



## **2025 InterCourt Conference Session Descriptions**

*Approval has been requested for 6.00 total general CLE credit hours and 7.00 CEU credit hours for Counselors and Social Workers.*

### **Keynote - Coming Out of the Huddle**

Dr. Brian Lovins, *President, Justice System Partners*

CEU: 1.0 Hours

It's Game time. There's 20 seconds left in the game and the coach calls in the play. You step out of the huddle and prepare yourself mentally. A year of practice comes down to this one play. It's your opportunity to help your team win. Every day in the juvenile justice system, we have an opportunity to help our players win. How do you prepare for that moment? Our role as juvenile justice staff and agents of change is to help kids win, so let's step out of the huddle and get the job done.

### **Breakout Session 1**

#### **1A – Innovative Practices: Parent Project (Belmont, Mahoning and Fairfield Counties)**

Noah Atkinson, *Director of CCAP, Belmont County Court of Common Pleas, Probate/Juvenile Division*  
Karen Guerrieri, *LPCC/S, LICDC, SWA, Clinical Supervisor, Mahoning County Juvenile Court*  
Tiffany Wilson, *Family and Children First Manager, Fairfield County Family and Children First Counsel*

CLE/CEU:1.5 Hours

Join three diverse Ohio counties as they present about an award-winning parent education curriculum. The Parent Project is a proven curriculum for parents raising difficult and out of control teens. This activity based 10-16 week curriculum offers step by step concrete solutions for families. Each county will report out on how the program operates, where they meet, for how long and how funding for the program works.

#### **1B - The CALM Professional**

Valor for Blue

This training serves as a level set, refocusing officers on why they took the oath to protect and serve to the best of their abilities in the first place. Equally important, the CALM Professional places combined emphasis on officer safety, crime reduction/prevention, and positive influence and impact in the communities they serve.

The CALM Professional is a law enforcement archetype that embodies the ethos of the CALM concept at a high level:

- Competence: Being knowledgeable and skilled.
- Awareness: Staying informed and vigilant.
- Living Your Oath: Being a professional, a scholar, a communicator, and a protector.
- Motivation: Having the right mindset, preparedness, and engagement.

The CALM concepts and core competencies form a framework for maximizing officer safety, defusing difficult situations, and achieving excellence in policing.

### **1C - Diversion 101: Understanding Diversion and its Benefits to Your Court**

Amanda Clark, *Prevention and Intervention Officer, Wayne County Juvenile Court*

Brody Williams, *Probation/Diversion Officer, Holmes County Court of Common Pleas*

Nicole Zornes, *Assessment Center Supervisor, Mahoning County Juvenile Court*

CLE/CEU: 1.5 Hours

If you are new to Diversion, or have been involved for some time, this session will help participants understand the national shift to Diversion within the Juvenile Justice System. The Ohio Juvenile Diversion Association will discuss the history of Diversion, the purpose of Diversion, and the many methods in which Diversion is implemented in Ohio Juvenile Courts. Staff from Hamilton County Juvenile Court, Holmes County Juvenile Court, and Wayne County Juvenile Court will give an overview of the Diversion strategies used in their courts. This session will also review the results of the 2024 OJDA survey results, summarizing how Diversion services are applied within Ohio Juvenile Courts.

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

Anthony Goff, *Director of Administration, Lake County Juvenile Court*

Rachel Young, *Chief Probation Officer, Clinton County Court of Common Pleas, Juvenile Division*

This interactive session, taught by experienced juvenile justice practitioners, will offer a framework for success with youth and families. After decades of research and experience, there has been a realization that successful practices start with some basic key concepts: understanding the difference between compliance and change, expressing empathy, understanding the role of detention, the importance of family engagement, and skill building. Identifying risks but also building on natural supports & strengths. Faculty will facilitate exercises to help attendees gain insights into how to work “smarter not harder” while gaining more compliance and less resistance from their families and avoiding common pitfalls that confound new officers.

### **1E - Urgency Of Awareness (1 of 2)**

Jodi Pfarr, *Consultant*

CEU: 1.5 Hours

This engaging and enlightening training gives participants deeper awareness and concrete skills to more successfully manage, teach, supervise, support and engage with people of all identities. Based on the principals in her book *The Urgency of Awareness*, presenter Jodi Pfarr engages participants to identify the various identities that they hold (such as male, female, people with and without disabilities, different skin colors, etc.) and examines how these identities impact their daily experiences at work and personal life. Participants then explore how people who hold different identities may have very different experiences at work and in life – and how vital it is to acknowledge these valuable, different perspectives.

### **1F – Legislative and Case Law Update**

Hon. David A. Hejmanowski, *Delaware County Probate/Juvenile Court*

CLE: 1.5 Hours

This lively and informative session will review major changes in the law related to legislation passed since the last Inter-Court Conference in March 2024. A review of major Ohio court decisions in the areas of juvenile justice, child custody, child support, abuse, neglect, and dependency cases will also be provided.

## **Breakout Session 2**

### **2A - 8 Keys to Success: What every person on supervision needs to know (1 of 2)**

Rick Parsons, *Deputy Director, The Carey Group*

CLE/CEU: 1.5 Hours

The 8 Keys to Success, tied to criminogenic needs, identifies specific skills that can assist the person on supervision in making long-term behavioral changes. The workshop will demonstrate how probation officers can take theories, and often complicated language, and obtain buy-in from the person while providing easy to understand real-world strategies and techniques that the person can use to effectively make positive changes in their life.

### **2B - Safety Through Mental Wellness and Resilience**

Valor for Blue

This training examines the leading cause of officer death—suicide. This reality emphasizes the importance of investing in your mental wellness. Learn how to take back control and be responsible for your health and wellness. Mental wellness will enhance your officer safety, agency goals, and personal satisfaction through a work-life balance.

### **2C – Diversion 201: Youth Assessment, Intervention and Resources Centers**

Andrew Conarroe, *Director, Clinton County Resource Center*

Tiffany Dulin, *Deputy Administrator, Montgomery County Juvenile Court*

Mari McPherson, *Director of Prevention & Intervention Services, Green County Juvenile Court Youth Assessment & Intervention Center*

CLE/CEU: 1.5 Hours

This session will be a continued discussion from Diversion 101. Participants will learn more about Ohio Juvenile Diversion strategies through staff from Clinton County Juvenile Court Resource Center, Greene County Juvenile Court Youth Assessment & Intervention Center, & Montgomery County Juvenile Court Intervention Center. Faculty will provide an overview of the Diversion & Intervention approaches used in their respective courts, as well as the positive impact their Assessment/Resource Centers have had on their communities and courts.

### **2D – 10 Core Principles of Juvenile Probation**

Travis Johnson, *APPA Grant and Research Associate, Council of State Governments Justice Center*

Opal West, *Senior Associate, The Annie E. Casey Foundation*

CLE: 1.5 Hours

In the Spring of 2022, under the direction of the American Probation and Parole Association President, a dozen member committee of a diverse group of probation and parole administrators, in partnership with young peoples and community stakeholders identified 10 Core Principles for Juvenile Probation--rooted in adolescent development, inclusion and equity--which were subsequently adopted by APPA. This workshop will cover three areas: (1) Faculty will unpack and review the 10 core principles and how they are consistent with what the science tells us about working with adolescents; (2) Share real life examples of operationalizing these principles into practice,; and, (3) Facilitate discussion on strategies and approaches officers and organizations can take to ensure these principles are applied and maximized throughout the probation profession and with key stakeholders.

## **2E - Urgency Of Awareness (2 of 2, Repeat of Session 1E)**

Jodi Pfarr, *Consultant*

CEU: 1.5 Hours

This engaging and enlightening training gives participants deeper awareness and concrete skills to more successfully manage, teach, supervise, support and engage with people of all identities. Based on the principals in her book *The Urgency of Awareness*, presenter Jodi Pfarr engages participants to identify the various identities that they hold (such as male, female, people with and without disabilities, different skin colors, etc.) and examines how these identities impact their daily experiences at work and personal life. Participants then explore how people who hold different identities may have very different experiences at work and in life – and how vital it is to acknowledge these valuable, different perspectives.

## **2F – Rookies, Veterans, and GOATs: Leading Multi-Generation Teams**

Michael Warren, *Instructor, Command Presence*

Today's organizations are composed of members from a variety of generations. And they have one thing in common – you as their coach! As coach it's important that you know who's in the huddle, who's on the team, and who's in the draft. The team can only be successful if the coach knows what they want, what motivates them, and how they communicate. In this session, we will explore why the diversity makes us stronger and helps us make better decisions. Ready, break!!

## **Breakout Session 3**

### **3A - 8 Keys to Success: What every person on supervision needs to know (2 of 2, Repeat of Session 2A)**

Rick Parsons, *Deputy Director, The Carey Group*

CLE/CEU: 1.5 Hours

The 8 Keys to Success, tied to criminogenic needs, identifies specific skills that can assist the person on supervision in making long-term behavioral changes. The workshop will demonstrate how probation officers can take theories, and often complicated language, and obtain buy-in from the person while providing easy to understand real-world strategies and techniques that the person can use to effectively make positive changes in their life.

### **3B – Innovative Practices: Sexing Diversion and Sex Offender Treatment (Montgomery and Lucas Counties)**

Tim Bauerschmidt, *Sexual Behavior Treatment Program Manager, Lucas County Juvenile Court*  
LeAnn Clark, *SODA/10 & Under Supervisor, Montgomery County Juvenile Court Intervention Center*

CLE/CEU: 1.5 Hours

The Sexually Oriented Diversion Approach (SODA) Program provides services to court involved youth with sexually oriented offenses by utilizing a diversionary approach. SODA handles cases with offenses ranging from felonies to misdemeanors which include both contact and noncontact offenses. SODA offers the youth an opportunity to avoid the stigma and label associated with the sex offender adjudication process, while still receiving the same level of treatment and care. Since 2020, 94% of youth successfully completed this diversion program.

The Lucas County Juvenile Sexual Behavior Treatment Program (JSBT) is a collaborative and multidisciplinary approach to intervention with a focus on keeping juvenile offenders in the community. The JSBT program strives to support collaboration, learning, valid and reliable

assessment tools, effective treatment, competency development, supervision, and transition to different levels of care. Court JSBT Officers assess for personal and family needs, assist with the development of safety and case plan goals, as well as teach an understanding of victim impact, and pro-social norms. This approach has been very successful in reducing recidivism.

### **3C – Unruly to you, Survivor to me**

Dodie Davenport, *Mediation Coordinator, Delaware County Juvenile/Probation Court*

Dr. Lisa Williamson, *Director of Court Services, Delaware County Juvenile Court*

CLE/CEU: 1.5 Hours

This presentation will focus on working with girls by looking through their lens of their lives and experiences. The presentation centers on meeting the girls where they are without judgement and expectations, while forging relationships with support, connection, and consistency. The presentation will feature past and current court-involved girls who will discuss their experiences in the system and the impact of Girls Group.

### **3D – Probation Evolution and Revolution**

Marcus Hodges, *Director, CSOSA*

In probation we must learn to adapt and change to the needs of our communities, changes in the law and to new research on best practices. If we are not staying ahead of and leading these changes, then others will determine our path for us. You do not have to be a supervisor or manager to be a leader in your organization. In those things that you have day-to-day control over, you can continue to push and improve. This benefits your clients, your organization and our profession. This session will remind us of the importance of staying in front on issues relating to the field of probation so we can steer the boat and just be a passenger riding it wherever it takes us.

### **3E – Procedural Fairness: Perception is Reality**

Hon. Mary Katherine Huffman, *Second District Court of Appeals*

CLE: 1.5 Hours

For those whose experience with the legal system occurs in juvenile court, the perceptions developed from the time of first interaction with law enforcement through adjudication and then supervision serve to form a lasting impact on the individual's view of the fairness of the court proceedings. A recent study of individuals experiencing the justice system found that those who perceived they received fair treatment from others involved in the process, even if the outcome was not favorable, had a more positive view of the legal system and were then more willing to comply with or accept outcomes, including community control sanctions. This program will focus on the concept of procedural fairness, viewed from the lens of a juvenile on supervision and the adults responsible for their care, and provide strategies for all court team members to promote the participant's view of the fairness of the process, to thus promote compliance with court evidence-based requirements, thereby encouraging rehabilitation and recovery. The faculty will also discuss techniques designed to support procedural fairness in probation supervision and/or in recovery court. From this session attendees will gain insight into and the skills necessary to implement procedural fairness techniques when interacting with justice-involved individuals.

### **3F – Calling Audibles: When Doing Nothing is the Wrong Thing**

Michael Warren, *Instructor, Command Presence*

Calling plays is the responsibility of the coach. But sometimes the play that is called isn't the right one. The best quarterbacks recognize this and call an audible based on the situation and the players on the field. When a middle manager makes the decision to say nothing, often times the team (staff) suffer, as do your clients. When and how do you let your chief or even the judge know you think a mistake is being made? What are some of the potential hazards of calling an audible and the hazards if you don't? Omaha! Omaha!

## **Breakout Session 4**

### **4A - Innovative Practices: Mentoring Programs: Building Connections for Success**

Melanie Bange, *Mentoring Programs Coordinator, Delaware County Juvenile Court*

Sheila Perry, *Supportive Services Specialist, Fairfield County Juvenile & Probate Court*

Susan Stark, *Mentoring Coordinator, Clermont County Juvenile & Probate Court*

CLE: 1.5 Hours

When looking at national programming and impact, Mentoring is highlighted repeatedly. The Office of Juvenile Justice and Delinquency Prevention (OJJDP) suggests that mentoring programs for disadvantaged children and adolescents have received serious attention as a promising approach to enriching children's lives, addressing their need for positive adult contact, and providing one-on-one support and advocacy for those who need it." Further, OJJDP stated that one out of every three young people who don't have a trusted adult who they believe they can turn to for advice and guidance. This session will provide a look at three different mentoring approaches from Clermont, Delaware and Fairfield Counties. The vision for these programs is to take two individuals and bring them together to create a worthwhile and lasting relationship, which enrich both lives and creates more positive outcomes.

### **4B – Supervising Gun-Involved Youth**

Sandy Mullins, *Senior Research Scholar, New York University Marron Institute*

CLE/CEU: 1.5 Hours

The United States continues to suffer from high rates of gun violence. Many young adults on probation or parole have gun-related charges and are at risk of becoming shooting perpetrators—or victims. Effective supervision of youthful gun offenders can reduce this risk, marrying swift, certain, and fair responses to behaviors with supportive services and addressing criminogenic needs. And, in some instances, clearing the record of a felony conviction. This workshop will address practice guidelines for supervising young adults with gun offenses, review statutes that bear on sentencing, and relate the experiences of several innovative, specialized community-corrections programs that have met with success in keeping their clients in the community and keeping them—and their communities—safe.



#### **4C – Innovative Practices: Absence Intervention Team: Licking County Juvenile Court and Educational Service Center**

Brandi Body, *Attendance Officer, Licking Regional Educational Service Center*

Dale Dickson, *Director, Licking Regional Educational Service Center*

Hon. Deborah G. Lang, *Licking County Probate & Juvenile Court*

Anthony Wedemeyer, *Director of Court Services, Licking County Juvenile Court*

CLE/CEU: 1.5 Hours

Given the struggle across Licking County's school districts with truancy intervention, the Licking Regional Educational Service Center received grant funding to host a county wide attendance summit in August 2024. In partnership with the Licking County Juvenile-Probate Court, and the Licking County Prosecutor's Office, the summit was a broad front approach to reframe Licking County's approach to truancy intervention. In this breakout session, Judge Lang and Anthony Wedemeyer from the Licking County Probate -Juvenile Court, as well as Dale Dickson and Brandi Body from the Licking Regional Educational Services Center, will share their experiences before, during, and since that effort, and discuss paths moving forward.

#### **4D - Optimizing Our Playbook: Feedback-Driven Improvements**

Jennifer Scott, *Associate Director, University of Cincinnati Corrections Institute*

Myrinda Smith, Ph.D., *Executive Director, University of Cincinnati Corrections Institute*

CLE/CEU: 1.5 Hours

Research has demonstrated that a key quality of an all-star staff is the ability to both give and receive meaningful feedback. In this session, we will review the value of giving and receiving feedback in the execution of both agency and client playbooks. Participants will be provided with strategies to help them discern who, what, when, and how to give feedback. Facilitators will model the strategies and participants will then have an opportunity to practice giving and receiving feedback in a progressive way. The session will conclude with reflection on how feedback strategies can be incorporated into daily practice.

#### **4E – Judicial Roundtable**

Magistrate Michelle Edgar, *Fairfield County Probate & Juvenile Court*

CLE: 1.5 Hours

This is an informal meeting with judges and magistrates to share information.

#### **4F – Getting your court to the final 4: Standards for Juvenile Probation**

Stu Berry, *MSW, LISW, Consultant*

CLE/CEU: 1.5 Hours

Making changes is difficult. So you want to be sure you are changing the things that will bring your staff and clients the most success. Building on Core Principles for Juvenile Probation effectiveness, this interactive session will focus on how to orient your department for greater impact. Faculty will discuss a model for setting principles and maintaining Probation Standards, to ensure the best interests of young people, Positive Youth Justice, community protection and accountability and a culture of Continuous Quality Improvement. They will also highlight several well researched areas including Commitment from Leadership, Staff Engagement/Support, Use of Data, and Sustainability.

## **Closing Session: Leadership in Juvenile Justice: 5 Must Have Competencies**

Antonio Smith, *Author Professional Development Coach, and Community Activist*

Leaders, and aspiring leaders, in juvenile justice will be motivated, inspired and strongly encouraged to enhance their professional mindset, and foster an atmosphere of increased leadership and accountability to their staff, organization and the young men and women they serve. This session will identify and examine the 5 "must have" competencies that every leader in juvenile justice system should develop and demonstrate to increase effectiveness and efficiency in their people, processes and systems!