

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*



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

ANTHONY GOFF, COURT ADMINISTRATOR, LAKE COUNTY JUVENILE COURT
RACHEL YOUNG, CHIEF PROBATION OFFICER, CLINTON COUNTY JUVENILE COURT



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 PUNISHMENTS

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

CONTACT INFORMATION:

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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 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 _____.

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.

You are in the business of saving lives.

Thank you for all you 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.

RISK FACTORS

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

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

Preparation 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 with them and not for them. "Nothing about us, without us"

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

STRENGTHS AND NATURAL SUPPORTS

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

Creating a network of natural supports 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 us nothing and not recognizing progress may cost us everything. Use of incentives versus sanctions should be at least 4:1 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 model 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 moderate / high risk, violent youth and then only as a last resort. Research has shown the effect to be fleeting.

Try not to use detention for technical violations.

SAFETY

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

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

Self-Care is crucial because we know that more officers die by suicide than by 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 it still the best way to do it?

REMEMBER relationships CHANGE PEOPLE NOT punishment .

LOOK FOR AND reward EVEN SMALL successes.

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!

