



# ASSOCIATION OF PAROLING AUTHORITIES INTERNATIONAL

JANUARY 2014

## FROM THE PRESIDENT:

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### THINGS TO DO IN 2014

- **Renew APAI Membership**
- **Serve on an APAI Committee**
- **Convince a colleague to join APAI.**
- **Make plans to attend the 2014 Chairs Meeting and Annual Training Conference in Denver, CO May 18-21, 2014**

Dear APAI Members,

2013 has been a fast and furious year for APAI and the Executive Committee. Your Association is increasing our membership and moving forward on many fronts. We have some exciting products on the website and especially invite you to visit our new Resource Map. This map provides user-friendly information about releasing authorities in the United States and internationally. This will be an ever-expanding project as we continue to add information such as the sentencing structure and organization of each member authority represented on the map.

Our Crime Victims, Professional Development, Public Relations-Communication, Resolution, and Membership Committees are all very active, and with both US and international members, will play a significant role in our upcoming Annual Training Conference in Denver, Colorado, May 19 - 21. APAI Committees are the "life-blood" of our Association and determine the level of our achievements. Become active and join an APAI Committee!

Our Chairs meeting will again, be held on Sunday, May 18<sup>th</sup> preceding the Conference. Hopefully, you have been made aware through APAI's advertisement of the opportunity to participate in a full-day of Sex Offender Training on Saturday the 17<sup>th</sup>. This training will be conducted by the National

Parole Resource Center [NPRC] in partnership with APAI and has an accompanying scholarship if you apply early enough. So get those registrations in and have your airfare to the Conference paid for! Additionally, our Chief Program Officer, Jeralita "Jeri" Costa, is working vigorously with the Colorado Parole Board Host Committee to put together a rewarding and fun program that will spotlight many aspects of the Colorado system with a focus on personal safety and care. Come and join us in the beautiful State of Colorado.

While we tend to reflect on our professional careers and achievements along with disappointments we've experience over the past year, let us not forget the most important aspect of our life; that being our family and friends. Those of us close to retirement always provide a reason for doing so as being "to spend more time with my family". Don't wait until retirement to spend time with the most important people in your life; do so now as you continue to engage your career in criminal justice.

Have a safe and joyous new year!

Warmest regards!

Jeffrey L. Peterson  
President, APAI

**APAI ANNUAL TRAINING CONFERENCE JUST AROUND THE CORNER****BY: JERI COSTA, APAI CHIEF PROGRAM OFFICER**

The excitement is ramping up for the APAI 2014 Annual Training Conference to be held in Denver, Colorado, May 18 -21. This year's conference theme is *"Defining Success: Increasing Public Trust and Confidence in Parole."* We are planning a full menu of general sessions and workshops to encourage dialogue, build skills, and increase knowledge. There will be ample opportunity for networking with your colleagues from around the world too!

Participants will learn: how to leverage emerging technology to better manage workload and improve decision making; implement motivational interviewing practices to increase meaningful participation in parole hearings; tools and tips for stakeholder engagement and effective collaboration; how to work with the media to increase public trust and confidence in parole; personal and workplace safety ideas; information for working with diverse offender populations; international perspectives on parole; and other informative and specially selected programs.

In conjunction with the Annual Training Conference

this year, APAI is also holding a full day Chairs Meeting on Sunday, May 18<sup>th</sup>.

In addition to this year's broad array of general sessions and workshops, participants will be enchanted by the ambiance of Denver. Denver's nickname is: *The Mile High City*, because it is exactly one mile higher than sea level. Originally founded as a mining town in 1858, Denver now boasts a population of approximately 634,265 and has more than 200 parks for the enjoyment of residents and visitors alike. Visitors will also be delighted by Denver's many nationally recognized museums, music venues and food choices.

We encourage you to register for the conference early!

Don't forget that APAI has a silent auction at our Annual Training Conference. Your donation of items to the auction always makes it diverse and successful.

See you in Denver!

**MEMBER SPOTLIGHT: PAROLE COMMISSIONS BOARD OF CAYMAN ISLANDS****BY: DEBORAH EBANKS, CHAIRPERSON**

The Cayman Islands are a British Overseas Territory made up of three islands in the Caribbean (Grand Cayman, Cayman Brac and Little Cayman). The Governor of the Cayman Islands is the local representative of the British government. In a small community of about 60,000 people, members of our prison population are largely well known to the wider community.

The Cayman Islands Parole Commissions Board has been in existence since 1987 and operates under The Prison Law. This independent advisory Board of five volunteer members reporting directly to the Governor is non-political and makes recommendations to the Governor for a final decision. Three members were appointed to a term at the discretion of the Governor on recommendation from the Deputy Governor's Office. The remaining two members were appointed when two vacancies on the Board were filled by the Governor's Office through an open recruitment

process. These appointments were initially for a two-year period with subsequent annual reappointment by the Governor.

The members of the Board are: Chairperson, Miss Deborah Ebanks, Deputy Chairperson Pastor Alson Ebanks, Mrs. Twila Escalante, Ms. Marilyn Conolly, and Mr. Dwene Ebanks. Both Pastor Alson Ebanks and Chairperson Deborah Ebanks have been awarded The Cayman Islands Certificate and Badge of Honour (Cert Hon), which is the highest local award. These awards for bestowed for their service to the community.

With a quorum of three members, meetings are held at the Prison on the first Monday of the last month of each quarter with volunteers receiving a small stipend for meeting attendance. Part-time Board Secretary, Ms. Debra Prendergast supports the work of the Board through the Deputy Governor's office. Parolees are supervised by the

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**MEMBER SPOTLIGHT: PAROLE COMMISSIONS BOARD OF CAYMAN ISLANDS**  
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Department of Community Rehabilitation.

The Board's recommendations are based on inmates' dossiers made up of reports from, but not limited to, the Department of Community Rehabilitation, Prison Service, Counselling Services, Police, Immigration, Judiciary, Mental Health. A face-to-face interview with the inmate is also conducted.

In November 2012, the Bill of Rights came into effect in the Cayman Islands. Given the importance of this legislation, members received specific training in Human Rights, to ensure that Board policies and procedures were in compliance. A two-day training session was recently conducted by the Member Development Officer of the England and Wales Parole Board. Under the direction of the Deputy Governor's Office and the United Kingdom's Foreign & Commonwealth Office, the training not only included the Parole Board Members, but all agencies involved with the parole process in the Cayman Islands.

The year 2013 saw several notable events in the operations of the Board including hearing an inmate who had legal representation, interviewing a victim, and, victims' family members. The most significant event however was the release on license of a "Lifer" who had served over 26 years. While there was some public concern, the community has come to

accept that inmates can be rehabilitated and re-integrated into our community. In 2014, will see even more changes as the operations of the Parole Board are expected to shift under a new law currently under draft review.

As a member of APAI, the Cayman Islands Parole Commissioners Board members have an invaluable opportunity to network, learn and strengthen our own practices for the benefit of our parole process, parole applicants, and our community.



In November of 2013 Members of the Board and Her Excellency, the Governor of the Cayman Islands .attended Human Rights Training. Left to Right: Alson Ebanks, Dwene Ebanks, Natalya O'Prey (trainer), Her Excellency The Governor, Helen Kilpatrick, Board Chairperson, Deborah Ebanks, Marilyn Conolly. Not pictured: Twila Escalante

**APAI'S INAUGURAL TRAINING WEBINAR**  
**BY: KEITH HARDISON, APAI CHIEF ADMINISTRATIVE OFFICER**

In October of 2013, the Association of Paroling Authorities International took advantage of a training method not previously utilized by the Association. Through the generous gift of the time and talents of Ms. Anne Seymour, National Victim's Advocate and the technological skills of Mrs. Natalie Payne from the Correctional Management Institute of Texas, APAI presented a webinar entitled *Improving the Parole Process for Crime Victims and Survivors*.

The idea for this training originated from the APAI Crime Victims Committee under the leadership of Chair Tena Pate of the Florida Parole Commission. This committee is tasked with ensuring professional development opportunities are available to the

members of APAI on issues of importance to victims and survivors of crime and which focus on their role in the parole and reentry process.

This committee recognizes that there is a significant amount of turnover in the make-up of boards and releasing authorities and that the personnel of these agencies are expected to interact on almost daily basis with victims and survivors of crime. This interaction, by its very nature, is highly emotional and has the potential for re-victimizing an already traumatized constituency. The committee wanted a product that would provide some basic information about what agency personnel can do to minimize the potential for re-victimization and to

## APAI'S INAUGURAL TRAINING WEBINAR, CONT FROM PAGE 3

make the parole decision making as non-threatening as possible.

The committee approached Anne Seymour about developing and presenting the content for the webinar. Anne is well known as the top expert in the nation on issues concerning crime victims and their role in the parole and reentry process. She is the author of numerous publications and has spoken frequently on this topic. She is also a member of the APAI Crime Victim's Committee and a frequent contributor to APAI training events. She graciously agreed to donate her services to make this event possible.

The APAI Crime Victims Committee served in an advisory capacity submitting idea for Anne's presentations and reviewing the final content before presentation. The objectives of this webinar were to equip the participants to:

- ◆ Describe why parole processes may be difficult for some victims & survivors
- ◆ Identify strategies to make the parole process more "victim-centric"
- ◆ Describe promising practices that can improve victims' participation in parole processes

The technical aspects of the presentation were handled by Natalie Payne, Project Coordinator from the Technology Development Division, of the APAI Secretariat, at the Correctional Management Institute of Texas (CMIT). She set up the registration process and handled the technical aspects of CMIT's

GoToMeeting ® system. Again because of CMITs' generous donation of Mrs. Payne's time and talents, APAI was able to present this program at no cost to participants.

The response and participation was overwhelming. There were 54 registered sites signed on for the webinar. We know that at several of these sites there were multiple participants at one computer. Also, there were additional participants who listened in solely by telephone and were not counted as a registered site.

An evaluation was conducted in which participants were asked to rate various aspects of the presentation. The results indicated that the participants overwhelmingly found the material useful and that it exceeded their expectations.

But that's not all. The webinar was recorded and will be made available to APAI members on the APAI website. The Crime Victims Committee recommends that all current board members and staff who have any contact with crime victims watch this webinar once posted. The committee also recommends that this event be required viewing for any new board member or new agency staff with the potential for interaction with crime victims.

Hopefully the information presented at this event will prove to be a useful resource for APAI members. We at APAI also plan to use this valuable technology to continue to provide up to date professional development opportunities for our membership.

### THE WYOMING BOARD OF PAROLE—PLANNING FOR CHANGE BY: DAN FETSCO, DEPUTY DIRECTOR, WYOMING PAROLE BOARD, APAI SECRETARY

The Greek philosopher Heraclitus observed that "the only thing that is constant is change." Like any other parole board or releasing authority, the Wyoming Board of Parole has undergone change in recent years, including taking a fresh look at its strategic planning process and the associated performance measures. In response to an announcement from the National Parole Resource Center, the Wyoming Board applied for strategic planning assistance in January of 2013 and was selected to participate in the program.

In March of 2013, Board executive staff and each member met for a two-day, off-site strategic planning retreat in Saratoga, Wyoming, facilitated by Richard Stroker from the Center for Effective Public Policy. At the retreat, the group brainstormed and collaborated on identifying potential critical indicators for Board consideration, and began to develop a consensus regarding specific measures. The group discussed the importance of matching offenders with appropriate conditions and programming, and reviewed options regarding the

**NEW VICTIM NOTIFICATION SYSTEM AVAILABLE SOON, CONT FROM PAGE 3**

management of parole violations.

Another area that was discussed was an end-of-sentence review process for those inmates who have not been paroled, for any number of reasons, yet may still be appropriate for release under a tailored plan of supervision. The group also identified a need for on-going training for Board members and the development of a plan to maintain and strengthen collaborative efforts with the local, privately-run work-release centers.

Following the off-site retreat, in June of 2013, the Board and executive staff met again for a two-day strategic planning session at its offices in Cheyenne, Wyoming. The group began with a review of the potential critical indicators and identified two performance measures: 1) the percentage of all offenders completing their sentences on successful parole; 2) and the three-year recidivism rates for offenders who completed their sentence successfully on parole compared to inmates who discharge their sentence in prison.

A work plan was developed regarding the effective use of parole conditions, involving a new decision

guideline tool and an internal, six-month review of revocations for the use of alternative sanctions prior to revocation. A strategy to address the end-of-sentence review project involving the judiciary committee of the State Legislature and the Department of Corrections was identified, and a plan to contact the work-release centers for an information-sharing meeting was outlined.

The group also created a plan to obtain more training on the various assessments utilized by the Wyoming institutional case work staff and other areas as needed, such as arranging for motivational interviewing training for new members and periodic refresher training for experienced members.

The process took time and required hard work, cooperation, patience, and a willingness to change. By July 1, 2013, the Wyoming Board's strategic plan was final and is now public record and can be found at <http://boardofparole.wy.gov/pdf/StrategicReport.pdf>. As more information becomes available and new technology and practices emerge and change releasing strategies, the Wyoming plan will hopefully change in response.

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**ASSOCIATION OF PAROLING  
AUTHORITIES INTERNATIONAL**

Correctional Management Institute of Texas  
George J. Beto Criminal Justice Center  
Sam Houston State University  
Huntsville, TX 77341-2296  
Phone: 877-318-APAI  
Fax: 936-294-1671  
E-mail: [info@apaintl.org](mailto:info@apaintl.org)



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