



# PROBATION



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The Massachusetts Probation Service

## Agency Offers First Time Training



Instructor Missy Sturtevant, director of the MaeBright Group, LLC.

Regional and statewide supervisors as well as managers who represent Probation's Leadership Team attended a day-long, first-time training, titled "Creating Supportive Environments for LGBTQI (lesbian, gay, bisexual, transgender, queer, intersex) and GNC (gender non-conforming) People," to learn how Probation can better serve this population.

The training was held in May at the Massachusetts Probation Service Training Academy in Clinton.

Missy Sturtevant, a licensed clinical social worker who is also director and owner of the MaeBright Group, LLC, of Boston, conducted the session which provided context for LGBTQI individuals, clarified definitions and terminology used by the LGBTQI community, and examined statistics that reflect these clients in both the community and the courts.

The training also featured a panel discussion where three individuals—including a current probationer and two former probationers—who shared their good and bad experiences in the courts with the audience.



Probation managers listen intently to panel comprised of current and former LGBTQ probationers who talk about their experiences with the court. Left to right: Region 2 Supervisor Harriet Beasley, Central Office Operations Coordinator Yvonne Roland, BMC Supervisor Renee Payne, Region 4 Supervisor Brian Murphy, and Training Lead Program Manager Diane Richard.

### Important Statistics and Terms to Know:

- 3.5-5% of individuals identify as gay in the state.
- 65% of trans people experienced discrimination in public accommodations.
- 40% of homeless youth are gay.
- 26% of gay teens leave home because they feel unsafe and/or unwelcome.
- LGBT youth are nine times as likely to try heroin.

### Terminology

**LGBTQ**— Lesbian, Gay, Bisexual, Transgender, Queer.

**GNC**—Gender Non-conforming. Chooses not to present as male or female.

**Intersex**— Formerly referred to as hermaphrodite.

**Cisgender**— Identifies as the gender/ sex assigned at birth.

## Law Professor From India Visits Probation



Commissioner Edward Dolan and Attorney Chintamane Ghate who presents Dolan with the national symbol of India.

Attorney Chintamane Ghate, a professor at Modern Law College in Maharashtra, India, spent a week observing the Massachusetts Probation Service with the goal of implementing Massachusetts Probation practices back home.

According to Ghate, Probation is "in a very nascent stage" in India, although the country passed a law in 1958 to establish a Probation and Parole system. Ghate is a PH.D candidate at Savitribai Phule Pune University in Pune, India.

While in Massachusetts, he met with Probation Commissioner Edward J. Dolan. Ghate attended a Worcester Superior Court two-day trial; visited the Boston Juvenile Court; and met with and interviewed Probation Officers from the court departments.

"I chose to visit Massachusetts because the concept of Probation was born and developed there and because of its evidence-based practices approach," Ghate said. "The visit was very fruitful and educational. A lot can be learned about Probation implementation which could be adopted and commissioned in India."

As the first Probation Service in the nation and the second in the world, the agency regularly receives visit requests from international criminal justice professionals interested in replicating the Probation model in their home country. One recent request came from an official in South Korea who plans to visit this summer.

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**Plymouth Probate & Family Probation Staff Earn Certification In Mental Health First Aid**



Plymouth County Probate and Family Chief Probation Officer Kevin Coughlin arranged for all of his Probation Officers to enroll in the eight-hour Mental Health First Aid course offered by the National Council for Behavioral Health. All nine employees—seven Probation Officers, one Assistant Chief Probation Officer, and the Chief— have completed the course and received a three-year certification.

Left to right: Probation Officers: Maureen Dunn, Steve Harrison, Dan Worrall, Eric Gable, Elena Robinson and Chief PO Kevin Coughlin. Assistant Chief PO Rick Giaquinto. Missing from photo but also certified in Mental Health First Aid are Probation Officers John Gilpatrick and Kim Sylvia. Photo provided by Chief Kevin Coughlin.

Coughlin said the course introduces students to risk factors and warning signs of mental health concerns, builds understanding of their impact as well as an overview of common treatments. The course uses role-playing and simulations to demonstrate how to assess a mental health crisis, select interventions, and provide initial help, he said. It also connects individuals to professional, peer, and social supports as well as self-help resources, according to Coughlin.

**DC Corner**

**Deputy Commissioners (DC) Corner**– penned by Dianne Fasano, Deputy Commissioner-Field Services and Michael Coelho, Deputy Commissioner-Programs Division.

A group of Probation employees did a presentation on the agency’s approach to supervising sex offenders before the Special Commission to Reduce the Recidivism of Sex Offenders. This legislatively-created commission is co-chaired by State Representative Paul Brodeur and State Senator William N. Brownsberger, Senate Chair of the Joint Committee on the Judiciary.

The June 15th Probation presentation held in the 10th Floor Charles River Room at Ashburton Place, highlighted the Intensive Sex Offender Supervision Program at Worcester Superior Court and the Sex Offender Containment Program at Dudley District Court.

Probation presenters included Probation Commissioner Edward J. Dolan, Field Services Administrator Brian Mirasolo, Statewide Supervisor for Superior Court Probation Andrew Peck, Worcester Superior Probation Officer Melissa Charlton, Dudley District Court Chief Probation Officer Nilza Sylvestre, and Dudley District Court Probation Officer Philip Carofaniello who oversees Dudley District Court’s Sex Offender Containment Program.

“The presenters did a great job emphasizing some of the great work being done by Probation personnel in the supervision of sex offenders. We are happy to be working with the Special Commission to Reduce the Recidivism of Sex Offenders in their efforts to increase public safety,” said Dianne Fasano, Deputy Commissioner-Field Services.

**Western Mass Forum on GPS Monitoring**

Electronic Monitoring Program Manager Daniel J. Pires and Northampton District Court Chief Probation Officer Jane Pendergast were the featured speakers at a forum on GPS Monitoring of Offenders at Cooley Dickinson Hospital in Northampton on May 13th. The forum was hosted by the Massachusetts Office for Victim Assistance (MOVA), Victim & Witness Assistance Board. The forum provided the audience, which included advocates and service professionals, a working understanding of GPS monitoring to help victims and survivors understand the uses of the bracelet.



**Mark Your Calendar**  
for  
**Probation Supervision Month,**  
July 12th-August 4th

Chief Probation Officers contact the Central Communications Department, to receive your Probation Month 2015 package:

- Probation brochure
- Fact Sheet
- Powerpoint presentation
- Poster

This year’s theme is **“A Worldwide Force For Change.”**

**Central Communications:** 617-624-9319  
coria.holland@jud.state.ma.us



## Salem District Employee Is Recognized With Ovation Award

Salem District Court Probation Office Manager Pamela King was named a Massachusetts Probation Service Ovation Award winner for her strong work ethic, commitment, and sacrifice to her job.

King, a 34-year employee, takes on additional tasks, works until 6:30 or 7:30 p.m. several nights a week, and has been the only support staff employee to show up at work when inclement weather or sickness has kept others home, according to Salem District Court Chief Probation Officer Dolores Gormley.

Gormley said King, who had a death in her family, reported to work due to a staffing shortage. The chief also lauded King on her management of King's team, two Probation Case Specialists, and for taking "that extra step" to help probationers.



Left to right: Salem District Chief Dolores Gormley, Deputy Commissioner-Field Services Dianne Fasano, Probation Office Manager **Pamela King**, and Regional Supervisor Jeffrey Akers of Region 4.

## Deputy Legal Counsel Appointed

Sarah Joss was promoted to Deputy Legal Counsel in the Office of the Commissioner of Probation on June 8th.

Prior to her appointment as Deputy Legal Counsel, Joss served as an Administrative Attorney at OCP after being hired by the Trial Court on October 14, 2014.

Joss is filling a position formerly held by Nicola Pangonis who retired in January 2015.



**Sarah Joss**

"We are thrilled to have Sarah's level of expertise in this position." said Legal Counsel Crispin Birnbaum.

As Deputy Legal Counsel, Joss will provide specialized administrative and legal assistance to the Probation Commissioner and the Massachusetts Probation Service. She is a 1996 Wheaton College graduate who earned her law degree at the University of Chicago.

## An Important Payroll Primer for All Massachusetts Probation Service Employees:



- All employees **MUST SUBMIT THEIR TIME BY CLOSE OF BUSINESS ON THURSDAYS.**
- When making changes to approved time you must notify your manager to re-approve. Please **DO NOT** make any changes to your **approved** time unless your manager is available to re-approve.
- PASSWORD RESETS** are done by this office **only**. **DO NOT** click the link on the screen. Please call the payroll department at **OCP**.
- Compensation (comp) time taken & comp time earned:**  
If you earn comp time, **DO NOT** adjust your regular schedule. You may add a row & enter the code of CPE and tab over to quantity and enter the amount of time you earned.  
The code for comp time taken is always CPT, **never** use CMT.  
The code for comp time earned is CPE.
- There may be certain circumstances when the payroll department may have to make an adjustment to your time. When this occurs, you are going to receive an automated message from Peoplesoft notifying you that your time has been changed. If you would like to know the reason why, you may click on the comment section to the far right and read the explanation. Comments entered can never be deleted.
- If you are planning on taking a leave of absence and are a member of ASI Flex, utilizing the Health Care Spending Account and/or the Dependant Care Assistant Program, it is imperative that you read the G.I.C. Flex Spending Account Participant Handbook (posted on the Payroll Bulletin Board). It contains vital information regarding options for paying or suspending your deductions while on said leave.
- Keep in mind that you can find payroll information on the Massachusetts Trial Court Intranet Home Page Bulletin Board.  
Some examples are: Insurance forms, tax forms, Smart Plan, Medicare 65 Q & A's.

**Managers:** All managers must **APPROVE ALL TIME BY NOON ON FRIDAY. TOP (time off payroll) & SLB (sick leave bank) CODES** must be entered and approved by this office. Please email . Please remember it is very important to use the proper codes when reporting time.

\*\*\*\* For assistance, call the Payroll Department at 617-624-9320 or 617-727-8976



## HOPE-SALEM HOSTS APPRECIATION LUNCHEON

Essex Superior Court Judge John Lu hosted an Appreciation Luncheon at the court for Superior and Salem District Court personnel involved with the HOPE (Honest Opportunity Probation with Enforcement) Project and their community partners.

“This was an opportunity to thank everyone who was involved with HOPE and to congratulate them for a job well done, said Project Coordinator Quiana Hobson.

The HOPE-Salem Program, the first of the HOPE Programs in the state, was introduced three years ago. Approximately 220 probationers have participated in the Salem program, according to Hobson. There is now a program in Worcester with one planned for Lowell.

Assistant Chief Sonia Archer; Judges Robert Brennan and Timothy Feeley; Salem Police Chief Mary Butler and Lt. Chief Dennis King; and CPCS Attorney-in-Charge Rebecca Whitehill were among those who attended the event.



Regional Supervisor Jeffrey Akers-Region 3, Essex Superior ACPO Sonia Archer, Salem Police Chief Mary Butler, Judge Lu, and HOPE Project Coordinator Quiana Hobson. **Photo Credit:** Salem District PO Sean Whalen.



Essex Superior Chief Martin Wallace, Salem District ACPO Richard Ferrino and Salem District Probation Officer Jason Barber. **Photo Credit:** PO Sean Whalen.

## BMC-East Boston Probation Joins Community Effort To Address Addiction

Probation staff at Boston Municipal Court (BMC) – East Boston participated in a opioid addiction awareness event called “We’re in this Together!, A Night to Learn, Share, and Strategize for a Healthier East Boston” on Tuesday, June 16th, at East Boston High School.

The event was billed as an “open conversation about the rise in opioid addiction, overdoses, and other drug use in East Boston.” The evening featured the discussion of causes of addiction, identifying the signs of addiction, and the exploration of treatment options, according to Chief Probation Officer Thomas Tassinari.

“It is not a night to scare people into not using drugs. It is a night we come together to share information and answer questions,” said Tassinari.

## Two MetroWest Courts Join With Police to Issue Educational Pamphlet on Addiction

Daniel Marzilli, Chief Probation Officer for the Framingham and Natick District Courts, joined with Natick District Court First Justice David Curtis, Court Clinician Cathy Neidich, and local police to create an eight-page educational pamphlet used to educate and provide resource information to local families about opioid addiction.

The pamphlet, “*Substance Abuse Treatment Resource and Information Guide*,” features a listing of the “signs of opioid addiction,” detoxification facilities and contact information.

“Because of the dramatic rise in opioid addiction, we are trying to get to those affected before they come to the court,” said Chief Marzilli. “We are hoping to get help for them prior to them getting criminal charges.”

## Community Corrections

Children at the Tilton School in Haverhill will now have a brand new playground to play on thanks to the Massachusetts Trial Court Community Service Program.

Five Community Service crews made up of 25 probationers from the District and Superior Courts as well as the Essex Community Corrections Center spent 100 hours over a two-day time period performing landscaping and installation of the equipment which included slides, monkey bars, and climbing rope.

Michael Coelho, Deputy Commissioner-Programs Division, acknowledged the success of the Lowell Community Corrections Open House in a letter to Commissioner Edward J. Dolan. Coelho thanked Deputy Commissioner-Field Services Dianne Fasano; Regional Supervisor Brian Murphy, Region 4; Middlesex County Chief Probation Officers; and Probation Officers for attending the June 4th event which drew more than 82 attendees.

“I want to acknowledge the numerous probation officers and Chief Probation Officers from the region who carved time out of their busy schedules to attend,” said Coelho. “It was encouraging to see the support from the field for the centers.”

## THE PROBATION UPDATE NEWSLETTER

Probation Update is an internal publication featuring the current news of The Massachusetts Probation Service.

Please forward newsletter story suggestions or comments to:

Coria Holland, Communications Director

The Massachusetts Probation Service

617-624-9319; CP: 617-429-5629

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## SHARE A STORY

Story Submission and Event Calendar forms are available through your Regional and Statewide Supervisors or go to the Probation Bulletin Board:

[bb.jud.state.ma.us](http://bb.jud.state.ma.us).

The submission deadline is the 20th of the month prior to publication.