



President's Annual Report

International Association
of Correctional Training Personnel (IACTP)

2017

Mission

The International Association of Correctional Training Personnel enhances public safety and the fair and human treatment of offenders by promoting organizational and individual excellence in the profession of training.

Vision

The International Association of Correctional Training Personnel will lead correctional training into the next century.

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International Assoc. of Correctional Training Personnel
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INSIDE THIS ISSUE

1. Getting Started
2. Strategic Initiatives
3. Fiscal Transparency
4. Member-Focused
5. Progress Into 2018

"The secret to getting ahead is getting started."

Mark Twain

Getting Started

By Dr. Tracy L. Reveal

When new leaders come into their respective roles within organizations, there exists an opportunity for change. In the fall of 2016, I assumed the responsibility of leading the International Association of Correctional Training Personnel, having followed personal mentors and those whom I admire within the field of corrections training. Coming into this role I knew several significant tasks were ahead of me. I had received encouragement to lead the organization in a new direction, specifically to help revitalize its services and to grow its membership. IACTP needed to find its significance again amongst practitioners in the field. This task would be one that the newly comprised 2016-2018 Executive Board would undertake with much energy and right away.

During the 2016 annual training and performance conference in St. Louis Missouri, the Executive Board met several times to identify several strategic initiatives. Said initiatives were then presented during the All Member Meeting prior to the end of the conference. After finalizing strategic initiatives, the Board began work to hire a full-time Association Services Manager. This person (Michael Jones, Kentucky) is responsible for administering the day to day aspects of the organization, while serving as the primary point of contact for members who need assistance. Michael has been a tremendous addition to IACTP and brings a wealth of experience managing non-profit organizations. Michael's leadership has helped the Board achieve several strategic initiatives.

Strategic Initiatives

The Executive Board and participating conference attendees finalized the Association's strategic initiatives prior to closing the 2016 conference. Said initiatives were created with the plan to be completed prior to the fall conference of 2018.

The shared Vision for the Association will be: *Improve upon and expand member services while growing the membership and increasing opportunities for members to be involved in the work of the Association.* This Vision would be a guiding principle upon which the Board members would conduct its work as elected representatives of the membership.

The Strategic Initiatives for 2016 - 2018: (*denotes completion dates)

- 1) Update Website and Expand Social Media Presence
 - Updated the association's website (*July 2017)
 - Automated (online) conference registration and payment process for attendees & vendors (*July 2017 attendees, 2018 vendors)
 - Automated (online) payment process for payment/renewal of dues (*July 2017)
 - Developed within the website, a Corrections and Law Enforcement Training Calendar, which posts dates, locations and other information pertaining to available training opportunities across the country (*Jan 2018)
- 2) Increase and Expand Member Services
 - Began offering web-based training the last quarter of 2017, and continuing each quarter during 2018 (*Dec. 2017)
 - Improved conference workshop offerings to ensure a focus on performance-based training and that which is intended to benefit those in the correctional training industry. (*June 2016)
- 3) Develop a Repository/Library of Lesson Plans/Training Materials (in addition to existing member benefits (*Oct. 2017)
- 4) Offer On-site Training (---not achieved---

Additional activities were completed to supplement the aforementioned goals or to assist in effecting their completion. For example in October 2016, the Board conducted a comprehensive evaluation and revision of the Association's bylaws. Also at that time, and for the first time in the Association's history, funds were dedicated to specific line items for purposes of assisting local agencies when hosting the annual training and performance conference. In January 2017, a defined annual budget was created for the Association which incorporated these previously identified conference funding items, as well as other organizational operating costs by line item; this too was a milestone for the organization. In 2017, surveys were conducted of both training directors and others in the correctional training industry, to assist IACTP in identifying the needs of our customers. This data was most insightful, and has been used to help make conference workshop selections, and will continue to assist with future webinar topic selections.

Fiscal Transparency

In the fall of 2016, the Association saw a new Treasurer join the Board. This marked an opportunity to begin conducting the organization's business in a different manner, one that would afford its Members a better understanding into how their dues and conference registration monies were being used. Fiscal transparency not only represents good organizational management but is also an expected practice rather than it be in for-profit or not-for profit businesses today.

At the Executive Board's Quarterly Meeting on January 4, 2017, the association's account balance was \$41,575.33. At that time funds were transferred from an account in Colorado, to a location in the state of Maine where the Treasurer is located. One year later at the January 3, 2018 Quarterly Board Meeting, the account balance was \$47,573.17. During each quarterly board meeting, the treasurer provides an updated cash-flow statement, reflecting payments and deposits made to the account. Specific spreadsheets are also maintained pertaining to dues payments by members and vendor payments as this is directly linked with the ability to advertise within the quarterly journal and on the website. In accordance with Association bylaws, fiscal records are available for member review upon request.

IACTP is a non-profit organization, having 501(c)(3) filing requirements within the state of Tennessee. At the end of 2017, there were approximately 250 paid members; over 100 members were past due on renewing their membership.

"Accountability
breeds response-
ability."

Stephen Covey



Member-focused

IACTP'S Vision and Strategic Initiatives are all designed with one focus in mind: to ensure our members are professionally enriched through their involvement with the Association.

In addition to the strategic initiatives previously discussed, the annual training and performance improvement conference is an event designed specifically to meet the needs of our membership. The 2017 annual training and performance conference had a tremendous turnout in the Rock-n-Roll city, Cleveland Ohio. The Ohio Department of Rehabilitation and Correction and the Ohio Department of Youth Services were partnering host agencies for this 33rd annual event. More than 170 participants attended, representing over 20 states with many different correctional disciplines present to include correctional training, higher education, adult & juvenile prisons, adult and juvenile community corrections, jails, etc. This was the first time Glock firearms joined as a vendor, and offered two firearms which were raffled off during the conference. Three concurrent workshops were offered each session, with so many great options from which to choose. With Awards of Excellence being distributed in every category, the Association was able to recognize exemplary work in the area of corrections training.



Cleveland Ohio, host city for the 33rd Annual IACTP - Training and Performance Conference

“The achievements of an organization are the results of the combined effort of each individual.”

Vince Lombardi

Progress Into 2018

As we have now progressed into 2018, I am confident in our direction. The strategic initiatives set for 2016-2018, have yielded not only additional member benefits but have also helped the organization to become more administratively sound, transparent and efficient. More goals have evolved, all with an eye towards helping the organization grow and to provide more resources and opportunities for our members. Current executive board members routinely engage in discussions pertaining to what they are personally doing to recruit and expand the membership of the organization. In one of my earliest addresses within *The Correctional Trainer* (our Quarterly Journal), I drew an assimilation to the Board's work and that of building the foundation on a house. A strong foundation and infrastructure upon which to effectively communicate with members, and internally manage the processes of the Board is now in place (updated bylaws, conference planning processes, annual reporting processes for the treasurer and president, transparent processes for documenting fiscal and meeting information). Further, since taking office, the organizational philosophy has been that of focusing efforts upon that which is moving the industry forward. Performance-based training, and being able to demonstrate the value or impact of what we do in corrections training, is critical in a time of fewer and fewer resources. In this vein, the Association has worked to provide members with quality resources (e.g., workshops, webinars, journal articles, etc.). We recognize your time is as valuable as that invested in training by your organization. We want to ensure you have a valuable take-away as our Member. As your President, I will keep the Association in a continuous quality assurance-mode, always checking to see if the way we do things is the best way and how we can do things better - be that service to our members or administratively. As always, we feel that this is a true member-driven organization so don't hesitate to let us know if you have any suggestions/recommendations as to how we can better serve you.



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Biography

Dr. Tracy L. Reveal is known as a national leader for her work in the field of correctional training, organizational management and performance improvement. Dr. Reveal began her criminal justice career as a victim advocate and child abuse investigator. In 1994, she joined the Ohio Department of Rehabilitation and Correction (DRC) as a parole officer. After working as a staff development specialist for the Division of Parole and Community Services/DRC, she served as assistant to the Chillicothe region's Adult Parole Authority Administrator. In 2001, Dr. Reveal was appointed as DRC's Director of Training, in the role of Academy Superintendent for a residential facility for agency staff. In 2015, she was appointed to her current position as a member of the Ohio Parole Board.

Dr. Reveal has worked with the National Institute of Corrections (NIC), assisting community corrections, jails and prison agencies to identify performance-based measures of operational improvement while providing direction pertaining to culture change and organizational management. Additionally, she helped develop and participated in the training of trainers for two NIC programs: Managing a Multi-Generational Workforce, and Training for Agency Training Directors. Outside of DRC, Dr. Reveal has worked extensively with various colleges both as an advisory board member for law enforcement and corrections programs, and as adjunct faculty. She has developed Associate Degree Programs in Law Enforcement and Corrections for Southern State Community College, where she also led the implementation of both programs, while also instructing law enforcement cadets within the Ohio Attorney General's Peace Officer Training Academy. Dr. Reveal is a consultant with The Moss Group, Inc., out of Washington DC.



In addition to her role with IACTP, Dr. Reveal serves as the Chair of the American Correctional Association's (ACA) Training Committee and has recently been elected to the ACA's Board of Governors, representing Parole & Probation. She holds both a bachelor of arts and a master of science degree in criminal justice, and a doctorate in education.