

# 40th Annual InterCourt Conference



## Session 1D: Probation 101: Your Keys to Success as a Juvenile Probation Officer

Presenters: *Anthony Goff &  
Rachel Young*

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10:45 a.m. - 12:15 p.m.



THE SUPREME COURT *of* OHIO  
JUDICIAL COLLEGE

# **PROBATION 101: YOUR KEYS TO SUCCESS AS A JUVENILE PROBATION OFFICER**

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## **DISCUSSION -**

**Q: WHAT IS THE PURPOSE OF  
PROBATION AND YOUR ROLE AS A  
PO?**

## **DISCUSSION -**

**Q: WHAT ARE THE EXPECTATIONS OF PROBATION FROM THE JUDGE?**

**Q: WHAT ARE THE EXPECTATIONS OF PROBATION FROM THE COMMUNITY?**

**Q: WHAT ARE THE EXPECTATIONS OF PROBATION FROM THE FAMILIES WE WORK WITH?**

## **DISCUSSION -**

**Q: COMPLIANCE VERSUS CHANGE, IS THERE A DIFFERENCE?**

**Q: IF SO WHAT IS IT?**

**Q: WHICH IS MORE IMPORTANT?**

## **A DAY IN THE LIFE...**

**NAME SOME OF THE COMMON ISSUES  
OUR YOUTH EXPERIENCE EVERYDAY**

## **DISCUSSION -**

**Q: GIVEN YOUR ROLE, THE EXPECTATIONS OF THIS JOB, THE FACT WE  
ARE WORKING TOWARD \_\_\_\_\_, AND GIVEN ALL THE ISSUES OUR  
YOUTH ARE EXPERIENCING, WHAT KNOWLEDGE, SKILLS AND  
ABILITIES (ATTRIBUTES) ARE NEEDED TO BE SUCCESSFUL AS A  
MODERN JUVENILE PROBATION OFFICER?**

**COMMON GROUND-**

**“RISK REDUCTION”**



## **R-N-R**

- **RISK – WHO** MEDIUM TO HIGHER RISK OFFENDERS WILL BENEFIT MOST FROM TREATMENT
- **NEED – WHAT** TARGETED BEHAVIORS SHOULD BE BASED ON DYNAMIC CRIMINOGENIC FACTORS.
- **RESPONSIVITY – HOW** INTERVENTIONS AND STAFF SHOULD BE MATCHED TO OFFENDER CHARACTERISTICS AND LEARNING STYLES.

## **RISK FACTORS – (NEEDS)**

- **ATTITUDES**
- **PEER ASSOCIATIONS**
- **PERSONALITY**
- **CRIMINAL HISTORY**
- **EDUCATION/EMPLOYMENT**
- **FAMILY**
- **SUBSTANCE ABUSE**
- **LEISURE/RECREATION**

## **OUR GOAL IS:**

- **TO GIVE THE RIGHT PEOPLE,**
- **THE RIGHT INTERVENTION,**
- **IN THE RIGHT AMOUNT**
- **IN THE RIGHT WAY FOR THEM.**
- **AND FOR THEM TO HAVE AS LITTLE CONTACT WITH THE SYSTEM AS POSSIBLE.**

## **FAMILY ENGAGEMENT**

**“THE TITANIC WAS BUILT BY  
PROFESSIONALS AND  
THE ARK WAS BUILT BY AMATEURS”**



## **STRENGTHS AND NATURAL SUPPORTS**

**IDENTIFY AND BUILD ON STRENGTHS  
TO ADDRESS RISK FACTORS**

**SUPPORT TEAMS – SCHOOL, COACH,  
CHURCHES, BOSS, FAMILY, ...**





## **IDENTIFYING AND REWARDING PROGRESS**

### **STAGES OF CHANGE –**

- 1. PRE-CONTEMPLATION**
- 2. CONTEMPLATION**
- 3. PREPARATION**
- 4. ACTION**
- 5. MAINTENANCE**



## **SKILL BUILDING**

- **TEACH, PRACTICE, REVIEW AND MODEL**
- **A GOOD RELATIONSHIP WITH THE CLIENT IS CRITICAL FOR SUCCESS.**
- **BE CONSISTENT AND BE PRO-SOCIAL**



## **DETENTION -**

**WHO IS DETENTION FOR?**

**WHEN SHOULD YOU USE DETENTION?**



## **SAFETY -**

**PROBATION WORK IS DANGEROUS. NEARLY HALF OF YOU WILL...**

**YOU HAVE AN IMPORTANT JOB BUT...**

**COMPLACENCY...**

**WHAT IS YOUR COMMITMENT TO YOUR SAFETY? YOUR SURVIVAL?**

**HOW ARE MOST OFFICERS HURT? KILLED?**

**SELF CARE**

## **Q & A:**

**WHAT QUESTIONS DO YOU HAVE ABOUT PROBATION,  
OR ABOUT WHAT WE HAVE COVERED TODAY?**

## **INVEST IN YOURSELF**

- **INTERCOURT CONFERENCE**
- **SUPREME COURT OF OHIO JUDICIAL COLLEGE COURSES**
- **OHIO CHIEF PROBATION OFFICER'S ASSOCIATION – LINE OFFICER'S CONFERENCE**
- **APPA – NATIONAL CONFERENCES**
- **NIC ONLINE RESOURCES**
- **LOCAL TRAINING – IHS, OYAS, EPICS, ...**

## **IN CLOSING -**

**BE BRAVE ENOUGH TO ASK WHY ARE WE DOING IT THIS WAY? AND IS THE STILL THE BEST WAY TO DO IT?**

**REMEMBER - RELATIONSHIPS CHANGE PEOPLE, NOT PUNISHMENT**

**PROBATION IS A GREAT JOB – IT CAN BE CHALLENGING, WITH LITTLE THANKS, BUT STILL A GREAT JOB.**

## **CONTACT INFORMATION:**

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## Starting a Career in Juvenile Probation

What is the purpose of probation and your role as a PO?	Expectations	Compliance vs Change	Who are the youth we work with? (Elements of a typical day for our youth)	What <b>Knowledge, Skills and Abilities (attributes)</b> does a modern PO need in order to be effective?
	Judge	Compliance	Baseline: Many <b>physical, mental, emotional and sexual changes</b> going on.	Ex. Thick Skin
	Community	Change	Ex. Lack of resources	
	Family			

## Common Ground

One thing parents and POs can agree on is \_\_\_\_\_.

## R-N-R

Risk = \_\_\_\_\_ Need = \_\_\_\_\_ Responsivity = \_\_\_\_\_

Over supervising youth can \_\_\_\_\_ their risk to reoffend.

## RISK FACTORS

Anti-Social \_\_\_\_\_ manifest themselves through all the other risk factors so they should be a key target.

Static Risk factors are important but cannot be \_\_\_\_\_, therefore we should spend our time focuses on the \_\_\_\_\_ risk factors.

\_\_\_\_\_ for appointments is key to getting the most of your time with youth and meeting the expectations of the judge, community and family.

## Our goal is

To give \_\_\_\_\_

The Right \_\_\_\_\_

In the right \_\_\_\_\_

In the right way for \_\_\_\_\_

And for the youth to have as little contact with \_\_\_\_\_ as possible.



## FAMILY ENGAGEMENT

Parents are the \_\_\_\_\_ on their kids.

Case plans should be developed \_\_\_\_\_ them and not \_\_\_\_\_ them.

Another example of parental engagement could be \_\_\_\_\_.

## STRENGTHS AND NATURAL SUPPORTS

It is important to identify \_\_\_\_\_ the youth and family have and to build on them to facilitate the hard work of \_\_\_\_\_.

Creating a network of \_\_\_\_\_ for the youth that they can depend on after they are released from probation and make it less likely the will \_\_\_\_\_.

## IDENTIFYING AND REWARDING PROGRESS

1. Pre-contemplation -

2. Contemplation -

3. Preparation -

4. Action -

5. Maintenance -

Verbal praise costs \_\_\_\_\_ and not recognizing progress may cost \_\_\_\_\_.

Use of incentives versus sanctions should be at least \_\_:\_\_ ratio.



## SKILL BUILDING

It is critical we help youth and parents \_\_\_\_\_ to handle the problems in their lives. If we don't, the most likely will \_\_\_\_\_.

We are always \_\_\_\_\_ for our youth and parents.

Your \_\_\_\_\_ as a model is increased or diminished based on the quality of your \_\_\_\_\_ with the client and their family.

Make sure you are \_\_\_\_\_ and your words match your actions.

You may be the only person in their life modeling \_\_\_\_\_.

## DETENTION

Should be used only with \_\_\_\_\_ youth and then only as a last resort. Research has shown the effect to be \_\_\_\_\_.

Try not to use detention for \_\_\_\_\_ violations.

## SAFETY

Over 40% of all Ohio officers will experience \_\_\_\_\_

Your most important goal is to \_\_\_\_\_ each night

\_\_\_\_\_ is crucial because we know that more officers die by \_\_\_\_\_ than by \_\_\_\_\_.





## QUESTIONS???

## INVEST IN YOURSELF

Other Places I can access professional development are:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

I am the \_\_\_\_\_ of \_\_\_\_\_ in Ohio.

## IN CLOSING

BE BRAVE ENOUGH TO ASK \_\_\_\_\_  
\_\_\_\_\_.

REMEMBER \_\_\_\_\_ CHANGE PEOPLE NOT \_\_\_\_\_.

LOOK FOR AND \_\_\_\_\_ EVEN SMALL \_\_\_\_\_.

SELF \_\_\_\_\_ IS CRITICAL OR MY LONG TERM \_\_\_\_\_ AND EFFECTIVENESS.