



# PROBATION



Volume 2, Number 5

Special Spring Edition 2017

The Massachusetts Probation Service

## MPS has created a movement to enhance justice for all

There is a movement underway in the Massachusetts Probation Service (MPS) to educate both Probation and Trial Court employees about cultural, ethnic, and gender diversity as well as to enhance the experience of people of color and the LGBTQ community in their interactions with probation.

Approximately 101 of the 105 courts across the Commonwealth as well as representatives from the Trial Court Community Service Program each have a Cultural Proficiency Champion (CPC) who have committed themselves to serve as ambassadors for this effort which is part of MPS' strategic plan goal on Workforce Diversity and Cultural Competence. The primary goal is to "infuse cultural competence to ensure equitable treatment throughout all aspects of MPS," said Regional Supervisor Pamerson Ifill.

Ifill with First Deputy Commissioner Lydia Todd are leading this effort.

"Our additional goals include training and alerting MPS employees—from administrative staff to managers—to issues of disparity in treatment and/or access" and promoting an organizational commitment to reducing disparities," said Ifill.

The group is planning a statewide **Cultural Appreciation Day** on Thursday, **September 28**, at each court in the Commonwealth. It will be 'a day that is rich in celebration and appreciation of the diversity across the Trial Court and in the communities MPS serves,' Ifill said.

A potluck lunch-- featuring food from different cultures shared by employees--will be a highlight of the day. Turn to page 9 to check out the Cultural Proficiency Summer Book Club and art, and literature projects. One CPC is creating a resource list for film, books, and articles on diversity.



Seventy-five CPC's packed the gymnasium at the MPS Training Academy on April 7 where they explored the value of diversity. Appeals Court Justice Kenneth V. Desmond Jr. discussed the Trial Court's Race and Implicit Bias Advisory Committee. Dorchester Clerk Magistrate Anthony S. Owens, who serves as the chairman of the Clerks Committee on Racism also addressed the group.

Chelsea District Chief Probation Officer Carmen Gomez conducted a team building exercise. Salem District Chief Dolores Gormley shared her personal and professional experience as a woman of color during her presentation titled "From PO to CPO: A Minority Perspective through the MPS." Ifill presented on "Charting Pathways Forward to Diversity & Inclusion."

The Deputy Commissioners—First Deputy Commissioner Lydia Todd, and Deputy Commissioners Dianne Fasano (Field Services) and Michael Coelho (Programs) also addressed the group. Todd spoke about the value of diversity to the organization. Fasano explored the importance of a diverse and culturally proficient work force. Coelho presented on Ensuring Culturally Competent Programs & Services Across MPS. Also in attendance at the meeting were CARI Coordinator and CPC Sandrine Ribeiro, three of the Office of Court Management's administrative attorneys --Antoinette Rodney, Elizabeth Day, and Kaitlin Corbett-- and Ellen O'Connor, Director of Judicial Education at the Judicial Institute.

The Cultural Proficiency Champions will meet on **September 15** for a training on Racial and Ethnic Disparities. More details on this event will follow in the next issue.

## State's longest running Fatherhood Program celebrates 20th anniversary

The Barnstable County Fatherhood Program—comprised of District, Juvenile, Probate & Family, and Superior courts—is one of the longest-running MPS programs and is the oldest of the nearly 20 MPS Fatherhood Programs in the state.

The Barnstable program will celebrate its 20th anniversary with a graduation on Monday, June 19, at St. Mary's Episcopal Church in Barnstable the Monday after Father's Day. Robert Smith, the now retired Barnstable Probation Officer who introduced the program on the Cape, will be the keynote speaker. Nine probationers, ages 20's to 50's, are scheduled to graduate.

Approximately 250 men, the fathers of 540 children, have participated in the 12-week program since it was established in 1997. There are sessions on child support, navigating Probate & Family court.

Barnstable District Assistant Chief Probation Officer (ACPO) Barry Nunes and Orleans District ACPO Wayne Chase, both program facilitators, said the Fatherhood Program never fails to change the thinking and attitudes of the fathers.

"The rewarding part is when you see the men really embrace fatherhood. Some are chasing the drug or alcohol and then they realize that there are these little people who really rely on them," Chase said.

An exercise that requires the participants to write a letter to their fathers is one of the most heartfelt experiences of the sessions, said Nunes. The graduates will read those letters aloud at the ceremony. The Barnstable program, similar to Fatherhood Programs across the state, is based on the Five Principles of Fatherhood: **1)** Give affection to my children,



Fatherhood Program participant, Kyle Levins, and his son, Tristan, at Cambridge Fatherhood Program last June.

**2)** Give gentle guidance to my children, **3)** Provide financial support to my children and mother of my children, **4)** Demonstrate respect at all times to the mother of my children and **5)** Set a proud example by living within the law and without the taint of alcohol/drug abuse.

## Letter from the Commissioner:

Greetings Massachusetts Probation Service (MPS) Team!

Welcome to the Special Spring edition of the *Probation Update* which provides an overview of the pivotal work of MPS. In these pages you can read about an all encompassing movement to implement cultural proficiency in the workplace and with our clients.

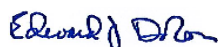
Kudos to the 100 MPS employees who serve as Cultural Proficiency Champions or (CPC)'s. This group of dedicated individuals is helping to lay the groundwork in creating an environment where ethnic, cultural, and gender diversity are valued and respected among our workforce and the clients we serve. You too can be a part of this important effort. One opportunity I encourage you to enjoy is our **Cultural Appreciation Day** on Thursday, September 28th. Check our Probation newsletters for updates on this special event and learn how you can become part of this important workplace movement.

I also want to give a shout out to the many other staff who have stepped up to provide leadership in driving our mission in other areas - strategic plan participation, Veterans Liaisons, Substance Abuse Specialists, Defensive Tactic Trainers, Ohio Risk Assessment System (ORAS) and Ohio Youth Assessment System (OYAS) trainers and so many more. Engagement, involvement and leadership at every level, at every position, and at every location are propelling the Service forward on so many fronts and it shows in our attitude, our pride and our impact in our communities.

This newsletter speaks to the many activities of Probation and its huge impact on probationers and the community at large. Spring is a time of growth and renewal. May kicked off graduation season which also serves as a marker for the progress of those in our custody and care. Educational opportunities are also available to Probation staff through our Training Division.

This is a time when all of the hard work you have done takes root and blossoms much like the flowers of spring. Please know that I appreciate all that you do to make the MPS one of the best agencies in the Commonwealth.

Sincerely,



Edward J. Dolan, Commissioner  
The Massachusetts Probation Service (MPS)

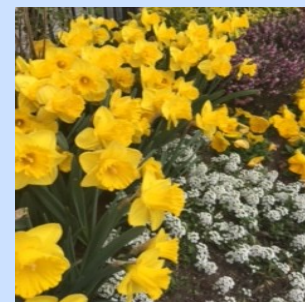


**Edward J. Dolan,  
Commissioner**

## Issue Highlights

- Massachusetts Lieutenant Governor Karyn Polito addresses Massachusetts Chief Probation Officers Association.
- Deputy Commissioner Lydia Todd's reflections on taking the Probation Officer Exam.
- Boston Municipal Court Probation Officer Rhonda Greene invites you to participate in an MPS Summer Reading Book Club. The book is "Hillbilly Elegy—A Memoir of a Family and Culture in Crisis."
- A Special Tribute to Daniel Ryan by former Commissioner Ronald P. Corbett Jr.
- Graduation Season 2017– Mothers and Changing Lives Through Literature commencements.

\*\*\*\*A special thanks to guest write and former Commissioner of Probation  
**Ronald P. Corbett Jr.**



Spring showers, bring May flowers on Beacon Hill.

Text your Smartphone photos of summer to be featured in the August 2017 issue to 617-429-5629.

## TABLE OF CONTENTS:

<b>Cultural Proficiency</b>	<b>Page 1</b>	<b>First Deputy takes PO Exam</b>	<b>Page 6</b>
<b>MPS longest running program</b>	<b>Page 1</b>	<b>MPS Graduation Season</b>	<b>Page 7-8</b>
<b>Letter from the Commissioner</b>	<b>Page 2</b>	<b>MPS Summer Reading Book Club</b>	<b>Page 9</b>
<b>Law Day and HEAT Conference</b>	<b>Page 3</b>	<b>Worcester Art Gallery Exhibit</b>	<b>Page 9</b>
<b>Training by the Numbers</b>	<b>Page 3</b>	<b>Attleboro District artifacts</b>	<b>Page 10</b>
<b>Lt. Gov. addresses Chiefs</b>	<b>Page 4</b>	<b>Barnstable P&amp;F Brown Bag series</b>	<b>Page 10</b>
<b>Middlesex Superior fetes support staff</b>	<b>Page 4</b>	<b>In Tribute to Daniel Ryan</b>	<b>Page 11</b>
<b>The Hiring Report</b>	<b>Page 5</b>	<b>Chiefs retirements</b>	<b>Page 11</b>
<b>Save the Date</b>	<b>Page 5</b>	<b>Homeless Court</b>	<b>Page 12</b>

## Probation Updates

### Woburn District's HEAT Conference is open for registration

Registration is now open for Woburn District Court's 11th Annual HEAT (Heroin Education Awareness Task Force) Conference on Friday, June 16, at the Hilton Hotel, 2 Forbes Road, Woburn. The half-day event, 8 a.m. to 1 p.m., will feature keynote speaker Atlas Training Consultant Gretchen Grappone who provides "Stigma Reduction" training for law enforcement, health, and human services professionals in the community.

In addition to Grappone, Senator Jason Lewis of the 5th Middlesex District will speak about legalization of marijuana as well as the topics and controversy surrounding it. Retired Woburn District Probation Officer and HEAT founder Michael Higgins, who now serves as the Substance Abuse Coordinator for Billerica, will discuss the continued efforts in networking education, treatment, and partnerships in the community. Woburn Police Detective Sergeant Brian McManus will discuss trends, pathways to treatment, and overdose patterns.

### East Boston and Plymouth District courts observe Law Day

Boston Municipal Court (BMC)-East Boston and Plymouth District Court hosted Law Day celebrations on May 3. East Boston's Law Day, titled "Transforming American Democracy," was a community celebration that featured an Oratory Competition by Winthrop Middle School seventh graders, an essay contest for O'Donnell Elementary School children and a second grade coloring book competition. There was also a Law Day Awards Night.

Plymouth District Court's Law Day, hosted by the Plymouth District Bar Association, featured guest speakers, a mock trial, courthouse tours as well as a display by the Probation Department.

## Training by the Numbers

By Patricia "Patti" Gavin, Statewide Training Director

The MPS Training Academy is dedicated to supporting our workforce by sharing and building upon the good work being done in furtherance of our mission. We are thankful for the many wonderful examples of dedicated training faculty and committee members we currently have throughout the Service who develop and deliver programs directly to you. Training is being delivered in a number of ways including regional and statewide traditional 'in person' programs; online trainings and webinars; self guided materials; and programs that are locally planned and delivered. Looking at probation training by the numbers, it is clear that efforts to provide and attend trainings are reaching new heights!

A brief look at the numbers for Fiscal Year 2017 for programs offered by the Probation Training Division (to date and increasing every hour!)

<b>Traditional Program Registrations:</b>	<b>6,223 (people)</b>
<b>Online Trainings and Webinar Registrations:</b>	<b>3,754 (people)</b>
<b>Local Trainings:</b>	<b>206 (classes)</b>

These numbers do not include trainings that are a part of larger Trial Court Initiatives, such as the Domestic Violence modules or the new Conflict of Interest Curriculum. Traditional Program registration also include trainings that are multiple day trainings, such as Orientations, EBSCP, ORAS, OYAS and other initiatives. Over 30,000 total training hours have been completed by MPS Employees from July 1, 2016 to date.

In addition to large enrollments in our required trainings, the top 7 most requested trainings are:

- Vicarious Trauma/Compassion Fatigue
- Building Resiliency
- Current Trends in Substance use
- Problem Gambling Awareness
- Professional Conduct and the Supervisory Role
- Stress Management and
- Serving our Veterans.

We continue to challenge our program delivery options in the best interest of serving the needs of the field. Good training ultimately results in good service to our clients and to one another. Thank you all for your role in that.



## Lieutenant Governor attends Chiefs Association Spring Conference



CPOA President Alfred Barbalunga and Lt. Gov. Karyn Polito.



**CPOA group photo:**

Front row) Lieutenant Governor Karyn Polito, CPOA Vice-President Sandra McNabb, Treasurer Mark Prisco, President Alfred Barbalunga, and CPOs who attended the conference.

Massachusetts Lieutenant Governor Karyn Polito addressed members of the Massachusetts Chief Probation Officers Association (CPOA) at the organization's 2017 Spring Conference held Thursday, May 4, at Endicott Estate in Dedham.

Polito spoke to the 72 Chief Probation Officers in attendance about the "Synergy between the Executive and Judicial Branches." She also discussed Probation's efforts around opioid addiction.

Polito stated, "I applaud the Probation Services' successful efforts to address addiction and opioid education, via the Heroin Education Awareness Task (HEAT) Force."

"The CPOA annual spring conference was a spectacular success. Lieutenant Governor Karyn Polito really hit it out of the park with her prepared remarks and skilled ability to connect and engage with this group of professionals," Association President Alfred Barbalunga said. "We attract top rate keynote speakers and professional development presenters to each of our conferences. This year we continued that trend by providing high value curriculum for our attendees."

The presenters at the CPOA Conference included Regional Supervisor Pamerson Ifill, who spoke about the Workforce Diversity and Cultural Proficiency initiative. Victim Services Unit Statewide Manager Corinn Nelson provided an overview of the MPS Victim Services Unit.

The CPOA hosts two annual conferences, one during the spring and another in the fall. The autumn conference is scheduled for Thursday, October 12, 2017. The location will be announced at a later date, according to Barbalunga who is also the Southern Berkshire CPO.

## Middlesex Superior Probation hosts breakfast in honor of Support Staff



from left to right is Probation Office Supervisor Ana Couto Sobral, ACPO Paul Cashman, Probation Case Specialist (PCS) IV Paula Miele, PCS IV Maria Reyes, PCS II Jen Cermeno, CPO Maureen McEachern, Office Manager Charlene Williams, ACPO Kim D'Arcangelo and FACPO Joseph Centrella. Missing from the photo is PCS Vera Occhipiniti and ACPO Steve Mulloy

The Middlesex Superior Court Probation management team hosted a breakfast for their administrative staff in celebration of Administrative Professional Day on April 26.

"This group of employees are the most kind, courteous and professional group of ladies. The public have often gone out of their way to compliment this group," said Middlesex Chief Maureen McEachern.

McEachern added, "I speak for all the officers here and in our Lowell office on how fortunate we are to partner with them on a daily basis."

## THE HIRING REPORT

### Two new Chiefs join the MPS ranks



Suffolk Superior Chief Michael Forbes

Michael Forbes was appointed the new Chief Probation Officer at Suffolk Superior Court, effective May 1.

Forbes began his career as a Probation Officer at Lynn District Court in 2001. In 2012, he transferred to Suffolk Superior Court where in 2014, he was promoted to an Assistant Chief Probation Officer's position.

Mr. Forbes holds a Bachelor of Science in Criminal Justice which he earned in 1998. He also has a Master of Science degree in Human Services from the University of Massachusetts-Boston which he earned in 2000.

An East Boston resident, Forbes said he welcomes the opportunity to work in his community, one where he volunteers his time as a coach of youth sports teams.

"I transferred into Suffolk because I wanted to help improve the quality of supervision in my neighborhood. Now, I have an even greater opportunity to do so," Forbes said.

**NOTE:** John B. Gilpatrick has been named Hampden Probate & Family Chief, effective May 24. Check next week's MPS Business Bulletin for more details.



Fitchburg District Chief Rebecca Ramirez-Abdella

Rebecca Ramirez Abdella is the new Chief Probation Officer at Fitchburg District Court. Ramirez-Abdella is a former Leominster District Court Assistant Chief Probation Officer. Her position was effective Friday, May 8.

Ramirez-Abdella first joined the service in February 2000 as a Probation Officer at Leominster District Court. She was named Assistant Chief at the court in 2013.

She earned a Bachelor of Arts degree in Psychology from Fairfield University in 1994 and a master's degree in Counseling Psychology from Anna Maria College. Ms. Ramirez-Abdella is an MPS Trainer/Peer Coach for the Evidence-Based Community Supervision Practices, a member of the Strategic Plan Steering Committee and a Tactic Lead for Standard Practices and Probation Practices.

## SAVE THE DATE

### MPS to celebrate Probation Supervision Month 2017 in July

The Massachusetts Probation Service will launch its annual month-long celebration of **Massachusetts Probation Supervision Month 2017** in July. This year's theme is "**Empowerment through Partnerships.**"

If you are planning to participate in this observance which runs through Tuesday, August 1, National Night Out, please order your brochures and poster by Thursday, June 15. A press release template, celebrating the work of MPS, has been created expressly for you. If you wish to highlight your court's efforts, please request the fill-in-the-blank release by emailing [coria.holland@jud.state.ma.us](mailto:coria.holland@jud.state.ma.us). Please call 617-624-9319 to confirm receipt of your email.

American Probation and Parole Association



**empowerment  
partnerships**

**July 2017**

Pretrial, Probation, and Parole  
Supervision Month






## First Deputy's reflections on taking the Probation Officer Exam

It's a challenge to come into a leadership position from the outside; there is so much to learn and understand. One way to gain insight is to participate in on-boarding activities. This is essential to making sure that how we treat people is consistent with our values and our mission. From the first job posting and exam, through the hiring and training process, we represent ourselves and set a tone for our new colleagues as they join us in the MPS.

For leaders coming from outside MPS, immersing ourselves in the experience helps us "ramp up" to full productivity more quickly. In an effort to do that, I decided to take the exam and to learn and to see how we are doing. So, on Saturday, April 8, 2017, along with about 1,100 other individuals, I arrived at the Bay State Conference and Expo Center at 7:30 a.m.

There was no traffic and parking was easy; the reporting instructions were thorough. I'd been studying for many weeks and had extra sharp number 2 pencils. I joined the line early (although you don't need to stand in line for 45 minutes to get to an assigned seat). OCM and Court Officers did a nice job checking that everyone had their ID and their seat assignment, and by the time the doors opened, they had established five orderly lines. Going into the large hall, I was impressed with the work and organization required to pull off this event.

Each of us had an assigned seat in a 30 person section with an exam proctor. IDs were checked against our name placards after we sat. One of the guys in my section looked around the enormous convention hall and declared, "All of these people want to be probation officers? Man, what chance do I have?" I did a quick calculation and figured that our chances are about 4%. (For point of reference, Harvard, Columbia, Princeton and Yale have acceptance rates of 5 to 6%, according to ivycoach.com). The proctor quickly assured this young man that her section historically does very well and the young man did seem reassured.

And then it was time for instructions which were detailed and methodical. A very pregnant test taker was anxiously looking around for the nearest rest room and mentioned that she was worried about whether or not she would be allowed to use it during the test. Everything, including rest room access, was covered in the instructions, so we were fully ready to begin. Knowing that we could be disqualified for any appearance of impropriety, a hush came over us when it was time to "Turn the page and begin."

I usually finish standardized tests way before time is up. I was pretty sure I'd be done well in advance, with time to check my work and then leave early to get on with other things. After all, I'd been studying for months and worked through every practice question. While I grudgingly accepted that I am lousy at facial recognition and would probably not do well in that section, I felt pretty confident with the rest of it. I realized part way through that I would be lucky to even finish the test in the allotted time, never mind check my answers. It was intense, to say the least. I finally put my pencil down just as the Director of HR (who administered the test) said "One minute left." I had just enough time to make sure that I had filled in an answer for every question.

I was proud that so many people want to work with us at MPS, and that for them, getting a job with us is the culmination of many years of study and experience. We will be getting exceptionally qualified people to choose from—many with advanced degrees, lived experience, proficiency in different languages and cultures, an eagerness to make a difference in the world and strong motivation to be on the MPS team. Over the coming years, we will be joined by some of these exceptional candidates, and even those who don't wind up coming on board will form an impression of our organization that will affect their "civilian" view of us. Every interaction we have with these candidates matters, as they form an opinion of our professionalism and dedication.

So what's next? We're working on the best hiring process and preparing for the next round of testing which will be for promotional positions. We're giving feedback on the exam content to incorporate into the next probation officer exam. We'll continue attending all offered training and other opportunities and visiting you all in the field. Our goal is to make sure those of you who are really fulfilling our mission ("boots on the ground") have everything you need to get the job done well and with as little added frustration as possible.



**Lydia Todd,**  
**First Deputy Commissioner**

## MPS Graduation Season 2017

### Mothers' and Women's Programs host ceremonies in time for Mothers Day

This month several of the nine Mothers and Womens Programs across the state have hosted or are planning graduation ceremonies to celebrate the completion of these 10-13 week sessions.

- MPower, a Norfolk Juvenile Program for mothers who are the subject of Care and Protection cases, graduated a class of six on May 10. C&P cases are filed when abuse and/or neglect are alleged. Since the program launched in 2013, 25 of the 43 mothers have been reunified with their children.
- On May 17, a group of six mothers graduated from the Lawrence District Court's Motherhood Program. Graduates participated in interactive sessions such as mental health/behavioral needs and methods of intervention.
- Two programs— Quincy District's Motherhood and the Eastern Hampshire District's Womanhood Program—hosted commencement ceremonies on May 23. Nine women graduated from the Quincy Program and six from Eastern Hampshire.



Photo by Michelle Cahill-Martino of the Programs Division. MPower graduates. Left to right: Norfolk Juvenile PO Tracey Clogher. Mothers—Maeghan McGuire, Liana Caso, Erin Kelly, Kimberly Sullivan, Allison Hurley, Tracy Foley, and ACPO Teresa Plante.

- Quincy's Motherhood Program graduated its 8th class since it started in 2013. The Eastern Hampshire Program celebrated its fifth graduation class and third year at the Belchertown Courthouse. The 10-week sessions addressed such subjects as domestic violence, substance abuse, and self-care. This program is modeled after Chelsea District's Womanhood Program, also referred to as El Programa De La Mujer.

- Chelsea's Womanhood Program/El Programa De La Mujer, the only program of its kind in the state and designed for Latinas, began its Spring session with the enrollment of approximately 30 women. Graduation is set for August 1.

- Lowell District's Mothers Program, the first at the court, will hold its graduation for seven moms on Wednesday, May 30 at Essex Community Corrections Center (CCC).

In addition to these programs, there is a Mothers Program at New Bedford District Court which welcomes referrals. The Mothers Enrichment Program, facilitated by Cambridge District and Middlesex Probate & Family also educates court-involved mothers and women.

### Uxbridge District Court's Intensive Probation Supervision Program's first graduation



Graduate Kelsey Violette.



Uxbridge District First ACPO Lynne Dadekian addresses graduates.



Graduate Lauren Alrich.

Five women, ages 20 to 40 and who just a year ago were at a high-risk to overdose, celebrated their recovery and completion of the Uxbridge District Court Intensive Probation Supervision and Treatment Program at a graduation ceremony on March 28.

The one-year-old Intensive Probation Supervision Program is one of two initiatives of its kind in the Worcester County area. The other is at East Brookfield District Court. The program features four phases, each phase lasting three months. Program participants must be non-violent adult offenders with drug-related charges. The initiative includes probation supervision, regular court appearances before the a judge, substance abuse treatment counseling, random drug testing, and attendance at Alcohol Anonymous and/or Narcotic Anonymous, referrals for life skills training, vocational training, parenting programs, educational advancement and job placement.

Since participating in the program, the graduates have made steady progress. One woman has found full-time employment. Another participant and mother of a young child has enrolled full-time in college and is working. A mother who lost custody of her child has since regained it. Another mother and graduate recently gave birth to her first son, bought a condominium and is now living on her own.



First responders.



## Changing Lives Through Literature Program graduations are held statewide

### Middlesex Superior hosts CLTL graduation

Middlesex Superior Court celebrated its 11th semester of Changing Lives through Literature at a ceremony held May 8 at the court. A dozen men completed the program.

The group read "The Art of Racing in the Rain," by Garth Stein, and "A Lesson Before Dying," by Ernest Gaines as well as such stories as "Greasy Lake," by TC Boyle and "The Swimmer," by John Cheever. The graduates were honored with a breakfast following the service.



From the right is Judge Laurence Pierce, Professor Sandra Albertson - Shea, this years's graduates and on the left is POs Keith Pixley and Chris Bowen.

### Franklin County Changing Lives Though Literature participants celebrate graduation

Nine men and women graduated May 2 from the Changing Lives Through Literature (CLTL), a joint program of the Greenfield District and Franklin Superior courts. The festive ceremony took place at Greenfield Community College before the graduates' friends and family. It is the third graduation group since it was established in 2015.

The program so inspired four of the graduates— Jody Cole, Michael Boyer, Erikah Carter, and Benjamin Larkin—who will all attend Greenfield Community College. Cole is continuing her education tuition-free thanks to a collaboration between Greenfield Community College, Probation, and the Franklin County Opiate Task Force.

The 10-week program was facilitated by Greenfield Community College Dean of Humanities Leo Hwang. The group read four novels: *Gilead* by Marilynne Robinson, *Brown Girl Dreaming* by Jacqueline Woodson, *Drown* by Junot Diaz, and *Into the Beautiful North* by Luis Alberto Urrea.



Left to right are graduates Laura Wypych, Jason Ruttle, Benjamin Larkin, Austin Sikes, Sean Conlon, Michael Boyer, Professor Hwang, Judge MacLeod, graduate Michael Thorpe, Judge Rup, graduate Jody Cole, ACPO John Jones, CPO Sheila Moriarty, and graduate Erikah Carter.

## Art exhibit features work by Worcester Juveniles

The artwork of Worcester juvenile probationers was featured in the annual Worcester Arts Alternative Annual Exhibit recently at the Worcester Art Museum (WAM) and the Worcester Court Complex. Eight children and their families attended the event and one of the children spoke.

The Arts Alternative Program, funded by donations, is a collaboration between Worcester Art Museum and the Worcester Juvenile Probation Department.

The paintings, drawings, sketches, and sculpture were created by juvenile probationers. A three-piece sculpture is currently displayed in the Probation Office waiting area. The Program staff includes Probation Officers Fiona Bycroft-Ryder, Alouneny Le, Michael Bercume, and Assistant Chief Probation Officer Donna Quick. WAM volunteer docent Ginny Powell-Braizer and art teacher Jaime Buckmaster are also part of the program's team.

"The goal of this program is to allow the adolescents to think and reflect on their own lives. They receive support while developing positive relationships with program staff through art as a medium," said Bycroft-Ryder. "This program offers healthy alternatives to issues of violence, substance abuse and criminal activities as a means of prevention and positive development and engagement. It also provides access to the art museum while developing artistic talent."

Arts Alternative was established in 2012. Sessions are held monthly on Saturday mornings for groups of eight to 18. More than 600 visits to the Worcester museum have been recorded and many participants have returned to the program after completing probation.



The museum also offers scholarships to art museum classes. Four court-involved juveniles have been awarded scholarships.

Over the years, participants have had this to say: "In art, I will always find peace," "Art helps you express your anger so you don't have to express it in other ways."



## Essex County Probationers receive certification to work in food industry



From left to right: Margaret McGinn, teacher Mark Zgranis, Derek Lane, Katelyn Merrill, Gregory Mello, Angel Marciano

A group of Essex County probationers will receive ServSafe certification—which certifies an individual to work in a commercial kitchen—this week at My Brother's Table in Lynn. This certification serves as an entry to working in the food industry burgeoning with the recent openings of new restaurants throughout Greater Boston. This is the program's third class to be certified.

The individuals are probationers from the Salem, Lynn, Gloucester, and Peabody District Courts. The ServSafe certification lasts five years and teaches individuals food safety, hygiene, time and temperature, preventing cross contamination, safe food preparation, how to store food, how to thaw food, hazard analysis and critical control points in the kitchen, food safety regulations and more. In addition to food prep, community service participants continue to build soft skills such as how to work as a team, take direction, and talk to the public, according to Lisa Hickey, Assistant

Statewide Supervisor of the Massachusetts Trial Court Community Service Program.

In addition to the certification, Essex Superior Probation Officer Todd Angilly and Community Service Assistant Court Services Coordinator John Corrao are assisting the participants with finding employment. Angilly established the Making Changes Job Club which has been successful in helping probationers find jobs.

The ServSafe training was first offered to probationers in 2015 by My Brother's Table after probationers were enlisted to prepare daily meals for the soup kitchen. My Brother's Table was offering its volunteers the opportunity to become ServSafe certified. Probationers from the Lynn Community Corrections Center were the first to become certified.

"Due to the success of the first certification My Brother's Table was able to get another grant to run another class in November of 2016. Eleven participants successfully completed the ServeSafe program. One of the participants was already working in the food industry and is using the certificate to apply for higher paying jobs," said Hickey.

## Boston Municipal Court PO invites you to participate in a Summer Reading Book Club to explore Cultural Diversity

Dear Probation Colleagues:

As a Cultural Proficiency Champion (CPC) out of the BMC - Central Adult Probation Department I would like to host a Book Club type event/ Book Talk around J.D. Vance's, ***Hillbilly Elegy - A Memoir of a Family and Culture in Crisis***.

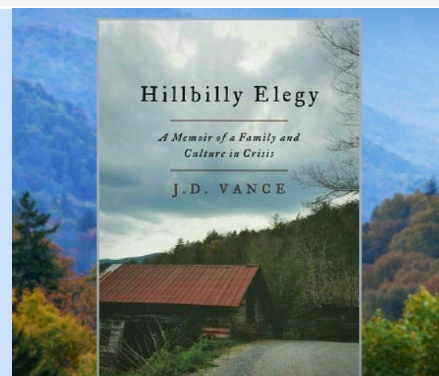
The Massachusetts Trial Court has always been ahead of the curve and identifying CULTURAL COMPETENCY as an integral aspect of the Strategic Plan for the Massachusetts Probation Service is yet another example.

Add *Hillbilly Elegy* to your summer reading list then join me at the Edward Brooke Courthouse, Thursday, **September 28, 2017, Cultural Appreciation Day**, for a lunch time conversation around topics discussed in the book.

All MPS and Trial Court staff are welcome to participate!

**Rhonda D. Greene**

Boston Municipal Court - Central Division  
617.788.8438 (Direct line)  
617.788.8426 (Main office)  
617.788.8432 (Fax)



### COMING UP in Cultural Proficiency

CPC Rachelle Lopez, Lynn District Drug Court coordinator, is compiling a directory of materials and resources on diversity which will be made available to Probation and other Trial Court employees.

CPC Kristin Connor, a Middlesex Probate & Family Court Probation Case Specialist, is organizing an art exhibit featuring children's artwork on diversity.

CPC's Dudley District PO Noemi Flores and Worcester Juvenile PO Candito Diaz are reaching out to local schools to have students write poems about diversity. A selection of these poems will be read on Cultural Appreciation Day.

## Attleboro District is home to Probation artifacts



Attleboro PO Mark DesLauriers, Chief June Cotter, and PO Garret Madison.



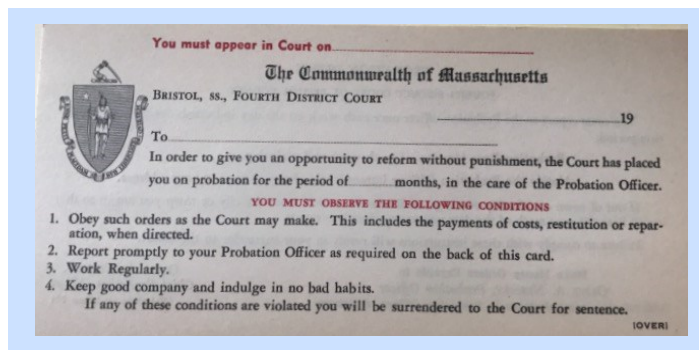
Attleboro Chief Olive Nerney, Circa 1938

Massachusetts is the birthplace of Probation in the United States and it is also renowned for its many firsts such as being the first Probation Service to introduce non-traditional community supervision initiatives such as Operation Nite Lite, creating a Restraining Order Registry, as well as making history as one of the first states to monitor offenders 24 hours a day, seven days a week using electronic monitoring.

Part of Massachusetts' history may also be gleaned at the Attleboro District Court which is home to several artifacts: a 1930's era Probation Officer hat—lined with red satin material and a 1949 Probation Manual which includes Probation Officer duties of the time and the statute laws related to probation. There is a booklet of tickets which were issued when an individual was placed on Probation. They were the "Conditions of Probation."

Also among the items is a job appointment letter—dated February 1, 1938 and signed by First Justice Ralph C. Estes—for Olive Nerney, a Probation Officer who was later named Chief at the court. She was the court's first woman CPO. The items were found by Chief Probation Officer June Cotter shortly after she became CPO at the court in 2012.

"I found it interesting to see the similarities between the Conditions of Probation in the 1940's and the 'General Conditions' that we enforce today," Cotter said. The items were left behind by Cotter's predecessors, including the last Attleboro Chief Terrell Kiley whose father served as a Chief and Probation Officer at the court. Research on the Probation Officer hat indicates that PO's were required to wear it.



## Barnstable Probate & Family staff learn about Narcan at Brown Bag Lunch Series



Sharon Enright, Probation Officer II, Robert A. Scandurra First Justice, Brian Tyson, EMT Officer, Barnstable Fire Department, Zackaria Rezendes, Probation Officer II, Christopher Hercun, Probation Officer, Megan Connolly, Probation Officer. Justice Arthur C. Ryley and Chief Probation Officer Julie Bennett were in attendance but not in the photo.

Barnstable Probate & Family Court employees learned about Narcan and Narcan administration in an information session presented by Brian Tyson, EMT Officer and Public Education Coordinator for the Barnstable Fire Department.

This session, held at the Barnstable Fire Station on April 12, was part of a monthly Brown Bag Lunch series, coordinated by Probation Officer II Sharon Enright. The sessions, held on the second Wednesday of the month, are attended by judges, chief probation officers, and probation officers.

"The information in these presentations represent the most up-to-date details on the criminal justice trends in the Probate & Family and other courts," said Enright who has also arranged previous sessions such as DCF (Department of Children and Families) court orders, marijuana laws, child support guides, and Case Law and guardianship.

She organizes these sessions based on feedback and suggestions from court staff.



## In Tribute: Daniel Ryan, retired Chief Probation Officer

The Massachusetts Probation Service lost a giant amongst its alumni recently with the passing of Dan Ryan. It was my great good fortune to know and work with Dan for over forty years. In a Service chock full of talented and committed people, Dan was among the best.

As is true of all great probation officers, Dan took each one of his cases to heart. He was particularly gifted in working with those suffering from addiction. Over his career, which includes many years as a Chief Probation Officer serving in a training capacity, he passed on his wisdom to hundreds of Probation Officers and helped so many of us become better at dealing with probationers with drug and alcohol problems. As one example, it was through Dan that many of us became acquainted with motivational interviewing, a tool that is now at the center of evidence-based supervision.

I would like to recount a moment from the end of Dan's life that epitomizes him perfectly. I was visiting Dan in hospice with former Commissioner Don Cochran. Both Dan and Don began their careers as Probation Officers in Malden District Court and they were sharing common memories. At one point, Dan grew very quiet - and then said: " You know, I remember one case from the 70's that I think about all the time . His name was Bobby M. and he had a bad drug problem. He came into to see me one morning and said " Mr. Ryan, I'm really struggling - I need to talk with you. We talked for a few minutes and then I explained that I had court coverage all day but could see him first thing the next morning. He overdosed that night and died. I should have found a way to see him that day. He might have lived."

He was chastising himself forty years later, thinking he could have done more. That tells you everything you need to know about Dan Ryan as a probation professional.

Every day in this state Probation Officers extend themselves to men and women in crisis. In doing so, they are unwittingly honoring the memory of my dear friend and colleague, Danny Ryan. Thanks, pal, for all you did to make us better.

**Ron Corbett , Alumnus, Massachusetts Probation Service**



**Dan Ryan**

## Chiefs retire after 40 years or more of service



### Concord District Chief retires after 49 years of service

Chief Probation Officer Edward "Ed" Gaffey retired on May 12 after 49 years of service. Gaffey first joined the service in 1968 as a Probation Officer at Concord District Court. The following year on May 7, he was appointed Chief Probation Officer at the court, a position he has held for 48 years.

"He was a wonderful chief and great and compassionate person who will be dearly missed," said Assistant Chief Probation Officer Susan T. Conrad.

## Fitchburg District Chief retires after nearly four decades



Left to right, seated: APO Seth Essel, POM Darlene Brehio, PO Diamily Titus, PCS IV Jo Anne Solitro, ACPO Magdiel Deleon. Standing left to right: PCC Jennifer Kreidler, APO Omyra Rodriguez, CPO Daisy Bacener, PCSII Jane Serrano, POII Elizabeth McCarthy, and POII Nicholas Pappas. Missing are PO's Tara Sullivan and Marty Wallace.

Fitchburg District Chief Probation Officer Daisy Bacener recently retired after nearly 40 years of service.

On Bacener's last day, she was feted by her staff and received visits from Fitchburg Mayor Stephen DiNatale.

Bacener became a Probation Officer at Fitchburg on July 30, 1979. She was promoted to Assistant Chief on February 22, 2005. One year later, Bacener was named Chief Probation Officer at the court on April 3, 2006.

"Daisy was an amazing chief who was well thought of and respected. Her contributions to the court and the community will continue to impact those she came into contact for years to come," said Probation Officer Nicholas Pappas.

## MPS' Incentives or Honor Coins



**Lawrence District Court's Honor Coin (front and back) presented to the graduate of the Veterans Court.**

The coin above is an example of an incentives MPS presents probationers when they have reached an important milestone such as a completion or graduation from a program.

Do you or Probation employees present a token or "Honor Coin" to clients? If yes, please forward a photo of your incentive or token and provide a brief example of how they are awarded by you and your staff for the Summer issue of the Probation Update newsletter.

### Homeless Court: Serving Justice and hot meals

By Chief Matthew McDonough, Boston Municipal Court BMC-West Roxbury

Members of the Homeless Court volunteered on May 25 at the Pine Street Inn, a shelter for homeless men and women, where they helped serve 300 meals. The team of five—First Assistant Clerk Paul Troy, myself, First Justice Kathleen E. Coffey, Attorney Rachel Rosenberg, and Boston Police Officer Al Zahlaway—served beef hotdogs, peas, fruit, and a beverage.

"Homeless Court is an alternative court session designed to resolve misdemeanor offenses, non-violent felonies and outstanding warrants for homeless individuals who have shown a strong commitment to recovery and stability. The goal of the Homeless Court is to restore and affirm the dignity, self-worth and identify of homeless individuals whose lives have been fractured by substance abuse, mental health challenges and economic hardships," said Judge Coffey.



Left to right: First Assistant Clerk Paul Troy, Chief Probation Officer Matthew McDonough, First Justice Kathleen E. Coffey, Attorney Rachel Rosenberg (CPCS), and Boston Police Officer Al Zahlaway (Street Outreach Homeless Liaison).

## UPCOMING

**Brockton Community Corrections Center (CCC) Recognition Ceremony** — Friday, **June 9**, 1-3 pm, One Centre Street.

**Father Friendly Fun Day**— Saturday, **June 10**, Harambee Park, 930 Blue Hill Avenue, Dorchester.

**Salisbury CCC Recognition Ceremony/Open House** — **June 14**, 1-2:30 pm, 80-82 Elm Street.

**Barnstable County Fatherhood Program Graduation and 20th Anniversary**— Monday, **June 19**, 5 to 7 p.m., St. Mary's Episcopal Church, Route 6A, Barnstable.

**The American Probation and Parole Association (APPA) 42nd Annual Training Institute, August 27-30**, New York Marriott Marquis, Times Square, New York City.

**Cultural Appreciation Day** in courthouses statewide— Thursday, **September 28**.

## 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  
coria.holland@jud.state.ma.us



**Massachusetts Probation Service (MPS) Mission Statement:** The Massachusetts Probation Service's mission is to increase community safety, reduce recidivism, contribute to the fair and equitable administration of justice, support victims and survivors, and assist individuals and families in achieving long-term positive change.