



## **TAPS & NAPSA 2021 Virtual Regional Conference**

**April 20 – April 22 – April 27 – April 29, 2021  
1:00 p.m. – 6:00 p.m. (eastern) Each Day**

### **SCHEDULE OF EVENTS**

**(Revised 4/13/21)**

#### **Tuesday, April 20, 2021**

##### **1:00 – 2:00    Opening General Session**

##### **Hate the Game, Not the Player: The Importance of Systemwide Equity Work**

This session will inform and inspire participants of the importance of addressing systemic equity at all Pretrial Services contact points. It will also reveal the intersectionality of policy, practice, and internal mobilization to unravel inequitable outcomes.

***Speaker:***

Pastor Edward L. Palmer, Certified Racial Diversity Trainer

##### **2:00 – 3:00    Concurrent Workshops**

##### **The Impact of Implicit Bias on Racially Marginalized Populations**

This session will introduce participants to the term implicit bias and how it affects individual decision making. It will also provide an overview of the inadvertent consequences that result from these unintentional biases and how they can impact individual beliefs and responses.

***Speaker:***

Pastor Edward L. Palmer, Certified Racial Diversity Trainer

##### **Conducting Meaningful Bond Hearings**

This workshop will focus on how to use the information provided by Pretrial Services to make the most effective bond hearings. Providing perspectives from a variety of jurisdictions and perspectives, learn best practices from a Judge, Public Defender and Prosecutor's perspectives.

**Learning Objectives:**

- Providing meaningful information to the key stakeholders.
- Learn how to keep arbitrary money amounts from being the primary focus of a bond hearing.
- How to develop meaningful arguments from all perspectives.
- How to effectively use pretrial reports and risk assessments as attorneys and judges.

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**Speakers:**

Kelli Childress, Chief Public Defender, El Paso County (TX)  
The Hon. Maria Salas-Mendoza, District Court Judge, El Paso County (TX)  
Jeff Altenburg, District Attorney, Milwaukee County (WI)

**Pretrial 101: Understanding the Legal and Historical Underpinnings of Bail and Pretrial Diversion (Fundamentals)**

This workshop will provide those new to the pretrial release or diversion fields with an overview of the historical and legal foundations of both release and diversion. It will include discussions of important statutes and case law, as well as national standards, the latest research findings, and system support for the reform of pretrial justice policies and practices.

Learning Objectives:

- Articulate the purposes of pretrial release and diversion.
- Describe the legal basis for pretrial release, detention, and diversion decisions.
- Compare their local practices with national standards.

**Speaker:**

Aaron Johnson, Director of Personal Bond and Collections, Galveston County (TX)

**3:00 – 4:00 Exhibit Hall Open**

**4:00 – 5:00 Concurrent Workshops**

**A View from the Bench: Leading Pretrial Reform (Sponsored by APPR)**

Are you interested in hearing the judicial perspective on how they make critical pretrial release and detention decisions? Judicial officers are often the champions of their local pretrial improvement process and are called upon to provide a consistent positive energy to the effort and inspire others by communicating a persuasive vision and path. This session will feature a panel of three judges who have led reform efforts in their jurisdiction and they will share their insight and lessons learned.

**Moderator:**

Tanya Anderson, Senior Manager, Center for Effective Public Policy

**Speakers:**

The Hon. Robbin J. Stuckert, Judge, DeKalb County (IL)  
The Hon. Mark E. Spitzer, Judge, Grant County (IN)  
The Hon. Jeffrey Kremers, Judge (Ret.), Milwaukee County (WI)

**Virtual Solutions During COVID**

This workshop will provide examples of a variety of virtual solutions that have kept the wheel of justice turning. Hear from Texas, Pennsylvania and Michigan jurisdictions who have successfully innovated technologies that are planned to last well beyond the pandemic.

Learning Objectives:

- Virtual Pretrial Interviews
- Virtual Bond Hearings
- Virtual Drug Court Administration, Pleas and Sentencing

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**Moderator:**

Joel Bishop, Executive Director of Justice and Community Support, El Paso County (TX)

**Speakers:**

The Hon. Penny Hamilton, Chief Magistrate Judge, El Paso County (TX)

Eric Schmidt, Chief of Field Operations, Oakland County (MI) Community Corrections

Elizabeth Simoni, Executive Director, Maine Pretrial Services, Inc.

**Effective Interviewing Techniques (Fundamentals)**

This session will be dedicated to providing an overview of basic interviewing skills in order to maximize the collection of complete and accurate information from a defendant during various stages, including for the pretrial release decision, for a supervision intake, or for eligibility or intake into a pretrial diversion program.

Learning Objectives:

- Articulate various theories of communication
- Demonstrate good interviewing techniques
- Assess their own progress in improving their interviewing techniques

**Speakers:**

Michael Kainu, Program Analyst, Washington, DC Pretrial Services

Shawn LaGrega, Deputy Director, Maine Pretrial Services, Inc.

**5:00 – 6:00    Networking Sessions**

**Let's Talk NAPSA:** Nick Sayner, President, and Jim Sawyer, Executive Director

**Ask the Judge:** Mike Laughlin, Judge Humberto Acosta, Judge Alma Trejo, Judge Craig Henderson

**Texas Legislative Issues:** Aaron Johnson, Mike Lozito, Joel Bishop

**Thursday, April 22, 2021**

**1:00 – 2:00    Opening General Session**

**The Value of Pretrial Risk Assessment Instruments: Don't Throw the Baby Out with the Bathwater**

This session addresses the recent critiques of pretrial risk instruments and the specific complaint that they are racially biased. Information is provided on the basis for this critique and recommendations for ensuring a jurisdiction's PRI provides objective, reliable and valid data to the courts and pretrial services agencies. It is also argued that PRIs are a significant improvement for assessing risk as compared to historic subjective pretrial decision-making by the courts.

**Speaker:**

James Austin, Ph.D., President of JFA Institute

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## **2:00 – 3:00    Concurrent Workshops**

### **Ethics at WORK: Maintaining Ethical Boundaries**

Most people have a general understanding of ethics, but not a clear definition of how ethics should be applied in the workplace. Leaders must be held accountable for all of their decisions, no matter the eventual outcome. A safe and secure workplace for all employees is a requirement for all successful organizations. The critical components of this safety and security are respect for everyone – whether you agree with them or not on any issue. Disrespect for others by poor communication, office politics, and/or lack of ethical boundaries should not be tolerated or acceptable behavior for any organization. A workplace based on a foundation of ethics and ethical behavior is the key.

This workshop will define ethics, steps needed to create and maintain an ethical work environment, and the critical components of ethical leadership. It will also provide the practical components of ethical behavior at WORK and methods to become an ethical leader who is focused on results, while adhering to clear ethical principles.

At the conclusion of the training, participants will be able to:

1. Define the term “ethics” in the workplace and what constitutes an “ethical” work environment, including an ethical organizational culture, overcoming implicit bias, and office politics.
2. Identify how one’s integrity and decisions impact overall results and ultimately organization success.
3. Identify the characteristics of a dynamic leader who understands and maintains ethical boundaries with co-workers, clients, and the public.

#### ***Speaker:***

Nancy Baird, President, Training Strategies, Inc.

### **Pretrial and Diversion Innovations in Bexar County**

Through Pretrial Justice Reforms with the DA, Judges, Pretrial Services and the Public Defender’s Office, Bexar County has been able to implement pretrial diversion programs such as Cite and Release, Pretrial Diversion (misdemeanor & felony), Specialty Court Diversion programs, the Homeless Jail Release Program, Mental Health Diversions and Treatment and recently the Substance Abuse Jail Diversion Program. The workshop will also address the SAMHSA/Gaines Sequential Intercept Model and the implementation of the Law Enforcement Mental Health Diversion Program highlighted on HBO Documentary “Ernie and Joe.”

#### ***Speakers:***

Mike Lozito, Director, Bexar County (TX) Office of Criminal Justice Policy, Planning, and Programs  
Gilbert Gonzales, Director, Bexar County (TX) Behavioral Health Department

### **Risk Assessment, Part One (Fundamentals)**

Research is increasingly showing that empirically derived pretrial risk assessment tools can successfully sort defendants into categories showing the level of risks they pose, and pretrial release and diversion programs across the country have been working to implement such tools. But these tools only work if they are completed correctly and consistently by staff. The first part of this session will focus on what these tools look like, how they are tested for their validity, and what they can and cannot do.

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Learning Objectives:

- Demonstrate the ability to complete risk assessments in strict compliance with established protocol.
- Confidently explain to key stakeholders (i.e., judges, prosecutors, defense) how the tools work and what the results mean.

**Speakers:**

Brian Brittain, Court Services Manager, Volusia County, FL  
Janice Dean, Pretrial Services Director, 5<sup>th</sup> Judicial District of Pennsylvania

**3:00 – 4:00 Exhibit Hall Open**

**4:00 -5:00 Concurrent Workshops**

**Texas Office of Court Administration Operations and Legislative Update**

This session will provide updates on bail legislation filed during the 2021 Legislative Session, an update on the landscape of pretrial and the Office of Court Administration's risk assessment PRAISTX. Current trends in the Texas Judiciary and updates on initiatives and projects will also be discussed.

**Speakers:**

Megan LaVoie, Director of Public Affairs, Texas Office of Court Administration  
Jeffrey Tsunekawa, Director of Research and Court Services, Texas Office of Court Administration

**Galveston Pretrial Modernization Project: The Continual Challenges of Implementation**

This session provides an update of the results so far of a five-year pretrial modernization project in Galveston County. This presentation will include an overview of the project and progress after three years on work in the county and discuss the upcoming more challenging aspects of addressing implementation fidelity and mental health systemwide improvements. Mr. Johnson will discuss his perspective as an administrator regarding the challenges of implementing new protocols and policies in complex multiagency systems and the challenges of implementing a risk assessment process that maintains validity and fidelity to produce effective outcomes.

**Speaker:**

Aaron Johnson, Director of Personal Bond and Collections, Galveston County (TX)

**Risk Assessment, Part Two (Fundamentals)**

The second part of the session will involve exercises to check for inter-rater reliability – that is, the degree to which all the participants complete the risk assessments the same way. During Part-Two of this session, participants will be completing risk assessments on the same defendants interviewed in the Interviewing Techniques workshop.

**Speakers:**

Brian Brittain, Court Services Manager, Volusia County, FL  
Janice Dean, Pretrial Services Director, 5<sup>th</sup> Judicial District of Pennsylvania

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## 5:00 – 6:00    **Networking Sessions**

**Pretrial Data Capacity:** Jim Sawyer, NAPSA, Suzanne Strong, RTI, and Erica Grasmick, BJS

**Let's Talk TAPS:** Gerald Rodriguez, President and Angela Semar, Secretariat

**Coaches Corner:** Aaron Johnson (TX), Domingo Corona (AZ), Brian Brittain (FL)

**Tuesday, April 27, 2021**

## 1:00 – 2:00    **Opening General Session**

### **Be an Inspired Leader**

When you spend most of your waking hours at work, you want your effort to mean something more than just the work you're doing today. You want it to be meaningful and long-lasting, positively impacting the community long after you retired. Developing a great leadership style that empowers others is the single best way to make a lasting impact.

#### ***Speaker:***

Dr. Joe Serio, President, Government Leadership Training

## 2:00 – 3:00    **Concurrent Workshops**

### **The National Association of Pretrial Services Agencies National Standards for Pretrial Release, Revised 2020 – A Discussion of New Standards for the Pretrial Field**

The National Association of Pretrial Services Agencies released a revised set of Standards on Pretrial Release in 2020. The revised Standards illustrate NAPSA's mandate to advocate for effective, legal, and evidence-based bail systems and brings the Association's official positions on bail into line with the developing body of knowledge about best and promising practices in the pretrial field and changes to

the legal definition of and the requirements for fair and reasonable bail decision-making. Enhancements to the 2020 Standards Edition include:

\*A focus on a systems approach to improving bail decision making, with broader and more defined roles for the court, prosecution, and defense.

\*Greater recognition and advocacy of pretrial services agencies as an essential element of effective bail systems.

\*A call to ban the use of money as a type of bail, a requirement of pretrial supervision or a means of detention.

\*Support for empirically developed and validated pretrial risk assessments to help predict the likelihood of return to court and arrest-free pretrial behavior and to assist in identifying conditions appropriate to specified risk factors.

#### ***Speaker:***

Spurgeon Kennedy, President Elect, NAPSA

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## **Who Do I Work for and Why Does it Matter? A Discussion of Texas Pretrial Organizational Structure**

The organizational structure of pretrial services varies significantly throughout the states. Many are under probation departments, and some are in rural areas, or organized under local government or a law enforcement agency. This presentation will examine the various ways it can be done, statutes in Texas for establishing pretrial services, including the authority for supervision services, and discussion on the operational implications for forming a pretrial department under various structures. Finally, potential legislative suggestions will be discussed to clarify certain limitations under current law.

### **Speakers:**

Leighton Iles, Director, Tarrant County (TX) CSCD

Yoon Kim, Director, Collin County (TX) CSCD

Mike Lozito, Director, Bexar County (TX) Office of Criminal Justice Policy, Planning and Programs

## **Turning Risk Assessment Findings into a Recommendation or Supervision Plan, Part One (Fundamentals)**

So, I have my risk assessment result. What do I do now? This workshop will help participants to answer this question. It will review what the Standards and laws say about the use of the least restrictive conditions to reasonably assure appearance in court and community safety, and what the latest research findings show. It will also focus on innovative approaches being used by jurisdictions to translate the risk assessment result into a recommendation or supervision plan.

### **Speakers:**

Eric Schmidt, Chief of Field Operations, Oakland County (MI) Community Corrections

Domingo Corona, Director of Pretrial Services, Pima County (AZ) Superior Court

**3:00 – 4:00**    **Exhibit Hall Open**

**4:00 – 5:00**    **Concurrent Workshops**

## **Indigent Defense: Front End Processes, Counsel at Magistration, and Statewide Trends**

This session will describe requirements for screening and appointing counsel to indigent defendants; review of efforts in Texas to provide counsel to represent arrestees at magistration; and review of statewide trends in indigent defense.

### **Speaker:**

Wesley Shackelford, Deputy Director of the Texas Indigent Defense Commission

## **Responsible Use of a Pretrial Assessment Tool (Sponsored by APPR)**

In recent years, pretrial assessment tools have played a central role in many jurisdictions' efforts to improve their pretrial systems. But, standing alone, pretrial assessment tools are simply an additional source of information. And, if not used appropriately, they may not contribute to improved outcomes. This session will cover when and how to use assessment tools, how they are developed, and what their scores mean for decision makers. It will also cover strategies for ensuring that an assessment tool advances, rather than undermines, racial equity.

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**Speakers:**

Alison Shames, Senior Associate, Center for Effective Public Policy  
Matthew Alsdorf, Senior Advisor, Center for Effective Public Policy

**Turning Risk Assessment Findings into a Recommendation or Supervision Plan, Part Two (Fundamentals)**

In the second part of this workshop, participants will formulate recommendations or supervision plans for the same defendants who participants interviewed in the Interviewing Techniques workshop and completed risk assessments on in the Risk Assessment workshop.

**Speakers:**

Eric Schmidt, Chief of Field Operations, Oakland County (MI) Community Corrections  
Domingo Corona, Director of Pretrial Services, Pima County (AZ) Superior Court

**5:00 – 6:00    Networking Sessions**

**Pretrial Services Agencies – Swap and Share:** Daniela Imig, JusticePoint

**TAPS Business Meeting and Elections:** Gerald Rodriguez, President and Angela Semar, Secretariat

**Pretrial Operations During the Pandemic:** Jim Sawyer, NAPSA Executive Director

**Thursday, April 29, 2021**

**1:00 – 2:00    Opening General Session**

**Transforming Stress into Strength: Resilience in an Age of Constant Change**

You often give and give without concern for yourself. But without careful attention and regular check-ins, the challenges of the job can overwhelm even the most psychologically hardy. Research has shown that those who prioritize their resilience are happier on the job, feel more confident about their day, and experience greater life satisfaction.

**Speaker:**

Dr. Joe Serio, President, Government Leadership Training

**2:00 – 3:00    Concurrent Workshops**

**Virtual Plea Centers**

Explore how El Paso, Texas and the Allegheny Courts in Pennsylvania have utilized a virtual plea center to keep the wheels of justice turning, resolving thousands of pending cases, keeping the pretrial supervision caseloads afloat.

**Learning Objectives:**

- Articulate the process of virtual plea from various perspectives.
- Observe how this process may apply to your jurisdiction.
- Articulate the benefits of a virtual plea center to pretrial services and the entire justice system.
- Articulate the benefits of virtual plea centers in keeping pretrial supervision caseloads manageable.

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**Moderator:**

Joel Bishop, Executive Director of Justice and Community Support, El Paso County (TX)

**Speakers:**

Magdalena Morales-Aina, Director of Adult Probation, El Paso County (TX)

The Hon. Sam Medrano, Judge, El Paso County (TX)

Janice Dean, Director, Pretrial Services Director, 5<sup>th</sup> Judicial District of Pennsylvania

**Supportive Services for Pretrial Supervision (Sponsored by APPR)**

Justice system and community partners increasingly recognize that most people released pretrial appear for their court hearings and remain arrest-free. Accordingly, many pretrial services agencies have wisely shifted their supervision model to prioritize and focus on delivering supportive services rather than emphasizing surveillance. This panel will feature several jurisdictions that have implemented innovative programs designed to support their clients while on pretrial release.

**Moderator:**

Dr. Kelvin L. Banks, Senior Manager, Center for Effective Public Policy

**Speakers:**

Jackie Hunt, Pretrial Supervisor, DeKalb County (IL)

De'Anna Lawson, Director of Pretrial Services, Orleans Parish (LA) Criminal Court

Liz Hassett, Grant Manager, Pennington County (SD)

Cristina Barron, Chief Program Officer, San Francisco (CA) Pretrial Diversion Project

**Supervising Defendants (Fundamentals)**

This session will present an overview of the most effective methods of supervising a defendant on pretrial release and on pretrial diversion. It will also include a review of what the Standards of NAPSA and the American Bar Association say about pretrial supervision and discuss effective supervision strategies and ways to handle non-compliance.

Learning Objectives:

- Identify and employ effective supervision strategies for defendants on pretrial release or pretrial diversion.
- Identify effective ways to address issues of non-compliance.

**Speakers:**

Tanya Anderson, Senior Manager, Center for Effective Public Policy

Domingo Corona, Director of Pretrial Services, Pima County (AZ) Superior Court

**3:00 – 4:00**    **Exhibit Hall Open**

**4:00- 5:00**    **Concurrent Workshops**

**Managing Rapid Reform: Pretrial Directors and Managers Panel Discussion**

This session will involve a moderated panel discussion with audience Q&A among various pretrial directors and managers around the country to address the impact of bail reforms, the effect of litigation on systems, possible legislative strategies to improve outcomes, operational/implementation challenges

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(to include a focus on rural areas), the importance of training/funding opportunities, and the positive impact that will come from putting to practice the 2020 revised national pretrial service standards.

**Moderator:**

Michael Laughlin, Criminal Justice Manager, Tarrant County (TX) Administrators Office

**Speakers:**

Kelly Bradford, Statewide Pretrial Program Director, New Mexico Administrative Office of the Courts  
Doug Erler, Director, Weld County (CO) Justice Services Department  
Duane Steele, Pretrial Services Deputy Director, Dallas County (TX)

**Monitoring Misdemeanor Pretrial Reform in Harris County**

The landmark O'Donnell consent decree entered in November 2019 set out a new model for bail reform. Under the misdemeanor bail reforms adopted as part of that federal case, secured money bonds are no longer required for most misdemeanor cases, and most people are released promptly without the need for a hearing. For those who have them, defense attorneys now represent people at bail hearings under a more robust standard. We describe the work of implementing these and other reforms, and the positive results that we have seen as this new misdemeanor bail system has taken form.

**Speakers:**

Professor Brandon Garrett, JD, Duke Law School  
Professor Sandra Guerra Thompson, JD, University of Houston Law Center  
Jim Bethke, Justice Assistance Division Director, Harris County (TX)

**Measuring What Matters**

It is incumbent upon pretrial practitioners to work hard to develop the skills needed to do their jobs effectively so that the purposes of pretrial release and diversion, as spelled out in the NAPSA Standards, are met. To help pretrial practitioners see how they are contributing toward achieving those purposes, this workshop will address the outcomes that pretrial practitioners should be focused upon. Those outcomes are specified in two publications from the National Institute of Corrections – Measuring What Matters: Outcome and Performance Measures for the Pretrial Field.

Learning Objectives:

- Identify the purposes of the pretrial release and diversion decisions.
- Identify the outcomes for determining whether those purposes are being met.

**Speakers:**

Michael Kainu, Program Analyst, Washington DC Pretrial Services  
Shawn LaGrega, Deputy Director, Maine Pretrial Services, Inc.

**5:00 – 6:00    Networking Sessions**

**APPR -- Resources for the Pretrial Field:** Alison Shames and Tanya Anderson, CEPP

**Q&A with the O'Donnell Consent Monitors:** Brandon Garrett, Sandra Guerra Thompson, Jim Bethke

**NAPSA Southern Region Meeting:** Joel Bishop, NAPSA Southern Region Director

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