

1: Achieving Better Outcomes for Adult Probation

Protecting Yourself While On Colorado Probation Means Protecting yourself while on probation means being organized and smart. The probation officer is not your friend.

However, certain personality types may be better suited for certain employment. The great thing about many of these skills is that they can be learned. Some personality traits are innate, but there are other tools and skill sets that can be developed with a little bit of work. Read on for a list and explanation of the six most important skills to cultivate if you want to become a probation officer.

Communication skills Communication skills include written communication, verbal communication and even body language. Developing these skills will enable you to interact effectively and efficiently with others, by showing them respect and courtesy. Remember, communication is a two-way street. Half of communicating is listening actively and understanding what others are trying to say. Why are these important? Communication skills are vital in practically every field. However, this skill set is especially important for probation officers. These professionals have to communicate with a wide range of individuals. They need to be able to communicate well with people who operate on different ability levels.

Critical-thinking skills Higher order thinking, pattern recognition and logical reasoning are all considered critical-thinking skills. Critical-thinking skills aid in evaluating the validity of an argument, recognizing similarities between different things and analyzing various situations. They also help clients understand the outcomes and repercussions of their actions, as well as to examine their own behavior and choices.

Decision-making skills Making a decision requires confidence and the ability to commit to a course of action. You must be able to deduce the possible outcomes of an action and weigh the pros against the cons. As a probation officer, your clients will be coming to you to help them make decisions about treatment, housing and job options. You will need to be able to advise them to the absolute best of your ability to improve their odds of success. Probation officers also help teach these skills to their clients by leading through example.

Emotional stability Emotional stability does not mean that you are a robot. It simply means that you can deal with your emotions and that they do not get the better of you, especially while in a professional capacity. Emotional stability also means that you are able to draw clear and healthy emotional boundaries. Probation officers encounter lots of difficult situations. Hostile situations may arise, given that clients are often in attendance against their will. They may experience frustration if clients relapse or continue to make poor choices. Probation officers may also be exposed to disheartened situations, especially when children are involved in the lives of their clients. It is vital that probation officers can keep their work and personal lives separate. This is, of course, in addition to the other stressors that come with having a job, including but not limited to, difficulties dealing with management or disagreements with co-workers.

Organizational skills Organizational skills include an attention for detail, multitasking abilities, proficient use of an organizational system and strong memory recall. Everyone has their own system to keep organized. The point is that you have some system to use. Probation officers see many clients. They must be able to manage many case files at once. They are also responsible for reporting back to a supervisor and keeping detailed records of their clients. Probation officer should also be able to stay on top of relevant and current resources available in the community that may serve the differing needs of clients.

Writing skills Written communication can be difficult to master for some. The ability to write effectively with proper spelling and grammar can go a long way in helping someone present themselves in a more professional manner. As mentioned above, probation officers must report to their supervisors and maintain records on clients. These communications must be legible and clear so that others who assist these clients can do their jobs and provide the best help possible.

2: How to successfully complete the Probation Period? | vaxahrgroup

Probation and Dismissal: What is it, What to do, & How to get back on Track Whether you're facing a major crisis or a minor challenge, Woodland Community College is committed to helping you succeed and help you get back in good academic standing.

Counties are able, but not obligated, to use this ongoing source of funds for probation. The Corrections Standards Authority CSA is responsible for administering the funding, which is available for expenditure over a three-year period, and for ensuring that the recipients provide an evaluation report of the pilot projects upon their completion. The program will utilize an assessment tool to determine risk and needs, provide motivational interviewing, and offer cognitive behavioral group therapy. The proposed center will be used to assess young males identified as high-risk and provide them intervention services from a multidisciplinary team of education and employment counselors and substance abuse treatment providers. The research identified a set of best practices for probation. These practices are 1 using risk and needs assessments, 2 referring probationers to treatment programs, 3 maintaining manageable probation officer caseloads, 4 using graduated sanctions for probation violators, and 5 conducting periodic program reviews and evaluations. According to the research, these practices have been found to result in more effective supervision, reduced recidivism, better prioritization of limited supervision resources, and reduced incarceration costs. We discuss each of the five best practices in more detail below.

Use of Risk and Needs Assessments Corrections research supports the use of risk and needs assessments of offenders when they are first placed on probation and periodically thereafter. Risk assessments provide a consistent and accurate approach to distinguishing which offenders pose a higher risk to community safety and, therefore, should receive closer supervision if placed in the community. Given limited resources, the risk and needs assessments also assist probation departments in determining which offenders to prioritize for intensive rehabilitation services.

Referrals to Community-Based Programs to Reduce Recidivism The national research on community supervision finds that offenders are more likely to be successful while on probation if they are provided effective treatment and assistance programs that assessments show they need, such as drug treatment, mental health counseling, employment assistance, and anger management. Cognitive-behavioral therapy generally aims to address not only the specific problems of the offender such as drug use or unemployment, but also the patterns of thinking and decision making that lead to his or her criminal behavior. However, the literature on probation generally finds that increased supervision levels achieved by creating lower probation officer caseloads can be a key to effective probation. Lower caseloads allow probation officers to have more contacts with their offenders such as in the form of unannounced home visits and more frequent drug testing, thus making it easier for officers to quickly identify probation violations. Similarly, frequent probation contacts can also act as a deterrent for probationers because of the increased risk of getting caught in new criminal activities or violation of the conditions of their probation. The research does indicate, however, that intensive supervision is generally only effective at reducing recidivism when coupled with treatment-oriented programs. The American Probation and Parole Association APPA suggests a caseload of 50 probationers per probation officer for general non-intensive supervision of moderate and high risk offenders, and caseloads of 20 to 1 for intensive supervision.

System of Graduated Sanctions Many probationers reoffend, often repeatedly, and for a variety of reasons. According to the literature, one of the key strategies to effectively intervene and interrupt the cycle of reoffending is to establish a system of graduated sanctions. Such a system involves the use of punishments that are scaled to match the number and severity of the violations. Typically, this means imposing less severe sanctions such as community service, fines, or increased drug testing for first-time and less serious violations, while providing increasingly stricter sanctions such as day reporting centers, intensive supervision, flash incarceration, and revocation to prison for subsequent and more serious violations. The research also suggests that it is important that such sanctions be applied to probationers swiftly, consistently, and with certainty. A well-implemented system of graduated sanctions acts as a deterrent for some offenders and interrupts the cycle of reoffending for others, thereby improving public safety. Importantly,

because many offenders receive a community-based sanction instead of being revoked to prison or jail, this approach often provides a much more cost-effective option than incarceration. Program Reviews and Evaluations As discussed above, the research finds that implementing certain programs and practices have been found to result in better probation outcomes and reduced recidivism. This suggests that duplicating similar programs and practices should result in similar outcomes. However, research suggests it is important not only to implement the right types of programs and practices, but to implement them well. For example, it is often critical to ensure that new efforts are implemented with qualified and well-trained staff, and that programs are delivered to the types of offenders for which they were designed. For this reason, several states such as Oregon utilize program assessment tools to measure program fidelity, a measurement of how well the program or practice is implemented. As a result, these states are better able to ensure that state- and county-funded programs for probationers will be effective. In addition to measuring program fidelity, it is important to collect data on probationer outcomes that can indicate what strategies and programs are most effective at successfully rehabilitating offenders. For example, if a substantial number of probationers enrolled in a particular program end up violating their probation terms, this could indicate that the program is not effective. More importantly, program outcome data will enable probation departments and policy makers to replace ineffective programs, improve underperforming programs, and expand successful programs. Data on program outcomes can also help determine which programs are most cost-effective in reducing recidivism and thus assist policy makers in the allocation of limited financial resources for probation. Opportunities Being Lost to Improve Public Safety and Reduce State Costs Based on our review of actual probation practices, we find that California counties do not regularly follow the best practices identified in the research. In addition, we find that the absence of a stable funding source for adult probation, and the lack of fiscal incentives to promote the best outcomes for public safety or efficiency, constitute major barriers to the promotion of successful probation practices. These findings mean that probation in California is not as successful as it could be, resulting in a lost opportunity to improve public safety as well as to reduce high state corrections costs. California Probation Often Fails to Follow Model of Best Practices Based on the responses to our survey, reviews of other surveys and literature about California probation, site visits to several county probation departments, and discussions with probation officials, we find that many probation departments in California do not follow all of the best probation practices identified in research. Figure 8 summarizes our major findings, which we discuss in detail below. We found that roughly 80 percent of the counties that responded to our survey use a risk and needs assessment tool for at least part of their probation population. While some of the assessments used are designed for the general probation population, other assessments are designed for specific offender groups such as probationers convicted of sex crimes, domestic violence, or drug crimes. Based on our review of the literature, most of the counties are using assessment tools that are generally considered to be valid and are used in other states. However, six counties—about one out of every five responding—reported they do not currently use an assessment tool for any of their probationers. Three of the six counties did report that they are in process of implementing such an assessment. Other counties only used assessments on certain types of offenders such as sex offenders or did not report updating the assessment periodically. In addition, a few counties reported using assessment tools that they had developed internally over the years, but that had not been validated as accurate. Based on our discussions with county officials, when risk assessments are used, it is primarily to make decisions about the most appropriate supervision level. Risk assessments do not appear to be widely used by probation officers in making sentencing recommendations, nor does it appear that assessments are widely used by probation officers to prioritize which probationers are placed in more intensive rehabilitation programs. We found that rehabilitation programs are not available in all California counties, nor are they available to many probationers who might benefit from them. Substance abuse treatment was the only type of program that was reported as being available for offenders in all of the counties that responded to our survey. While certain other programs related to anger management, domestic violence, mental illness, and sex offending were reported as being available for adult probationers in a large majority of counties, some programs such as education and vocational training and housing assistance are only available to probationers in a few counties. Moreover, our discussions with

counties suggest that even when such programs are offered for probationers, they frequently suffer from having limited capacity, few available locations, and questionable quality, especially programs that do not adhere to an evidence-based model. Probation Experiencing High Supervision Caseloads. According to various probation surveys, probation caseloads in California are significantly higher than those suggested by APPA's 50 probationers per officer for regular caseloads and 20 probationers per officer for specialized caseloads. According to our survey results, the average caseload for offenders under regular caseload supervision ranges from to probationers per officer, with several counties reporting caseloads in excess of probationers per officer. Although counties reported smaller caseloads for probationers on specialized caseloads, many of these caseloads exceed an average of 70 probationers per officer. According to county probation officials, high caseload ratios are one of their biggest concerns. Constrained resources limit their ability to hire the staff necessary to reduce caseloads to a level more in line with best practices. Graduated Sanctions Rarely Utilized. Our conversations with probation officers and administrators indicated that they do not regularly employ an array of community sanctions for probation violators, as recommended in the literature. In part, this is because probation officers often have relatively few sanction options such as day reporting centers available in their communities to use in lieu of incarceration, even when community-based punishments would be more appropriate. When community-based options are employed, they are typically limited to verbal warnings, modest increases in supervision contacts and drug testing, and referral to a treatment program. Probation officials indicated that they considered the available list of options as being too narrow to effectively respond to the range of violations and types of offenders they supervise. As a result, probationers are sometimes continued on probation with few sanctions, and then, after repeated violations, end up being sent to state prison. Program Evaluations Not Usually Conducted. All of the probation departments that we visited expressed a willingness to use evidence-based programs and treatment services for probationers. However, some departments were concerned about the fidelity of those programs to the original model program that was proven to be cost-effective. In other words, probation officials often question whether the programs are consistently delivered effectively with well-trained staff and in accordance to evidence-based principles. Probation officials also noted that they generally exercise little direct oversight over treatment programs operated by public or private agencies. In fact, only a few counties regularly reviewed the fidelity of programs. In addition, our survey found that a majority of probation departments do not track the type of performance or outcome data that is necessary to evaluate the effectiveness of probation activities and programs. For example, many probation departments responding to our survey were unable to identify how many probationers participate in rehabilitation programs. Only one probation department was able to report on the number of probationers that had completed programs, and only three departments were able to provide information on another key outcome, probationer employment. Moreover, less than half of the probation departments that responded to our survey were able to report the number of probation violations that had occurred in a given year. Even fewer departments were able to provide more detailed information about these violations, such as the number that resulted in a commitment to state prison. Although many departments indicated that they would like to be able to track the above data, they currently lack the information technology systems that would be needed to do so. Most indicated that the main reason for not fully implementing these practices is limited funding. This estimate includes all probation cases, including banked cases. Although these differences in spending could be related to differences in personnel costs or other factors unrelated to the level of service provided, it would appear that, compared to other community supervision systems, adult probation receives a relatively lower level of funding. Current Funding Model Provides Incentive to Revoke Violators to Prison Probation departments clearly have an interest in the success of adult probationers because of their responsibility to ensure public safety in the community. However, the current funding structure for adult probation may inadvertently provide a fiscal disincentive for counties to successfully retain adult felon offenders on probation where appropriate. When a probationer commits a violation or new crime, probation officers must decide whether to recommend to the court that the offender be retained on probation or sent to state prison. Although we are advised that probation officers frequently recommend retention, they sometimes recommend state prison for those offenders who commit repeated

violations. Probation department officials indicate that this is primarily because they often lack sufficient resources to properly supervise and treat these repeat offenders. In contrast, there is comparatively little cost to the county for undertaking the process needed to send the offender to state prison. In addition, sending violators to state prison allows probation departments to prioritize their limited resources for supervising those offenders who are more amenable to supervision and treatment. Figure 9 illustrates the movement of adult felons in the California criminal justice system. In , about 40 percent or about 80, of adult probationers removed from probation had their probation term revoked, usually resulting in a jail term, the imposition of additional probation time or conditions, or a sentence to state prison. Less than half ended with the successful completion of probation. Research indicates that California probation terms are more likely to end in revocation and are less likely to end with the successful completion of probation when compared to the nation as a whole. For example, the rate of successful completion of probation is 10 percent higher nationally than for California. Figure 10 compares revocation and completion rates for California to national averages. According to records kept by the California Department of Corrections and Rehabilitation, an average of about 19, probation violators are sent to state prison each year. These probationers make up approximately 40 percent of all new prison admissions from the courts each year. Figure 11 shows the number of probation violators sent to prison annually and the change in the total prison population over the past decade. As shown in the figure, changes in the number of probation failures sent to the state and the state prison population mirrored each other closely over the past ten years. We estimate that the state spends about a billion dollars annually to incarcerate, supervise, and treat offenders who first enter the prison system as probation failures. Establish a Fiscal Incentive Program for Probation In this report, we have reviewed the adult probation system in California and identified a number of issues that limit its current effectiveness.

3: Chicago Tribune - We are currently unavailable in your region

Some probation requires very close supervision by a probation officer, but other types of probation simply require you to stay out of further legal trouble. Supervised probation requires that you remain under the supervision of a probation officer, who makes sure that you comply with a list of terms and conditions.

Communication A probation officer needs excellent communication skills, especially with regard to listening. He must also listen to the offender, his employer and others involved in his life to find out whether he is in compliance. A probation officer needs the ability to help the offender understand what is expected of him in terms during the probation. In court, the probation officer must be able to communicate recommendations on probation terms for the offender. Relationship Orientation Some perceive probation officers as hard-edged, but a good probation officer needs the ability to build relationships. He must establish rapport with offenders to get them to open up and listen to direction. He must also maintain good relationships in the community, with families of the offender, local service agencies, and other support systems that help the offender get back on his feet. The probation officer tries to help the offender get involved in activities and programs that encourage a crime-free lifestyle. Encouraging A probation officer with the ability to motivate others has an advantage in his career. Some offenders go on probation feeling down about their situation and uncertain of what is to come. Someone convicted of robbery in a small community, for instance, might feel shame about going back into that community. The officer helps the offender set goals for improvement and encourages her to take the steps necessary to achieve them. Positive thoughts and behavioral strategies are often the best tool to prevent new crime problems. Critical Thinker Probation officers need to make logical decisions, often in a timely manner. When interacting with an offender, the officer needs to assess whether the offender is being genuine and truly fulfilling the terms of his probation. In some cases, the officer must contact the courts and recommend stricter or more lenient probationary terms, depending on how things are going for the offender. Often, the probation officer is called upon by a judge to make a recommend on probation sentencing. He must consider the facts of the case, experiences of prior offenders and the likelihood of additional crimes in making suggestions. Bureau of Labor Statistics. In , 91, people were employed in the U.

4: 6 Important Qualities Needed to Become a Probation Officer | Human Services

success of probation are hypothesized to be consistent with empirical descriptions of the challenges to determine what contributes to success; these challenges are due to the numerous factors influencing success, including the obstacle of conflicting goals between.

At some point or another, many of us had to be on a probation period when first hired. After all the hard work and high stress of looking for a job, developing our resumes, preparing ourselves for interviews, and follow all the protocol of the recruiting process, we think that every thing will be over when getting the job. If you want to be successful in completing this probation period and securing the job, there are a few tips that you should consider: Be Punctual – Show up for work on time better yet, a few minutes early! Dependability – There is nothing worse than having an employee who is chronically late, who takes frequent unscheduled breaks, who leaves early, and who procrastinates in getting work done. Employers need to be sure that their employees will take their jobs seriously. Be a Team Player! Go Above and Beyond – do not wait to be asked what to do, take initiative and offer help where needed. Often, these are the employees that get promoted and move up the career ladder the fastest. Keep the lines of communication open -The more you talk with an employer, the more likely you are to understand his or her needs. Be open to feedback! You should be open to learning and receiving feedback which can help you to do better at your job. Be Enthusiastic and Have a Positive Attitude! If you are working in a field you enjoy and are good at you are more likely to be enthusiastic and maintain a positive attitude. This may result from the fact that you lack the time, resources, or information necessary to achieve the desired result. If such a situation occurs, the important thing is to not become discouraged. Realize that achieving goals takes patience and time. What should I expect from my new Employer? Employment Agreement – this document contents important information in regards to the conditions of the employment relationship with the employer. If a probation period is part of the conditions of employment, this document should specify the length of the period. Note that during the probation period, employees may not be entitled to company benefits or vacation time off. Job Description – It will set the functions and responsibilities of the positions. It will list the expectations and objectives of the role and position. Employee Orientation – It will introduce the individual to the organization by providing information on the general rules and practices of the organization, as well as safety information. During the employee orientation, the new hire will have the opportunity to be introduced to the rest of the employees and team members. It is important to take advantage of the orientation process and ask questions about company expectations. Once again, remember that they too are on probation. Informal reviews will be conducted throughout this period in order to determine how well the new employee is meeting the expectations of the position and the company. Before the end of the probation period, the employer may perform a formal review.

5: Adult Probation

How does a person succeed under a Probation sentence in Denver or Arapahoe County? By keeping humble and trying hard. Now for the details. All probation is not equal and the kind of probation granted will depend mostly on the crime.

Adult probation provides supervision to felony, misdemeanor, and traffic offenders sentenced by District Court. This includes the 18th Judicial District as well as supervision provided as a courtesy to other districts. The Court grants probation in lieu of a jail or prison sentence. Probation gives the offenders the opportunity to remain within the community and rehabilitate themselves, while under supervision of the Court to help ensure public safety. Mission Statement for Kansas Court Services: Under the authority of the Kansas Judicial Branch and the State of Kansas, the purpose of Court Services is to continue the judicial process in a timely, professional, and ethical manner consistent with community interests. This is enacted by completing the responsibilities of court reports, supervision, which holds offenders accountable for their behavior, promotes public safety and improves the ability of offenders to live more productively and responsibly in the community. Adult Probation is divided into two departments: Probation Intake - This office is located in the Sedgwick County Courthouse and is designed to receive and process new probation cases. They also monitor interstate compact cases probationers being supervised out of state. When a defendant is sentenced and granted probation their defense attorneys escort them to the intake office to be processed and assigned a CSO. Intake completes all preliminary paperwork and explains conditions of probation to the defendant then the case is passed on to the supervision unit. This unit supervises cases on a monthly basis. The CSO assists the defendant by providing referrals to community based resources that will assist them in carrying out the court orders. These programs are designed to improve the quality of the life of the probationer and promote community safety. All probationers are required to obey all laws and report to the CSO as directed. Court orders can also include travel restrictions, payment of court costs, fees, fines and restitution, participation in alcohol, drug and mental health treatment or counseling, attendance at support groups such as AA, NA or CA, community service work, random drug tests, educational and vocational programs. The CSO provides direction to the probationer to help them meet the court requirements, improve the quality of lifestyle and secure safety within the community. The CSO also interacts and coordinates with Law Enforcement agencies to investigate if probationer is in compliance with the law. How to Succeed on Probation: Failure to report as directed. Because it is the first priority of the Court Services Officer to see that the orders of the Court are carried out, it thus becomes the responsibility of the CSO to monitor and assess your progress towards completing probationary conditions. It is your responsibility to remember when to report. Subsequent arrests for any offense may be considered grounds to seek revocation of your probation. Failure to make payments towards costs, fines, and or restitution may be considered a violation. Any and all other conditions of probation you have been directed to comply with, are equally as important as those set out above, and any other breach of such conditions will be considered a violation of probation. It is important that you consider that a violation may mean the difference between the enjoyment of freedom vs. It is equally important to know that each PV arrest is accompanied by a bond, and if you choose to violate terms of your probation, you must be prepared to pay dearly to bond out of jail pending your PV hearing. As you can see, while probation offers an opportunity towards a measure of growth and success, which are yours alone, the choice of decisions you can alternatively make can bring negative consequences.

6: Learn How to Write a Successful Probation Letter

Teaching Ex-Cons How to Succeed on Probation and in Life Help Me Create Change What if together we could create a system where offenders learn to be successful in life?

7: How to Complete Criminal Probation (with Pictures) - wikiHow

HOW TO SUCCEED ON PROBATION pdf

The Importance of a Probation Letter. Most companies and organizations will hire people on a probationary basis; that is they have to finish a trial period of work before their employment is confirmed and made permanent.

8: Personal Characteristics & Skills of a Probation Officer | www.enganchecubano.com

You can increase your chances for success by using short-term goals that you can realistically achieve thereby giving you opportunities for success that you can build upon.

9: Student Success (Probation)

â€¢ review the letter of engagement to check the length of the probation period, and â€¢ check whether the relevant industrial instrument (e.g. an award or an enterprise agreement) contains any compulsory rules about probation.

The Complete History of the Death Penalty (Complete History of) Database design and implementation It All Fits Together Winter Quarter Administrators Guidebook: Gods Story Heather Avery And the Magic Kite The Defective Detective in the Pulps Raid/untold Sty Patto Political culture and comparative politics V.2. The law of marriage and divorce. A systematic approach to consulting for city administration Rural politics and the collapse of Pennsylvania federalism Always Room for One More (Owlet Book) Where Salmon Come to Die Fundamentals of engineering thermodynamics moran 8th edition Moodle 2.6 user manual Ectopic Pregnancy A Medical Dictionary, Bibliography, and Annotated Research Guide to Internet References Jacksonian and Antebellum Age Mastering physics chapter 3 solutions Holiness in body and mind Catch! A Fishmongers Guide to Greatness Mathematics a discrete introduction edward scheinerman How to improve your spelling Roland fp 90 manual Role of business in society Sleep in the cardiac disorders Learning Journey on the Red Road Chicago Luxury Home Condo English architecture through the ages The fifty shades trilogy Storm boy and other stories Playtime Props for Toddlers (Time for Toddlers Series)Code W4701 The wind is free II Islamic Revivalism in a Changing Peasant Economy Helping prosecutors Haydn Yearbook, 1980 Robert gagne hierarchy of learning Pt. 8A B. Household tables (5 v.) Node js design patterns A walkers guide to the Dorset coast path. Yo Ho Ho and a Bottle of Milk (Rugrats Files) Social sciences today