



# INTERNATIONAL ASSOCIATION OF CORRECTIONAL TRAINING PERSONNEL

National Training and Performance Conference

## *Future Trends* **TRAINING** *through* **ADVERSITY** **PLANNING** *for* **TOMORROW**

Tennessee Department of Correction  
Training Academy • Tullahoma, TN  
September 20-22, 2023



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**IACTP**  
INTERNATIONAL ASSOCIATION OF  
CORRECTIONAL TRAINING PERSONNEL

*IACTP is an international professional association of trainers, training administrators, and educators representing all aspects of adult and juvenile justice. IACTP was established in 1974. The 17*

*member Board of Directors serves as the governing body for IACTP. Board positions are two years with the exception of the Treasurer, which has a four year term.*

## MISSION

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The **International Association of Correctional Training Personnel** enhances and promotes organizational and individual excellence through employee development.

## VISION

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The **International Association of Correctional Training Personnel's** vision is to provide effective employee development strategies that create performance excellence through:

- Creating a community of practice for shared knowledge
- Promoting evidence-based practices in adult learning
- Promoting technology in a blended learning process.

## BOARD MEMBERS

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Elizabeth D. Kreger, M.A., CPM, President

Stewart Baumgartner, President-Elect

Niki Svik, Treasurer

Mary O'Connor, Secretary

Benita Neely, Communications Director

Sarah Hamilton, Training & Certifications Director

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Lucas Castilleja, Local Adult Corrections/Jails Director

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Alison Cirilo, Community Corrections (Probation & Parole) Director

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# BOARD OF DIRECTORS



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Ohio Department of Education  
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## **Communications Director**

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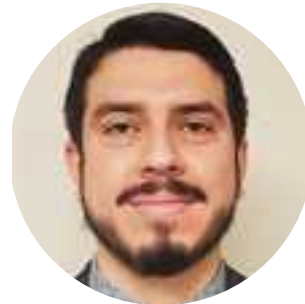


## **Training Academy Director**

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Tennessee Department of  
Corrections

## **Local Adult Corrections/Jails Director**

Lucas Castilleja  
Jackson County (Missouri) Sheriff's Office



## **State Adult Corrections/Prisons Director**

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North Dakota Department of Corrections &  
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# BOARD OF DIRECTORS



**Federal Corrections Director**  
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**Community Corrections  
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Alison Cirilo  
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**Healthcare/Mental Health Training**

Jillian Bresnahan  
Advanced Correctional Healthcare



**Administrative Services Manager**  
Michael A. Jones  
IACP Business Office



# PRESIDENT'S WELCOME LETTER

**W**elcome to Tullahoma, Tennessee and the 39th annual conference of the International Association of Correctional Training Personnel (IACTP). The theme of the conference is “Future Trends -Training Through Adversity, Planning for Tomorrow.” I am excited to return to an in-person conference after 3 years of being virtual.

The last three years have provided a lot of adversity in our personal and professional lives. We were forced to navigate through unfamiliar waters. Early in the pandemic, it didn't seem possible to plan for tomorrow, let alone long term. Agencies were forced to modify or eliminate training and professional development for staff. This created unprecedented levels of confusion and uncertainty. As a result, staff engagement, staff retention, and morale suffered.

Many organizations have permanently altered how they design, deliver, and develop training. We took that into consideration when recruiting workshop presenters to provide you with opportunities to learn best practices and experience what other agencies are doing.

The Board remained committed to you during COVID by offering an online version of our annual conference, quarterly webinars, and a quarterly newsletter. During the roundtable session at the conference, you will have the opportunity to let us know what you need in your role as a training professional.

The conference brought federal, state, and local training professionals from 20 different states. I am hopeful you will take time during breaks and evenings to network with your colleagues from around the country.

My focus as your President continues to be the needs of our members and the organizations you represent. Your input and recommendations are vital to ensuring we continue to create a community of practice for sharing knowledge, promote evidence-based practices in adult learning, and promote technology in a blended learning process.

I would like to thank our host agency, Tennessee DOC, and the conference committee for their tireless work on bringing us back in-person.

I look forward to a great couple of days with you.

Sincerely,  
Elizabeth Kreger, President IACTP



# Welcome to Tullahoma

A City As Unique As Its Name



SPINELLI'S PIZZERIA

FUEL SO GOOD

LEGACY CREAMERY

LONDON'S SPORTS BAR

ONE22WEST

CELTIC CUP COMPANY

BEAR TRACE GOLF TRAIL

OLD STONE FORT STATE PARK

JACK DANIEL'S DISTILERY

DRAFTS & WATERCRAFTS

WALNUT HILL

BEEHCRAFT HERITAGE  
MUESUEM

RUTLEDGE FALLS

UNCLE NEAREST DISTILERY

MACHINE FALLS

YELLOW TULIP DESIGN

4 THE WIN CIGAR SHOP &  
LOUNGE

ABOUT TOWN APPAREL

FIT 'N SASSY FARMER'S  
WIFE

MAELYNN & CO. BOUTIQUE

T. MICHELLE CLOTHIERS

# PRE-CONFERENCE TRAINING

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## *The Learning Professional - Train the Trainer* *September 18-20, 2023*

*This training is presented by the National Institute of Corrections (NIC) Academy Division in collaboration with the International Association of Correctional Training Personnel.*

NIC's The Learning Professional blended training program is targeted to new agency full time and/or adjunct trainers with the responsibility to prepare and deliver established training curriculum for their agency. This interactive program features the importance of building and utilizing facilitative training skills, identifying and practicing strategies to prepare for learning events, applying classic learning theory and current research to the training process, and practice at tailoring training facilitation and delivery to audience needs, topic and delivery style strengths and challenges.

Key activities and content into practice included in NIC's The Learning Professional are:

- Completing pre-session activities both individually and with their supervisor prior to the training program.
- Creating a safe and comfortable environment for learning;
- Applying six core adult learning principles.
- Preparing, rehearsing, facilitating and debriefing a module from the 40-hour course. A feedback session follows each team teach-back.
- Preparing, rehearsing and facilitating a ten (10) minute virtual instructor led (VILT) training session via their agency virtual training platform. Each facilitator will utilize equipment provided in their agency work setting to a small group of peer participants. A feedback session follows each VILT teach-back.
- Developing an individual trainer/facilitator development plan to continue their development as a result of the blended training program.

*Hosted by*

**Tennessee Department of Correction Training Academy**



# PRE-CONFERENCE TRAINING FACILITATORS



## Katherine Engel

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Katherine Engel serves as a staff development trainer with the Missouri Department of Corrections at The Academy for Excellence in Corrections located in Cameron, Missouri. She began her corrections career as a transportation officer for a local regional jail.

In 2018, Katherine took a position at Western Missouri Correctional Center in Cameron Missouri as an office support assistant in the classification department.

Soon after starting that position, she began instructing classes as an adjunct instructor assisting in facilitating ECSI CPR & First Aid, Defensive Tactics, Shotgun, and other in-person core classes. It was during this time that she found her passion for facilitating adult professional development.

After several promotions, Katherine was promoted to her current position at Western Region Training Center which has since been renamed The Academy for Excellence in Corrections as a Staff Development Trainer. In this role, she facilitates new hire and tenured staff training as well as develops and revises lesson plans.

In her spare time, Katherine enjoys spending time during the summer outdoors fishing, glamping, and riding motorcycles with family and friends; while in the winter you can find her nice and warm reading a good book or binge watching her favorite TV shows or movie.



## Regenia Graves

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Regenia P. Graves is the Regional Manager of Training for the GEO Group Western Region Office in Los Angeles, California. Ms. Graves has 23 years of correctional experience, 20 are with the GEO Group and 3 with CCA. During this time, she worked 12 years at a Virginia State Department of Corrections facility and 4 years at a Federal Bureau of Prison facility.

She is also the founder and owner of Break Limits Coaching and Consulting where she provides consultations and training for small business and agencies. In addition to working with GEO, she also contracted with Innovative Prevention Education to provide Aggression Replacement Training to at risk youth sentenced by Georgia Department of Juvenile Justice and was a U.S. Department Local Area Coordinator for Face the World where she worked with foreign exchange students. She is an avid youth volunteer mentoring foster kids and feeding the homeless in Los Angeles, CA.

Ms. Graves is an MBA candidate and holds a Bachelor of Business Administration with a concentration in Marketing and A.A.S in Information Systems Technology. She is also member of American Correctional Association, National Association of Professional Women, P.O.W.E.R. (Professional Organization of Women of Excellence Recognized) and IACTP (International Association of Correctional Training Personnel).

# PRE-CONFERENCE TRAINING FACILITATORS



**Sarah Hamilton**

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Sarah Hamilton started working for the Missouri Department of Corrections in February of 2021 as a Curriculum Design Specialist for the Training Academy. Her curriculum work ranges from Trauma Informed Supervision to Uses of Force to Facilitating Offender Groups. She loves the variety of tasks she gets to work on as well as the difference she gets to make for the Department.

In her former life, she spent time in elementary, secondary, and higher education, preparing her well for her current role. For the last year, Sarah has served on the IACTP board as the Training & Certifications Director.

When she grows up, she hopes to be a crazy cat lady. She's working on a starter set with her two kitties Portia and Picasso.



**Ashley Kerr**

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Ashley Kerr is an education program specialist with the Ohio Department of Education since August of 2021. As a member of the Adult Options Unit, Office of Career Technical Education, she is committed to adult education and training programs. This mission of this unit is to reduce the estimated 900,000 working-age Ohioans who have not earned their high school diploma or equivalency.

Previously employed with the Ohio Department of Rehabilitation and Correction, Ashley served in various roles such as a correction officer and a training officer. In 2019, she was the recipient of the International Association of Correctional Training Personnel award for the Training Personnel of the Year.



**Launa Kowalczyk**

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Launa M. Kowalczyk is a Prison Inspector for the Pennsylvania Department of Corrections. Launa has over 35 years of correctional experience: 16 in the PA juvenile justice system at a short-term, secure detention facility, four years as a Corrections Program Specialist with the National Institute of Corrections (Academy Division) and most recently, 15 years with the PA DOC (Seven years as Curriculum Development Unit Supervisor at the PA DOC Training Academy and eight with the Office of County Inspections and Services).

Since 1995, Launa has been the Owner and Chief Consultant of The Leading Geese. Using her professional experiences, Launa's business focuses on the development of facilitators and facilitation skills primarily within the corrections and child welfare workplaces. The name, The Leading Geese was chosen because of the correlation between geese and facilitation skills. Each use the concept of sharing the roles to enhance understanding of mission, purpose and outcomes and development of personal and professional growth while fostering a supportive community.

# PRE-CONFERENCE TRAINING FACILITATORS



## Benita Neely

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Benita Neely is a criminal justice professional with more than 26 years of experience. Currently she serves as the policy administrator for a juvenile corrections state agency. In this role, Benita oversees the development, approval, and maintenance process for agency policy and procedures.

Through the years, she has held a variety of positions which focused on the areas of employee professional development and organizational growth. Her passion lies in facilitating activities that increase staff knowledge and enhance their performance.

In addition to her professional duties, Benita holds two human resources certifications through the Human Resources Certification Institute and the Society for Human Resource Management. She is also a certified Change Management Practitioner through PROSCI and an auditor with the American Correctional Association. She is a member of several professional associations and philanthropic organizations.

Benita holds a Bachelor of Science in Chemistry from Denison University and earned two master's degrees from The Ohio State University, one in Sociology and another in Social Work. As a life-long learner, she is currently enrolled on an EdD Program at the University of Illinois at Urbana-Champaign.

Benita lives in Newark, Ohio with her husband, Damien.



## Niki Svik

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Niki has been employed with the Nebraska Administrative Office of the Courts and Probation – Judicial Branch Education since 2002. At the beginning of her probation career, she worked as a Juvenile Probation Officer for 13 years, supervising high risk youth. She also served as an Adult Probation Officer for three years supervising high risk individuals. While supervising probation cases, Niki served as a trainer for the New Probation Officer Training classes (NPOT).

In 2017, she transitioned to training full-time at Judicial Branch Education, primarily training probation and court staff. Niki is certified to train the YLS/CMI, the LS/CMI, AC4E, and is a Master Trainer for Real Colors. She also trains numerous other courses in both the adult and juvenile training environment.

In 2018, Niki was recognized for her leadership in training AC4E (Advanced Coaching for Excellence). In 2020, she received the Diversity Leadership Award and the Outstanding Customer Service Award. Niki has been a member of IACTP since 2020 and has also been serving on the Board of Directors since that time. She is currently the Treasurer and has previously served as the Juvenile Corrections Director.

On a personal note, Niki has been married to her husband Aaron for 28 years. They are proud parents of two daughters, Ashley and Olivia.

# AGENDA AT-A-GLANCE

**Wednesday, September 20, 2023** **5:30pm—7:00pm**  
**Networking Reception and Silent Auction—Hampton Building, Gymnasium**

Please note that the conference activities will take place in the **Hampton Building**, #12 on the Campus Map.

## THURSDAY, SEPTEMBER 21

8:00-4:00

**Registration Desk & Exhibit Area Open (Gym)**

8:30-10:00

**Opening Session (Gym)**

10:00-10:30

**Refreshment Break and Prize Wheel (Gym)**

10:30-12:00 - **Concurrent Workshops**

#1: When Staff Wellness Enters the Classroom:  
Addressing Sensitive Mental Health Issues in  
Training (**H101**)

#2: Leading through Training (**H400, 2<sup>nd</sup> Floor**)

#3: Increasing Access to Educational Attainment:  
Building a Process Through a Trauma Informed Lens  
(**H402, 2<sup>nd</sup> Floor**)

12:15-1:30

**Lunch (Cafeteria—#4 on Campus Map)**

1:45-3:15 - **Concurrent Workshops**

#4: PART ONE - Disturbance Control Team Subject  
Control and Tactics (**H400, 2<sup>nd</sup> Floor**)

#5: PART ONE - Cultivating Competency in the  
Workforce: Effective Strategies for Facilitators and  
Trainers (**H402, 2<sup>nd</sup> Floor**)

#6: Breaking the "I'm Good!" Code of Silence:  
Acknowledging and Addressing the "Staff  
Unwellness" Elephant in the Room (**H101**)

3:15-3:30

**Refreshment Break and Prize Wheel (Gym)**

3:30-5:00 - **Concurrent Workshops**

#7: PART TWO - Disturbance Control Team Subject  
Control and Tactics (**H400, 2<sup>nd</sup> Floor**)

#8: PART TWO - Cultivating Competency in the  
Workforce: Effective Strategies for Facilitators and  
Trainers (**H402, 2<sup>nd</sup> Floor**)

#9: Designing and Delivery Training in Different Ways  
(**H101**)

## FRIDAY, SEPTEMBER 22

8:00-12:00

**Registration Desk & Exhibit Area Open (Gym)**

8:30-10:00 - **Concurrent Workshops**

#10: PART ONE - It's the work culture! It's the work  
culture! Yes, but how do you change it? Rationale  
and tools to make this happen (**H101**)

#11: PART ONE - "Micro" Simulations- Small  
moments make a big differences (**H400, 2<sup>nd</sup> Floor**)

#12: Legal Liability in Training (**H402, 2<sup>nd</sup> Floor**)

10:00-10:30

**Refreshment Break and Prize Wheel (Gym)**

10:30-12:00 - **Concurrent Workshops**

#13: PART TWO - It's the work culture! It's the work  
culture! Yes, but how do you change it? Rationale  
and tools to make this happen (**H101**)

#14: PART TWO - "Micro" Simulations- Small  
moments make a big differences (**H400, 2<sup>nd</sup> Floor**)

#15: PART ONE - Emotional Intelligence and Self-Care  
(to avoid burnout) (**H402, 2<sup>nd</sup> Floor**)

12:15-1:45

**Luncheon (Gym)**

2:00-3:30 - **Concurrent Workshops**

#16: Improving Correctional Training Academies:  
Findings from a Federal Study (**H101**)

#17: PART TWO - Emotional Intelligence and Self-  
Care (to Avoid Burnout) (**H402, 2<sup>nd</sup> Floor**)

3:30-4:30

**Closing Session (Gym)**

4:30

**Conference Adjourns**

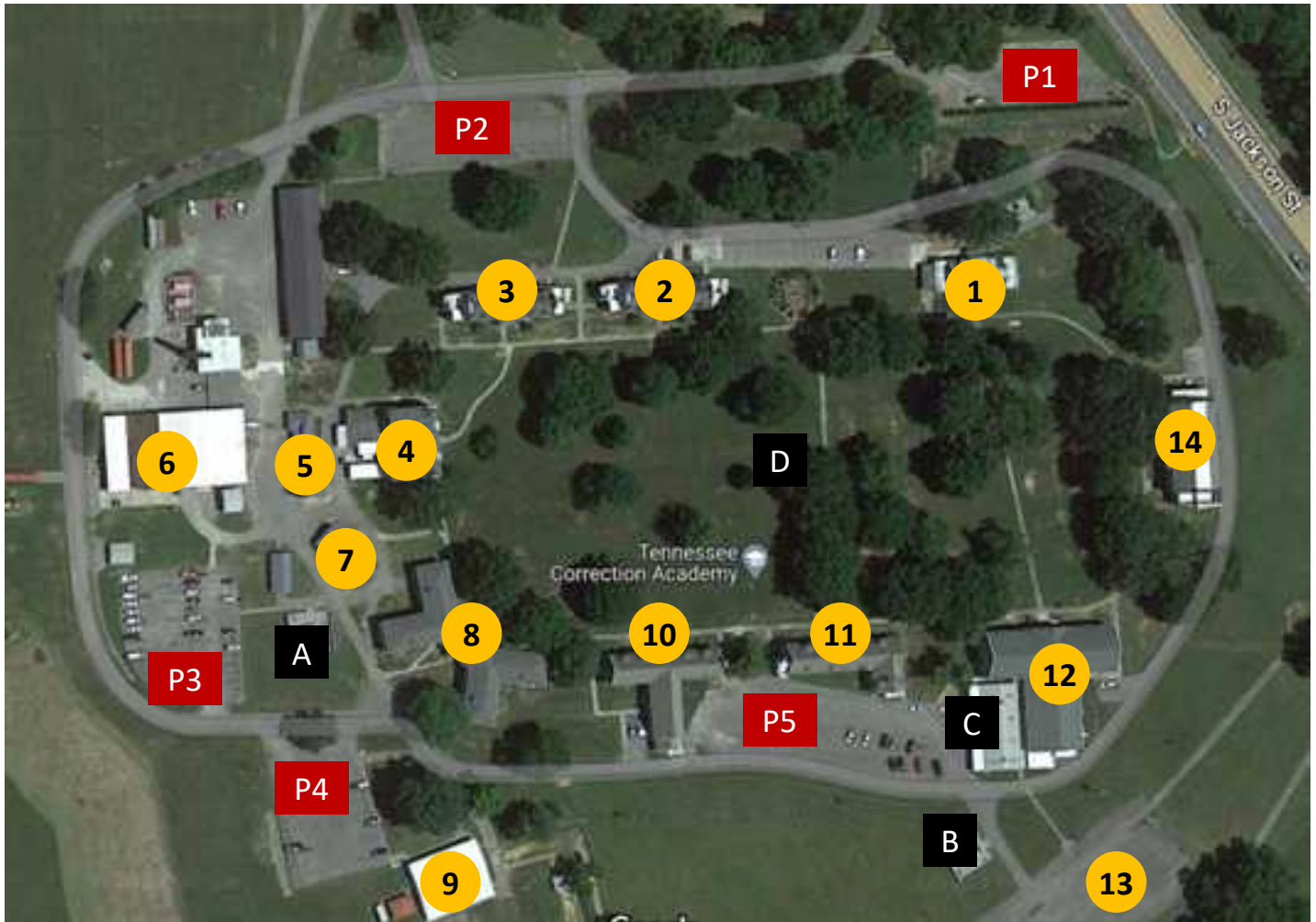
*Safe and  
Pleasant Travels*



**IACTP**  
INTERNATIONAL ASSOCIATION OF  
CORRECTIONAL TRAINING PERSONNEL



# Tennessee Department of Correction Training Academy Campus Map



Student Parking		Student Key Areas			
P1	Registration Parking	1	Administration	8	Farrar Dorm/Classrooms
P2	Student Parking	2	McAlister Dorm/Security	9	Armory/Gun Range
P3	Student Parking	3	Rye Dorm/Classrooms	10	Clement Dorm/Clinic
P4	Student Parking	4	Horton/Dining Facility	11	Cooper Dorm/Classrooms
P5	Student Parking	5	Housekeeping Area	12	Hampton/Classrooms/Gym
Student Recreation Areas		6	Uniform Issuance	13	Parade Deck/Running Track
A	Recreation Area (Tobacco Area)	7	Commissary/Pool Tables	14	School/Auditoriums
B	Recreation Area (Tobacco Area)				
C	Recreation Area Only				
D	Recreation Area Only				

1314 South Jackson Street • Tullahoma, Tennessee 37388  
(931) 461-7100



# SILENT AUCTION

*Don't miss the chance to bid for several fantastic prizes.*



Bidding Begins: September 20<sup>th</sup>

Bidding Ends: September 22<sup>nd</sup> at noon

**BID EARLY BID OFTEN**

# CONFERENCE AGENDA

## THURSDAY, SEPTEMBER 21

Please note that the conference activities will take place in the **Hampton Building**, #12 on the Campus Map.

8:00am – 4:00pm	<b>Registration Desk &amp; Exhibit Area Open</b> <b>Silent Auction Open for Bids</b>	Hampton Gym
8:30am – 10:00am	<b>Opening Session</b>  Local and State Welcome IACTP Welcome: Elizabeth Kreger, President, IACTP Keynote Address: Dr. Wendy Williams, Deputy Commissioner of Operations, Alabama Department of Corrections National Discussion: IACTP Roundtable Discussion & Business Meeting Awards Ceremony	Gym
10:00am – 10:30am	<b>Refreshment Break and Prize Wheel</b>	Gym
10:30am – 12:00pm	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>Workshop #1: When Staff Wellness Enters the Classroom: Addressing Sensitive Mental Health Issues in Training</li><li>Workshop #2: Leading through Training</li><li>Workshop #3: Increasing Access to Educational Attainment: Building a Process Through a Trauma Informed Lens</li></ul>	Hampton  H101 H400 H402
12:15pm – 1:30pm	<b>Lunch</b>	
1:45pm – 3:15pm	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>Workshop #4: PART ONE - Disturbance Control Team Subject Control and Tactics</li><li>Workshop #5: PART ONE - Cultivating Competency in the Workforce: Effective Strategies for Facilitators and Trainers</li><li>Workshop #6: Breaking the "I'm Good!" Code of Silence: Acknowledging and Addressing the "Staff Unwellness" Elephant in the Room</li></ul>	Gym  H400 H402 H101
3:15pm – 3:30pm	<b>Refreshment Break and Prize Wheel</b>	
3:30pm – 5:00pm	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>Workshop #7: PART TWO - Disturbance Control Team Subject Control and Tactics</li><li>Workshop #8: PART TWO - Cultivating Competency in the Workforce: Effective Strategies for Facilitators and Trainers</li><li>Workshop #9: Designing and Delivery Training in Different Ways</li></ul>	Gym  H400 H402 H101
5:00pm – 7:30pm	<b>Distillery Tour</b>	

# KEYNOTE

# SPEAKER

Dr. Wendy Williams is the Deputy Commissioner of Operations for the Alabama Department of Corrections. Appointed to this position in January 2022, she provides executive and operational oversight of the management of men's facilities throughout the state. Dr. Williams had the privilege to begin her career as a correctional officer in 1987 at Limestone Correctional Facility, followed by promotions to multiple security-level positions within the agency. She attributes much of her success to the experience and knowledge she gained from working alongside so many wonderful staff throughout her career.



**Dr. Wendy Williams**  
Deputy Commissioner of  
Operations for the Alabama  
Department of Corrections

Dr. Williams was appointed to Director of Training for the Department in September 2002, a role she was honored to serve for over 12 years. She was directly responsible for administering all professional development and training programs for agency personnel. During her tenure as the Director of Training, Dr. Williams served as a Regional Field Coordinator for the National Institute of Corrections (NIC), co-facilitating professional development courses to criminal justice agencies across the country.

In April 2014, Dr. Williams was appointed the Deputy Commissioner for Women's Services, with executive and operational oversight of the management of women's facilities throughout the state. Under Dr. Williams' leadership, micro and macro level changes have been implemented to build and sustain gender-responsive and trauma-informed practices in the women's facilities.

Dr. Williams is a proud member of many criminal justice organizations, to include: American Correctional Association, Correctional Peace Officers Foundation, and the Association of Women Executives in Corrections (AWEC). Dr. Williams was humbled when selected to serve as the Vice-President for AWEC in October 2021.

Dr. Williams holds a Bachelor of Science degree in Justice Studies and Sociology from Athens State University, a Master of Science degree in Justice and Public Safety from Auburn University Montgomery, and a Doctor of Education degree in Organizational Leadership and Higher Education from Nova Southeastern University.



# AWARDS of excellence

**Thursday, September 21, 2023**  
**Opening Session**

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## TRAINING SYSTEM AWARD

high quality training throughout an entire system or  
training department

## INNOVATIVE PRACTICES AWARD

high quality training which advances the state of the art in  
correctional training

## TRAINER OF THE YEAR

exemplary trainers in the field of corrections as  
recognized by their leadership and their trainees

## SPECIALIZED TOPICS AWARD

high quality training in a particular course, program or subject

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# CONFERENCE AGENDA

## FRIDAY, SEPTEMBER 22

Please note that the conference activities will take place in the **Hampton Building**, #12 on the Campus Map.

8:00am – 12:00pm	<b>Registration Desk &amp; Exhibit Area Open</b> <b>Silent Auction Open for Bids</b>	Hampton Gym
8:30am – 10:00am	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>Workshop #10: PART ONE - It's the work culture! It's the work culture! Yes, but how do you change it? Rationale and tools to make this happen</li><li>Workshop #11: PART ONE - "Micro" Simulations- Small moments make a big differences</li><li>Workshop #12: Legal Liability in Training</li></ul>	Hampton H101 H400 H402
10:00am – 10:30am	<b>Refreshment Break and Prize Wheel</b>	Gym
10:30am – 12:00pm	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>Workshop #13: PART TWO - It's the work culture! It's the work culture! Yes, but how do you change it? Rationale and tools to make this happen</li><li>Workshop #14: PART TWO - "Micro" Simulations- Small moments make a big differences</li><li>Workshop #15: PART ONE - Emotional Intelligence and Self-Care (to Avoid Burnout)</li></ul>	Hampton H101 H400 H402
12:15pm – 1:45pm	<b>Luncheon</b>  Stephanie Vander Meersch, MHA, CCHP, Director of Training, Spark Training LLC Prize Wheel Exhibit Area & Silent Auction Closes	Gym
2:00pm – 3:30pm	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>Workshop #16: Improving Correctional Training Academies: Findings from a Federal Study</li><li>Workshop #17: PART TWO - Emotional Intelligence and Self-Care (to Avoid Burnout)</li></ul>	Hampton H101 H402
3:30pm – 4:30pm	<b>Closing Session with Refreshments</b>  Silent Auction Winners Bingo Results Grand Finale Prize Wheel Closing Remarks	Gym
4:30pm	<b>Conference Adjourns</b>	



# FRIDAY'S GUEST SPEAKER

**S**tephanie Vander Meersch is an executive training professional with a master's degree in healthcare administration. She has 3 years of correctional training experience, and has developed a jail-specific, comprehensive online training program for correctional officers. Stephanie is currently pursuing her doctorate in education with a focus on adult learning. To date, Stephanie has designed and facilitated training for hundreds of correctional and custody professionals and nearly 2,000 correctional health care professionals through online and in-seat programs.



**Stephanie Vander Meersch, MHA, CCHP**  
**Director of Training | Master Facilitator**  
**Spark Training, LLC**

Stephanie has served in health care for nearly 20 years in both clinical roles and regulatory compliance. Most recently, prior to joining Spark Training, Stephanie served as the Quality/Safety/Regulatory Coordinator for large hospital in a major medical system in IL with extensive work in infection control, patient care, behavioral health, regulatory compliance, and education. She has adopted an inherent belief that people want to do the right thing, which translates into the corrections industry through the implementation of a “lead with the why” mindset to gain voluntary compliance of the learner. She believes that when people know better, they do better, and her goal is to motivate learners to change their behavior through improved performance.

In 2020, Stephanie received the Distinguished Master's Thesis Award in 2020 for her thesis project on teen suicide. In 2021, she was a finalist nominee for Advanced Correctional Healthcare's PIC Award for demonstrating the utmost dedication to professionalism, integrity, and commitment.

Stephanie maintains certification as a Certified Correctional Healthcare Professional (CCHP) to ensure training initiatives align with industry standards. She has also completed a Master Facilitator certification which demonstrates her expertise in engaging learners in training programs. Stephanie is dedicated to elevating the standard of training in corrections through online learning, event production, and partnering with organizations who share her passion for making a difference.





TRAINING | SECURITY | DEVELOPMENT

"2022 IACTP Commercial Program of the Year"

**Certifications Available:**

- Corrections Defensive Tactics Instructor
- Disturbance Control Tactics Instructor
- Corrections Firearms Course (Handgun/Shotgun)

Mechanical Advantage is a highly effective subject control tool for detaining and escorting non-compliant inmates. Our system redirects a non-compliant inmate's resistance. This means that the inmate determines the correctional officer's response rather than the correctional officer coercing a desired action from the inmate.

**Controlled F.O.R.C.E.\* Training will provide officers and staff members with the skills needed to decisively maintain situational control within the correctional/detention environment.**

335 N.River St, Ste 200  
Batavia, IL 60810  
(630) 365-1700  
info@controlledforce.com  
<https://controlledforce.com/>



Our Mechanical Advantage Control Holds (M.A.C.H.™) System and Corrections Firearms Course are approved through the International Association of Directors of Law Enforcement Standards and Training (IADLEST) National Certification Program (NCP™).



*Connect with us!*



## JOIN THE CONVERSATION

Get up to date information about the conference by joining **2023 IACTP Pre & Main Conference** on GroupMe.

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# WORKSHOP DESCRIPTIONS

## **Workshop #1: When Staff Wellness Enters the Classroom: Addressing Sensitive Mental Health Issues in Training**

*Presenter: Stephanie Rawlings, Chief Innovation Officer, Desert Waters Correctional Outreach, Florence, CO*

Workshop participants will be presented with reasons why staff wellness training is essential in today's correctional agencies' efforts to maintain a healthy workforce and to retain employees in order to be able to pursue their mission of safety and rehabilitation. They will also be presented with research data on wellness indicators of correctional staff that illustrate the grave need for agency training and policies that promote staff wellness through sustainable and culture-sensitive bottom-up, horizontal, and top-down efforts.

Workshop participants will also be presented with best practices and recommendations for: (a) curriculum development, (b) live or online course delivery, (c) "red flag" areas of consideration, (d) ways to handle potential crises in the classroom or following a training, (e) the promotion of culturally relevant approaches that aim to maximize safety and effectiveness, (f) the effective use of resources, and (g) the promotion of culture change regarding de-shaming and destigmatizing the acknowledgment of sensitive mental health and other wellness needs of staff of all ranks and all job roles.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Identify reasons why staff wellness needs to be in the forefront of staff retention and prison reform efforts.
- Present research data on the status of mental health and other wellness indicators of correctional staff.
- Describe best practices and recommendations for maximizing staff safety and training effectiveness when addressing staff's mental health and other wellness needs in agency training, and when presenting data-driven strategies and practices that promote resilience and wellness.

## **Workshop #2: Leading through Training**

*Presenter: Christy Strunk, Correctional Instructor 2, Tennessee Department of Correction Training Academy*

Instructors are the first point of contact for all Correctional Employees. Instructors are the first leaders they have interactions with at the agency and this should always be on a professional level. It is important that Instructors always conduct themselves in a professional manner including leadership. Great leadership experienced in the begging of the cadet's career will help set the standard of professionalism that we expect from them as correctional employees.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Use effective communication skills.
- Understand conflict management techniques.
- Discuss team building ideas.



# WORKSHOP DESCRIPTIONS

## **Workshop #3: Increasing Access to Educational Attainment: Building a Process Through a Trauma Informed Lens**

*Presenters: Pamela Schreiner, Director, Career Prep High School and Jennifer Vineyard, Assistant Director & School Counselor, Career Prep High School, Columbus, OH*

Join us for a dynamic session focused on increasing access to educational advancement and attainment in correctional facilities through a trauma-informed lens. Inmates often have experienced trauma contributing to decreased educational exposure and attainment prior to involvement with the criminal justice system. Providing access to educational growth is a transformative opportunity for healing, changed behavior, and reduced recidivism. The process of building successful, sustainable, and safe learning spaces within a correctional environment is multifaceted and unique to each facility. In this session, we will explore an Ohio pilot program started in 2020 and continuing to expand today. This session's conversation will include suggested protocols, material and resources, technology, and outcomes. Attendees will leave with practical tools and insights to enhance educational access, empower incarcerated individuals, and promote healing and intellectual resilience within correctional settings.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Increase knowledge of innovative adult educational methodology in correctional facilities.
- Apply knowledge of protocols, process, and Trauma Informed practices to improve educational access.
- Analyze shared experiences and outcomes to improve sustainable and safe learning spaces within the correctional environment.

## **Workshop #4: PART ONE - Disturbance Control Team Subject Control and Tactics**

*Presenter: Michael A. Costa, Deputy Executive Director; Bill Norvell, Special Operations Training Manager, Controlled FORCE, Inc.*

This block addresses Disturbance Control Team techniques and tactics. This information includes Defensive Tactics, DCT Formations, Subject Apprehension and Restraints, Cell Extractions, Combined Tactics and Tools utilized in a CERT/DCT environment. This session will provide an informative overview of the Defensive Tactics, Close Range Subject Control, and Reactionary Defense utilized in a Corrections environment. The last topic covered will be Firearms Instructor Certification Training offered for Corrections Officers. This is to include Handgun, Shotgun, and Rifle/Carbine.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Identify/explain proper implementation of line, column, and wedge formations in DCT operations
- Identify at least two chemical munitions that could be used in a cell extraction.
- Identify the primary difference between regular MACH holds and reverse MACH holds



# WORKSHOP DESCRIPTIONS

## **Workshop #5: PART ONE - Cultivating Competency in the Workforce: Effective Strategies for Facilitators and Trainers**

*Presenters: Richard "RC" Helton, Instructor 1, Tennessee Department of Correction Training Academy; King Lewis, Instructor 1, Tennessee Department of Correction Training Academy*

Does your current training program provide equitable professional development opportunities, to your staff? Today's corporate trainers must implement principles of adult learning theories, develop meaningful instructional content aligned with the organization's vision, and enhance staff's ability to leverage data-driven decision. Are you prepared for the future of corporate learning?

### **Learning Objectives.**

By attending this session, participants will be able to:

- Examine 6 of 7 adult learning theories and principles, in order enhance the adult learning experience on the job.
- Document the 3 phases of the backwards design model.
- State 5 of 6 steps to making data driven decisions that leads to increased organizational efficiency.

## **Workshop #6: Breaking the "I'm Good!" Code of Silence: Acknowledging and Addressing the "Staff Unwellness" Elephant in the Room**

*Presenter: Stephanie Rawlings, Chief Innovation Officer, Desert Waters Correctional Outreach, Florence, CO*

Being emotionally impacted by the job is often viewed by correctional staff as evidence of being "weak," not worthy of respect, undependable in a crisis, and ultimately unfit for the job. Consequently, there is a great deal of both peer and organizational/agency pressure to conform to a stance of "I'm good!" that is based on false resilience, denying and hiding any personal distress they may be actually experiencing – sometimes with deadly consequences. This workshop presents key ingredients required for successful implementation of organizational, team, and individual strategies that dismantle the "I'm good!" code of silence. These strategies normalize experiences of emotional distress (especially in trauma-laden work environments), and present practices for creating psychologically safe conditions for staff. Such psychologically safe environments can result in staff feeling comfortable opening up and being transparent with "safe" peers, supervisors, and administrators, and feeling comfortable (not conflicted) about taking advantage of wellness resources provided to them by their agency.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Describe the nature, origins, and consequences of "I'm good!" code of silence in the correctional workforce.
- Present consequences of the "I'm good!" code of silence in the correctional workforce on staff wellness programming.
- Describe individual, peer, and organizational strategies for dismantling the "I'm good!" code of silence.

# WORKSHOP DESCRIPTIONS

## **Workshop #7: PART TWO - Disturbance Control Team Subject Control and Tactics**

This is a continuation of Workshop #4

## **Workshop #8: PART TWO - Cultivating Competency in the Workforce: Effective Strategies for Facilitator and Trainers**

This is a continuation of Workshop #5

## **Workshop #9: PART TWO - Training from Design to Delivery**

*Presenter: Jeremy Holkup, Director of Staff Development, North Dakota Department of Corrections and Rehabilitation*

Standing in front of a classroom can be daunting. When the audience is a collection of experienced first responders who were "voluntold" to attend, it can be a battle from engagement from the start. In this session, you will review several learning design models (ADDIE, ROPES, and 4Csw) highlighting the focus on the learner and the buy-in/engagement elements that are crucial to working with these audiences. You will also share experience and strategies on recruiting the right instructors, coaching instructors, and the importance of pilots and train-the-trainers in delivering the content.

### **Learning Objectives.**

By attending this session, attendees will be able to:

- Explain the importance of learner engagement in curriculum design.
- Describe the process of connecting content to purpose.
- List strategies/best practices for supporting successful instructors.

## **Workshop #10: PART ONE - It's the work culture! It's the work culture! Yes, but how do you change it? Rationale and tools to make this happen**

*Presenter: John Shuford, Principal Trainer, Collaborative Resolution Services, Inc.*

Stress is part of the job, but toxic chronic stress does not have to be. It is absolutely avoidable. Training specifics and lessons learned from "Mid-21st Century Criminal Justice: Transforming Work Culture," published this year with hundreds of references to current and seminal research, will be shared. This training approach defuses the saying, "There is nothing officers hate more than change in the way things are." When given the attitude, interpersonal and resilience skills, staff naturally make the desired changes in the work culture. Impossible you say! Well, it is not. Agencies and staff have already experienced this transformation. Come to this session and learn more.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Understand the strategy to move from staff compliance to cooperation to collaboration (Co-Creation) by boosting your organization's resilience.
- Understand the 12-Point strategy for organization health and staff wellness by increasing trust among staff and within the organization, and staff training is at the heart of it.
- Understand the foundational neuroscience research as rationale for implementing immersive experiential trainings that change attitudes and transform relationships leading to culture positive culture change.

# WORKSHOP DESCRIPTIONS

## **Workshop #11: PART ONE - "Micro" Simulations- Small moments make a big differences**

*Presenter: Tom Kelsh, Staff Development Officer, North Dakota Department of Correction and Rehabilitation*

Break beyond your limits in just minutes. Simulations allow each instructor to tailor and blend their class topics to meet specific criteria. Learn how to design, develop, implement, and put into practice as soon as yesterday.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Design a simulation template
- Develop objectives and critical failure points
- Complete and evaluate individual simulation

## **Workshop #12: Legal Liability in Training**

*Presenter: Launa Kowalczyk, Owner and Chief Consultant, The Leading Geese & IACTP Board Member*

Whether you are an educator, trainer, facilitator, coordinator, or administrator in the corrections environment, you have a vital role in the liability of what happens during the learner's growth in your organization. This interactive workshop will look at the proactive ways in which your role and duties are critical to building a strong and defensible training program. Using information provided in this presentation will both inspire and motivate professionals who administer training and provide benchmarks for defensible indicators of the organization's commitment to staff development.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Define legally defensible training within the corrections environment.
- Determine who plays a vital role in legally defensible training.
- Identify what strategies and practices are in place in Corrections agencies for an effective learning process to support defensible training.
- Outline a first step for you to implement a strategy for legally defensible training within your corrections environment.

## **Workshop #13: PART TWO - It's the work culture! It's the work culture! Yes, but how do you change it? Rationale and tools to make this happen**

This is a continuation of Workshop #10.

## **Workshop #14: PART TWO - "Micro" Simulations- Small moments make a big differences**

This is a continuation of Workshop #11.

# WORKSHOP DESCRIPTIONS

## **Workshop #15: PART ONE - Emotional Intelligence and Self-Care (to Avoid Burnout)**

*Presenters: Serenity Ardjomand, Instructor 2, Tennessee Department of Correction Training Academy; Paige Shelton, Instructor 1, Tennessee Department of Correction Training Academy*

Understanding emotional intelligence (EQ) is extremely important in the correctional and training setting. EQ helps to build relationships with peers and opens different avenues of communication. This workshop will dive into the five components of emotional intelligence and help support effective communication in the workplace, and will provide tools to help take care of officers through emotional and self-care best practices.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Explain the importance of EQ in corrections.
- State five components of EQ.
- Describe EQ tools and best practices for self-care.

## **Workshop #16: Improving Correctional Training Academies: Findings from a Federal Study**

*Presenters: Hope Cooper, Project Director, The Moss Group; Shannon Murphy, Senior Project Manager, The Moss Group; Tracy L. Reveal, Ph.D., Administrative Officer, Ohio Department of Rehabilitation and Correction*

The Moss Group (TMG), Inc. was awarded funds from the Bureau of Justice Assistance (BJA) for a multi-year initiative to examine adult state correctional academy training. TMG's comprehensive national scan, in collaboration with key correctional organizations, includes administering a national survey of DOC academies, conducting curriculum review, evaluating the design and delivery of curriculum, and conducting on-site observations, including review of academy organization and infrastructure, technology, and training outcomes and facilitating staff interviews and focus groups. The national scan informed the guiding principles for academies nationally. Additionally, TMG and its project partners are developing recommendations to enhance correctional employees' ability to succeed as public safety partners in today's corrections environment. We will present findings and themes, including trends from academy on-site observations and training's impact on correctional staff recruitment and retention. Discussion will center around the guiding principles, tools, and assistance identified from the field for state departments of correction.

### **Learning Objectives.**

By attending this session, participants will be able to:

- Understand the complex challenges associated with correctional training identified through professional curriculum review, on-site academy observations, surveys, interviews, and focus group participation and how these complex challenges impact recruitment and retention in correctional facilities.
- Review the findings that informed the development of guiding principles for professional correctional training and academies.

# WORKSHOP DESCRIPTIONS

## Workshop #17: PART TWO - Cultivating Competency in the Workforce: Effective Strategies for Facilitators and Trainers

This is a continuation of Workshop #15.

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## EXHIBITOR HOURS

Wednesday, Sept. 20  
5:30pm - 7:00pm

Thursday, Sept. 21  
8:00am - 4:00pm

Friday, Sept. 22  
8:00am - 12:00pm

Make sure you visit our exhibitors. They are a vital part of the IACTP National Training and Performance Conference.



In your conference swag bag, you will find an IACTP 2023 Conference bingo card. On the card, you will find various fun facts about the IACTP Board Members.

Interact with the board members to see if any of their fun facts are listed on your bingo card. When you find a match, the board member will mark your card.

Once you have 5 squares marked across or diagonally, write your name on it and turn it in at the conference registration table for a chance to win a prize.

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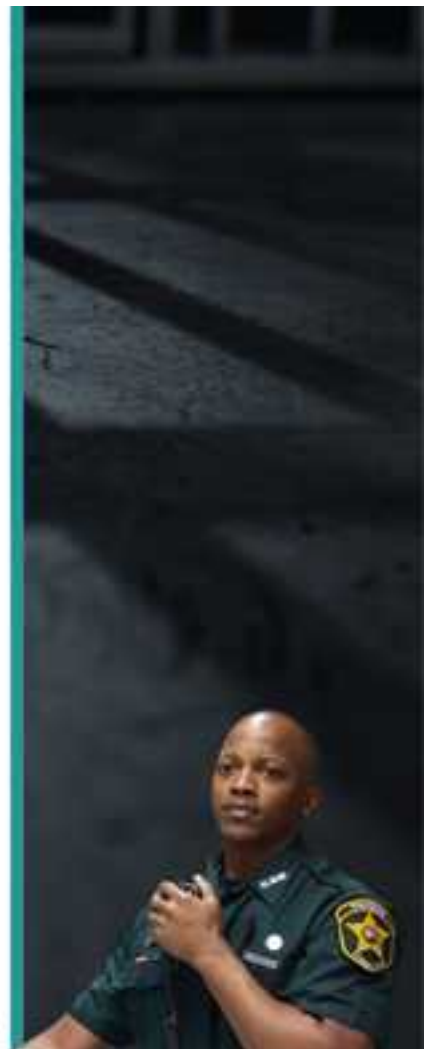
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## AI & ChatGPT! What's all the Buzz?

Wednesday, October 11, 2023 at 1:00pm EST

The daily news is full of stories about AI and ChatGPT. It is all a little overwhelming and worrisome. This presentation will discuss the big picture and share ideas on how training professionals can best utilize these tools.

Join **Regenia Graves, Regional Manager, GEO Group & IACTP Board Member**, as she introduces ChatGPT from a training perspective.

By attending this session, attendees will be able to:


- Discuss AI and ChatGPT.
- Discover AI and ChatGPT tools to help with curriculum design.
- Discuss the pros and cons of using AI or ChatGPT.


## Train to Retain: The Importance of Keeping Good Staff

Tuesday, December 12, 2023

Corrections agencies-adult, probation and parole and juvenile are working short staffed and at the same time, dealing with unprecedented challenges. Special populations, mentally ill offenders, stress, cultural diversity issues and security problems mandate that our personnel receive the best training we can offer. Training in corrections is constantly changing to meet these demands and must be effective enough to help retain the staff that we hire. This webinar will explore how to get the best training, by developing trainers, presentation methods and curriculum. The goal of this webinar is to breathe new innovative life into corrections training at both the recruit and in-service levels.


*Presented by Lt. Gary F. Cornelius, Ret., Fairfax County, VA Office of the Sheriff, IACTP member, corrections author and trainer.*





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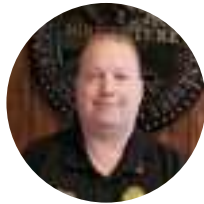
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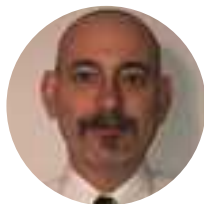
### **Communications Director**

Darryl Smith  
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# {NOTES}



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