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The Chronicle

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

A Force for Positive 
CHANGE.

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Celebrating Successes



Chiefly Speaking

Adult Probation provides vital services that protect and enhance community safety and well-being. Employees' hard work and dedication are producing desired results, which we see in positive performance results, but more importantly, in changed lives. I am proud, as I hope you are, of the work that we do and the service that we provide. Our successes are to be celebrated! During Probation, Parole and Community Supervision Week (July 18-24), we took a little time to recognize and enjoy our accomplishments. In this issue of the Chronicle, there are photos from celebrations that were held in various offices. Probation, Parole, and Community Supervision Week got off to a nice start with the receipt of e-mails from some of our judges, expressing the Court's appreciation for Adult Probation employees.

A recent survey of our law enforcement and criminal justice partners provides a positive rating of our department. Ninety-four percent (94%) of our law enforcement and criminal justice partners were satisfied with their interaction with MCAPD. The survey results indicate that our interactions with these partners are frequent, respectful, and responsive to their requests. The results of the 2010 survey are a slight improvement over past surveys of our law enforcement/criminal justice partners and maintain the department's goal of 90% satisfaction or higher. Interestingly, two out of three of our law enforcement/criminal justice partners knew of MCAPD's efforts to implement EBP. Collaboration expands our effectiveness and is an important component of EBP. We will want to continue informing our partners about EBP as we maintain and continually improve these significant working relationships.

Collaboration with our law enforcement and criminal justice partners is prominent in two grant-funded projects here at MCAPD. The preliminary outcomes for these grant projects look very good and the project personnel, led by Mark Bergmann and Sherry Johnston, are applauded for their achievements.

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The *Combating Criminal Narcotics Activity Stemming from the Southern Border* grant funds five surveillance officers in the Fugitive Apprehension Unit to locate and apprehend probationers with a probation violation warrant for a drug or drug-related offense. The goal was to apprehend 1,200 defaulting probationers during the two-year project and another 300 arrests with indirect involvement were anticipated. In the first nine months of working their warrant cases, the officers apprehended 559 probationers. Another 279 warrants were cleared with indirect involvement. Furthermore, the officers conducted 43 seizures of drugs, drug paraphernalia and/or weapons. A total of 28 firearms were seized. This project is meeting or exceeding its goals, thereby disrupting criminal narcotics activity and bringing probationers back before the court to be held accountable for violation behavior.

The *Byrne Discretionary grant* funds the 15 officer positions that make up our Reentry Unit. The purpose of this project is to smooth the transition for individuals reentering the community with a probation sentence after leaving the Department of Corrections. The Reentry Unit started receiving cases in January. As of June 30, the Reentry Unit had received 661 cases from prison or parole. The Reentry Unit was successful in transitioning 441 of these probationers to regular field supervision within the first 30 to 90 days of their probation grant. Of particular significance, only 2% of the offenders failed to initially report to Adult Probation. Prior to the grant project, 23% failed to report to Adult Probation after leaving prison or parole. This is a 91% decrease in absconders. The preliminary results also indicate a significant drop in the percentage of probationers with a petition to revoke filed. From January through June, a petition to revoke was filed on 8% of the probationers who received reentry services. In a comparison group of standard probationers during the six months prior to the grant project, 15% had a petition to revoke filed. This is a 47% decrease in petitions to revoke filed. While these results are preliminary, they indicate that we have made significant improvements in the reentry process. This is both positive and promising.

The American Probation and Parole Association held its 35th Annual Training Institute in Washington, D.C. between August 15 and August 18, 2010. About a dozen individuals from our department presented workshops and attended the training sessions. Listed below are the individuals from MCAPD who presented and their workshop topics:

Fish, Facts, and Fete. This workshop about presenting and discussing data as tangible information and leading quality staff meetings based on EBP was presented by Tim Schouten, Arlyn Harris, and Paula Krasselt.

Data: Not Just for Geeks Anymore. This workshop defined requirements for long-term performance measures, described the connection of EBP with policy and practice decision-making, and discussed how to encourage and maintain accountability using data. The presenters were Shari Andersen-Head, Alison Cook-Davis, and Mark Hendershot.

Quality Assurance: Putting the Evidence-Based Practice Puzzle Together. This workshop discussed the role of quality assurance in the implementation of an EBP initiative and shared lessons learned from MCAPD's experience. The presenters were Tricia O'Connor, Julie George-Klein, and Jennifer Ferguson.

How High School Experiments Helped to Increase Officer Readiness to Facilitate Change. This workshop explained how to incorporate the Stages of Change model in supervision strategies and discussed the use of hands-on activities to train officers in the use of this model in their supervision practices. The presenters were Tom Weiss and Paula Krasselt.

Implementing the GAINS Sequential Intercept Model in Maricopa County – It's More than "Kumbaya." This workshop discussed strategies for communication among agencies to coordinate care and reduce jail time for persons with mental illness, how to create stakeholder workgroups that commit to common goals, and how a "gap analysis" will lead to improved continuity of care and successful reentry efforts for the mentally ill probation population. Rebekah Trexler presented with Shelley Curran from Magellan Health Services. Norma Brasda moderated.

Town Hall: The Future of Supervision is Now: Getting to the Finish Line. I presented at this workshop, along with four colleagues from across the country, Faye Taxman, Ed Rhine, Mark Carey, and William Burrell. Our workshop identified policy levers to increase the visibility and value of community supervision, described new models of community supervision, and identified strategies to improve outcomes from community supervision.

There were many valuable workshops and discussions at the conference. In the next issue of the Chronicle, MCAPD participants will share some of their learning experiences from the national conference. Also, feel free to contact the MCAPD presenters for more information in their areas of expertise.☞

EBP Quality Assurance Project Receives National Honor

By Cathy Wyse

The Evidence Based Practices (EBP) Quality Assurance Project was recently selected by the National Association of Counties (NACo) for a 2010 NACo Achievement Award, in recognition of an effective and innovative program which contributes to and enhances county government in the United States.

Tricia O'Connor, Julie George-Klein, and Mary Anne Boyden accepted newly created Quality Assistance (QA) supervisor positions in August 2007 to assist with the implementation of EBP into the organizational culture of the department. A quality assurance plan was developed and the QA supervisors were off and running. They played a significant role in the training and coaching of staff and the dissemination of information geared to improve staff's understanding and use of techniques that work to reduce crime. The QA supervisors developed curriculum, created new tools to assist staff, implemented new ways of sharing information, and fostered a positive learning environment. They trained management and line staff and expanded training capacity by training trainers. With the help of these additional trainers, the EBP Quality Assurance Project made training available in several locations and provided more than 70 trainings to increase staff knowledge of EBP, including assessment, communication skills, and case planning. In addition, the QA supervisors served on multiple committees and workgroups involved with the implementation of EBP.



Pictured are: Deputy Chief Zach Del Pra, QA Supervisors Julie George-Klein, Tricia O'Connor, Mary Anne Boyden (retired), and Robert Cherkos

An evaluation demonstrated advances in employees' EBP skill level and the department achieved improved results on its crime reduction goal.

The Maricopa County Board of Supervisors hosted a NACo Achievement Award celebration on August 26, 2010 to recognize key personnel and the county programs, from various departments, that were recipients of 2010 NACo Achievement awards.☞

MCAPD's Community Re-Entry Team

By Geneva Rodriguez, Karen Spitler & Sherry Johnston

As a result of the American Recovery & Reinvestment Act of 2009, MCAPD was awarded a grant through the Department of Justice to establish a prison re-entry unit in September 2009. The grant funds the salaries of seven probation officers, seven surveillance officers, and one supervisor/grant manager for two years. MCAPD's Community Re-Entry Unit became operational on January 4, 2010. For those offenders with a consecutive probation grant following their community supervision/parole and/or AZDOC release, the grant allows the unit to provide a smooth transition into the community and onto field caseloads. Currently, there are just over 8,500 inmates in the AZDOC with consecutive probation "tails" upon release.

Parameters of the grant allow four surveillance officers to go into the prisons and meet with offenders prior to their release for the purpose of pre-release planning. Pre-Release SOs conduct these interviews using motivational interviewing techniques to obtain information, identify critical needs, and attempt to engage the inmate with probation services as they are released. Prior to this grant, 23% of the inmates released from prison to consecutive periods of probation absconded without ever checking in with probation. During the initial 6 month grant period, this 23% absconder rate has been dramatically reduced to 2.3%.

Whether a person has been incarcerated for six months or six years, they face an array of challenges. These challenges include a need for housing, identification to obtain AZ identification/services, transportation, and (often) emergency medication to name a few.

As you can imagine, the happiness of getting out of prison can quickly turn into anxiety and frustration when dealing with the realities of family, work, and probation responsibilities. The Pre-Release SOs are instrumental in not only gathering information, but also in providing resources to offenders and their families to be used upon release and during the transition period. The offender's face often lights up when the SO visits him or her in prison. Afterward, many are left with the feeling that someone cares about their success. The Pre-Release SOs stress the importance of the inmate calling the DOC Release hotline upon release, which has been critical in lowering the absconder rate.

The seven Re-Entry probation officers are located in five probation offices (PSC, WRC, Garfield, Northport & CSC) and cover the entire county, with probationers assigned based on their geographical address. Most inmates participate in a Re-Entry Orientation conducted by the Department of Corrections and understand their conditions of release. Some go home, some go to halfway houses, and some are released to CASS. It is hoped that intervention by the Pre-Release SOs and Re-Entry POs minimize releases to CASS, but it happens.

The Re-Entry POs conduct the behavioral contract reviews, FROSTS, develop case plans, and verify the offender's intended residence. Treatment resources are provided, and payment terms explained. Earned Time Credit, for those who are eligible, is something that seems to soften the blow of being on probation after being in prison. Most offenders seem anxious to get prison, parole, and probation behind them and the opportunity to take advantage of ETC is a significant motivational factor. During the initial six months of the grant period, 661 offenders from prison and community supervision/parole came through the Re-Entry unit. The unit successfully transitioned most of these offenders to field caseloads after 30 to 90 days, which is the amount of time they usually stay in the Re-Entry unit.

The seven unit POs average 16 new cases each month, resulting in a constant need to triage offenders' critical needs and transfer them to a field caseload.



Pictured is the DOC Re-entry team with Supervisor Sherry Johnston.

But what happens if, despite the unit’s pre-release and re-entry efforts, an offender disappears before reporting to probation? That is where the Field Apprehension Officers of the Re-Entry unit make the difference.

These three FAU/SOs assigned to the Re-Entry unit (one of whom is this year’s Surveillance Officer of the Year – David Silvas) pull out the stops to locate the individual. They comb through the files, call the collateral resources, visit past addresses, and work with parole in an attempt to find the wayward probationer. Rather than “cuff em,” the Re-Entry FAU SOs “coax em” into responding to their assigned Re-Entry PO in an attempt to engage the offender with probation services. Even with all the efforts of pre-release and re-entry officers, people sometimes fall through the cracks or choose to reject probation.

The goal of the grant is to increase public safety by decreasing the number of absconders and the number of probationers committing new crimes. Is it working? So far, the absconder rate is down and the PTR rate for the unit is 7.9%, (with 5.2% with a new felony), which is good considering this high risk population.

Once cases are transitioned to the field caseloads, the hope is that field POs will continue utilizing evidence-based practices in matching the probationers’ treatment needs with appropriate services. Our population has been amenable to filling out Carey Guide exercises with one probationer going as far as to request weekly exercises. It is not easy to start one’s life over again. The Re-Entry unit has found most offenders respond very well to encouragement, patience, and a positive attitude towards them.



Celebrating Success: The Mental Health Court Way

By: Rebekah Trexler

The National Alliance of the Mentally Ill (NAMI) is a member of the Arizona Mental Health and Criminal Justice Coalition. NAMI holds a yearly fundraising walk. Over the last six months, hundreds of t-shirts left over from the walk events have been contributed to MCPD and Mental Health Court for distribution as a reward to probationers who have shown compliance with Court contracts and/or probation conditions. One example of a recent t-shirt award is to probationer Robert Linton. Robert is supervised by SMI APO Amy Hood-Schwindt at the PSC Office.



Commissioner Veronica Brame presents Robert Linton his NAMI shirt.

Robert reported to Mental Health Court in January 2010 for using street drugs. On May 25, 2010, Robert entered Transitional Living Communities (TLC). While at TLC, Robert has remained sober and all drug tests have been negative. Robert has participated in all programs at TLC and will graduate from the program on September 2, 2010. Robert received his Big Book, 90 meetings in 90 days and Relapse Prevention certificates during his stay at TLC. He has gone above the minimal requirements at TLC and has often attended additional AA groups and even hosted a group on his own. TLC reports that he has a great attitude. In addition, he helps out in the store, performs basic facility maintenance and is a good support for new clients entering the program. Robert has continued to follow his conditions of probation, specifically his mental health requirements. He reports for all doctor appointments and maintains contact with his case manager at People of Color. Robert appeared in Mental Health Court five times and at his last Court hearing on August 4, he was given a round of applause and NAMI shirt for his compliance to date.

Adult Probation Celebrates “Parole, Probation & Community Supervision” Week

A national week of celebration dedicated to Parole, Probation and Community Supervision professionals began on Monday July 19th, 2010. As the celebration began, a group of 25 individuals, weary from weeks of training and eager to begin their new careers, were sworn in as Maricopa County Adult Probation officers. Surrounded by family and friends these new officers swore to protect the community while upholding the integrity of the MCAPD. Congratulations to all of you and good luck in your new assignment.



Pictured with Chief Broderick and Judge Rayes are Traci Aparicio, Maria (Carmen) Arvizu, Melissa Boals-Zotovich, Amanda Borquez, Haylee Campbell-Reimann, Nicole Coyle, Jennifer Crothers, Jennifer Ellsworth, Emily Etchebarren, Elizabeth Ford, Desiray Frausto, Ted Froderman, Andrew Gomez, Stacy Gustavson, Sinisa Malisonavic, Karen Mogler, Douglas Murphy, Raymond Owes, Silvia Partida, Denise Perez, Seth Poulin, April Sadler, Brian Sullivan, David Taylor and Aubrey Tindle.

The celebrations from each office varied from Breakfast burritos and yogurt parfait bars to Hamburger cookouts and Pizza parties, but they all had one mission, to say thank you. Thank you to all the dedicated Probation officers who tirelessly day after day find new and creative ways to help their clients finish probation with a successful termination. Thank You to all the unsung heroes in Support Staff who drop everything to rush a warrantless through, or give the person at the reception window the very best service possible. Thank You to **ALL** the employees of the Maricopa County Adult Probation Department for your hard work and dedication.



Safety Matters

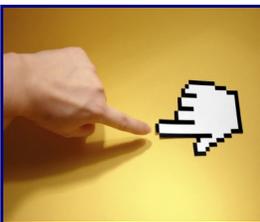
By Donna D'Elia

My stuff is out there on the internet, now what do I do?

This edition of Safety Matters features a guest columnist, Supervisor Donna D'Elia, who handles the Redact Program, among other responsibilities.



The Internet is a wonderful tool; unfortunately, the down side is that it has opened up our personal information to public viewing. Gary Streeter and I receive telephone calls from officers all the time asking why their information can be accessed on the Internet when they are redacted. The simple answer is that redacting your personal information does not take your information off the entire Internet. When you redact, the Elections Office, Treasurer's Office, Assessor's Office, the Recorder's Office and the Department of Motor Vehicles will not post your personal information on their public websites, which can be accessed through the Internet.



Please realize that once your information is out on the Internet, it is very difficult to have it removed. There is a seamy underbelly to the Internet of which most people are not aware. Basically, the information on the Internet is archived; I heard recently that it is estimated that the information in the archive is about five times larger than the information on the World Wide Web. So, is there anything we can do to limit our exposure? Yes, there is.

As law enforcement officers, we can opt-out of the larger databases that feed the search engines. The opt-out letters are on our web page under the redact information section. These will be updated shortly to include some new databases. We can also opt-out of the credit bureaus, which sell our information to databases. Please be aware that selling your personal information is a multibillion dollar business. If you give your personal information to some store or website, they are probably selling it to someone else.



Another area to be cognizant of is social networking sites, such as Facebook, LinkedIn, MySpace, Classmates.com and Twitter, etc. When you give someone access to your site with all of your personal information, those individuals can share that information with whomever they chose. We have heard of incidents of officers putting pictures of their families and homes and work related information on these sites and then others have been able to access it. We realize that this is part of the culture now, but employees need to be aware of how this exposes them.

Everyone who participated in the Redact Program prior to this year received a book entitled, "Protecting Your Personal Information." In addition, each unit supervisor received a copy of the book for the officers in their unit to use. This book will provide you with step-by-step instructions on how to remove your information from the Internet. The process is not difficult, but it does require diligence.

If you have any questions, call Donna D'Elia at 602-506-3264.



Who said there was no way a serious offender could change?

By Janet Blake

I have been involved with the Suns Nite Hoops program since 1996, first as a probation officer who sent IPS cases to the program, then as a coach, and since 2001 as the probation officer for the caseload. The “guys,” both on probation and those not on probation, always believe they could play for the NBA or at least college ball.



The basketball coach at Washington High School gets the gym ready for us every Monday and Thursday night. Sometimes, Coach stays and watches our games. He recently became the assistant coach at Glendale Community College. Several weeks ago, he inquired about one of the players, Fernando. “Please tell me he is not on probation.” I told Coach that Fernando was on probation for an armed robbery offense. The look on Coach’s face told it all, so I left it alone.

Coach came back around a week later and asked to speak to Fernando. Fernando was asked to work out with the college team. The head coach at Glendale Community College liked the way Fernando fit in with the other team players. He helped Fernando obtain financial assistance so he could attend Glendale Community College and play on their team. Fernando took the entrance exams and his scores were high enough for honors classes.

While Fernando is not playing for the NBA, he is excited and doing what he likes best: playing basketball and going to college. It’s a far cry from where he came from, and the future is looking good for Fernando. He has proven that change can happen if given the opportunity. ☞

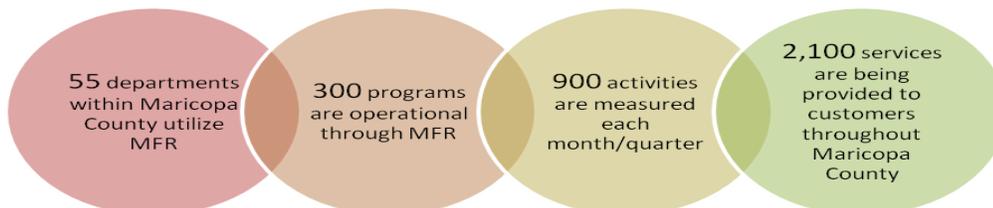
Managing for Results Turns 10

By Shari Andersen-Head

Managing for Results is having a birthday! It was ten years ago that MFR was adopted by Maricopa County.

Maricopa County Adult Probation continues to be a model in the use of Managing for Results for reporting performance measures throughout our department. By providing accurate data through our statistical process, we can continue to plan ahead and make data driven decision. Good decisions produce results that make a difference in people’s lives.

As we celebrate MFR’s tenth birthday here are a few interesting county facts:



Through Managing for Results, the County is working to improve the effectiveness and efficiency of the services we provide, contributing to the quality of life in the community and making Maricopa County a better place to live and work.”

- David R. Smith, County Manager

Leading The Way

By Lindell W. Rhodes

Maricopa County Adult Probation Department's Education Program personnel received awards at the 8th Annual Arizona Correctional Educators Symposium in Tucson this year. Lindell W. Rhodes, Manager of the GED, JOBS and ESOL education programs won "Administrator of the Year" and Dan Sitzler, GED teacher at PSC won "Adult Teacher of the Year" awards.

Lindell understands that education is an intricate key in reducing crime and assisting adults in obtaining employment. Under Lindell's guidance The Maricopa County Adult Probation Department's LEARN Program has educated over 26,000 clients and students and hundreds of students receive their GED's annually. Lindell manages for results The MCAPD LEARN Program has EXCEEDED every State and Federal Department of Education student core goal since 1999. Lindell has implemented **innovative LEARN programs which have resulted in high rates of success**. Last year almost 400 students received their GED's and 98% of the students who came to the LEARN Program with the goal of obtaining employment were successful.

During Lindell's 15 plus years with MCAPD he has challenged the norm. Some innovative projects he has spearheaded include: the Family Literacy parent education program at Phoenix Elementary School District #1, a JOB find program, English language acquisition classes, and Life-Skills Education Classes at the Day Reporting Center of the County Homeless Campus. He has assisted in organizing (GAIN) "Getting Arizona Neighborhoods Involved", Kids Day America, World AIDS Day, Verde Park Free Immunization Day and various programs sponsored by the Phoenix Police Department. Lindell ensures that evidence-based instruction provides the knowledge necessary for academic advancement to include transitioning into jobs and college level classes. He has also partnered with Gateway Community College to obtain free or low cost college classes for our clients.

Dan Sitzler has been teaching six years in the LEARN program at Maricopa County Adult Probation (MCAPD). Dan assists offenders in obtaining better life opportunities through education. Dan also assists other educators who are new to teaching. Rather than using a set agenda, applying fixed techniques or staying with old strategies Dan's approach to teaching is progressive and flexible. He creatively adapts fundamental principles to the many different educational learning styles and levels of his students. Dan volunteers for additional tasks, projects and committees. He represents MCAPD as the Arizona Department of Education's Technology Expert. Dan is also the AOC co-chairperson for the LEARN Advisory Committee.

Dan's latest innovative project was to set-up an additional computer lab to assist the English students at the Mesa LEARN Lab. This included installing six additional computers in a classroom set aside for our LEARN English Language students. ☞



Pictured is Lindell W. Rhodes, Pima County retired Judge Jon Davis and Dan Sitzler.

EBP SPOTLIGHT

Anne Merrill
SMI APO Unit 6
Nominated By Rebekah Trexler



Anne Merrill worked extensively with the Department of Corrections and Magellan of Arizona (regional behavioral health authority) in re-entry planning for a difficult SMI case. Although the probationer was not due for DOC discharge until 2010, Anne began working on discharge planning in August 2009. Anne sought medical/psych records and discussed his probation tail with DOC officials, Magellan, and probation staff. She utilized the expertise of the Magellan Court Liaison and Jail Diversion Director. Overall, she was the hub in the wheel as this probationer's release date approached. Anne's collaborative efforts with the other stakeholders in this complex case, led to a fluid, transparent, and informed move for the probationer. Her efforts encouraged the client to engage in his plan of probation supervision, resulting in his reporting for services and following up with his mental health provider immediately following his release. Thanks to Anne's re-entry planning with this offender, his chances for success are greatly improved. ☞



Saul Schoon began his Adult Probation career in 1995 as a field PO and promoted to Supervisor in the Domestic Violence Unit in 2000. After almost 7 years as a Supervisor, Saul was promoted to Division Director of the Eastern Field Division. In May of 2010 Saul was once again promoted, as Deputy Chief of Field Services, the position he currently holds. The following is a letter written to Saul from a former probationer that was being supervised by one of the officers in his unit. Christie Rawls is no longer with the Maricopa County Adult Probation Department. ☞

Hello Saul,

I am not sure if you recognize my name, but I was on probation about eight years ago. Christie Ralls was my probation officer and you were the supervisor of the unit. I realize that you are a busy individual, so I will keep this brief.

I just wanted to thank you profusely for "working" with me. I was constantly trying to buck the system and, with encouragement from your unit, I was eventually able to break free of those bonds that were keeping me chained down. Last year I completed a masters in substance abuse from Ottawa University and just about have a second masters completed. I owe a great deal to you and especially Christie, and I can never express enough gratitude for those who intervened in my life in such a positive manner. Please let her know that I finally learned how to live!

Once again, a very sincere thank you. I will never forget how I got these past eight years of sobriety. God has truly blessed me by putting people such as yourself in my life at the correct time.

Sincerely,

Former Probationer

EBP Essay Contest Winner

From the QA Team

As Maricopa County Adult Probation continues to implement strategies for using evidence-based practices, it is important to remember to share what we have learned. Last year, the Quality Assistance supervisors held an evidence-based practices essay contest. This contest was open to the entire department, and the goal was to solicit ideas from staff on ways that they have been successful in using EBP in their every day work experiences. Below is an essay written by Adult Probation Officer Joel Thurston. Joel articulates how he used EBP in two incidents to help encourage behavior change through positive reinforcement.

Self-Efficacy: The Ethos of EBP

By Joel Thurston

Several weeks ago, I received phone calls from two different defendants. One was granted early termination nearly a year ago after being reinstated to probation twice for probation violations. During the course of our conversation he said, "You believed in me, even when I didn't believe in myself." He went on to tell me about how well he is doing. He is really proud of himself, especially for his vocational progress.

The other phone call was from a probationer I am transferring to a new officer. After giving him reporting instructions, he replied, "Thanks for working with me and pushing me to get back into school." He met with an enrollment advisor recently at a local dental school, as suggested, which led to him receiving a grant. He is currently enrolled in and attending courses to become a dental assistant.

Both of these individuals expressed similar sentiments. They felt supported in their self-efficacy, which is the ethos of evidence-based practice. Most of the people we supervise are just like us. They have seeds of greatness within themselves. By holding them accountable for their actions, requiring they take responsibility for their lives, and expressing words and actions that show them their worth and ability, we water the seeds and act as an incredible force to unleash their potential. So, the next time your client says, "I can't...", you respond with confidence, "You can and you will! I'm not going to let you waste your potential." ☞



Congratulations!

5 Years

- ◆ Gregory Scott
- ◆ Jennifer Cooper
- ◆ Robert Craig
- ◆ Gabriela Perez
- ◆ Teresa Scharneck
- ◆ Odetta Blomker
- ◆ Lindsay Hertzler
- ◆ Melissa Santa Cruz
- ◆ Justin Scheidecker
- ◆ Mark Barthel

10 Years

- ◆ Jan Helmrich
- ◆ Leah Lara
- ◆ Sean Steill
- ◆ Sharon Adams
- ◆ Geraldina Blueeyes
- ◆ Angela Weston
- ◆ Nicole Branham
- ◆ Kristine Fischer
- ◆ Linda Helvik
- ◆ Michelle Kridler
- ◆ Cory Rhodes
- ◆ Carol Zambriski

15 Years

- ◆ Dora Nevarez-Gomez
- ◆ Ruth Manner

20+ Years

- ◆ Dave Strate
- ◆ Deb Weirman

Thank you for your dedication!

Thank You to Our Contributing Writers

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