41st Annual InterCourt Conference



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

March 13, 2025 10:45 a.m.—12:15 p.m.

Hilton Columbus at Easton Town Center Columbus, OH

FACULTY BIOGRAPHIES

ANTHONY GOFF, M.A., CCM, has been with Lake County Juvenile Court since November of 2009. He was originally hired as an Intake Officer and currently serves as the Chief Probation Officer. Anthony also supervises the court's Intensive Community Rehabilitation Program as well as coordinates evening risk assessment program. He obtained his Master's degree from Edinboro University in Clinical Psychology 1996. In 2016, Anthony was certified by the National Center for State Courts as a Certified Court Manager. He is currently an active member of the Ohio Chief Probation Officers association and sits on the Ohio Intercourt Conference Committee. Prior to serving the court, Anthony worked as a clinician helping children, teenagers and families across various levels of treatment interventions.

RACHEL YOUNG is the Chief Probation Officer for Clinton County Juvenile Court where she has served in multiple roles for 26 years. She currently oversees a number of department and programs including probation, mediation, Community Service, and all programs at their Resource Center. In 2010 she won the George W. Farmer Line Officer of the Year award from the Ohio Chief Probation Officer's Association. She graduated from Miami University in 1999 with a degree in sociology and minors in criminal justice and Spanish. She has a passion for continuing education and training the next generation of officers and staff.

Probation 101: Your Keys to Success as a Juvenile Probation Officer

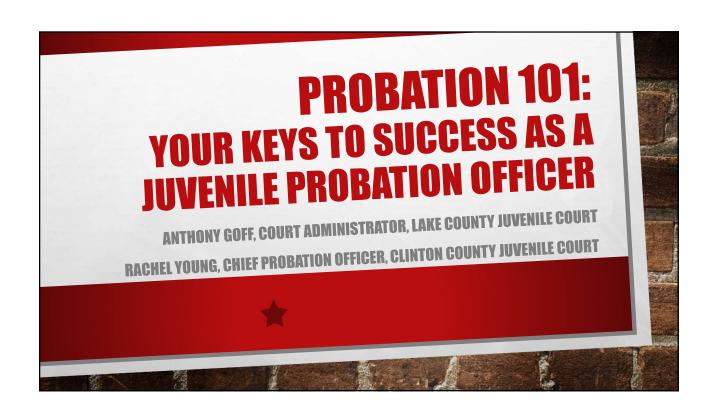
Anthony Goff

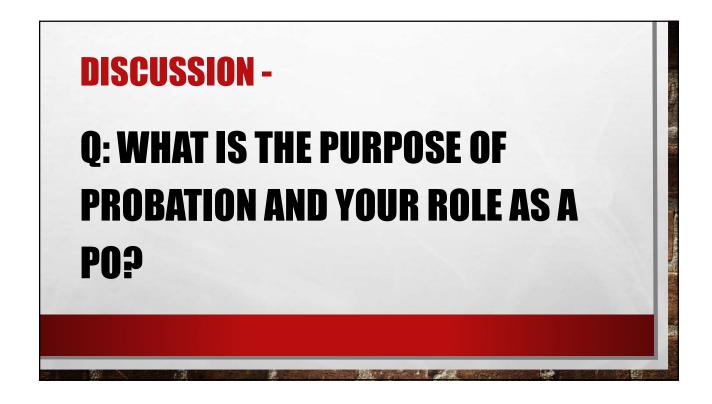
Director of Administration Lake County Juvenile Court

Rachel Young

Chief Probation Officer Clinton County Juvenile Court







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 PUNISHMENTS

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 Knowledge, Skills and Abilities (attributes) does a modern PO need in order to be effective?
	Judge Community Family	Change	Baseline: Many physical, mental, emotional and sexual changes going on. Ex. Lack of resources	Ex. Thick Skin

Common Ground

One thing parents and POs can agree on is					
R-N-R Risk =					
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 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 identifythe 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 they 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						







SKILL BUILDING

It is critical we help youth and parents	
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 with the client and their family.	the quality of you
Make sure you are and your words match your a	actions.
You may be the only person in their life modeling	·
DETENTION	
Should be used only with youth and t resort. Research has shown the effect to be	hen only as a last
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 office	cers die by





QUESTIONS???

INVEST IN YOURSELF

1. 2. 3.	access professional development are:	
4. 5.		
6.		
I am the	of in Ohio.	
IN CLOSING		
	TO ASK	
REMEMBER	CHANGE PEOPLE NOT	·
LOOK FOR AND	EVEN SMALL	·
SELF	IS CRITICAL OR MY LONG TERM	AND EFFECTIVENESS.
You are in the busin	ness of saving lives.	
Thank you for all yo	ou do for youth and families, and welcome to the field!	

Common Ground

One thing parents and POs can agree on is Getting their kid off probation ASAP

R-N-R

Risk = Who we should work with Need = What we should work on Responsivity = How best to work with someone

Over supervising youth can INCREASE their risk to reoffend.



Anti-Social <u>Attitudes Values and Beliefs</u> manifest themselves through all the other risk factors so they should be a key target.

Static Risk factors are important but cannot be **<u>changed/decreased</u>**, therefore we should spend our time focuses on the **dynamic** risk factors.

<u>Preparation</u> 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 people, (high and moderate risk youth)
The right interventions, (based on what research says is effective)
In the right amount/intensity/dosage
In the right way for them (paying attention to responsivity factors)
And for the youth to have as little contact with the system as possible.





FAMILY ENGAGEMENT

Parents are the **experts** on their kids.

Case plans should be developed <u>with</u> them and not for <u>them. "Nothing</u> <u>about us, without us"</u>

Another example of parental engagement could be **Non-Traditional Hours** .

STRENGTHS AND NATURAL SUPPORTS

It is important to identify <u>strengths</u> the youth and family have and to build on them to facilitate the hard work of **change**.

Creating a network of <u>natural supports</u> for the youth that they can depend on after they are released from probation and make it less likely they will **reoffend.**

IDENTIFYING AND REWARDING PROGRESS

- 1. Pre-contemplation Unaware or unwilling to change
 - 2. Contemplation Thinks there might be a problem
 - 3. Preparation There is a problem but I don't know the best thing to do to address it
 - 4. Action Actively working on change
 - 5. Maintenance Consolidate gains to prevent relapse

Verbal praise costs <u>us nothing</u> and not recognizing progress may cost <u>us</u> <u>everything</u>. Use of incentives versus sanctions should be at least <u>4:1</u> ratio.







SKILL BUILDING

It is critical we help youth and parents develop new ways to handle the problems in their lives. If we don't, the most likely will end up back in the system.

We are always modeling for our youth and parents.

Your impact as a <u>model</u> is increased or diminished based on the quality of your **relationship** with the client and their family.

Make sure you are **consistent** and your words match your actions.

You may be the only person in their life modeling **pro-social behaviors/thinking** and choices.

DETENTION

Should be used only with <u>moderate / high risk</u>, violent youth and then only as a last resort. Research has shown the effect to be <u>fleeting</u>. Try not to use detention for **technical** violations.

SAFETY

Over 40% of all Ohio officers will experience a <u>hazardous duty situation during</u> their career.

Your most important goal is to go home safely each night.

 $\underline{\textbf{Self-Care}}$ is crucial because we know that more officers die by $\underline{\textbf{suicide}}$ than by $\underline{\textbf{homicide}}$.





What QUESTIONS do you have???

INVEST IN YOURSELF

Other Places I can access professional development are:

- 1. InterCourt Conference
- 2. Supreme Court of Ohio Judicial College free courses
- 3. OCPOA Line Officer Training
- 4. APPA National Conferences
- 5. NIC online courses and resources
- 6. Local Trainings CSB, ODYS, EPICS, ...

I am the future of probation in Ohio.

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 $\underline{relationships}$ CHANGE PEOPLE NOT $\underline{punishment}$.

LOOK FOR AND <u>reward</u> EVEN SMALL <u>successes</u>.

SELF-Care IS CRITICAL OR MY LONG TERM **success** AND EFFECTIVENESS.

You are in the business of saving lives.

Thank you for all you do for kids and families and welcome to their field!

