



ICJA Comment

INDIANA CRIMINAL JUSTICE ASSOCIATION WINTER 2012

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Working Together

By Mary Leffler, ICJA President

I moved to Indiana 15 years ago from the State of Missouri and one of the things that I knew I needed to do in order to be successful was to build some new professional relationships. So in the fall of 1996 I attended my first ICJA conference. I will always remember that Carole Kinder was the President. I was hooked from that point on!!

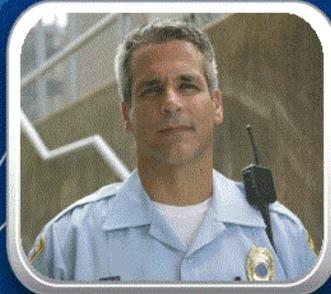
That was the beginning of my journey with this Association. It has been a series of ups and downs over the past fifteen years...but far more ups than downs. I have not only found many valuable professional relationships, but have found even greater value in the personal friendships that I have formed with so many of you and I thank you for that.

During my Presidency, I have really just a few basic goals that I hope to achieve with the help of the Executive Committee, the board and you.

- ◇ We need to ensure continued sustainability of ICJA. These are unprecedented tough economic times and this Association is not immune to the same financial hardships that face many other non-profits. We need to take a careful evaluation of our resources, our revenue and expense streams, and our overall financial health. To that end, under the leadership of At-Large Director of Governance – Rhonda Vega we will be assembling a committee who will develop a Risk Management Plan for the association.
- ◇ A second goal is to grow membership. Membership is key to ongoing success of this organization. In order to do that we must constantly evaluate and re-evaluate the value that ICJA provides to its members and make sure that we are listening to our members and responding to their concerns and needs. Membership Director, Christie Scott will lead these efforts and your input and assistance are valuable to her.
- ◇ We need to grow our corporate partnerships. Likewise, it is important to understand the value that each party in the partnership gains from mutual collaboration. Emphasis needs to be placed on ensuring our corporate partners find value in the investments they make in ICJA. In your daily activities, if you encounter companies or firms that may have an interest in meeting our membership, please contact our Executive Director, Steve Ingram or Dave Leonard who handle our Corporate Relations activities.
- ◇ And finally we need to foster and cultivate the next generation of leaders. This does not only mean leaders of the ICJA, but also leaders in the criminal justice field. We need to be driving change within our colleges and universities in the content and requirements of their criminal justice programs. Evidence-based practices should be something college students are introduced to early in their academic programs – which is not routinely happening.

Working together, I have not doubt that we can accomplish these goals and others that are not even identified as of this article. I am excited about the possibilities for this association and I look forward to serving as your President. Thank you.

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 <p><u>At Large Director Communications Advocacy</u> Eric Comeno, Regional Manager, IDOC 219-785-2511 eacomeno@live.com</p>	 <p><u>At Large Director Governance Administration</u> Rhonda Brennan, Internal Affairs, IDOC 219-785-2511 rbrennan@idoc.in.gov</p>	 <p><u>At Large Director Constituent Representation</u> Mike Scott, Assist. IWP Superintendent IDOC 219-785-2511 mtscott@idoc.in.gov</p>
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Mary Leffler, President
Jennifer Saroka, Publications Editor
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Eric Comeno eacomeno@idoc.in.gov

Collaboration: Easier Said Than Done!!

By Mary Leffler, ICJA President

"Individually, we are one drop. Together, we are an ocean."—Ryunosuke Satoro

Everyone talks about **collaboration**. It's one of the latest buzz words; however **effective** collaboration requires us to have a grasp of what true collaboration is all about! Let's begin with some basic definitional concepts of collaboration:

- ✦ Collaboration methods are techniques intended to enable people to work together to achieve goals that they could not reach individually.
- ✦ Collaboration joins the efforts of team members to share their perspectives and opinions to create an expanded vision of the problem or mission at hand.
- ✦ The effort **SHOULD** produce solutions and achievements that are greater than anyone could produce individually!!!

Characteristics of Effective Collaboration include:

- ◇ Personal Conduct: Effective collaboration depends on the behavior of team members and teams generally reflect the character and behavior of their individual members. Each person is vital to the successful outcome of the mission. If individuals are not prepared to behave in collaborative manners, the efforts of the total team will be compromised. Teams must establish trust and be willing to share information and coordinate efforts.
- ◇ Work Ethic: Individuals need to be able to direct themselves to accomplish their responsibilities individually and teams collectively must do the same. This requires flexibility. A team that is consistently on schedule, and reaching or exceeding objectives, is evidencing effective collaboration. Each member should have a sense of responsibility in the accomplishment of the mission. Teams struggle when there is just the support of a few productive members.
- ◇ Organizational Culture: Effective collaboration methods create an environment where team members feel secure sharing their opinions, skills and knowledge without fear of becoming marginalized. Team members need to know their input to the team is valued. Fostering competition among individuals, micro-management, sabotage and behind-the-scenes water cooler talk stifle collaboration!! Leadership must demonstrate a commitment to collaboration that is modeled...and goes beyond just paying lip service.
- ◇ Team Management: Teams must be held accountable for achieving results through the collaborative effort. This requires a clear structure of accountability. Collaborative efforts should be carefully documented, communicated with the team, and evaluated.
- ◇ Goals and Values: Production of outcomes compatible with the organization's goals is critical. Collaborations can produce outstanding results, but if they are contrary to the mission of the organization they are worthless and potentially harmful! Stakeholders should make it a priority to define, document, and disseminate established goals and values before expecting any collaborative efforts to be successful.

In the Indiana Criminal Justice Association (ICJA) we depend on collaboration at many levels. Let us all be mindful that we aspire to not only work together -- but to *effectively* collaborate toward our common goals!!

Riding the ICJA Train

*By Michelle Ryder, Vice President /
President Elect*

As I sail away from the position of Central Director and Hop on Board as the Vice President of the Indiana Criminal Justice Association, I would like to take this opportunity to thank all those people who worked so hard for me throughout the year to make the Central Regional Conference "Oceans of Opportunity" a success, and assisting in achieving our 2011 Goals. Not only did we meet our goals, but we exceeded them by the numbers we increased at our conference, student participation from new colleges and making a great profit for the organization. Thank you to Carol Hall, Steve Runyon, Bob Hughes, Katie Knutson, Megan Barker, Aaron Sears and Curt Langhammer. It was an exciting year and you all were great to work with.

I would also be remised if I did not mention the great team work of the other Regional Directors (Dixie Phelan and Bryan Pearson). We worked very closely together to ensure all of our areas were successful. Bryan Pearson will be crossing over the tracks to the Central Region this next year and I am sure will develop a great track to success!!

I am very excited and enthusiastic to be working with the new board members and the new leadership for 2012. This team of individuals have proven themselves to be visionaries in the field of Criminal Justice, and will continue to bring value to this association.

I believe that the 2012 Theme for our Fall Conference "All Aboard" will bring about some exciting opportunities for all those in different arenas of the Criminal Justice field. We have a great start already with the leadership of our new Conference Director, Linda Commons.

We hope that you will Jump on Board with us on this journey of Self Development, Knowledge and Relationship building. I believe 2012 will be one of the best years this association has seen in years, and this Train will be led by one of the best ladies I know, President Mary Leffler.

2012 Fall ICJA Conference - Indianapolis

*By Linda Commons,
Conference Director*



Planning for the Fall 2012 ICJA is underway and our theme is "All Aboard". With the conference being held at the Indianapolis, Crowne Plaza located in the Historic Union Station it just made sense to focus on the railroad.

I know many of you will want to "get to the station on time" and be "on the right track" to help make the 2012 conference as much a learning experience and opportunity to grow your professional "connections". The Conference Committee is asking the ICJA members to put on their "conductor" hats and blow the all aboard "whistle" for a theme design contest.

Please take some time and put your creative "engines" in motion. Send your ideas to Linda Commons at [lcommons@idoc.in.gov] or mail them to my attention at Pendleton Juvenile Correctional Facility, 9310 S. State Road 67, Pendleton, Indiana 46064.



2011 President's "Thank You" Message

*By Eric Comeno
2011 ICJA President*

Hello to all my ICJA family and friends, I want to start by thanking the 2011 conference staff, who have volunteered their time, sweat, and blood in some cases, for putting together such a great conference. If you run into one of these people, please thank them, it was a great conference. Let me not forget to thank all of the board members, standing committees, director's at large, and district directors for their dedication and devotion for which many things would not be possible.

2011 Conference Committee Members

Nicole Doctor, Program Chair	Jessica Rain, Co-Social Chair	Dave Leonard, Social Chair
Christine Vorrier, Registration Co-Chair	Dave Leonard, Golf Chair	Mathew Andrick, Marketing
Malcolm Coates, Registration Co-Chair	Ed Lampa, Audio Visual Specialist	Marvin Giles, Fun/Walk Chair
Kellie Bittorf, Conference Director	John Cruz, Photographer	Mark Murphy, Awards Chair

2011 Conference Planning Committee Members

Wendell Deloney	Adriane Harrison	Bert Stover	Kim Kennedy	Jackie Salyer
Jeremy Ashenfelter	Jerry Hooley	Pam Bernard	Debi Marshall	George Vaughan-
Portia Marsee	Rebecca Hess	Erik Kruper	Derek Boyan	Jason Nowatzke
Loni Brittingham	Eric Hoch			

2011 Board Members

Mary Leffler, Vice President/President Elect	Steve Ingram, Executive Director
Aaron Garner, Treasurer	Lynette Collins, Secretary
Dixie Phelan, Northern Director	Michelle Ryder, Central Director
Bryan Pearson, Southern Director	Mike Scott, Director at Large
Christie Scott, Membership Director	Kellie Bittorf, Conference Director

If I have forgotten someone, I am truly sorry! As you can see, it takes a lot of our family to make the ICJA what it is today, including all the members.

I would also like to thank ICJA Life time member, Commissioner Bruce Lemmon for all of his help, leadership, and support of the ICJA as a whole at this year's conference.

Thank you to our corporate sponsors and vendors, another part to make a great conference.

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Well that was my last year as your President and I really hope that I have risen to the expectations you have had for me. We have embarked on new waters and challenges, and I am looking forward to next year under President Leffler's leadership, as I know it will be exciting.

In closing, I also just want to thank everyone for your undying support for the last two years, without that support being President would be extremely difficult job, so please give the same support to President Leffler.

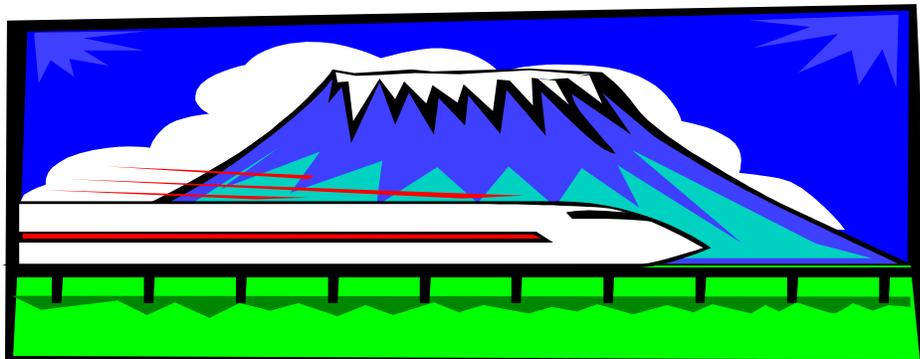
On the Right Track

*By Rhonda Brennan
Director at Large Governance*

When most of us were born we could not have imagined the technology that we have become accustomed to in today's world. How many of us would think of leaving our homes without our cell phones, or without instant access to the Internet or Global Positioning Satellites? Over the past several years we have focused our attention on the changes that have taken place in the world and in our own organization. Much of the restructuring has been in response to the need for faster communication, greater information access and the increased need for collaboration among those in our fields. The world is becoming smaller thanks to the rapid response of technology and our ability to see things across the globe in real time. Without adapting to the increasing technological advances and incorporating these into our daily operations, we will become like the old pony express and become obsolete. So how do we maintain this level of performance and keep up with the latest trends? How do we fast track into the future? We continually develop and improve how we identify and utilize our resources.

The student of criminal justice who went to college in 1982, kept that knowledge to themselves and took no further training is not a viable asset anymore. If this same person participated in continuing education in their field and utilized that training in their work environment, they are on the road to becoming a resource. This same person then shares what they learned with others in the field and they share their knowledge with even more others. They are a human resource. In the Indiana Criminal Justice Association (ICJA) we are on the fast track among organizations across the country with the development of the human resource. Our own organization has undertaken training to improve the current board members as we strive to fulfill our duties, but also the next generation of potential board members who participate in our Leadership Academy. Both generations are taking advantage of the changing technological landscape and making use of these technologies to improve their abilities to perform their jobs, within the ICJA and within their respective fields. In the ICJA we communicate information on the web, using social media and other sites that our members can access to find out what is occurring in our organization and link to pages from our that access other state's organization and the national association, as well. Our conference in Merrillville focused a great deal on how technology was impacting on our operations in the field. Many praised the timeliness of the information and how they envisioned using it in their daily operations. It takes the human resource to make the most of the technological resource.

Our human resources are like bullet trains, that rapidly use technology of today to access multiple sites to research new ways to improve their jobs. Recent changes have allowed our members to access up-to-date information on the current board membership and points of contact, to read our "Comment" and "Journal" entries from their computers and to see other organizations that share in our vision. Our newest members have come up with a host of ideas of how to utilize these new technologies and are sharing this information with long-term membership. What a great partnership. It promises to be a fantastic year. We have another class in the Academy that started on November 17, 2011. Wow !! So get on board, fasten your seat belts and be ready for the ride of your life. The ICJA is on track !!!



Training Opportunities for our Membership Offered by the American Correctional Association

The Professional Development Department of the American Correctional Association offers a full range of educational and training opportunities for adult correctional and juvenile justice staff. Whether you are just beginning your career or are working toward a position at the management or executive level, there are courses available to fit your needs. Courses are available for all levels of staff and within all disciplines including medical and mental health professionals.

Corrections Staff Training Library

ACA's online training library offers the largest library of online courses for professionals who work in adult corrections, community corrections, and juvenile services. Courses are designed to engage learners through an interactive learning environment and written by corrections professionals with expertise in their course subject areas. Each course is self-paced and includes a final exam; certificates may be printed upon successful completion of the course. Courses are available for staff within all disciplines and levels in the following subject areas:

Operations - Safety and Security	Offender Programs and Management
Communication	Corrections Health Care and Mental Health
Special Needs Offenders	Juvenile Services
Supervision, Management, and Leadership	Workplace Issues/Human Resources
Computer Skills	Corrections Workforce Development

All courses are listed alphabetically and training hours are provided. New courses are added frequently, check back to see the latest catalog or join our mailing list at one of our online training stores, and we will notify you when new courses are available. The following courses are currently in development for this library:

Chronic Disease Management	Cultural Competence Issues - Clinical Practice
Diabetes Update for Primary Care	Effectively Managing a Multigenerational Workforce
Legal Issues Part 4: The Civil Justice Process	Prenatal Care Outcomes
Report Writing for Correctional Officers	Role of Supervisors - Implementing EBPs
Security Threat Group Management	Sex Offender Community Based Supervision & Tools
Suicide in Jails and Prisons - Parts 1, 2, 3, 4, 5	Tattoos
The Foundations/Fundamentals of Gang Membership	Tobacco Cessation
Update on Pediatric Antibiotics	

This website is worth taking the time to explore and learn more! <https://www.aca.org/onlinecorrections/>
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 1229 Pennsylvania Avenue, LaPorte, Indiana 46350

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Southern Region Report

*By Ron Gibson
Southern Region Director*

Let me first start by thanking all those that have shown their confidence in me by electing me to the Director's position. I truly appreciate the support. Next I would like to thank Bryan Pearson for all that he did over the last two years as the Southern Director. We were lucky to have him lead us during this time. For all those that attended the conference you know that my focus is to increase our membership in the Southern District. We truly have a talented group leading this organization and we can do some outstanding things in the future. In order to add to our strength though, we must grow in numbers. As members we all hold some responsibility to see that our organization remains strong. I know that there are some very talented professionals that are out there that we would benefit from adding them to the Association. I am asking all of you to become active in the organization and recruiting some of your peers and colleagues to join us. Also, let me hear your voice and opinions on where you see the future of our profession heading. I encourage all members of the district to help me make our association even stronger by sharing your talents and knowledge. With that said, I am currently looking for members within our district that want to be more active in the Association. I want to develop a more structured district board and I am looking for those that want to make a difference in our chosen profession. Currently, I am looking for a person to chair each of the following categories; membership/strategic plan, district conference chair, substance abuse chair, a secretary, and a treasurer. If you are interested please contact me at rjgibson@idoc.in.gov.

We can do great things in this organization and I look forward to working for you in this role. I am sure that with the current leadership Statewide that our Association will shine brightly. Thank you again for your support and looking forward to meeting many of you and learning from all of you.

Northern Region Report

*By Dorothy Jones
Northern Region Director*

First of all let me begin by thanking you for allowing me the opportunity to serve as your Northern Region Director. I am looking forward to serving you in this role.

Our journey began with the first meeting on November 22nd. The Northern Region Board is taking shape. Continuing in the role of Secretary is Lynette Collins. The Treasurer's position will be filled in the next few days. The conference committee members are Tommie Horne, McArthur Fortney, Chris Tatum, Ivan Jones, Nicole Doctor, Pam James and Marion Thatcher. The theme for 2012 Fall Conference is "All Aboard", so I am sure that with this committee we will "Stay on the Right Track" and arrive at our destination! Already numerous ideas have been submitted to mirror the fall conference theme.

Please share with your colleagues the benefits of membership in ICJA and help to increase our membership numbers. If you are interested in being a part of the team, please feel free to contact me at djones@idoc.in.gov. The next meeting is set for January 18th. More details will be coming at the conclusion of that meeting.

Several new committee members have already been added. Please, recruit, recruit and recruit some more.

Central Region Report

*By Bryan Pearson,
Central Region Director*

Switching Trains on the ICJA Railroad

Heading into the Merrillville conference I thought I would be sailing into the sunset on the sea of knowledge we shared as I came to the end of my two year term as Southern Region Director. As it turns out, I am switching trains from the south to the Central Region Director at the old Union Station, the location for our 2012 Fall Conference. When Michelle Ryder was elected to President-Elect, I became interested in completing her term so I could continue to be a part of the positive change in ICJA that had been occurring and is still to come. President Leffler has a vision of continued improvements that will benefit the ICJA membership. I am excited to continue to be a member of an excellent team that will make that happen.

I again want to thank Portia Marsee, Terri Sluder, Shawn Smith, Melissa Hess, Jay Rucker, Debbie Joslin, Tony Peck and several other Southern Region members for their assistance and involvement the last two years. We had two excellent spring conferences and made significant contributions to the last two fall conferences.

Many of the Central Region members that assisted Michelle have expressed an interest in working on this year's spring conference. Carol Hall will be the Central Region Conference Chair again this year. If you went to the conference at Valle Vista last spring, you can expect there will be another good conference planned for this year. Carol did an excellent job putting together the most attended spring conference in 2011.

During this last year I have worked closely with the other region directors Michelle Ryder and Dixie Phelan in sharing ideas and information so that we were all very successful in promoting ICJA. I plan to continue to do the same this year with Northern Region Director Dorothy Jones and Southern Region Director Ron Gibson.

With Mary as the conductor of a great group of criminal justice professionals that make up the board, ICJA will go far in the right direction and there will be much work to be done. If you are interested in being more involved in ICJA and want to volunteer to be on a committee or assist with a project, please email me at bpearson@idoc.in.gov

2011 ICJA Scholarship Recipients

*By Bryan Pearson,
2011 Scholarship Chair*

It was a pleasure to be the Scholarship Chair for the 2011 Fall Conference. You can't get a better job than giving away money. There were four recipients of this year's ICJA Scholarships at the conference in Merrillville. Each of them received a \$500 scholarship. Let me introduce you to this year's recipients:

Marianne Wilhoite is the lead Substance Abuse Counselor at the New Castle Correctional Facility. She is studying Criminology at Indiana State University. She has been a member of ICJA for over 2 years.

Carrie Lambert is a Correctional Coordinator at the Wabash Valley Correctional Facility. She is studying Criminal Justice at Indiana Wesleyan University. She has been an ICJA member for six years.

Mark Bennett is a Case Manager at Lake County Community Corrections Kimbrough Work Program. He is studying Public Safety Administration in the Graduate Program at Calumet College of St. Joseph. He has been a member of ICJA for a year.

Justin Hoch is studying Forensic Science at Loyola University Chicago. He has been a member of ICJA for ten years.

Sentence Reform in Indiana

*By Bryan Pearson
Central Region Director*

In recent years Indiana has seen a reduction in state revenue and a shrinking state budget as a result of the worst recession this country has experienced since the Great Depression. As a result, Indiana leaders have been forced to find creative ways to reduce state spending to meet these reductions. One area that is being looked at is the efficiency and effectiveness of our criminal justice system, specifically sentencing and corrections. Between 2000 and 2009, despite the crime rate falling, the prison population increased by 41%. If the current rate of incarceration does not change, Indiana's prison population will increase by 21% in the next 6 years according to IDOC data. The IDOC is at capacity with the current population. This means there will be a definite need to build new prisons in the very near future. The cost associated with this would be approximately \$1.2 billion which includes construction and operating costs. This trend caused Governor Daniels and other state leaders to create a bipartisan Justice Reinvestment Steering Committee to work with the Criminal Code Evaluation Commission to evaluate the state's criminal laws. State leaders also requested assistance from the PEW Center and Council of State Governments Justice Center to use a justice reinvestment approach to reduce spending on corrections and reinvest in strategies to increase public safety.

In December 2010, PEW and CSG published a report titled **Justice Reinvestment in Indiana** summarizing their findings and making recommendations for state and local government leaders to consider. The following is a quick summary of the report's recommendations:

Sentencing – Shift from a one size fits all sentencing policy for theft and drug offenses to a more graduated approach; give judges options when sentencing a person charged with a nonviolent offense who has prior convictions.

1-A: Graduate the penalties associated with drug possession and sale.

1-B: Restructure the penalties for theft, establishing a minimum threshold amount for what constitutes a felony offense.

1-C: Give judges sentencing people who have committed a non-violent offense more options.

Outcomes: A reduction in the number of non-violent offenders coming to the prison system and being placed in community corrections, a more effective sanction for this type of offender. An overall cost reduction would occur as community corrections per diems are much lower than prison per diems, a benefit to taxpayers.

Community Supervision –Strengthen community supervision by focusing resources on people who have a high risk of reoffending and create incentives for coordination among supervision agencies.

2-A: Require that state dollars allocated to community corrections agencies be dedicated to the provision of evidence-based practices for felony offenders.

2-B: Create a probation improvement fund that provides counties with economic incentives to reduce probation revocations and coordinate with other supervision agencies.

2-C: Focus probation supervision resources on high-risk offenders.

2-D: Require probation (as opposed to parole) supervision after release from prison, except for the most serious violent and sex offenders, who would be supervised on parole.

Outcome: This would shift class D felony offenders from prison to community corrections and reduce the number of probation revocations to prison.

Public Safety-Increase availability of substance abuse treatment in the community and availability of cognitive-behavioral therapy in prison; encourage local governments to reduce the number of class D offenders sentenced to prison; enable probation officers to use swift and certain sanctions for people who violate conditions of supervision.

3-A: Increase access to substance use treatment in the community and cognitive-behavioral therapy in prison.

3-B: Enable the use of short, swift, and certain responses for probation supervision.

3-C: Establish incentives to encourage local governments to reduce the number of class D felony offenders sentenced to prison.

2011 ICJA Occupational Awards

Counselor of the Year: Dean Treash
Correctional Educator of the Year: Paul Petroff
Correctional Officer of the Year: "Front Line": Sergeant Michael Wheele
K-9 Handler of the Year: Lieutenant Derek Boyan
Support Services Staff of the Year: Dixie Phelan
Community Corrections Line Staff of the Year: Deatrice Woods
Volunteer of the Year: Pastor Clarence O'Connor
Law Enforcement Officer of the Year: "Front Line": Lieutenant Troy Keith
Program of the Year: Chain O'Lakes Correctional Facility Master Gardener Program
Judge of the Year: Honorable Salvador Vasquez
Distinguished Service Award: Mike Scott
Presidential Citations: Aaron Garner, Nicole Doctor, Jack Harlow

Sentence Reform, Continued

Outcomes: Reduce the number of non-violent low risk offenders going to prison and keep them in the community connecting them to effective evidence-based resources. Reduce the need for probation revocation court hearings and potential commitments to prison on revocation.

The overall finding was that Indiana was handing out sentences that were too severe for low level crimes and money being spent on sending people to prison could be better spent on those offenders in less costly community corrections programs. In the last legislative session Senate Bill 561 was proposed. It contained many of the PEW/CSG report's recommendations. It did not pass and was opposed by the Indiana Prosecuting Attorney Council and Sheriff's Association because it was seen as weak on crime. Prosecuting attorneys wanted a change in the credit time earned added to the bill for those convicted of murder and other high-level crimes. This amendment would have required offenders convicted of serious violent offenses and sex crimes to serve 85% of their sentence. This was opposed by Governor Daniels and other state leaders as it would increase costs for incarceration and offset the savings originally intended in the bill.

Today, two bi-partisan out of-session committees have been convened to study the issues again. They are made of many of the same members as the previous steering committee. These groups have a tough task ahead. They will have to convince the prosecutor's and sheriff's lobby that this is not a soft approach to crime in Indiana. Also, there is the issue of funding for community corrections with an increase in clients. These proposed changes will create a greater role for community corrections and a need to shift funding to the county level.

Even though sentence reforms have not been undertaken since 1977 and are long overdue, the ultimate goal is to head off the eventual need to build more prisons in Indiana. We are at a critical time now and need to plan for the future. Many other states are in the same situation and working toward similar reforms. Ohio has similar problems with its population at 132 percent of capacity. They are working on a sentencing plan that would send more offenders to community based centers instead of prison as well. Oklahoma has seen a 17% increase in their prison population in the last 10 years with a coinciding 32% increase in the corrections budget. They are also working on a justice reinvestment initiative that will shift non-violent offenders to community corrections reducing prison costs.

California is an example of what could happen if we do not plan ahead. The U.S. Supreme Court recently ruled that the California state prison system overcrowding has created conditions that violate the constitutional ban on cruel and unusual punishment. California has been ordered to release 33,000 offenders, almost a quarter of the prison population. Maybe this will cause Indiana lawmakers to work harder toward a consensus so they can avoid a future catastrophe like California.



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News from the Constituents

*By Michael T. Scott
Director-At-Large*

As ICJA Director-at-Large for Constituent Representation, I've developed Points of Contact in identified disciplines as defined by our Association. I use these Points of Contact both to relay information of importance to the field and to gather information to pass on through our publications to the field, as is occurring in this first installment.



- ◆ Congratulations to Supt. Linda Commons and Pendleton Juvenile Correctional Facility staff on their successful ACA Re-Accreditation Audit recently with a score of 99.3 on non-mandatory standards.
- ◆ Putnamville Correctional Facility's Training Department was recently recognized as the 2011 Training Facility of the Year by DOC. Kudos to Supt. Stan Knight and his staff.
- ◆ Westville Correctional Facility recently held graduation ceremonies in their Education Program recognizing 194 offenders for completing their GED and 54 students for receiving Career Technical Certificates.
- ◆ Logansport Juvenile Correctional Facility recently awarded 25 GED certificates to students who received their commencement challenge from Lt. Governor Skillman.
- ◆ Correctional Industrial Facility's FIDO Program recently received its 100th dog from the Anderson Animal Shelter for obedience training and adoption facilitation, which is much better than the alternative.
- ◆ The Wabash Valley Correctional Facility Speaker's Bureau coordinated a group of area retired business leaders, known as SCORE, to meet with and assist selected offenders in their efforts to prepare for successful re-entry to their community upon release.
- ◆ The Indiana State Prison was recognized recently by the Catholic Charities of the Gary Dioceses for refurbishing and donating bicycles for less fortunate children, who have now received their first bikes.
- ◆ Dave Wegner, Director for Cass/Pulaski Community Corrections, recently received special recognition from DOC Commissioner Bruce Lemmon for his agency's outstanding work with DOC Parole Services.
- ◆ Miami Correctional Facility recently hosted a Straight Talk Program with area high school sociology students. The students meet with offenders who discuss their criminal backgrounds and life in prison. This program has been under way for 5 years.
- ◆ Madison Juvenile Correctional Facility just celebrated its second year of operation since relocating from Indianapolis as the former Indiana Girls' School...congrats to all!
- ◆ Plainfield Correctional Facility staff recently raised \$218.00 for less fortunate kids in Hendricks County for Christmas gifts.
- ◆ The Correctional Industrial Facility recently recognized 22 students for completing voc-ed programs.
- ◆ Chain O' Lakes Correctional Facility's offender choir has begun its second season to perform in local churches. The facility's Master Gardener Program began its third year and has had 30 graduates; the program was recently recognized by ICJA as Program of the Year at the 2011 Fall Conference held in Merrillville. The program also has received international recognition.
- ◆ Putnamville Correctional Facility's PLUS Program recently presented a gift of \$2,500 to 2 different area youth-based agencies, \$1,250 each, to support their efforts to serve area youth. The monies are raised through a variety of fund raising initiatives; giving back is one of the PLUS Program's missions.
- ◆ Putnamville Correctional Facility continues their pursuit of "green" initiatives to include conservation of electricity, water, natural gas, steam, and use of wind to provide unprecedented monetary savings in excess of one million dollars to the taxpayers of Indiana. These practices not only save significant \$\$\$\$ but also are increasing offender jobs and offering marketable "green" job skills which will be of benefit to offenders upon their re-entry to their communities.

Submissions from the Grapevine

- ◆ Congrats to Gary and Rhonda (Vega) Brennan on their October 15th marriage, who'd have thunk Rhonda could snare Gary? Good job Rhonda, and best wishes to you both.
- ◆ Congrats to Allison Yancey, recently promoted to Assistant Superintendent at Pendleton Juvenile Correctional Facility.
- ◆ Congrats to Corr. Officer Paul Beebe who reached his 40 year milestone of employment at Indiana State Prison recently.
- ◆ Congrats to Major Cathy Elliot, promoted from Captain at the Pendleton Correctional Facility, the first female Major in IR's history per Supt. Keith Butts.
- ◆ Congrats to Otis Thompson and Edward Coday, both recently promoted to Correctional Captain at Westville Correctional Facility.
- ◆ Congrats to Indiana State Prison's Corine Hollihan on her recent promotion to Administrative Secretary 2.

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From the Archives

By Jack Harlow

Wabash Valley Correctional Facility (WVCF) Superintendent, Dick Brown has authored the following biographical sketch of his mentor, Ron Batchelor. Dick started his I.D.O.C. career in 1991 as a correctional officer at the Indiana State Farm. He transferred to the W.V.C.F. as a counselor in 1993. Dick and I were counselors in D-Housing Unit in 1995 with current Miami Correctional Facility Superintendent, Mark Sevier as our casework manager. It was that period that I met Ron Batchelor who started with the I.D.O.C. in February 1965 and I started in September 1965. What I quickly noticed was the positive energy Batchelor emitted when he entered the cell house. Staff and inmates related to him in a very positive way. That energy is called "respect". Dick Brown and Mark Sevier, as anticipated, have moved quickly through the ranks of the I.D.O.C. Both were mentored by Batchelor but neither has developed what I would call the "Batchelor roar". Sevier is close.

Semper Fi, Jack

Ron Batchelor --A Biographical Sketch by Dick Brown

Ron Batchelor was born on December 15, 1942 in Clay County, IN and was a 1961 graduate of Brazil High School. After graduating, Ron served 3 years in the United States Army.

Ron began his career with the Indiana Department of Correction on February 4, 1965. He hired in as a Correctional Officer and was promoted to Correctional Sergeant on November 6, 1968. Less than two years later Ron was promoted to Lieutenant on May 1, 1970. Ron was promoted to Correctional Captain on his 32nd birthday, December 15, 1974. After serving 9 years in this position, he was promoted to Major on December 8, 1983. He remained at Indiana State Prison until being selected as Assistant Superintendent at Wabash Valley Correctional Facility on April 26, 1992. This promotion allowed Ron to return to his old stomping grounds and be closer to his family.

Ron was the first Asst. Supt. of Operations at WVCF. He was instrumental in hiring and preparing new staff prior to the facility receiving offenders. He was very dedicated to making sure staff had the tools needed to be successful. Ron never forgot his humble beginnings and was always supportive of all staff and especially line staff. He knew the importance of staff recognition and implemented Employee Appreciation Week at WVCF. He had a lot of accomplishments over the years but was most proud of his "International Correctional Supervisor of the Year Award" he received in 1987. This was a National Award and Ron beat out competitors across the Country. This was a great honor for Ron and for the Indiana Department of Correction.

Ron was a father of four children, step-father of two and a grandfather of twelve. He was married to Sharon Morlan Batchelor of Clay County. Ron and Sharon enjoyed their time together with family and friends. Ron was a member of the Brazil Eagles Lodge, Moose Lodge, American Legion, and the VFW. Ron and Sharon enjoyed supporting these organizations and were quite competitive in shuffle board tournaments, euchre tournaments, dart tournaments, and pool tournaments. Ron was also an avid golfer and huge NASCAR fan. That was obvious by all the Dale Earnhardt memorabilia he had on display!

Ron was a big man having the appearance of "tough guy attitude". Those that knew Ron well knew better! He would do anything for anybody. He was a sentimental man who enjoyed talking about family and friends. That was obvious by all the family photos he displayed in his office at work. Ron was a mentor to everyone when WVCF opened. He was a man with a lot of real life prison experience and when Ron spoke, everyone listened. He considered staff as family and was always there for his staff. Staff respected Ron and he appreciated their support. He is the reason for a lot of people's success in the IDOC today. Ron truly cared for his employees and staff knew he was genuine in supporting them.

Ron was also a real jokester. He could easily sucker people into his jokes and had them hook, line, and sinker before they knew what hit them. It was all in fun though and Ron could always make someone laugh. Ron's ability to have fun and make people laugh is what we miss most about him.

Ron's name is still mentioned on a frequent basis among those that knew him. Staff knows what a sincere man Ron was and will never forget his leadership and most of all his friendship. Ron is truly missed by everyone that knew him.



Motivational Steps to Dog Training

By John Sharp
K-9 Director



There is a generalized approach to training any exercise in dog training. This begins with the trainer understanding that most dogs need between 3 and 50 repetitions on any exercise before the dog has learned it. A human only needing 7 repetitions contrasts this.

If a dog develops a problem that you need to fix in training it is going to take many more than 30 reps before the dog adopts the new behavior. This is why I always explain to people that it is easier to take a little more time to train an exercise the correct way the first time than it is to go back and fix problems

There are three main segments of training to teach a dog any exercise. This applies to obedience and all other areas of training as well (i.e. protection work, agility, etc.)

1. Teaching Phase

In the first section we must teach the dog the meaning of the commands for the exercise. This is done through positive motivation. In other words, we find something that the dog really likes (i.e. a ball or food). We then show the dog (without corrections) that if it does what we ask it will get his reward.

The challenge for every trainer is to determine small enough training steps that the dog can understand what you are trying to teach him. If it seems that he simply cannot grasp what you want then you have to break the step into smaller steps. Learning how to do this requires experience and/or a person who really thinks about every aspect of training, (these are rare birds)

2. Learning through Intermittent Success

The second stage is where we teach the dog that he does not get success for his drive goal (i.e. his food or toy) on completion of the exercise every time. The goal of this stage is to teach the dog that he never knows when the reward will come. This builds the drive.

An example of this is in the heeling training. Initially (after a dog has learned to sit by the handler's side and focus on his face), the dog is rewarded after one step of heeling. When he will consistently stay with the handler (in drive and with focus) for one step, the steps are increased and decreased in random order before the dog gets his reward.

So he may get rewarded after 3 steps, then after 5 steps, then after 7 steps, then after 2 steps, then after 1 step, then after 9 steps. With the goal being that the dog needs to remain in drive and keep focused throughout the exercise before it gets its toy or food.

If it breaks focus the exercise is finished and there is no toy or food for the dog. You must start over and the next time, back the rewards up a few steps. It must become clear to the dog (in this stage of training) that for him to get his reward, he must do what is asked.

3. Learning Through Conflict

The last stage of teaching an exercise is to teach (PROOF) an exercise by creating an unclear situation for a dog. We force him to think about what he must do. We want to create a situation where the dog will make a mistake and then show him that he must think before he does something or he will get corrected and reach his drive goal (toy or food).

This stage of training teaches a dog control over him. Some dogs go so high in drive that they stop thinking.

Continued Next Page

Dog Training, Continued

This step in training (learning through conflict) is how these dogs learn to get a grip.

An example of this is when the learning routine is changed just enough to create a mistake. In heeling this can be a speed change in the walk. It can be a right turn, or a left turn. In training the "Bark and Hold" in protection work, the dog is sent to the helper who is sitting on the ground with two sleeves on, or he is sent into small building (instead of the blind on the training field) and expected to do a clean bark and hold without biting.

Form of compulsion is almost always used before an exercise has been fully trained. It is most important that the formula for compulsion is always: DRIVE-COMPULSION-DRIVE.

Simply put, this means that we try and set up our training to begin an exercise in drive (the dog is crazy for his drive goal and trying very hard to do what he can to get it) When it makes a mistake while in drive we apply compulsion (corrections) Compulsion takes drive out of the dog. Our final step is to then finish the exercise by putting the dog back into drive, hence DRIVE COMPULSION DRIVE

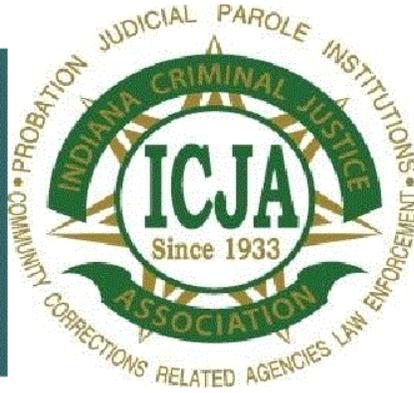
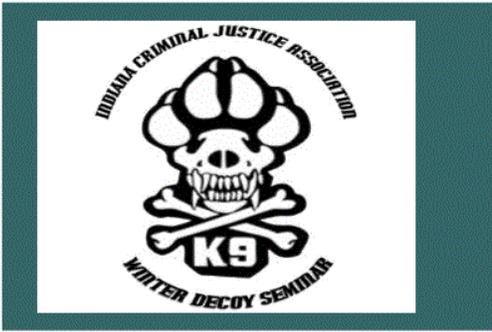
A perfect example of this is seen in the heeling work. The dog is in drive (he knows he will get the ball after walking a certain number of steps – he does not know how many but he knows the ball is coming). The trainer decides that this session is going to require 15 steps before the dog gets his ball. At 10 steps the dog breaks the heel and bounces in front because he can not stand it any longer, (in his mind he wants his ball and he has heeled long enough) the trainer administers three sharp jerks on the leash to get the dog back into the heel position This takes some of the drive out of the dog (he is now thinking this is a little less fun than he thought) But as soon as the dog takes 2 and 3 steps in the correct heel position the handler drops the ball and plays with the dog.

After doing this 30 times, the dog will learn that every time I get a correction I am going to get my ball if I do what is expected When that light bulb goes on in our dog's head we will see dogs go up in drive with corrections. They will also mend when they go up in drive because they know that unless they do what is expected the next corrections will be harder.

New trainers can use this formula (Drive-Compulsion-drive) to determine how hard to correct their dogs. Corrections should never be so hard that the handler can not bring his dog back into drive. Corrections will always take drive out of the dog, but if the correction is so severe that the dog will not go back into drive, then the level of that correction was too hard for that particular dog's temperament. Hence the terms HARD DOGS and SOFT DOGS. A soft dog requires a very light correction If the correction is too hard for a soft dog it will not recover quickly enough to go back into drive for this training session. On the other hand a hard dog recovers very quickly from a correction and will easily go back into drive after a stiff correction.

When a dog goes through the process properly it will actually go up in drive after it gets corrected because it has learned that it is now going to be put in a situation where it gets it's drive goal.





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isharp@idoc.in.gov
(219)-393-9702
- Donald Zickmund, ICJA Master Trainer
dzickmund@sbcglobal.net
(765)-413-5622
- Rob Cain, ICJA K-9 Master Trainer
(219)-869-3360
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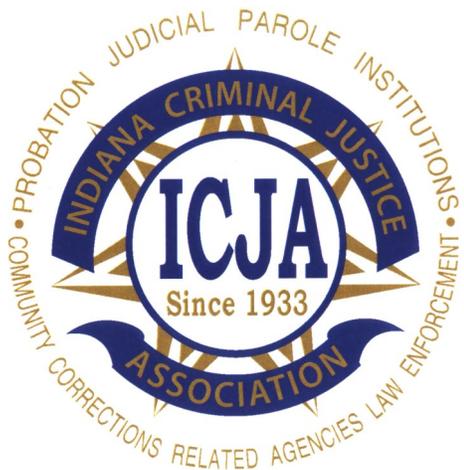


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Submit articles to Eric Comeno

eacomeno@idoc.in.gov



INDIANA

Brandon Hall (male)
611 North Capitol Ave.
Indianapolis, IN 46204
317-686-9841

Theodora House (female)
927 North Pennsylvania St.
Indianapolis, IN 46204
317-686-5808

Hope Hall (co-ed)
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