increasing Risk Reduction Effects of Community Service" on October 24 and 26.

The objectives of the program included:

1. Providing an overview of Evidence-Based Principles for Effective Intervention in Community Corrections, specifically the concept of Risk, Need, Responsivity and Fidelity;
2. Helping CSP staff understand how criminogenic need manifests in the community service setting;
3. Learning and practicing behavioral techniques to enhance the opportunity for recidivism reduction through community service; and
4. Demonstrating a system for observing, recording, and sharing probationer compliance, participation, and interaction with CCC (Community Corrections Centers) teams.

The program was delivered by Karen Gautney, MS of Reentry Resources Counseling. Ms. Gautney's experience includes a stint with the Naval Criminal Investigative Service, several years in Family Counseling, and most recently managing high-risk sex offenders for the Vermont Department of Corrections.

Among the core correctional practices CSP staff learned were Quality Interpersonal Interactions with clients, Pro-social Modeling, Effective Reinforcement, Effective Disapproval, and Effective Use of Authority. CSP staff were also trained in a new participant evaluation tool that allows them to rate participant performance regarding participation and interaction and record observations of the individuals for use by the community corrections center multidisciplinary treatment team.

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## **Community Service employee passes away suddenly**



**Darryl Odom**

Darryl Odom, an assistant court services coordinator for the Massachusetts Trial Court Community Service Program, passed away suddenly on Sunday, October 28.

Mr. Odom was an admired and well-respected colleague who worked in the Suffolk County area. He was hired in 2006 as an assistant court services coordinator, a position he held for 12 years. Mr. Odom previously worked as a monitor for the Justice Resource Institute (JRI) at the Office of Community Corrections' former Juvenile Resource Center in Boston.

"Darryl had a great rapport with the participants that he supervised and mentored while performing community service at many of the food pantries, churches, and other non-profit agencies where he established relationships," said David Skocik, statewide supervisor of the Community Service Program.

Skocik added, "Darryl was a Freemason and a gentleman who dedicated his life to his service and will be sadly missed by all of us who worked closely with him."

A service for Mr. Odom took place on Friday, November 2, at St. John's Missionary Baptist Church, 230 Warren Street, in Roxbury. He is survived by two daughters, Daria Odom and Jasmine Ebanks; a son, Darryl Brown; two grandchildren: Jassaiah Ebanks and Darryl Brown Jr.; and common law wife, Claudette Wright.

**Note:** If you know of a Probation employee who has passed away, please notify Communications Director Coria Holland at [coria.holland@jud.state.ma.us](mailto:coria.holland@jud.state.ma.us)

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## The Holidays are around the corner



Massachusetts Probation Service employees are integral and caring members of the communities where they work. It is in this spirit that many Probation employees across the state help struggling families and individuals celebrate the holidays through food, clothing, and toy drives as well as other events.

If you are an employee or team of employees who are planning a charitable giving activity such as a turkey or food drive for Thanksgiving or clothing, toy and gift card drive for holiday giving, please share the details of your event by filling out an MPS Charitable Giving Form. Please contact the Communications Director Coria Holland at [coria.holland@jud.state.ma.us](mailto:coria.holland@jud.state.ma.us) or check the Probation site of Courtyard for a fillable form.

[Charitable Giving Fillable Form](#)

Coria Holland, Communications Director  
**The Massachusetts Probation Service (MPS)**  
617-624-9319; CP & Text: 617-429-5629  
Email: [coria.holland@jud.state.ma.us](mailto:coria.holland@jud.state.ma.us)