

Fresno Probation Annual Training Plan – TY 19/20

Course Description

- 8/8/19 & 8/9/19 Juvenile Title 15 Trauma-Informed Training for Staff-Instructor: Dave Lockridge *(8-hour session - JCO/DPO)*
- Learn how to facilitate a trauma-informed, evidence-based program in your juvenile facility. Comply with Title 15 requirements to provide programming resources for youth and their families.
- 8/19/19 & 8/20/19 Manipulative Inmates-Instructor: TBA- M.L. Eslinger *(8-hour session - DPO/JCO)*
- The course will provide institutional and field staff information relating to manipulation by inmates and probationers. Proper supervision in custodial settings and in the community will be defined both legally and morally. Inmate and peace officer typologies will be presented as well as over familiarity, staff misconduct and improper management of offenders. The tools of an inmate/probationer set-up will be presented as well as steps peace officers can use to identify and protect themselves from inmate/probationer manipulation.
- 8/21/19 Autism & Probation/Corrections-Instructor: Brian Herit *(8-hour session - DPO/JCO)*
- This course will address what autism is, how people with autism act or react and how to effectively deal with persons with autism while handling the duties associated with working in probation or corrections. This course is taught by a retired police officer who is also the father of a child with autism.
- 8/22/19 Special Needs & Probation-Instructor: Brian Herritt *(8-hour session - DPO/JCO)*
- This in-depth and thought provoking course will teach probation and corrections staff about the top 10 special needs diagnosis found in the criminal justice system. Students who complete this course will be able to identify the core behaviors and characteristics of numerous special needs categories, understand the power of discourse and understanding, de-escalation techniques, common terminology used within the special needs community, exposure to the good and the negative within the special needs world, crime types most commonly found within each special need group, common medications used and their effects, and become comfortable in dealing with persons with special needs.
- 9/12/19 & 9/13/19 Title 15 Trauma Informed Care-Instructor: Jamie McDermott *(8-hour session - JCO/DPO)*
- During this interactive training, the student will learn approaches and techniques to reduce the stress faced while interacting with traumatized youth in the juvenile justice system. By understanding trauma, the student can become more effective and find greater reward and success working with the youth in their care.
- 9/16/19 Emotional Intelligence: The Path to Health Through Understanding Trauma and Resiliency-Instructor: Jamie McDermott *(8-hour session - DPO/JCO)*

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During this interactive course, participants will create a personalized plan based on the five components of emotional intelligence. They will also learn about how law enforcement, under stress, can move to adapted behaviors and start utilizing healthy emotional behaviors. Participants will leave the classroom with a plan for self care which also includes movement, balanced diet, portion control, hydration, basic food preparation, basic exercises that can be done while working, strategies to support positive mental health, breathing exercises, the importance of restorative sleep and more. Utilizing a risk management perspective, participants will understand how a failure to address these issues negatively impacts retention, productivity, sick time usage, workplace culture, resiliency, efficacy, efficiency and employee health.

9/17/19 & 9/18/19 Motivational Interviewing- Instructor: Jamie McDermott (*8-hour session - DPO/JCO*)

Probation staff are charged with the immense tasks of community protection and offender rehabilitation. In order to create the most positive impact possible, it is imperative that probation staff understand the real-life challenges that probationers face when it comes to creating long-lasting, effective change in their lives. It is also critical that probation staff learn how to successfully motivate and actively participate in each probationer's rehabilitation. This course not only teaches staff how to optimize rehabilitative outcomes, but also how to implement evidence-based practices to overcome the oft-experienced ambivalence of probationers when tasked by the court to change their lives.

9/19/19 Impact of Trauma on Probation Personnel-Instructor: TBD Embassy Consulting (*8-hour session - DPO/JCO*)

This course is designed to provide probation personnel insight and awareness into the potential cost of working in public safety with the goal of increasing emotional wellness and preventing mental health issues. Topics will include, but are not limited to: the various types of stress, burnout, anger and the anger-stress connection, the psychological and physiological impact of trauma, vicarious trauma/compassion fatigue, relationship health, police complex spiral trauma and post-traumatic stress/injury, public safety suicides, substance abuse and healthy coping strategies to increase resilience.

9/26/19 & 9/27/19 Crisis Intervention and Behavioral Health Training-Instructor: Commander Josef Levey (Ret) (*8-hour session - DPO/JCO*)

Law Enforcement and Jail Personnel are dealing more and more with a growing mentally ill population. This course is designed to provide students with the tools necessary to identify individuals who may be suffering from mental illness. The course will also provide students with active listening skills in order to have a safe disposition.

10/21/19 Customer Service: Strategies for Improving Community Relationships-Instructor: Jon Morse (*8-hour session - DPO/JCO*)

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This course will guide any and all corrections staff, that are interested in building better relationships with the community, in developing their vision, a mission /statement, and plans to achieve their chosen goals and objectives. They will then learn how to use specific communication strategies that will help them accomplish their stated purposes.

10/22/19 Stress & Havoc or Peace & Calm: Effectively Managing Stress-Instructor: Jon Morse *(8-hour session - DPO/JCO)*

This course will assist corrections officers in learning to self manage their behavior when interacting with clients, inmates and colleagues in a potentially stressful situation. The officers will be able to control their cognitive thinking processes. Effective management of stress will lead to increased energy, better health and an ability to focus and stay alert thereby enhancing their personal safety and effectiveness on the job.

11/13/19 Vicarious Trauma-Instructor: Dr. Thomas Broxtermann *(8-hour session - DPO/JCO)*

Vicarious trauma, also known as secondary trauma, can be defined as indirect exposure to a traumatic event through a first-hand account or narrative of that event. People in the helping professions—counselors and therapists, rescue workers, police officers, doctors, and lawyers may be at risk of vicarious traumatization. Any person who has a significant relationship with a survivor of trauma may also come to experience secondary traumatization.

11/14/19 & 3/2/20 Maintaining Ethics in Law Enforcement-Instructor: Dr. Thomas Broxtermann *(8-hour session - DPO/JCO)*

Employees attending this training will learn the meaning of ethical behavior and its importance in the field of law enforcement. Maintaining proper conduct both on and off-duty are stressed, along with what it means to be a “professional.” In addition, learning to be an “ethical role model” for other staff and employees will assist the individual in a commitment to excellence.

11/15/19 Post-Traumatic Stress Disorder (PTSD)-Instructor: Dr. Thomas Broxtermann *(8-hour session - DPO/JCO)*

Post Traumatic Stress Disorder (PTSD) is a psychiatric anxiety disorder that can develop after experiencing a life-threatening or traumatic event such as military combat, a violent assault or serious injury collision. The traumatic event causes you to respond with fear, helplessness and horror. PTSD may be triggered by an external factor or factors. Its symptoms can include the following: nightmares, flashbacks, emotional detachment or numbing of feelings (emotional self-mortification or dissociation), insomnia, avoidance of reminders and extreme distress when exposed to the reminders ("triggers"), loss of appetite, irritability, hypervigilance, memory loss (may appear as difficulty paying attention), excessive startle response, clinical depression, and anxiety. It is also possible for a person suffering from PTSD to exhibit one or more other comorbid psychiatric disorders; these disorders often include

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clinical depression (or bipolar disorder), general anxiety disorder, and a variety of addictions.

12/9/19 & 12/10/19 Tactical Communications-Instructor: Richard Garrett (*8-hour session – DPO/JCO*)

This course is designed to train attendees in how to diffuse conflict when encountering hostile, uncooperative, or emotionally upset people. This course is designed to assist officers in modifying contacts into positive experiences and reduce the potential for complaints or the escalation into higher levels of force.

1/7/20 Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer-Instructor: Jason Nichols (*4 hour sessions – Armed DPO and JCO as scheduled*)

Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer – THE FIRST 5 MIN. – a 4 hour course designed to teach law enforcement and correctional officers how to save their own lives and the lives of fellow officers from a traumatic injury.

2/12/20 Determinate Sentencing Law Update-Instructor: TBA- M.L. Eslinger (*8-hour session DPO*)

This is an overview of the DSL course with focus on the determinate sentencing law and current changes to this law, as well as new legislation that affects the field of corrections and the criminal justice system. Also covered will be judicial council rulings and laws relating to sex crimes, enhancements and priors.

3/3/20 Developing a More Positive Attitude and Lifestyle-Instructor: Dr. Thomas Broxtermann (*8-hour session - DPO/JCO*)

Your thoughts and emotions, day in day out, affect all aspects of your life. Learning to be mindful of your “internal dialogue” will help you recognize thought patterns and how they may be affecting the way you handle the situations of daily living. Many people have found that, when they tune in to their internal dialogue, much of it is negative. Thoughts like, “I could never do that” and “What if I fail?” can seriously impact the way you behave. The stress associated with attachment to this negative internal dialogue, in turn, affects every aspect of your life.

3/4/20 Effective Report Writing Skills for Probation Officers-Instructor: Dr. Thomas Broxtermann (*8-hour session - DPO/JCO*)

Students learn how written communications are used in both civil and criminal areas of probation and corrections. Students will prepare written reports relative to sentencing reports of probationers. Correctional officers will learn effective ways in which to write more meaningful and effective special incident

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reports. The goal of this course is to make sure reports are consistently accurate, well written and reflect professionalism.

3/9/20

Evidence Based Practices, Demystified-Instructor: TBA - Custom Training (8-hour session - DPO/JCO)

This course acquaints staff with the eight evidence-based principles and promotes a more focused understanding of EBP's roots, context, interdependency, and importance. Like effective business practices, monies spent and strategies leveraged need to be effective, and metrics that measure success need to be consciously integrated into probation operations. Protecting the community and reducing recidivism are professional goals all line staff share. This course helps align line staff goals to the eight evidence-based principles, while, at the same time, appropriately demystifies EBP. Additionally, pitfalls and challenges that surround consistent use of the Department's assessment tool are explored, and strategies to fully integrate the tool into operations are discussed and lined out. A review of Motivational Interviewing techniques and best practices are included. Staff leave this class with a holistic view of why EBP exists, where it originated, and why it effects how they do their job going forward.

3/10/20 & 3/11/20

Motivational Interviewing-Instructor: TBD, Custom Training (8-hour session - DPO/JCO)

Motivational Interviewing (MI) is simple, outcome driven, and energy efficient. It is a central piece to Evidence-based Practice at the line staff level. The probation officer (PO) seeks to create a professional alliance, a collaborative working relationship. This interview style and PO skill set allows for problem solving and creates competency and personal responsibility in the probationer. The course integrates the role of MI in the case management process and gives the PO the language and concrete strategies to guide probationers through the stages of change. Communication skills and empathic active listening are explored and practiced. A problem-solving model is provided that can be replicated on the job. This active, hands-on course supplies specific, take-away skills that can be used immediately and can produce measurable outcomes over time.

3/16/20

Client's Family Dynamics & Their Challenges-Instructor: TBA- M.L. Eslinger (8-hour session - DPO/JCO)

The class includes discussions and lectures of ways to achieve meaningful family engagement, specific strategies that reflect family engagement, and examples of programs that have achieved success with engaging families. Emphasis will be given to recognizing resistance and barriers to engagement, as well as focusing on using a strength-based approach to involving families.

3/25/20

California Mandates for Probation (Juvenile Law Update)-Instructor: David Jaime (8-hour session - DPO/JCO)

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Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect juvenile probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field. Curriculum will focus on laws that affect Juvenile Supervision.

3/26/20

California Mandates for Probation (Adult Law Update)-Instructor: David Jaime (*8-hour session - DPO*)

Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field. Curriculum will focus on laws that affect Adult Supervision.