



PROBATION



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The Massachusetts Probation

MassINC Recognizes the Office of Community Corrections for Reducing Recidivism

The Office of Community Corrections (OCC), which manages the day-to-day operations of 18 statewide community corrections centers, was recently recognized by MassINC for its success in reducing recidivism among center participants.

Community Corrections is also featured in a 10-minute video produced by MassINC—an acronym for Massachusetts Institute for a New Commonwealth— which describes itself as “an independent think tank uniting non-partisan research, civic journalism and independent polling committed to expanding and supporting Massachusetts’ middle class.”

“I am excited about the attention that MassINC has focused on the work that we do at community corrections centers to reduce recidivism. I believe that our enhanced supervision approach can be a cornerstone of criminal justice reform in Massachusetts,” said Vincent Lorenti, OCC executive director.

Lorenti added, “However, it is our responsibility to engage criminal justice stakeholders at every level, from judges, the bar, and Probation Officers to probationers, their families, and victims. We have to work together so that we can begin to see prison as the alternative and this type of enhanced community-based supervision as the mainstream for those at high-risk for recidivism.”

OCC and the state’s Drug Courts are also the recent recipients of a \$1.2 million SAMHSA (Substance Abuse and Mental Health Services Administration) grant to address opioid addiction.



Plymouth Community Corrections Center participant Jonathan Fortier attends recent Thanksgiving dinner at center.

Massachusetts Probation Service is Only State Agency to Become Certified In Berkshires to Offer Anti-Domestic Violence Program

The Massachusetts Probation Service (MPS) became the only state agency certified by the Department of Public Health (DPH) to offer the Intimate Partner Abuse Education Program (IPAEP) in the Berkshire County area last year when a team of Probation employees petitioned DPH in order to provide adequate anti-domestic violence programming which was lacking in the county.

A year later, the IPAEP now has two full groups in weekly sessions and a waiting list of 20 people. Transportation for program participants is provided because many were unable to get to the Berkshire Community Corrections Center in Pittsfield. The team who developed the program will be honored with a Trial Court Excellence award on December 6th at the John Adams Courthouse. To view a list of the team members, check out page 6 of the Congratulations Chronicle newsletter.

The program features group counseling sessions during which the mostly male participants discuss the issues and challenges that are present in their relationships and ways to address them without resorting to physical and verbal violence. Discussions also focus on interactions with their children and role modeling behavior that ends the cycle of violence.

During a IPAEP session last spring, the participants took turns checking in about their feelings and interactions with their partners and the battles that ensue. Many expressed concern about how their children are being affected. Several admitted to being heartbroken by relationships that had ended. Another man blamed his woes on his ex.

A man attending his last session spoke after the meeting about how the program helped him. “Now, I think before I act and try to empathize with my ex. I don’t allow myself to get out of control no matter what,” he said.

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A quarterly newsletter featuring the news and updates of The Massachusetts Probation Service.

Letter from the Commissioner:

Dear Colleagues:

Autumn is now in full effect. Leaves have changed colors and are falling from the trees, temperatures have dropped, clocks have been set back to reflect daylight savings time, and Thanksgiving has passed and the new year is just around the corner. This seasonal transition also symbolizes the many changes taking place in the Massachusetts Probation Service (MPS).

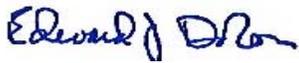
This issue highlights several of those changes, including the steps that have been taken to enhance our work practices, the agency's activities, and its many accomplishments. You will find contained in the pages of this publication updates that are underway to increase access to justice through workforce diversity and cultural proficiency, as well as MPS' outreach efforts in the communities we serve throughout the Commonwealth.

Hiring continues to be a major focus as part of our workplace development goals. More than 200 employees have been added in the past year alone. Over the last quarter, five new Chief Probation Officers (CPO)s have been hired and interviews are complete for Framingham District Court CPO. Three new Victim Services Coordinators (VSC) have joined MPS and Corrin Nelson, the first VSC hired last year, has been named the manager of the Unit.

The work and passion of our employees has been celebrated within MPS, the Trial Court, and by external groups and agencies which has resulted in the creation of a new quarterly publication, *Congratulations Chronicle*, which will track the recognitions and awards that have been presented to our employees for a job well done.

As I reflect on our agency in the days leading up to the holidays, I find gratification in MPS and the work that has been accomplished and the lives that are positively impacted by your efforts.

Sincerely,



Edward J. Dolan, Commissioner



Edward J. Dolan

Ed Latessa is Keynote Speaker at Chief's Fall Conference



Dr. Ed Latessa

Dr. Ed Latessa, a national expert on evidence-based practices in criminal justice, served as the keynote speaker at the Massachusetts Probation Service and Chief Probation Officers (CPO) meeting in October at the Pavilion in Foxboro. Latessa is the director and professor of the School of Criminal Justice at the University of Cincinnati.

Latessa spoke about "Decision Making with Evidence Based Culture" before an audience of Chief Probation Officers and employees of the Office of Community Corrections and the Massachusetts Trial Court Community Service.

He shared with the audience the core lessons based on years of research on reducing recidivism among probationers and the court-involved. He said some practices such as boot camps and other shame-based programs don't work with "justice-involved" individuals.

Latessa told the audience, "Even the best programs are going to have failures." He added, "If you have 100 high-risk offenders, 60 percent will fail and the mistake is comparing high-risk offenders to low risk," he said.

Latessa also discussed how the failure to implement with fidelity can ultimately result in higher recidivism rates.

"It is not the tools you have. It is how you use them. The challenge is implementation," he said.

He discussed the importance of assessments of programs and initiatives. Latessa explained that needs assessment tools help determine the right approaches to dealing with recidivism. Latessa spoke of how one must focus on individuals who are most likely to recidivate to reduce recidivism.



Left to right: Commissioner Ed Dolan, First Deputy Commissioner Lydia Todd, And Chiefs Association President Alfred Barbalunga.

Regional Supervisor Leads Workforce Diversity and Cultural Proficiency Efforts at Probation Offices Across the State



Pamerson Ifill

“Justice begins at the front counter” is Regional Supervisor Pamerson Ifill’s new motto as he leads the new Cultural Proficiency initiative for the Massachusetts Probation Service (MPS).

Ifill was chosen by Probation Commissioner Edward J. Dolan to lead the Statewide Steering Committee on Workforce Diversity and Cultural Competency (WDCC). Ifill has selected 12 candidates— from administrative staff to managers statewide— representing the five court divisions. The candidates will be notified of their selection in the next few days. A meeting is scheduled for Friday, December 16th.

“Once we accomplish this, the committee has the potential to deliver the greatest magnifying effect around equitable justice,” Ifill said.

In a related initiative, which is part of MPS’ Strategic Plan, Ifill is also seeking Cultural Proficiency Champions who through their planning and input can help implement the agency’s mission of inclusiveness and access to justice for all.

The WDCC Committee’s goal and the role of the Cultural Proficiency Champions is to create and develop a diverse and culturally proficient workforce that is inclusive and dedicated to providing equal access to justice through customer service delivery. MPS’ Cultural Proficiency effort is in keeping with the directive of the Trial Court Chief Justice Ralph Gants. Gants announced this new direction the Trial Court is taking in his State of the Judiciary speech before the Massachusetts Bar in October.

Statistics show that a large percentage of people who are coming before the court, are increasingly people of color, members of the LGBTQIA (Lesbian, Gay, Bi-sexual, and Transexual, Queer, Intersexual, and Asexual) community, and/or have disabilities, according to Ifill.

First Deputy Commissioner Lydia Todd, who is working with Ifill, said, “The central tenet and goal of the WDCC will be to work collaboratively to infuse cultural competence and cross-cultural sensitivity to foster broad-based understanding of the diverse cultural beliefs, orientation(s), values, attitudes and behaviors of employees and court users.”

Todd also points out, “We we need to ensure our employees experience a safe and inclusive workplace that values diversity of thought so that we can best provide inclusion at the front counter. ”

Records Unit Director Featured in Video to Benefit Veterans

Probation Records Unit Director Thomas Capasso is featured in a short video on record sealing practices, produced by the Veterans Legal Services as part of a collaborative effort with Massachusetts Continuing Legal Education (MCLE) Inc., and retired Judge Paul A. Chernoff.

This video is being used as part of the Veterans Legal Services’ efforts to help veterans get their lives back on track, according to Chief Legal Counsel Crispin Birnbaum.

“It is my feeling that sealing is an important tool that many veterans can use to help them improve their chances of gaining employment and/or housing when barriers exist based on past criminal indiscretions,” Capasso said.

Last year, Capasso conducted an in-person training for Veterans Counselors who work with veterans around many court and non-court-related issues, according to Birnbaum.

“We are proud of Director Capasso’s public service in this area,” Birnbaum said.

The Sealing Unit reduced the wait time for record sealing from more than three months to one business day for records ordered sealed by a judge and processed by Probation, and to only three days for records sealed directly by Probation’s Sealing Unit. This method benefits probationers whose criminal records often serve as a major barrier to securing housing and/or employment.



SPECIALTY COURTS UPDATE

Charlestown Drug Court Graduates Most Recent Class



Left to right are BMC Judges Thomas Kaplanes, Tracy-Lee Lyons, Chief Justice Roberto Ronquillo, Serges Georges, and Judge Thomas Horgan.



CHART Drug Court participant Jason Duncan addresses the graduation audience.



Sheila Casey, Specialty Courts administrator.

Every seat in the courtroom was filled with friends, families, and former service providers at the recent graduation ceremony of the Charlestown Substance Abuse Coalition (CHART), one of 27 Drug Courts statewide, where three participants celebrated their journey to sobriety and the completion of this 18-month program.

First Justice Lawrence McCormick presided over the event with Chief Probation Officer of the Charlestown Division of the Boston Municipal Court Michelle Williams. Assistant Deputy Superintendent for the Suffolk County House of Corrections Sheila Atkins served as the guest speaker.

CHART is a collaborative effort with the Charlestown Coalition. It was established four years ago and is a specialized court session which assists individuals on probation who suffer with chronic substance abuse. These individuals voluntarily participate in court-stipulated drug treatment as an alternative to prison.

“Encouraging pro-social behavior and the reduction of recidivism are the heart of probation’s goals. CHART aids in this endeavor,” Williams said.

Drug Courts feature intensive court supervision, mandatory drug testing, substance abuse treatment, and other social services as an alternative to adjudication or incarceration. A U.S. Department of Justice Drug Court study found that, when appropriately implemented, drug courts can reduce recidivism and decrease the chances of future drug use.

Provide Hope to those who Need it Most

Hope’s Closet, a Worcester District Probation initiative that provides clothing and houseware items for struggling probationers and their families, is seeking donations for the winter.

The closet is in need of winter clothing for men such as winter coats, heavy sweaters, socks, shoes, and boots.

Backpacks and blankets are especially in demand. Donated bus passes would also be appreciated.

Please contact Lois Cuiffredo at lois.cuiffredo@jud.state.ma.us or call 508-831-2133.

The Hope Chest, a free clothing closet run by Barnstable (Town of Plymouth) Juvenile Court, could also use donations to assist those in need.

You may help fill the Hope Chest with winter clothing such as coats, hats, and gloves.

Travel size hygiene products such as body wash, shampoo, and deodorant are also in demand.

Kindly reach out Judicial Secretary Donna Smith at donna.smith@jud.state.ma.us or Janet Macfarlane, Assistant Chief Probation Officer, janet.macfarlane@jud.state.ma.us

Probation in the Community

Probation Employees Help Maintain Public Safety at Community Events



Left to right: Springfield District PO's Jessie Wilson, Cheryl Strong, and Elvia Castro. SCCPO Bryan Foster, APO Tara Parker, APO Jacob Bennett and PO Bernadette Leal.

Probation Officers maintain a presence, assist with crowd control, and work to ensure that probationers are following the conditions of their probation at fairs and festivals throughout the state.

The festival season, featuring some of the biggest gatherings in the state, kicked off with the Brockton Fair in late June followed by the Caribbean Festival in Boston in August. Hampden County Probation Officers patrolled the area of the Eastern States Exposition and ended with Haunting Happenings for Halloween in Salem.

Probation Officers patrol the fairgrounds to help local law enforcement agencies maintain order.

Suffolk County Probation Officers Assist with Crowd Control at New England's Largest Caribbean Carnival

By Matt McDonough, Chief Probation Officer, Boston Municipal Court (BMC)-West Roxbury

Boston residents celebrated the annual Boston Caribbean Carnival Parade in August. This Trinidadian-style carnival begins on Martin Luther King Boulevard, rhythmically swings through Warren Street, and rumbles up Blue Hill Avenue finishing at the Franklin Park Zoo. The daylong event celebrates diverse foods, music, and dance. The Boston Police elevated staffing levels to ensure public safety through-out the day-long event.

Over the years, the Boston Police has turned to the Massachusetts Probation service MPS to assist with crowd control. Regional Administrator Renee Payne coordinated a team of probation officers to assist with this mission. Probation officers sporting probation decal shirts patrolled and monitored the sidewalks of the parade route and the surrounding areas. On the day of the parade, probation officers could be found providing directions, greeting families, listening to neighborhood concerns and sharing safety strategies and solutions.

Probation officers alongside the Boston Police officers are well received by the public.



Left to right: Suffolk Superior Probation Officer Ed Flynn, BMC-Roxbury PO Joe Robles, Suffolk SCCPO Maria Cabral, and Boston Police Officer Harry Scales.

Probation Community Snapshots

National Night Out In Chelsea



Left to right: Governor Charlie Baker, Chelsea District Chief Probation Officer Carmen Gomez; daughter Christina, son Christopher, APO Christine Thomas; and ACPO Jessica Iovanna.

POII Participates in Recovery Walk in the Berkshires



Berkshire Juvenile Probation Officer II Alex Daugherty (middle) participates in Joshua Bressette Walk for Recovery in North Adams. Daugherty is joined by Wellness Prevention Director Wendy Penner and Bureau of Substance Abuse Services Regional Manger Ruth Jacobson Hardy.

Sorting Halloween Candy and Keeping Children Safe



Attleboro Community Service participants sort and bag 400 Halloween sacks with candy at Attleboro Recreation Department's Halloween Party. Left to right are CC participants Emerson Barratte, David Laidlaw, Ralph St. Don, John Pucci, and Dennis McCarthy. Assistant Curt Services Coordinator Jim Schindler, Asst. Supervisor Chris Cannata, Attleboro Rec. Director Dennis Walsh, Foreman Cliff Danue, and Program Director Tim Killion.

THE HIRING REPORT

The Massachusetts Probation Service has hired more than 200 employees in courts across the Commonwealth. Below you will find information about the five recently appointed Chief Probation Officers in District, Juvenile and Probate & Family courts. You will also find information on new Community Service employees. To read about the three new Victim Services Coordinators check out the 9th edition issue of the bi-weekly MPS Business Bulletin.

Five New Chiefs Are Appointed Across The State



Springfield District Terence O'Neill & Cambridge District Damon Banks at recent Chiefs Association meeting.



**Plymouth Probate & Family Chief
Richard Giaquinto**



**Plymouth Juvenile Chief
Joseph Abber**



**Somerville District Chief
Maureen McCole**

Five Probation employees have been added to the ranks of Chief Probation Officer (CPO) at Plymouth Probate & Family, Plymouth Juvenile, and Cambridge, Somerville, and Springfield District courts.

Somerville District CPO Maureen McCole started in her new role this month. Plymouth Probate & Family CPO Richard Giaquinto began his new job a week ago. Plymouth Juvenile CPO Joseph Mark Abber also started in October. Cambridge District CPO Damon Banks was named to his new position in September and Springfield District CPO Terence O'Neil has been on the job since July.

"The five new chiefs all possess the talent, commitment, and drive needed to pursue the mission of the Massachusetts Probation Service (MPS) which is to maintain the safety of our communities while guiding those individuals in our care and custody toward a better path in life," said Probation Commissioner Dolan.

McCole, a former Probation Officer first at Waltham District Court and then Somerville District, began her MPS career as an administrative secretary at Somerville District Court in June 1993. She holds a Bachelor of Science degree in sociology and minor in criminal justice from Salem State University. McCole earned her masters degree in education from Cambridge College.

Giaquinto, former Assistant Chief Probation Officer at Plymouth Probate & Family Court, earned a Bachelor of Science degree in Social Work from Bridgewater State University and a Master of Science degree from Northeastern University. He began his career as a Probation Officer at the court in 1993 before being promoted to Assistant Chief in 2013.

Abber, previously an Assistant Chief at Plymouth Juvenile Court, holds a Bachelor of Science degree in Sociology with a concentration in Criminology from Bridgewater State University. He joined MPS as a Barnstable Juvenile Probation Officer in 1996. In 2005, he was promoted to Assistant Chief at Plymouth Juvenile Court.

Banks, formerly Assistant Chief at Chelsea District Court, earned a Bachelor of Science degree in criminal justice and a master's degree in Social Work both from Salem State College. Banks began his Probation career as a Probation Officer at Somerville District Court in 2001 and in July 2016 was named Assistant Chief Probation Officer at Chelsea District Court.

O'Neil, a former Assistant Chief Probation Officer at Springfield District Court, holds a Bachelor of Arts degree in History from Western New England College. He first joined MPS as a Probation Officer at Springfield District Court in 2001. O'Neil was named Assistant Chief in 2006.

Community Service Adds Two New Employees

The Massachusetts Trial Court Community Service Program has hired two new assistant court services coordinators, Edwaldo Barbosa in Worcester County and Jacquelyne Santullo in Suffolk County.

Barbosa, a former Department of Mental Health employee, worked at the Worcester Recovery Center before becoming a Probation employee. He is a graduate of the University of Massachusetts-Boston.

Santullo was employed with Beckett Family Services as a residential youth counselor prior to joining MPS. She is a graduate of Plymouth State College.

MPS Annual Road Race Brings Colleagues Together



A group of 140 people participated in the MPS Road Race as runners and walkers on October 14th in Clinton. The day also featured a Fun Run for children. Among the attendees were Representative Hank Naughton who serves as the House Chair of Public Safety.

"It was a great day filled with fun and activities for the whole family and it gave colleagues from across the state a chance to interact," said Alfred Barbalunga, Berkshire Southern Chief Probation Officer.

Westborough District Court Probation staff, left to right: Veronica Johnson (POII) Justin Michaud (ACPO Marlboro Court) Lisa Michaud (POM) Sandra McNabb (CPO) Justin Delaney (Case Specialist) Jeriamiah Miccile (Court Officer) Erin Moreno (PO) Cam Michaud (son of Lisa and Justin) Toni Moses (Case Specialist).

Road Race Top Finishers

Female Open Winners

Name	Court	Age	Bib No.	Overall	Time	Pace
1) Alison Lonczak,	Worcester P & F Probation Case Specialist	33	31	7	26:12.3	8.25/M
2) Brenna Ryan		41	55	11	27:22.8	8.48/M
3) Vicki Krupp		52	27	13	27:42.4	8:54/M

Male Open Winners

1) Michael Candito,	Worcester Juvenile ACPO	51	7	1	24:20.1	7:49/M
2) John Thorpe	Northampton Probation Officer	45	65	2	24:42.3	7.57/M
3) Peter Krupp	Middlesex Superior Judge	55	26	3	25:20.8	8:09/M

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:

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MPS Mission Statement: The Massachusetts Probation Service's mission 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.