



# The Correctional Trainer

## Spring 2017

FOR THE INTERNATIONAL ASSOCIATION OF CORRECTIONAL  
TRAINING PERSONNEL

Joe Bouchard | Editor | March 1, 2017

## In this issue

President's Address	1
A note from the Editor	4
The Leader in You	7
Pecha Kucha	11
Training Tip	15
The Contraband Nerd	17
The Twenty Minute Trainer	19
Corrections Directions	22
Icebreaker 101	25
Icebreaker 101 (second helping)	27

The articles featured in *The Correctional Trainer* reflect the opinions of each author and do not necessarily reflect those of the IACTP or the organization for which they are employed. Those agencies are not responsible for content or accuracy.

## President's address



*Tracy L. Reveal, Ph.D., President IACTP*

Greetings everyone. I hope this winter has been as productive for you as it's been for the Association. As you'll recall, last fall as the Board reorganized, we identified many strategic goals and objectives designed to improve and expand upon member services. I'm happy to report that great strides have been made towards initiating those efforts.

The Association's primary mechanism of communicating with our members – via the IACTP Website, has been updated with new information to include the activation of a "Member's Only" section. Within this section, we will begin to post not only the Correctional Trainer (quarterly journals), but also will archive completed Webinars. The repository of training material (e.g., lesson plans, PowerPoint, etc.) will also be available to members only, once completed. We are very excited about having selected GoToMeeting © as the platform upon which to begin hosting quarterly webinars and meetings. Keep an eye on the website for information about our first offerings.

Cleveland Ohio, home to the Rock-n-Roll Hall of Fame, will be the location of our 33rd annual IACTP Conference, October 15 – 18, 2017. The Association is partnering with the Ohio Department of Rehabilitation and Correction and the Ohio Department of Youth Services as local hosts, at the Wyndham Cleveland at Playhouse Square. One of the benefits of membership involves having the opportunity to learn from other training professionals from a variety of jurisdictions and disciplines. In this respect, I hope you are planning to join us in October and spend some time developing yourselves and obtaining new perspectives and information. The conference is unique inasmuch that it offers training for trainers; not something those in this discipline often receive. As we prepare for the conference, I encourage our members to consider submitting a workshop proposal or award of excellence nomination as a way to showcase the great work that is being done in training and performance improvement across the country and internationally. Information on how to do this and how to register for the conference is available at our website [www.iactp.org](http://www.iactp.org).

The Association will soon reach out to the membership via an online survey, as we seek your input on solidifying our plans for member services. Webinars and a training materials repository are among two items identified to offer to members. We're interested in knowing how to best design these resources so that they have the most value for you. Further, in what other ways the Association provide value to you as a member? The Bylaws upon which we operate are currently being reviewed and updated. We're excited to be evolving the organization so that it's more relevant to your needs.

With the participative membership process being utilized, I'd like to also ask those who'd be interested in being a part of driving the Association forward in the upcoming years, to consider running for one of the following positions on the Executive Board:

- Secretary
- Local Adult Corrections (Jails)
- Federal Corrections
- Adult Community Based Corrections
- State Adult Corrections
- Private Corrections Director

To be eligible for a position on the Board, the individual should have experience in the discipline wherein he/she is requesting to represent and be a member in good standing with the Association. More information about the requirements, positions, election process and cycle, is available within the IACTP Bylaws. Those interested in running for this year's election, should send a resume and cover letter to Association Secretary Mary O'Connor at [moconno@azcorrections.gov](mailto:moconno@azcorrections.gov)

During the winter - the grass may not be growing but IACTP is not letting any grass grow beneath our feet. We are continuing our efforts to evolve the organization so that it provides the greatest value to you, our members. This is a collaborative effort we will achieve through your continued input and participation.

Until next time.....Onward!



## How can I join an IACTP Committee?

This is a listing of Board Officers/Directors who are chairing Committees along with their email addresses. Through this, members will be able to contact the Board Member directly if he/she is interested in participating in one of the committees.

1. Jim Wiseman, Chair of Website Improvement Committee

[Jim.Wiseman@doc.mo.gov](mailto:Jim.Wiseman@doc.mo.gov)

2. Terry Satterfield, Chair of the Quarterly Journal Committee

[terrysat@verizon.net](mailto:terrysat@verizon.net)

3. Mary O'Connor, Chair of the Affiliate Memberships Committee  
(working with other agencies/partners)

[moconno@azcorrections.gov](mailto:moconno@azcorrections.gov)

4. Trish Signor, Chair of the Membership Development Committee  
(expansion/new members)

[Trish.Signore@iowa.gov](mailto:Trish.Signore@iowa.gov)

## A note from the Editor:

*I believe that one of the most important topics in corrections training is contraband control. In 2016, I wrote a series of articles under the heading “What the hell is in that cell?” I voiced a concern of who should ask this question.*

The fundamental idea of contraband control is to remove dangerous items from circulation. Also, we confiscate things that are not obviously dangerous, but are tradeable. This leads to a safer facility with fewer weapons and moves toward a more level playing field. This is possible because we reduce opportunities for prisoners to gain power over others through trade of items for goods and services. This is a necessary corrections function. After all, it is often a seller’s market. Services acquired by a contrabandist strengthen his or her economic power.

That is the “what” of that part of the safety operations. Shouldn’t we consider “who” is involved? In other words, who should ask ‘what the hell is in that cell?’

It takes a village to raise a child, per the proverb. In that spirit, I believe that it takes a team to keep everyone safe. This applies, without a doubt, to contraband control. Corrections is interconnected and requires cooperation from all staff to run optimally.

Custody staff are the obvious contraband control champions. They are trained to find and remove bootleg. They understand firsthand the dangers of weapons and unauthorized trade, as well as the benefits of contraband control. However, support staff offer many talents that buttress the efforts of corrections officers. When we overlook the assistance of support staff, we undermine the full potential of safety and contraband control.

There are many varieties of support staff. Among them are teachers, counselors, social workers, administrative staff and athletic directors. In addition, there are librarians, health care staff, maintenance staff, clerical staff and food service workers.

Support staff in general see prisoners interact from a non-custody perspective. In fact, offenders might act less careful around non-custody staff because they are not normally uniformed. In this case, non-custody staff can build a sort of prosopography through quiet, unobtrusive observation.

Housing unit staff see the movers and shakers in each unit. They have information at their fingertips about spending, acquisition, and contacts from the outside world. They can monitor associations within the unit and know prisoner’s temperament. Housing unit staff such as counselors and Resident Unit Managers know how offender follow (or do not follow) rules. They have an idea of the overt and covert prisoner trouble makers in residence.

Administrative staff are useful in the contraband control process in that they facilitate the feeding of the information machine by other staff. They allow a proper flow and ensure that those who need the information receive it. They assess the safety needs of the facility and allow for proper input and judicious dissemination of information. They also can assure that crucial data recorded for future use.

All of this can raise the search from basic serendipity to a bona fide system. Certainly, intuition does uncover schemes. But assistance from support staff gives a better edge to the search. There is great utility in observations and theories offered by non-custody staff.

What we do is important. But by adding more staff to the operations, we can greatly enhance security. That is why the who is important. Any corrections staff, no matter how removed from the strict custodial duties, is a part of the contraband control team. In the end, our successes, like our efforts are for everyone.



*~ Joe Bouchard*

## ATTENTION IACTP MEMBERS

### SUPER POWERS NEEDED!

Ask yourself these questions: Do you have the power of the pen? Can you marvel at the wisdom of words? Do you possess the potency of presentation? Have you ever craved to create?

The Correctional Trainer wants to hear from you. Share your stories, techniques and experiences with other correctional training personnel. Articles may be accepted from line trainers, administrators, academia and other interested parties.

Articles may include, but are not limited to:

- Summaries of curriculum
- Instructional strategies
- Criminal Justice (adult and juvenile) topics
- Training tips
- Training evaluation and organizational impact
- Use of technology in training
- Topic Specific Case Studies
- Book reviews
- Video reviews
- Summaries of recent court cases
- News items of general use to IACTP members
- Agency Spotlight
- Icebreakers and classroom exercises



Submit an article today to IACTP's Editor Joe Bouchard [bouchard@up.net](mailto:bouchard@up.net).



## *THE LEADER IN YOU*



### Management of Sexually Abusive Behavior from Inmates toward Staff

Susan Jones, PhD

The types of sexually abusive behaviors that inmates direct towards staff include verbal harassment, gesturing, exhibitionistic masturbation, and physical attacks. The management of this type of behavior from inmates towards staff can vary a great deal between jurisdictions. While all jurisdictions have mechanisms in place to deal with criminal physical attacks, other sexually abusive behaviors may not be as consistently addressed. In fact, the correctional culture may provide a level of acceptance for inmates who verbally harass staff, especially new staff. This type of hazing may be considered a part of the toughening up that is needed if a person is going to succeed in corrections work. The verbal harassment may not start out as sexually abusive, but based upon the lack of response, it may very well progress to that stage very quickly.

Another type of sexually abusive behavior that inmates may choose to direct towards staff is that of exhibitionistic masturbation. The corrections culture may accept this type of behavior as something that is just part of working in a prison. The message that goes along with this acceptance is often that this is the inmate's house and they should be able to find this type of pleasure in their own house. What seems to get lost in this type of rhetoric is the fact that we are often not talking about someone that is discreetly masturbating for the sole purpose of pleasure. Exhibitionistic masturbation can include a variety of behaviors that take this way beyond an attempt to seek pleasure. Often inmates who engage in this sexually abusive behavior are doing so to intimidate, harass, and humiliate someone else.

The consequences to the acceptance of this type of behavior from inmates are rarely talked about in policy or in training. However, research has shown that inmates who are involved in exhibitionistic masturbation behavior are more likely to be a threat to the community after release, even when compared to other inmates who are sex offenders.

This type of research links the cultural acceptance of this behavior directly to an increased risk to the public, yet this is rarely acknowledged.

The second consequence of this behavior is that this type of behavior is usually directed at female employees and has been found to be a likely link to further manipulation of staff. With the current research available regarding boundary violations, this particular link should be a serious concern for corrections leaders.

So what is the best response to reduce or eliminate this type of behavior? The cultural acceptance of this behavior has often meant that we should just ignore the behavior. We know through research and experience that when sexually abusive behavior is ignored, it accelerates. When an inmate is not held accountable for his sexually abusive behavior, he sees it as a signal that more deviant and abusive behavior will also be accepted.

Past accepting and ignoring the behavior, some systems have been found to be supportive of the inmate's right to abuse staff in this manner and have supported this decision by minimizing the effect of the behavior. The response that it is not harmful, or it is their right in their home (cell)--is often found in these systems. In more than one system the courts have found that this response is not defensible, i.e. Beckford v Department of Corrections, 2010 and Freitag v Ayers, 2006.

The only acceptable response to maintain a legally defensible environment that increases the professionalization of the environment and improves the safety of the public is to address this sexually abusive behavior each and every time it occurs. Addressing the behavior must also mean documenting the incidents, each time.

Some systems have implemented a system of accountability that includes a formal disciplinary process and even referral for additional criminal charges. In other systems, additional measures have been taken to manage this behavior that includes: specific identification of repeat offenders or specific cell placement to avoid direct line of site to control rooms or officer stations. Some systems have even implemented specific clothing and program restrictions. In such a system, the consistent and methodical tracking to ensure that all cases are documented in the same manner can increase the likelihood that the behavior will be systematically addressed and that the behavior will be reduced.

While each of these types of steps may decrease the number of instances of this type of behavior, the main benefit is the message it sends to the inmates and the changes it makes to the accepted culture. These types of policy changes are often communicated to staff through training updates. It is in this role that the trainer becomes a primary change agent. The manner in which the training is provided and the style in which the information is communicated can make this an accepted transition or a change that is met with resistance.

When corrections staff fully understand the impact upon the environment and the impact upon public safety, then the change can be more easily accepted. The “messenger” is often a critical component of this acceptance.

**Further Reading:**

**Cheeseman Dial, K., & Worley, R. (2008). Crossing the line: A quantitative analysis of inmate boundary violators in a southern prison system. American Journal of Criminal Justice, 33(1), 69-84.**

**Heil, P., Harrison, L., English, K., & Ahlmeyer, S. (September, 2009). Is prison sexual offending indicative of community risk? Criminal Justice and Behavior, 36(9), 892-908.**

**Worley, R. M., & Worley, V. V. (2013). Inmate public autoerotism uncovered: Exploring the dynamics of masturbatory behavior within correctional facilities. Deviant Behavior, 34(1), 855-868.**



Dr. Jones retired after working for 31 years in Colorado corrections. Dr. Jones began her career in corrections in 1981 as a Community Corrections Counselor. In 1985 she entered the Department of Corrections as a Correctional Officer at the Fremont Correctional Facility. She then moved up through the ranks as a Sergeant, Lieutenant, Administrative Manager, Associate Warden until her appointment as Warden. During her career she has worked with male and female inmates and at all custody levels. Her assignments included training, programs, custody/control, administration, and case management. You can reach her at [sjcanoncity@gmail.com](mailto:sjcanoncity@gmail.com).

*Check it out!*

*Brand new from IACTP and Joe Bouchard*

*Icebreaker 101: Hello, My Name is Problem*



This is a book of corrections icebreakers created by Joe Bouchard. There are 27 new classroom exercises designed specifically for corrections settings.

Some of them are:

- Go ahead, make my sandwich!
- You have 'snoo' in your hair
- E.V.I.L. origins
- Piñata Regatta
- Most Sunny with a 100% Chance of Death
- Ego bag
- And many more...

Do not forget to check out the first seven icebreaker books. All materials that appear in icebreaker works published by IACTP may be reproduced for educational/training activities.

## PECHA KUCHA

By Trish Signor

Pecha Who you say..... Is that a person, thing or place?

There are as many ways to pronounce Pecha Kucha as there are ways to design it, but the short story is that a Pecha Kucha, which is Japanese for “chatter” (Avoision, 2015) is basically a PowerPoint presentation that is short, looks pretty or interesting, and the presenter makes his/her point quickly. So, if you are tired of the same old PowerPoint you may want to check this out.

Two Tokyo-based architects created the Pecha Kucha several years ago, Mark Dytham and Astrid Klein. The events became so popular that monthly events were held in all types of venues, “there are pecha-nights in 80 cities, from Amsterdam and Atlanta to San Francisco and Shanghai” (Avoision, 2015), and even here in Des Moines, Iowa.

I first discovered the Pecha Kucha when I was attending Drake University for my Master’s program. I looked at my teacher like you are probably thinking now, what the heck is that. He told me to go find some young kid and they will explain it to me. I didn’t have a young kid handy so I googled it and low and behold, my world opened up.

Here are the rules: It is a 20-slide presentation that automatically advances every 20 seconds. That means you have 6 minutes and 40 seconds to deliver your entire presentation succinctly and with images.

Your goal is to put up pictures that reflect what you are talking about, not a bunch of words. Now you can stand up in front of a crowd and deliver your presentation or you may be in a situation where you can upload your voice to the presentation and have it narrated. You can even add music. Either way, when the slide advances, you better be moving on.

I then had the opportunity to create a Pecha Kucha and deliver my presentation. It was a bit stressful at first because I had to figure it out on my own, but now that I understand the process, it is a wonderful tool to present information in a more fun and efficient way. It is a great tool to use if you have to give a short presentation to your boss, for an interview or even a short presentation to the governor's office. Don't forget you can hit one of these Pecha Kucha nights in one of many cities around the U.S. and see how people are delivering talks on their vacations or whatever is nearest and dearest to their hearts, remember there are no real rules except the time limit and number of slides, so be as creative as you want.

For those of you who are interested, I have attached a step by step process for creating a Pecha Kucha if you would like to try it out. I've also included a link that will help you with your Pecha Kucha as well: <http://avoision.com/pechakucha>

1. Write out your entire presentation
2. Pick out the pictures ahead of time that you want to represent the theme or point you are making.
3. Place all your pictures in one location.
4. Open up Microsoft power point
5. Click on slide 1
6. Click on layout
7. Click on blank
8. Click on slide show
9. Click on rehearse timings
10. When the timer on the left reaches 19 seconds click on the X to exit that screen.
11. You will receive a message that says, "The total time for the slide show was 20 seconds. Do you want to keep the new slide timings to use when you view the slide show?"
12. Click on yes
13. Click on view
14. Click on slide sorter

15. Right click on your first slide
16. Click on copy
17. Then hit “control v” 19 times and this will give you a total of 20 slides that are all 20 seconds long.
18. Click on normal
19. Scroll back to slide one
20. Highlight slide one
21. Click on Insert
22. Click on picture or on whatever file you are keeping your pictures in
23. Double click on the picture and it will appear on slide one
24. Highlight slide two
25. Click on insert
26. Click on picture file
27. Double click on the picture you want and it will appear on the next slide
28. Keep doing this until you have all 20 slides filled in.
29. Then click on slide show
30. Click on current slide
31. Watch the show

Want to add narration? Need a microphone: Follow these steps

1. Click on view
2. Click slide sorter
3. Click slide show
4. Click on slide 1
5. Click on Record slide show
6. Click on start recording from current slide

7. Click on start recording
8. You will see timer in top left corner, stop talking by 19 seconds
9. Click on X to exit
10. Click on slide 2 and begin again.

Want to add music basically same as above

### Trish Signor

Trish Signor holds a Masters in Adult Learning and Organizational Performance from Drake University, Des Moines, Iowa and has worked in various capacities for both Community Based Corrections and the Prisons since 1984. In her current position as Director of the Iowa Department of Corrections Learning Center, she oversees the development, implementation and evaluation of a comprehensive competency-based training program. Past positions include: Training Director for Community Based Corrections, Residential Supervisor for 2 different Community Based Corrections Facilities. Training Specialist II for the Iowa Department of Corrections Learning Center as well as a Corrections Supervisor in the Women's Prison.





## Training Tip

By Ed Patzau

### Spelling

#### Training Tip 5: Making the Impromptu Presentation

There is a simple formula for making impromptu presentations for the social or business occasion:

- 1) Before you arrive get mentally prepared that you WILL be invited to speak. That helps remove the shock that puts many people into a panic.
  
- 2) Take notes during the main speech or presentation.
  
- 3) Focus on two things only:
  - a. What the speaker's or presenter's message means to you.
  
  - b. Praise for the speaker's accomplishment or the presenter's idea.
  
  - c. What the occasion or meeting means to you.
  
  - d. You can combine a., b., or c.

Keep it short. No one expects an impromptu speech or be long, and you don't have to make it long to be effective. Remember that William Henry Harrison was our 9th president and served only 30 days in office before dying. He was hatless and coatless

when he delivered his Inaugural Address which was 2 hours and 40 minutes long, and he gave it during a bitter nor'easter. He got a cold which turned into pneumonia and killed him.

On the other hand, Abraham Lincoln's Gettysburg Address is the most memorable American speech and comes in at approximately 270 words. In fact, Mr. Lincoln was not the main speaker at the dedication of the Gettysburg cemetery. He was only invited to make a "few appropriate remarks."

So here are your quiz questions:

- 1) What was William Henry Harrison's Inaugural Address about?
  
- 2) Who was the main speaker at the dedication of the Gettysburg Memorial Cemetery? (I'll give you a hint—he was a U.S. Senator from Massachusetts, and his speech was two hours long).

So, keep your impromptu presentation short. Remember, it can become eminently forgettable if it is too long and it could possibly kill you.





2. Communicate with peers – Let others know when prisoners ask for certain supplies. Let colleagues know when things are missing and what they are. Keep fellow employees in the loop with what you see in terms of prisoner dynamics. When a prisoner no longer associates with a group, this could be as significant as is a growing circle of associates.
3. Document – If it isn't written down, it did not happen. Keep notes in your log book. Keep copies of misconduct reports detailing the contraband scheme. Review them from time to time.
4. Crime mapping – Pinpoint locations, times and frequency of contraband incidents. Check for patterns and ask colleagues to assess the crime map. New eyes can bring forth new insights. Pattern analysis is easier with crime mapping.
5. Assess boarders - When there is tight enforcement in one area, expect that offenders will use less-patrolled locations. Perhaps there is a stricter search in the kitchen. Failing that avenue, prisoners may try to pass contraband in a the school.
6. Meaningful sanctions – Verbal warnings for serious contraband incidents are not strong enough. Consequences for peddling illegal goods should be dissuasive.
7. Realistic acceptance of the problem and process – Contraband cannot be eliminated. Yet, with time, patience, and persistence, it can be lessened. Knowing this, contraband control is less depressing for most staff.

If we are not careful, we can spend our careers chasing our tails. But slowing the flow of contraband is an achievable goal. This is not solely by simple serendipity. Effective contraband control comes from systematic teamwork.

## The Twenty Minute Trainer

By

Lt. Gary F. Cornelius (retired)

### Watching Out for the Seniors

I was a programs director in two facilities in my department for many years. I was responsible for the supervision and training of volunteers who came into the jail. Some assisted with chaplain's programs, some with tutoring inmates in educational programs and some ran substance abuse groups. I and the department appreciated them all; many were retired and did not have to spend their Golden Years coming into a jail. They performed a service-trying to help inmates see a better way to live, and making the facility climate for inmates a little more bearable.

We all have seniors in our families. Our parents get older, as do we, and we all see our aunts, uncles and grandparents at holidays and family reunions. We want the best for them-we do not like seeing them become forgetful and possibly being taken advantage of by 'scam artists' in the community. I am not saying that all seniors are forgetful or have dementia, but if a senior citizen is going to be a volunteer inside a corrections facility, there are some important things that he or she must remember. That's the theme of this column.

The same watchfulness should be extended to the senior volunteers in our correctional facilities. They are not your relatives, but they perform valuable services for the institution. And-they have the support of sheriffs, wardens and superintendents. When these citizens have positive experiences inside the facility, they tell others and the department's professional image is both recognized and enhanced.

How do we watch out for the seniors coming in as volunteers? The first thing to do is to recognize the value of their activities-giving inmates hope and showing them a positive role model. Second-we maintain open and clear two way communications with them. If a volunteer is concerned about an inmate, such as suspecting depression, he or she should feel comfortable enough to speak to a correctional officer (CO) about it. The CO should appreciate this information and realize that volunteers can be extra 'eyes and

ears'. Volunteers should not be treated with scorn and condescension.

Third-and in my view the most important-concerns COs watching out for senior volunteers. In training, all volunteers should have a sense of how the facility runs, and what to do in emergencies. Also, volunteers should get a clear, blunt condensed presentation in inmate manipulation. We look out for seniors in our families and in our neighborhoods, correct? Why not inside our corrections facilities?

I recently read an article by police officer Tony L. Jones, in the April, 2001 issue of Law and Order magazine titled "Protecting the Elderly: Inform Your Senior Citizens about Con Artists". Written for police officers, it presents an excellent perspective about watching out for seniors in the community who may be vulnerable prey for con artists and scammers. As I read the article, I realized that I could relate several of Officer Jones' points to the training of senior corrections volunteers.

- First: seniors in the community must realize that there are 'con artists' out there and not everyone has goodness in them. Many people are not honorable and have little or no conscience. Through con games, lies and persuasive schemes criminals will persuade older people to give them money or do them favors-often resulting in the criminal coming out ahead and seniors taking a loss. Sound familiar? How many of you have had to instruct senior volunteers not to give inmates money or do favors for them-in violation of policies and security procedures? Jones describes criminals out to cheat and steal from seniors as "slick, crafty, greedy and very smart.....often [striking] without the victim being aware until it is too late...and the fraud [or scheme] is not so easy to identify". Any corrections veteran can easily compare this behavior to the inmate manipulator.
- Second: Most criminals, including thieves, are lazy and detest hard work. They will target unwary and naïve people. They do not like sharp, well informed people who follow the rules. Sound familiar? Many inmate schemers want to do time comfortably, on their terms. This point must be emphasized over and over in volunteer training and supervision.
- Third: Criminal tactics may be high pressure. In my book *The Art of the Con: Avoiding Offender Manipulation, Second Edition*, I discuss how staff-sworn and non-sworn-can defend themselves against the inmate manipulator. Many manipulators will ask over and over for favors, often tricking staff into breaking a rule and then using pressure to get the worker to do what they want-including contraband smuggling, running messages, escaping or having sex.

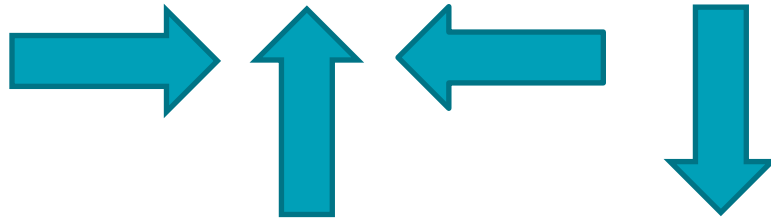
- Fourth: To be successful at identity theft and con games, criminals must get personal information. All staff should be strongly advised to never, never never give personal information to an inmate, especially dates of birth, financial information, where they live, contact information, etc. And-never perform favors for an inmate or communicate with the inmate's family or friends. If there is doubt on what to do, the volunteer should ask a CO, shift supervisor or a programs supervisor for direction.
- Fifth: Training must take two tracks: In one track, all sworn and non-sworn staff must be well versed in how inmates manipulate and the methods they use. This requires both effective supervision and staff training-roll call, in-service, etc. Second-take that training and apply it when training volunteers. Use actual events such as the now infamous escape from the Clinton, New York state prison or the Baltimore jail scandal. You do not want to scare the volunteers away-but be clear that they must be on their guard, all of the time-and the facility staff will look out for them.

In closing, well trained volunteers are a resource. They have experience and can be a positive role model for inmates-but they must be trained on how to resist the inmate manipulator. And-we have to watch out for them-just as we do for the nice retired senior couple living next door.

Reference:

Jones, Tony L. (April, 2001). Protecting the Elderly: Inform Your Senior Citizens about Con Artists. Law and Order, 102-106.





## *Corrections Directions*

By Joe Bouchard

Hello, my name is problem

Have we met before? My name is problem. You seem familiar. In fact, I remember you from just about every difficult time in your career. How should we deal with each other in this round?

Corrections offers, even heaps, many challenges upon all who enter the profession. And there are many that we cannot really do anything but react. We are largely helpless to fiscal strategies, political appointments, influx of new offenders and societal trends.

Certainly, this is not a sunny forecast. That does not mean that we are necessarily helpless. There are simply many variables.

Just as rain will fall on us, so too, will problems of all sorts. Here are five general sets of questions to apply to all varieties of that which vexes our profession:

Know the history – Has the problem occurred before? How was it handled? Was the resolution successful? Might the method work again?





Know the players – Who are the players in the open? Are there any behind-the-scenes agents of fortune? Do they work in competition or in complement? What sort of leadership (if any) may be needed to assist the players?

Know the ripples – When you throw a large stone in a pond, ripples flow outward from the point of impact. But what is the pond like in this scenario? What are the ramifications of a hard and quick strike versus one subtle? In other words, are you using a sledge hammer to kill a mosquito? Do you know the possibilities and probabilities of your actions? Will addressing the problem in a certain way be worth the consequences?

Know the aftermath – What are the contingency plans when the solution is implemented but is not effective? Can you truly know when the problem is solved when you do not have a definition of success? What are the preventative measures for the next round of problems?

Know yourself – How are you looking at the problem? Is it in line with those on your team? Are you a solo artist at heart or a team player as needed? When you look at all of the questions posed above, do you dive head first or hesitate?

So please remember my name. I am problem. You will never know when I will return or how often I will manifest. Despite those unknowns, I will definitely return. What you choose to do about me is up to you.



## ATTENTION: NERDS NEEDED!



IACTP requests your help. We need Contraband Nerds to submit articles to IACTP's Correctional Trainer.

- Are you a contraband nerd?
- Are you a professional devoted to teaching others about contraband control?
- Do you have what it takes to enhance safety and save lives in the corrections profession?
- Do you possess experience in training in contraband control?
- Can you put pen to paper in a clear and entertaining manner?

If you answered yes to any of these questions, you should write for “The Contraband Nerd” - – The new column for IACTP's The Correctional Trainer

## ICEBREAKER 101

### Most Sunny with a 100% chance of death

By Joe Bouchard

Thank you, Robyn, for the question that served as catalyst for this icebreaker

The sun so glorious that day. It gave a sense of hope in what would normally be a cold, dreary day in Northern latitudes. Still, too much of anything can be fatal. How different it would be if the pleasant and moderate blanket of solar energy were a horrible and increasing blast of radiation!



Recently, my wife posed this question to me: “Suppose that the world learns that the earth will crash into the sun in 72 hours, rendering all life null. What do you do with those last three days?”

The discussion flowed into different strategies, morality, mortality, and mass psychology. The whimper of the human race, one whose tone had hitherto been braggadocio, was ironically amusing.

While we are on such a track, think smaller and more personally. Your 401k and survival bunker are without use. All of your plans are scrapped and soon to be cinder in the face of our heliocentric demise. So, how about you? What would you do if the sun were to consume the earth and all would be dead in three days?

Ask one person in the class this. When they answer, have them choose a 'victim' and go around the class in this manner. Have a recorder write the answers on the board.

Then pose this question: What do you do in the event of the following tragic events?

1. There is a fatal stabbing on the yard.
2. An officer collapses after drinking coffee laced with cleaning fluid.
3. A prisoner escapes from the visiting room.
4. There is a fire in the kitchen.

The point is, there are some things that we cannot control. A fatal dive into the sun is one of these things. However, while tragic on their own scale, most events in corrections have solutions and protocols. This exercise segues nicely into policy-driven scenarios.





## Icebreaker 101 (Second helping)

### Irritants

By Joe Bouchard

I often find myself giving a certain guideline to students who are unsure of a topic on which to select for a speaking or writing assignment. “Pick something that you truly like or something that irritates you. In that way, you will be interested in the topic and deliver passionately,” I advise.

I found this notion in a suggestion from a student. I facilitated a first day introductory icebreaker in formula form. There are three elements that are common in classroom introductions and one that is an odd or different sort of question. The formula looked like this:

1. Name
2. Job
3. Reason for taking this class
4. Why do you need your smart phone in class?

That went well on its fledgling flight. I asked students what they might do differently. Student Amy Ylitalo Sundblad suggested that the fourth element could be “What irritates you?”

This was a beautiful idea. It was simple and to the point. After all, what easier way to get someone out of their shell than to get them talking about an issue that gets under the skin? I, for example, can talk volumes on how Dr. Phil McGraw irritates me. Granted, if he knew me, chances are that he might feel the same way about me. But that is not the subject.

The next time that you might detect a little frost on a first night class, you could melt it away with the directed ire of those in class. Plus, it is a challenging way for instructors to rechannel students into lecture mode afterward.

So, thanks to Amy for thinking and creating on the spot. She even field tested this icebreaker almost as soon as she created the idea. It went well. If you try this icebreaker, please let me know of the results. Or, you can, ask in a Dr. Phil manner, “How is that workin’ out for you?”



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