



**INSIDE THIS ISSUE**

Member Spotlight	2
ACJI Webinar Series	3
Innovation in Training	4
#CapturedCollaborations	5
Board Chair Orientation	6
CSRC Website	7

**TO-DO IN 2024**

- Renew Membership
- Serve on a Committee
- Recruit Fellows to APAI
- Make Plans to Attend the 2024 Annual Training Conference in Bellevue, Washington in May 2024

**MEMBERSHIP FEES\***

Individual	\$65
Organizational	
Up to 8 Members	\$375
9 to 13 Members	\$475
14 to 20 Members	\$575
Alumni	\$40
Associate	\$40
Student	\$15

\*fees on a per year basis.

# From the President

Welcome to 2024! It has been a fast year with so many things that are happening. It is hard to believe that my first two years as President are coming to an end on June 30, 2024. I look forward to an opportunity to continue to serve in this role. APAI is thriving with opportunities to grow and create relationships with others for our development. APAI’s Executive Committee continues to work hard and search for other ways to be a greater resource for our members. I am looking forward to the next few months as we get closer to our Annual Training Conference.

This year, the conference and annual session for the Chair’s and Executive Director’s meetings will be held on May 5th through 8th. The Washington State Indeterminate Sentence Review Board has done an excellent job putting things together for our arrival. Last minute details are falling into place to ensure the success of the conference. We hope that you can participate as each one of you are the biggest part of that success.

The regional and international breakout sessions were a hit at our last conference, and we are looking forward to continuing the tradition of having an opportunity to meet with those from your regions. Several of you have mentioned the benefits of the session and that information came through loud and clear. Our Regional Vice Presidents have also

taken the opportunity to begin meeting outside of the conference and will be planning virtual meetings. The relationship created can only make us stronger.

Being part of a paroling authority is a huge responsibility that comes along with highs and lows. We never know when or if a case is going to go in a different direction as expected. Keep your fellow members in your thoughts as some navigate through the lows. Reach out to those to encourage them to continue to perform the duties of the job with the level of professionalism that we see day in and day out. Take the time to relax and enjoy life outside our daily tasks.

I am looking forward to seeing everyone in Washington!

Best regards,

Jonathan Ogletree

# MEMBER SPOTLIGHT

## *Richard Sparaco, Retired Executive Director, Connecticut Board of Pardons and Paroles*

by: Ashley Koonce, Executive Director, APAI

**This newsletter, we would like to highlight one of our long-time members, who has now joined us in an Alumni status! It is incredible when we have members who retire, but want to stay involved in the very important work of our field and Rich Sparaco is an outstanding example of this.** Rich has been a member of APAI as long as he can remember being with the board. He distinctly remembers his first APAI conference as the conference in 2009, in Newport, RI. When Rich retired from the board, he almost immediately joined us as an Alumni.

Rich has continued to stay engaged in the field of parole because he truly believes that people can change and has always embraced the concept of a second chance. Rich always had a passion for the law, initially wanting to be an Attorney. As an undergraduate at Northeastern University, Rich was fortunate to land an internship at the Massachusetts Parole Board. It was there that he became fascinated with the work and the parole process. Right before he finished graduate school, he found out that Connecticut was bringing back parole and looking to hire staff. Rich was hired and the rest is now history!

When asked about the value he finds in being involved in APAI and attending the annual conference, Rich had this to say, “Did you ever hear the saying, ‘Why am I just hearing about this?’ That is how I felt when I attended my first APAI conference. I had been an active member of many local and regional criminal justice organization’s like NECCD, MASCA, and APPA, but they mostly focused on community supervision and offered limited insight into parole boards.”

Rich describes APAI as the next level for parole board members and staff. “Aside from targeted trainings, it allows for the type of shared experiences that you can only relate to if you work for a paroling entity. Throughout the years of attending the conferences, I have been able to not only attend some incredible trainings, but personal-



ly connect with fellow executive directors, Board members, and other parole staff from around the country and the world.” For Rich, the connections and friendships created though APAI helped to be a better resource for his agency and continue to follow him as he ventures into his next chapter.

APAI has provided Rich an incredible platform to continue to expand his work with NIC and the Structured Decision-Making Framework. He has had the pleasure of working with over ten state paroling authorities over the years to help implement the framework in their states. Through APAI, he has also had the opportunity to be part of the first Community of Practice Event for the framework, as well as provide on-going training opportunities for the participating states.

Rich frequently quotes the late Dr. Ed Latessa, who said, “We should incarcerate people because we are afraid of them, not because we are mad at them.” Rich’s vision for parole is grounded in that belief, as well as the concept that everyone deserves the opportunity for a second chance. Not everyone is suitable, but they should at least be eligible.

# ACJI LAUNCHES WEBINAR SERIES

## to Support Justice System Leaders in Change Efforts

by: NEED NAME HERE PLEASE

**The Alliance for Community and Justice Innovation (ACJI) has a new webinar series called Learn@Work Live, which supplements the organization's Learn@Work Suite of static videos for those in criminal justice looking to innovate, lead, and focus on self-care. The Suite is a customizable series of videos intended for organizational learning libraries while Live is open to all every other month.**

Members of the Association of Paroling Authorities International (APAI) are invited to attend the bi-monthly webinar at no cost.

Stepped in Implementation Science, the series will cover a variety of topics including how to work with multiple stakeholders to overcome a specific challenge, innovative programming opportunities for specialized groups, employee burnout, and succession planning.

The next free webinar is Friday, May 10th at 12pm (noon) MST. Here are the details.

**Topic:** Strategic Planning as a Discipline, Not a Document

**Panelists:** Alexandra Walker, PhD (ACJI) and Nicholas Powell, PhD (Georgia Department of Community Supervision)

### What you'll learn:

- The ways implementation science differentiates strategic planning from simple paperwork.
- What it means to develop an agile mindset within an organization.
- How to overcome common obstacles in strategic planning implementation.
- Whether you're a seasoned executive, just starting out, or a planning enthusiast, this Learn@Work Live webinar will offer insights to elevate your approach.

**ACJI**

## LEARN@WORK LIVE

STRATEGIC PLANNING AS A DISCIPLINE, NOT A DOCUMENT

**Alexandra Walker, PhD**  
Alliance for Community & Justice Innovation

**Nicholas K Powell, PhD**  
Georgia Department of Community Supervision

**FREE WEBINAR!**  
FRIDAY, MAY 10  
12:00 P.M. MST

**REGISTER ON ZOOM**

**Register on Zoom:** <https://tinyurl.com/acjiwebinar>

If you can't make the upcoming event but would still like to see the recording, register anyway. ACJI will send you a link to the recording after the fact.

You can also visit [www.acji.org/webinars](http://www.acji.org/webinars) for details on future episodes. And be sure to check out [www.acji.org/learn-at-work](http://www.acji.org/learn-at-work) to request a free demo of the Suite for your agency's learning library.

# INNOVATION IN TRAINING

## *for Board members and staff at the Parole Board of Canada*

by: Jennifer Oades, Chairperson, Parole Board of Canada

**The Parole Board of Canada (PBC) strives to have the best training regime for its Board members. Following their initial appointment and throughout their terms of appointment – the PBC ensures Board members have an efficient and effective onboarding experience and receive relevant and evidence-based training on the assessment of risk.**

Recently, the Chairperson of the PBC directed that the Board renew its collective learning and development framework, with an aim to better integrate staff and Board member training. Under the leadership of the Deputy Chairperson, the PBC engaged an expert consultant to examine its existing training framework and to identify a roadmap for building a more modern and robust training regime. The consultant's work left no doubt that, while the PBC has some good practices in place, the PBC needed to modernize its approach to learning, using modern adult learning principles and practices.

To supplement the consultant's work, the PBC hosted a two-day "Learning Summit" in the Fall of 2023, that brought together a cross-section of Board members, staff, and experts to explore adult learning practices. Much of what was heard in the Learning Summit echoed the ideas and recommendations of the earlier consultant's report and solidified the PBC's resolve to modernize its training framework into one integrated and centralized 'Centre for Learning'.

The establishment of this Centre for Learning is well underway and, when fully operational, will exercise overall leadership for training within the PBC, including instructional design, curriculum development, training delivery methods and evaluation. It will also oversee the management of a Learning Management System.

This renewal exercise will modernize PBC's training framework and will anchor a culture of learning within the fabric of the PBC.

A promotional banner for the 2024 Annual Training Conference. The background is a night view of a city skyline with the Space Needle visible. The text is overlaid on a white rectangular frame. The year '2024' is written in a large, green, cursive font. Below it, 'Annual TRAINING CONFERENCE' is written in white, bold, sans-serif font. Underneath that, '• May 5 – 8, 2024 • Seattle, WA •' is written in white, bold, sans-serif font. At the bottom of the banner, a green bar contains the text '• REGISTRATION OPEN • VISIT WWW.APAINTL.ORG TO REGISTER AND BOOK YOUR STAY •' in white, bold, sans-serif font.

**2024 Annual  
TRAINING CONFERENCE**  
**• May 5 – 8, 2024 • Seattle, WA •**

**• REGISTRATION OPEN • VISIT [WWW.APAINTL.ORG](http://WWW.APAINTL.ORG) TO REGISTER AND BOOK YOUR STAY •**

# #CAPTUREDCOLLABORATIONS

## Highlighting Member Connections through APAI

by: Ashley Koonce, Executive Director, APAI

**Our agency partnerships and collaborations are invaluable as we work to share the great parts of our field.** Recently, our Vice-President was able to attend the American Probation and Parole Association (APPA) conference

in Seattle, WA. She had the opportunity to meet with their leadership, as well as the National Association of Parole Executives.



Pictured: Marcus Hodges-President Elect APPA, Veronica Cunningham-Executive Director, APPA, Kecia Rongen-Chair, Washington Indeterminate Sentence Review Board and Vice-President, APAI, and Susan Burke-President, National Association of Parole Executives

# PAROLE BOARD CHAIR ORIENTATION

*NIC Parole Board Chair Orientation • June 3-6, 2024 • Aurora, CO*

**Purpose and Goals of Training:** This is NIC's training for Parole Board Chairperson(s). The Parole Board Chair is the one who leads the Parole Board function by managing resources and information in accordance with evidence-based practices and legal mandates to promote public safety and successful reintegration of suitable returning citizens through responsible decision-making.

The training program is blended (virtual and in-person) highlighting strategic thinking and tools to create an innovative approach for Parole Boards and decision making for returning citizens. The training will provide participants with a collaborative learning and problem-solving

environment designed to strengthen evidence-based Parole decision making.

The Parole Board chairs training will include:

- Enhancing evidence based practices
- Working with executive staff and legislators
- Promoting optimal performance

**Participant Eligibility Requirements:** New Parole Board chairs and/or Parole Board Chair who have not attended the training; with executive-level Paroling decision-making responsibilities. All participants will register in the NIC Learning Center and be approved by NIC's project manager.



**Registration Open Now • Closes April 4, 2024**

Visit [www.tinyurl.com/nicic-training](http://www.tinyurl.com/nicic-training) to register today.

CALL FOR

ARTICLES

**Do you have news, advice or a story of interest to the Paroling Profession?**

**Submit your stories, photos and news to Ashley Koonce at [koonce@apaintl.org](mailto:koonce@apaintl.org)**

*Silent*  
**AUCTION**

**ITEMS REQUESTED**

**Silent Auction items can be mailed to:**

Washington ISRB  
637 Woodland Square Loop SE  
Lacey, WA 98503

*include a with a note to call 360-407-2400 at delivery*

# CEPP & CSRC PARTNERS WITH APAI

*Center for Effective Policy & The Community Supervision Resource Center*

by: Ashley Koonce, Executive Director, APAI

**APAI is proud to partner with the Center for Effective Public Policy and The Community Supervision Resource Center (CSRC).** They have been hard at work to prepare a website and it is now available for you to explore. The site is designed specifically to assist those working in the fields of pretrial, probation, and parole community supervision. Use the website to: Explore the Resource Library with hundreds of pretrial, probation, and parole

resources; Discover upcoming trainings and webinars; Inquire about customized technical assistance; Be informed about new funding opportunities; and Learn more about the work of BJA's Innovations in Supervision Initiatives (aka Smart Supervision) sites.

Visit [www.communitysupervisioncenter.org](http://www.communitysupervisioncenter.org) to take a look around at this new resource center today.

**Community  
Supervision**  
RESOURCE CENTER



**BJA**  
Bureau of Justice Assistance  
U.S. Department of Justice

**C E P P**  
Center for Effective Public Policy



## Have you put your order in yet?!

**For the first time and LIMITED time -  
APAI gear is available for purchase!**

Select delivery at the conference for FREE shipping or if you can't join us this year, you can have it shipped directly to you! We can't wait to see everyone representing this amazing association!

**Visit [www.promoplace.com/apai2024](http://www.promoplace.com/apai2024)  
to view the gear store today!**

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