

MASS J6.3: 21.13/NO. 2

U OF MASS/AMHERST LIBRARY



MASSACHUSETTS PROBATION

JOURNAL FROM THE OFFICE OF THE COMMISSIONER OF PROBATION

Volume 13 Number 2

NUMBER 1978

JUL 26 1978

PROBATION COMMITTEE PLANS CENTENNIAL CELEBRATION

Probation officers representing superior, probate, district and juvenile courts are planning the probation centennial celebration. The highlight of the centennial celebration will occur during the annual conference which will be held on November 15 and 16 in Hyannis during a week which will be designated by the Governor as Probation Centennial Week.

Featured at the two-day conference will be nationally-known speakers. Workshops for each of the court levels will focus on major issues confronting probation officers. There are two Superior Court sessions. The first is "The Probation Officer Looks at the Superior Court Probation Service" and the second is "The District Attorney Looks at the Superior Court Probation Service."

Probate Court workshops will be reserved for a general discussion of probate issues. District Court topics will cover surrender proceedings and court reorganization. Juvenile district court sessions will discuss probation office self-care, the problem of "burn out," transfer hearings, and mandatory sentencing. Regardless of court affiliation, everyone is welcome to attend any of the sessions.

A unique feature of the conference

is the formal participation of probation office clerical personnel. Special workshops will focus on probation office procedures. Secretaries and clerks are urged to attend these sessions in addition to other programs at the conference.

Distributed at the conference will be a centennial booklet, which will include articles on the history of probation and on John Augustus, the first defacto probation officer, as well as profiles of previous Commissioners of Probation.

Attractions at the conference will include a buffet and Centennial Ball on the evening of November 15, 1978. Plans also are being made, with the cooperation and assistance of the Mayor of Boston, to have copies of the original statute, establishing the first probation officer, laminated and distributed to each probation office.

A Probation Centennial Task Force has been meeting since last November to plan the conference. Angelo R. Musto, First Deputy Commissioner, is representing the Commissioner's Office on the committee, of which Jack C. Burton, Probation Officer-in-Charge, Edgartown District Court, is chairperson and Patricia McCarthy, Probation Officer, Middlesex Superior Court, is vice-chairperson. Other members of the committee

CENTENNIAL cont. p. 2

Editor: Michael Hutner

Assistant Editor: Ann Cronin

The bulletin is published quarterly for the information of the Probation Service, the Judiciary, and the interested public. Correspondence should be sent to: Editor, Room 206, New Court House, Boston, MA 02108.

Publication Number: 6351

Approved by Alfred C. Holland
State Purchasing Agent

include: John Connelly, Chief Probation Officer, Norfolk Probate Court; Frank C. D'Elia, Probation Officer, Worcester Juvenile Court; Joseph Faucette, Acting Chief Probation Officer, Springfield District Court; Patricia Kennedy, Probation Officer, Framingham District Court; Norma Kilson, First Assistant Chief Probation Officer, Roxbury Municipal Court; George LeDoux, Chief Probation Officer, Worcester Superior Court; Thomas McGovern, Chief Probation Officer, Bristol Superior Court; Robert Melle, Assistant Chief Probation Officer, Pittsfield District Court; Manuel Moutinho, Deputy Commissioner of Probation; George Skelly, Chief Probation Officer, Boston Municipal Court; Edward R. Skeffington, Assistant Chief Probation Officer, Boston Juvenile Court; Gerard R. Brocklesby, Supervisor of Court Probation Services; and Marie Williams, Chief Probation Officer, Essex Superior Court. Michael Hutner, Director of Research for the Office of the Commissioner, has been handling public relations.

Coordinating the clerical workshops is William R. MacGregor, Director of the Staff Development Unit. Representatives from probation offices who have met with him to plan the workshops include: Patti Ball, Worcester Superior Court; Pat McCarthy, Framingham District Court; Therese Stegall, Norfolk Probate Court; Jane Comerford, Roxbury Municipal Court; Shirley Cusluski, Springfield District Court; Genevieve Bulger, Boston Municipal Court; Bonnie Powers, Pittsfield District Court; Deborah Spearman, Middlesex Superior Court; and Jean Rogers, Helen Connolly and Ann Cronin, Office of the Commissioner.

In the right hand column is a facsimile of the statute which will be laminated and distributed to all probation offices.

Chapter 198.

COMMONWEALTH OF MASSACHUSETTS.

In the year One Thousand Eight Hundred and Seventy-eight.

AN ACT relative to placing on probation persons accused or convicted of crimes and misdemeanors in the County of Suffolk.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows: Section 1. The mayor of the city of Boston shall appoint, annually on the month of May and whenever a vacancy occurs, either from the police force of said city or from the citizens at large, a suitable person whose duty it shall be to attend the sessions of the courts of criminal jurisdiction held within the county of Suffolk, to investigate the cases of persons charged with or convicted of crimes and misdemeanors, and to recommend to such courts the placing on probation of such persons as may reasonably be expected to be reformed without punishment. If such officer shall be appointed from the citizens at large, his appointment shall be subject to the confirmation of the Board of aldermen, and he shall receive such compensation to be paid from the treasury of the county of Suffolk, as the city council may determine. Such officer shall be under the general control of the chief of police of said city and he shall attend a place in his office. He shall make reports as often at least as once in every three months, to said chief of police, of the duties performed under this act together with the names of all persons placed on probation, their residences, and the nature of their offenses. In cases where it shall be deemed advisable by such officer that such persons shall be sent beyond the limits of the Commonwealth at the expense of said city, the city council shall have authority to appropriate such sum as may be necessary therefor, and said sum may be expended by resolution under the direction of the chief of police, and an account of said expenditures with the items thereof shall be included in said reports. It shall be the further duty of such officer in far as he same is practicable, to meet the offenders placed on probation by the court at his suggestion, and render such assistance and encouragement as will tend to prevent their again offending. Any person placed upon probation upon the recommendation of such officer may be arrested by him upon approval of the chief of police, without previous warrant and again brought before the court; and the court may thereupon proceed to sentence or make such other disposition of the case as may be authorized by law. Such officer may at any time be removed from office by the mayor. Section 2. Nothing herein contained shall authorize such officer to interfere with any of the duties required of the visiting agent of the Board of State Charities under the laws of this Commonwealth relating to juvenile offenders. Section 3. This act shall take effect upon its passage.

House of Representatives (April 25 1878).
 Passed to be enacted
 In Senate (April 26 1878)
 Passed to be enacted
 Governor
 President

April 26 1878
 Approved

William C. Reed

C H A N G E O F P E R S O N N E L

DESIGNATIONS AS CHIEF
PROBATION OFFICER

Brendan V. Callanan, 1270 Soldiers Field Road, Brighton, Middlesex Probate Court, effective May 15, 1978, a graduate of the University of Scranton, with an MSW from the Boston College School of Social Work, formerly with the American Public Welfare Association in Washington, D.C.

Joseph M. Faucette, Acting, District Court of Springfield, effective May 1, 1978.

Robert M. Madigan, District Court of Natick, effective May 8, 1978, formerly a probation officer in the Middlesex Juvenile Probation District.

DESIGNATIONS AS FIRST ASSISTANT
CHIEF PROBATION OFFICER

Alfred J. Ferrari, Third District Court of Eastern Middlesex, Cambridge, effective March 1, 1978.

Rachel C. Stockton, Acting, District Court of Springfield, effective May 15, 1978.

DESIGNATIONS AS ASSISTANT CHIEF
PROBATION OFFICER

Jocelyn I. Covington, Municipal Court for the Roxbury District, effective May 3, 1978.

William J. Delaney, District Court of Springfield, effective May 15, 1978.

Pearlis Jones, Acting, Municipal Court of the Dorchester District, effective May 17, 1978.

Paula M. Larkowich, Probate Court for Suffolk County, effective April 21, 1978.

Joseph P. McGonigle, Third District Court of Eastern Middlesex, Cambridge, effective February 16, 1978.

Salvatore Paterna, Boston Juvenile Court, effective May 10, 1978.

Lawrence S. Plenty, Boston Juvenile Court, effective May 10, 1978.

Marcia Scott, Acting, Municipal Court for the Roxbury District, effective May 3, 1978.

PERMANENT APPOINTMENTS

Rhonda Bolling, 712 Morton Street, Mattapan, Boston Juvenile Court, effective February 8, 1978, a graduate of the University of Massachusetts.

Mary P. Brennan, Municipal Court of the Dorchester District, effective May 17, 1978.

Louisa R. Browne, 906 Monument Street, Concord, District Court of Central Middlesex, Concord, effective May 15, 1978, a graduate of Middlebury College.

John F. Cremens, Suffolk Superior Court, effective March 22, 1978.

Kevin P. Duggan, District Court of Marlborough, effective March 6, 1978.

James J. Dwyer, Middlesex Juvenile Probation District, effective May 1, 1978.

Thomas Hughes, District Court of Holyoke, effective May 1, 1978.

Maureen S. Jones, Municipal Court of the Dorchester District, effective May 17, 1978.

Janet M. Maher, 128 Dent Street, West Roxbury, Boston Juvenile Court, effective May 10, 1978, a graduate of Boston State College.

Jean McInerney, Essex Juvenile District, effective April 17, 1978.

Paul V. O'Connor, Superior Court for Middlesex County, effective March 22, 1978.

PERSONNEL cont. fr. p. 3

Gail S. Packer, Probate Court for Bristol County, effective June 1, 1978.

Henry Scagnoli, Municipal Court for the Roxbury District, effective April 12, 1978.

James C. Taylor, Boston Municipal Court, effective April 12, 1978

Colleen W. Theisen, 23 Hyde Street, Revere, First District Court of Eastern Middlesex, Malden, effective June 1, 1978, a graduate of Suffolk University.

TEMPORARY APPOINTMENTS

Nancy A. Bartley, 622 South Street, Holyoke, District Court of Eastern Hampden, Palmer, effective January 3, 1978, a graduate of Fitchburg State College.

John F. Busalacchi, 80 Third Street, Medford, Third District Court of Eastern Middlesex, Cambridge, effective March 1, 1978, a graduate of Merrimack College.

Steven M. Cadieux, 179 Main Street, Fairhaven, Bristol County Juvenile Court, effective May 8, 1978, a graduate of Southeastern Massachusetts University.

Robert J. Donahue, 836 Main Street, West Newburyport, District Court of Newburyport, effective April 15, 1978, a graduate of Merrimack College.

Mira Fish, 142 Marlborough Street, Boston, Municipal Court of the Dorchester District, effective May 17, 1978, a graduate of Skidmore College.

John M. Forcellati, 81 North Margin Street, Boston, Municipal Court of the Dorchester District, effective May 17, 1978, a graduate of Suffolk University.

Ronel W. Gunn, 94 Hutchings Street, Dorchester, Municipal Court of the Roxbury District, effective May 17, 1978, a graduate of Northeastern University.

Donald B. Kaufman, 505 West Street, Mansfield, Probate Court for Bristol County, effective March 15, 1978, a graduate of Boston University with a J.D from Suffolk University Law School.

James D. Kent, 5 Cross Street, Boston, Municipal Court of the Dorchester District, effective May 17, 1978, a graduate of Boston State College.

Ronald F. Lennon, 26 Lexington Street, Lynn, District Court of Southern Essex, Lynn, effective March 20, 1978, a graduate of Wake Forest University.

Michael J. McManus, 25 Purchase Street, Worcester, Probate Court for Worcester County, effective March 13, 1978, a graduate of Assumption College.

Steven B. Patten, 11 Columbia Road, Medford, Probate Court for Suffolk County, effective February 21, 1978, a graduate of Providence College.

Stephen Price, 68 Harvest Street, Dorchester, Probate Court for Suffolk County, effective April 24, 1978, a graduate of Boston State College.

Arthur E. Robbins, 132 Lyme Street, Malden, First District Court of Eastern Middlesex, Malden, effective June 1, 1978, a graduate of Suffolk University.

Joanna E. Scannell, 257 Pond Street, Jamaica Plain, Probate Court for Suffolk County, effective May 8, 1978, a graduate of Albertus Magnus College, with a M.Ed. from Boston University.

Carol A. Templeton, 16 Grogan Avenue, Quincy, District Court of East Norfolk, Quincy, effective March 6, 1978, a graduate of Northeastern University.

James T. Williams, 3 North Central Street, Peabody, District Court of Peabody, effective March 1, 1978, a graduate of Salem State College.

COMPETITION FOR FIRST ANNUAL
KEOUGH AWARD IS ANNOUNCED

In memory of Francis G. Keough, former deputy commissioner, the Office of the the Commissioner has announced the establishment of an annual award to the probation officer who, in a significant manner, has participated in, and contributed to, voluntary, community, civic or social services beyond probation office duties. The first award will be presented at the Annual Conference in Hyannis. Anyone may nominate a candidate for the award by submitting a brief description of the exemplary activities and the reasons why the nominee should receive the award. A committee to be named later will meet to review the nominees and select the recipient. Nomination forms, which are printed below, should be sent to Manuel Moutinho, Deputy Commissioner of Probation, 235 Chestnut Street, Springfield, Massachusetts 01103

TWELVE PROBATION OFFICERS
COMPLETE DRUG EDUCATION SCHOOL

Congratulations to the following probation officers who have completed the course of instruction in a Drug and Narcotics Education School conducted by the Department of the Attorney General in various counties during the past six months.

<u>Name</u>	<u>Court</u>
Edward Dalton	Norfolk Superior
David Greenspan	Chelsea District
John DiVincenzo	Salem District
Lewis F. Warren	Salem District
Edward Volta	Chelsea District
Muriel Baker	Salem District
Thomas Baker	Gloucester District
Paul Bartram	Lynn District
Richard Colgan	Greenfield District
Ray F. Crowley	Springfield Juvenile
Carol Carpenali	Springfield Juvenile
John Stuckenbruck	Springfield Juvenile

FRANCIS G. KEOUGH AWARD

Name of Nominee _____ Title _____

Court _____

Description of voluntary, civic or social activities _____

How have these activities benefitted the community? _____

Your name
Address

Telephone

OCP RECEIVES ACCREDITATION GRANT OF \$72,000

The Massachusetts Committee on Criminal Justice has awarded a \$72,000 grant to the Office of the Commissioner of Probation to implement the accreditation plan developed by a state wide task force of probation officers from 1970-1974. The task force published the "Red Book" - an Accreditation Plan for Probation Offices in the Commonwealth of Massachusetts which was distributed to all probation offices in 1974. Joan McGrath, on leave from her position as a probation officer in the Malden District Court, has been appointed Probation Standards Specialist in the Commissioner's Office and will assist in the overall implementation of the plan.

The first step in making accreditation operational will be the appointment of a seven-member Probation Accreditation Commission (PAC), as described in the "Red Book." During July, the task force will reconvene and work through the summer to select nominees for the PAC. It is anticipated that Commissioner Foley will appoint the Commission members in early September, and, once established, the Commission will hire a full-time Executive Secretary and office staff to supervise all accreditation procedural activities.

An Advisory Committee and a Standards Committee will be selected from within the judiciary and probation service to provide a continuing evaluation of the accreditation process and any necessary revision of the 94 standards.

Accreditation is entirely voluntary. It is expected that within the first year, 8-12 probation offices will be reviewed for accreditation. Throughout all phases of implementation, the Probation Standards Specialist will act as consultant to the Probation Accreditation Commission and those offices applying for accreditation.

The American Correctional Association and the National Institute of Corrections have emphasized that only through self-evaluation can probation services be continually improved and hence be deserving of support from both the private and public sectors. Massachusetts will be the first state in the nation to initiate probation accreditation.

NEW LEGISLATION AFFECTS ASSIGNMENTS OF CERTAIN PROBATION OFFICERS

Following an established policy, the Office of the Commissioner brings to the attention of the probation service, the following recently enacted legislation.

Chapter 71

AN ACT Further Regulating the Assignment of Certain Probation Officers.

SECTION 1. Section 83A of Chapter 276 of the General Laws is hereby amended by striking out the fourth paragraph, as appearing in section 2 of chapter 563 of the acts of 1951, and inserting in place thereof the following paragraph:-

The district courts so designated or redesignated in accordance with the provisions of this section shall appoint probation officers as aforesaid. The judges of the courts so designated may require any such officer so appointed to perform such other duties in connection with adult probation as are not inconsistent with the primary duties of such probation officer in juvenile cases.

SECTION 2. This act shall take effect on January first, nineteen hundred and seventy-nine.

Approved April 13, 1978.

PERSONNEL cont. fr. p. 4

LEAVE OF ABSENCE

Paul L. Bartram, District Court of Southern Essex, Lynn, effective May 1, 1978.

Francis J. Coughlin, Municipal Court of the Dorchester District, effective April 1, 1978.

Christine LaFranchi, Bristol County Juvenile Court, effective May 8, 1978.

Manuel Moutinho, Jr., Chief Probation Officer, District Court of Springfield, effective May 1, 1978.

Annemarie E. Rockwell, Boston Juvenile Court, effective June 27, 1978.

RETURNED FROM LEAVE

Robert Preytis, Chief Probation Officer, District Court of Eastern Essex, Gloucester, effective May 15, 1978.

RESIGNED

Gerard F. Brocklesby, Chief Probation Officer, Probate Court for Middlesex County, effective November 1, 1977.

Jeremiah F. Driscoll, District Court of Holyoke, effective May 1, 1978.

Laurellen Foster, Essex Juvenile Court, effective April 17, 1978.

Gerarda M. Fulham, Superior Court for Barnstable County, effective March 27, 1978.

Nicholas J. Ricciuti, Middlesex Juvenile Probation District, effective May 1, 1978.

Daniel M. Henderson, Boston Municipal Court, effective April 11, 1978.

David J. Lehan, Chief Probation Officer, District Court of Natick, effective May 8, 1978.

Edward P. Madaus, Worcester Juvenile Court, effective March 31, 1978.

Shirley Markland, District Court of Central Middlesex, Concord, effective February 14, 1978.

Robert E. Tierney, Boston Municipal Court, effective April 11, 1978.

Nicholas Trifone, District Court of East Norfolk, Quincy, effective March 4, 1978.

STAFF DEVELOPMENT UNIT COMPLETES
TRAINING PROGRAMS

The Staff Development Unit of the Office of the Commissioner of Probation has recently completed training for Local Trainers and Management Training.

On April 10, 11, 12, 1978, twenty (20) new local trainers attended a workshop at the Holiday Inn in Framingham. These new local trainers bring the total of assistant chief and probation officers who are performing local training functions to 82 throughout the service.

The first management training program planned for 1978 was conducted from May 1-5, 1978 at the Colonial Hilton in Northampton. Thirty-two chiefs and assistant chiefs attended this workshop which was under the leadership of Donald Cochran, Assistant Director of Staff Development. A second Management Training Workshop following the same format was held at the Colonial Hilton in Northampton from June 26-30, 1978.

Other programs conducted by the Staff Development Unit included a two-week orientation program for newly appointed district and juvenile probation officers held at the Espousal Center in Waltham from June 5-15, 1978 (weekend excluded). Also, in conjunction with the Juvenile Probation Training Committee, a series of four regionally located workshops on psychological testing and interpretation was held on May 25, 31, June 1 and June 6, 1978. Dr. Leo Polizoti conducted these workshops.

MANAGEMENT TRAINING WORKSHOP EMPHASIZES SITUATIONAL LEADERSHIP

Thirty-seven probation officers, primarily chiefs and assistant chiefs, were among the participants in a management training workshop held May 1-5, 1978 at the Colonial Hilton Hotel in Northampton. The workshop was conducted by Donald Cochran, Assistant Director of the Commissioner's Staff Development Unit.

Cochran emphasized that the management styles of an administrator should vary according to the motivation and ability of those supervised. Whereas previous one-dimensional management theories stipulated that a particular style was the correct approach, situational leadership, developed by behavioral scientists Paul Hersey and Kenneth Blanchard, stresses the adaptability of supervision styles.

The two key elements in a management style are task behavior and relationship behavior. Task behavior is the extent to which the supervisor engages in one-way communication with the person being supervised, explaining what, when, where, and how specific tasks are to be accomplished. Relationship behavior is the extent to which a supervisor engages in two-way communication by providing socio-emotional support, "Psychological strokes" and facilitative behavior.

The emphasis in the workshop was on improving diagnostic skills of participants through practice sessions to enable them to carry out more effectively the management functions of planning, organizing, controlling and motivating employees.

The workshop highlighted the fact that a successful leader has to develop a style of management that contains a wide range of flexibility and adaptability, in addition to the diagnostic and problem solving skills that will lead to the proper application of behavior to the appropriate situation.

Considerable time was spent during the workshop on making use of training exercises and case studies that were intended to expand the participants' ability to adjust their own leadership behavior and emphasize, as needed, the proper balance between task and relationship behavior.

The sessions were extremely valuable, was the response of many participants. "It pinpointed some of my own professional strengths and weaknesses and offered me help in overcoming those weaknesses while capitalizing on strengths," said Barbara Pietraszek, Assistant Chief Probation Officer in the Essex Probate Court. John McGonigle, Assistant Chief Probation Officer in the Cambridge District Court thought that "in certain instances it has made you look at situations differently." The training has been useful to him in the supervision of cases as well as within the office itself.

Additional management training will be provided for those who have not attended. A one-week session was held on June 26-30 at the same Northampton location. Those who attended the May session included the following:

<u>Name</u>	<u>Court</u>
John A. Allen	Holyoke District
Robert C. Anderson	Worcester Probate
Barbara Boucher	Off. of Commissioner
Gerald T. Bowler	Chicopee District
William H. Burke	Northampton District
Robert H. Carper	Palmer District
John J. Carroll	Attleboro District
Omer J. Cormier	Gardner District
Carl J. Cruz	Bristol Probate
Alfred J. Ferrari	Cambridge District
John J. Fleming	Middlesex Superior
Michael Hutner	Off. of Commissioner
H. James Kazeniak	Ayer District
Kenneth G. Lehane	Suffolk Superior
John P. McGonigle	Cambridge District
Anne M. McGovern	Wrentham District
Edith V. Mace	West Roxbury Municipal
James A. Magnan	Parole Program
Carmen Massimiano	Berkshire Superior
Robert H. Melle	Pittsfield District
Joseph M. O'Reilly	Boston Juvenile
Barbara Pietraszek	Essex Probate
Joan M. Rahavy	Middlesex Probate
David R. Ricard	Hampden Probate
Elaine M. Riley	Waltham District
William R. Rourke	Worcester Probate
Mora E. Schomer	Middlesex Juv. Dist.
Eugene M. Sheehan	Northampton District
Joseph J. Toole	Hampden Probate
Drew Zabriskie	Newburyport District
