

The Correctional Trainer



Spring 2019



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President's Address

I hope this edition of the Correctional Trainer finds each of you healthy, happy and busily preparing yourselves for Spring 2019! It's been a long winter!!! More snow than usual here in Missouri, and I am ready for some thawing out to take place.

This is my first President's address for this publication and I want to begin by making a commitment to each and every one of you. Every decision that is made by myself and your IACTP board members will be with you, the IACTP member in mind. If any of you have ideas, suggestions, etc. that you feel can move this association forward please email me directly and I will ensure that your suggestions will be brought before our Board. IACTP continues to be the only international association that caters solely to the needs of you, the correctional trainer. Let's all work together to make sure we stay on the "cutting edge" of correctional training concepts.

I also want to take this opportunity to say a few words about the conference IACTP hosted in conjunction with the Tennessee DOC in November 2018. Terence Davis, Shay Lee and the rest of the Tennessee host committee did an outstanding job making all members feel welcome and provided all the support IACTP needed to make this a very successful conference. A huge THANK YOU to all you Tennessee folks that made this happen. I also want to send a very specific message to everyone from Tennessee that joined the association last year and helped with the conference. It is my sincere hope that you found your experience a good one, and you continue your membership with our association. The "elephant in the room" about our association is that every year we host a conference and the membership spikes from the location that hosts the conference. Unfortunately, we tend to lose the members from the host site the very next year. We have to do a better job of keeping the membership from those host sites. I challenge you folks from Tennessee to continue your membership. I pledge that we will keep doing things that will be beneficial to you as a correctional trainer...Stay with us!!!

I will close this letter with a challenge for each and every one of you! Review our website and become familiar with all that we have to offer. www.iactp.org Our Association Services Manager, Michael Jones has done an outstanding job of upgrading our website and all of the services we offer our members. Please familiarize yourselves with all that we have to offer. I am also listing all of our board members with their email addresses below. I challenge each of you to reach out to the board member that represents the discipline that you serve. Send them an email and let them know what can make this association better and more helpful.

A very special thanks to each and every one of you for your continued support of IACTP. I also encourage you to begin your planning to attend our 2019 Conference in Omaha, Nebraska. Please visit our website for more details. Thanks for the job all of you do on a daily basis to ensure the safety and success of correctional professionals around the world. Stay Safe!



Jim Wiseman, President

International Association of Correctional Training Personnel



Board Members

President

Jim Wiseman
Missouri Department of Corrections
jim.wiseman@doc.mo.gov

President-Elect

Trish Signor
Iowa Department of Corrections
Trish.signor@iowa.gov

Treasurer

Angie Newhouse
Maine Department of Corrections
angie.newhouse@maine.gov

Secretary

Mary O'Connor
Arizona Department of Corrections
moconno@azcorrections.gov

Communications Director & Conference Coordinator

Terry Satterfield
Consultant - Leadership & Professional Development Training
terrysat@verizon.net

Training & Certifications Director

Dr. Don Gala
Consultant - Leadership & Professional Development Training
Commissioner, Correctional Trainer Certification Commission (CTCC)
ddgala@doctor.com

Training Academy Director

Elizabeth Kreger
Ohio Department of Rehabilitation and Correction
elizabeth.kreger@odrc.state.oh.us

Local Adult Corrections/Jails Director

Edwin Pauzer
New York City Department of Corrections
edwin.pauzer@doc.nyc.gov

State Adult Corrections/Prisons Director

Stewart Baumgartner
North Dakota Department of Corrections & Rehabilitation
sbaumgar@nd.gov

Federal Corrections Director

Jeffrey Hadnot
National Institute of Corrections
jhadnot@bop.gov

Community Corrections (Probation & Parole) Director

René Smith
Maine Department of Corrections
rene.smith@maine.gov

Board Members

International Corrections Director

Gary Hill
Cega Services
garyhill@cega.com

Juvenile Corrections Director

David Nelson
Missouri Department of Corrections
david.nelson@doc.mo.gov

Research & Development / Member Services Director

Robert Nelsen
Wyoming Department of Corrections
robert.nelsen@wyo.gov

Private Prisons Director

Reginia Graves
The GEO Group
rgraves@geogroup.com

Administrative Services Manager

Michael A. Jones
IACTP Business Office
iactpc@gmail.com

Higher Education Director

Dr. Penny Veit-Hetletved
North Dakota Department of Corrections
phetletved@nd.gov



THE PRESIDENT-ELECT'S CORNER

FROM THE CORN FIELDS OF IOWA TO YOUR CORNER OF THE WORLD: WHAT'S GOING ON IN THE IOWA DEPARTMENT OF CORRECTIONS

Talk about thinking outside the box:

In September of 2017 due to budgetary costs, Iowa made the decision to close their Training Academy and have each Institution run their own program. The Academy folks still develop all lesson plans and provide Training of Trainers courses to all staff. However, the Training Specialist 1's in the Institution are now in charge of coordinating the 3-week program which has now turned into a blended program of eLearning and classroom courses. The Institution provides trainers for the courses. Running the program this way allows staff to get on shift much quicker and there is no wait time for academy classes to start.

The original academy instructors have now taken on the role of auditors/mentors/supporters. They go out and audit classes and assist in the development of trainer's skill sets.

Understanding how to read a lesson plan is not as easy as some individuals thought. Right now Iowa is running 8 separate programs (8 Institutions), so much more travel is required for auditors but obviously less travel for new staff. If there are not enough students in one Institution they may attend a different Institution training program.

As one may imagine, a change of this magnitude may cause of few bumps along the way, but with time and an auditing process one begins to address items as they come up. It's really too early in the process to know for sure if this type of training is sustainable, so stay tuned to the Corn Fields of Iowa and Trish Signor will keep you posted on their progress!

Trish Signor, President Elect

IACTP

Trish Signor | trish.signor@iowa.gov

March 19, 2019

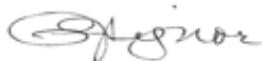
To Training Directors and Trainers around the US:

Hello everyone, this is a call to arms!!! Training arms that is. After submitting my "corny" article on Iowa, I got to thinking that I have no idea what other states are doing in regards to training. Wouldn't it be nice if we all started submitting articles on what we are doing in the training field? Then I could learn about you and the rest of the states. Just think how inspiring that would be. We could use the journal as a vehicle to the information sharing highway.

I don't consider myself to be a great writer but as IACTP President Jim Wiseman so wisely told me, it's not about writing an article so much as sharing information with like-minded individuals who are eager to hear from you. I really believe that's true because every time I get together with trainers we all want to know what each other are doing. So why wouldn't we find an easy way to communicate some of that information right here in our own journal.

With that said, I look forward to all of you just talking to one another through the journal. Use this platform to get the word out, whatever that word is.

Respectfully,



President Elect IACTP

Let's Train Outside the Box



The Missouri Department of Corrections has made huge strides in developing trainings that consist of the “blended learning” concept. We use virtual instructor led training, self-paced modules and in-seat training all intertwined for our Probation and Parole Division.

The comments back from the staff include many positive praises to the way we provide this training. The comments include: “It saves me time by being able to conduct a lot of the training from my office.” “The visually interactive images were great.” “A very refreshing way to complete my training requirements.”

For more information on blended learning in Missouri please contact me at shelly.carson@doc.mo.gov

“The man on top of the mountain didn’t fall there.”

Vince Lombardi

Be Bold

What does it take to climb a mountain? A sound plan, the correct equipment, the proper amount of relevant training, and then the boldness and determination to execute the plan to completion. This same basic framework can be applied to anything from simply offering an updated lesson plan, to pitching a completely new and groundbreaking program to your agency directors. Each of these four elements are equally important to achieving any goal, but I want to address what I have found to be the most difficult in my own experience, and what I have witnessed so many times in others. The most daunting of these four components is taking that first step to execute, and then staying the course until your goal is achieved. Of course there are challenges as you develop a quality plan, acquire equipment, and properly educate yourself, but there are innumerable obstacles in your way when it comes time to actually take that first step up your mountain.

These obstacles come in the form of short sighted, obstinate, or timid supervisors, negative or dismissive peers (who may actively work against you), and often from your subordinate’s steadfast reluctance to change. How many times have you had a great plan, but failed to execute when you had the chance? How many innovative ideas stayed locked up in your head for fear of ridicule when being presented? How many times did you back off while presenting your plan when you were met with resistance? I’ve done it, more times than I care to admit.

Determination and boldness. Both attributes are equally important, and both must exist to achieve your goal. Boldness is taking that first scary, intimidating, and exciting step – determination is continuing to take every step after that until your ultimate goal has been achieved. Take a moment to think about every leader who you have admired or wanted to emulate. Think about their qualities and their commonalities. When I do this simple exercise, the leaders I most admire all regularly exhibit boldness and determination.

We all have our mountains to climb. For some it is to achieve the highest position possible in their career, and for others it is to make a difference in their agency and to have a positive impact on their subordinates or students. It doesn’t really matter what your individual mountain looks like, the recipe is a simple one: Develop a sound plan, acquire the proper equipment, achieve the pertinent training, and then execute your plan. To achieve your goal requires you to take that chance, swallow that lump in your throat and raise your hand, sell your idea – be bold, then be determined!

Jim Eberlin

TIPS AND TRICKS



How to get the Best Evaluation

We are all familiar with the need to collect evaluations at our training events. Although we love a positive evaluation, an accurate classroom evaluation can help us make better decisions and can help our agency make decisions regarding course content, course length, and even course location.

It's often our classroom management skills that are reflected in an evaluation and we are all familiar with the fact that what we do sometimes will overshadow what we say.

Many of the instructions taught to us by our mothers and grandmothers bear repeating here:

- Address your students by name
- Introduce yourself
- Look them in the eye when you talk to them
- Remember to use common courtesy

And, add a few other tips from our experienced trainers and facilitators:

- Get out from behind the podium (or, don't use one at all!)
- Move around the classroom
- Interact with the small groups during their breakout work
- Begin and end your day (and your breaks) on time
- Find an appropriate ice breaker/energizer; then, use it
- Arrive to your classroom at least one hour before your assigned start time. Use this time to get to know the lay of the classroom, to mentally prepare yourself for the training event, and (most importantly) to greet your students as they arrive, establish rapport with them and welcome them to the day's activities.

If you are challenged, acknowledge that, yes, the students will have work waiting for them when they return to their office after a multi-day absence for training (as will you!). Don't hesitate to remind them that their ability to complete that work will be enhanced by their attendance in your training program and their earnest participation.

If you don't know the answer: don't fib, don't guess, and don't pontificate. State that you're not sure of the specific answer, ask the student to jot their question down so that you can follow up later to get an answer. Then, be sure to follow up later and get the answer.

By: David Nelson

Some Real Dillies

Over the course of many moons, we have been asked to conduct some really unusual training. I decided to incorporate these training requests into case studies when teaching needs analysis in our Instructor Development Course. Not surprisingly, they generated quite a bit of interest with some pretty imaginative solutions, but the most important part was it made them think, and I could see the lightbulb begin to glow—the teachable moment.

In case you might like to use them, here they are—some real dillies!

Case Study 1:

A number of correction officers have been found to have had sexual relations with inmates. Under the law, inmates are incapable of legally giving their consent even if they are adults. It is a Class E felony which can result in 1¼ to 4 years in prison. Since the number of incidents has not decreased, a warden has asked you to create a training program to eliminate officer inmate sexual contact.

Case Study 2:

One newly appointed correction officer announces she is too scared to work in the jails. She admits she is intimidated by the inmates. You are told to create a robust training program on “Officers Working in a Jail Environment.”

Case Study 3:

An officer is subpoenaed to a deposition. Her command forgets to prepare her for it. The plaintiff’s attorney baits the officer until she loses her temper and responds inappropriately. It results in the plaintiff winning the case and costing the Department. Your supervisor tells you he wants a training course on “How to Give Courtroom Testimony,” and it should be no longer than 30 minutes.

Case Study 4:

You are told to create a training program that will cover the directive on “Visits to Inmates.” You are also told the training should take two days. The reason they give you for this time frame is that the learners will take two days of training more seriously than only one day.

By: Edwin C. Pauzer

Stop, Continue, Start

When instructing student/ staff we all do so with the idea that the training is going to change, adapt, and/ or alter the current way they conduct themselves. Through training we expect the result to be a continuance of staff development. As an Instructor you certainly hope, that the material presented was retained by the student/ staff. To confirm material retention you can use a written post-test or skills evaluation. Each of these may be required for certain aspects of training and is certainly warranted in many applications. But developing testing for every class can be tedious and not always required.

Whether it is their annual in-service training or a new program introduced to the department, one way to challenge your student /staff is to ask them at the end of every class, to review the material they have just received and to identify three things.

1. Based on the material in the training you just completed, identify at least one thing that you need to **stop** doing. You now understand that one thing is either no longer effective or obsolete.
2. Based on the material in the training you just completed, identify at least one thing that you will **continue** doing. That one thing has been confirmed is still good practice, or the training has confirmed what you are currently doing is an acceptable and effective technique.
3. Based on the material in the training you just completed, identify at least one thing that you need to **start** doing. You now know that one thing is part of the new program, or is part of a new policy and/ or procedure, and it needs to be implemented.

As the instructor you can make this part of your summarization, or during your closing remarks.

This simple technique helps to confirm that each student has considered the information is relative to their work and they have thought about how to utilize it.

By: Darryl Smith



Reverse Impromptu Speeches; it is not the Instructor that forms the topics. Students break up into teams and decide what instructor will do a 1-minute speech on. Break students into teams of four or five and have them compile five different topics for a speech. The topics can be serious or unusual. It is up to the students. Reverse FISO benefits students because they have an opportunity to think of creative or odd topics for the instructor to speak on. In the guide of putting the Instructor on the spot, this is a way for students to get those creative juices flowing. If you run a contentious or challenging class, you may face some topics designed to stump you. Instructors benefit because they step down from control and show a more human side. If this icebreaker serves as segue into a module on how to give a speech, students can critique the Instructor.

Can you guess the movie?

Find the full title of these science fiction/ fantasy movies from the initials provided:

- LOTR
- POTA
- TCON
- IR

The answers are *Lord of the Rings*, *Planet of the Apes*, *The Chronicles of Narnia*, and *I, Robot*. *****

The Stare Contest!

This exercise requires a CD or tape player and some music. Participants are placed in two lines facing each other. They partner up with the person directly across from them. The instructor starts by telling participants that they must stare directly at the person across from them while the music is playing. If anyone smiles, laughs, makes a noise, or looks away, they are out. No party may touch the other. (No Touchie!) The facilitator will keep a few students out of the lines and use them as observers. They keep those in the lines honest. They may dismiss those who laugh, smile, look away or make noises. The facilitator will decide if adversaries may make faces at one another as a demoralization tactic. The instructor plays some music for a trial time of 30 seconds. When the music is shut off, the instructor says, "Break eye contact!" The lines will get smaller and smaller until there are just two starers left. The last person standing, the king or queen of marquetting. *****

Can you guess the predator?

Name the natural predator for the following animal:

Cobra
Salmon
Seal
Mouse
Rabbit
Cat
Deer
Zebra
Fly
Capybara

Answers:

Mongoose
Grizzly bear
Orca, polar bear
Owl, cat
Dog, cat
Dog, eagle
Wolf
Lion
Spider
Piranha

Just for Fun!!!!!!

Can You Guess the Argument Style?

Please provide the best answer for the following questions. **Answers:** 1)Persistent, 2)Contrary, 3)Loud, 4)Contrary, 5)Loud, Persistent, Constant 6)Contrary, 7)Loud, Persistent 8)Loud, 9)Persistent 10)Persistent: The arguments style will be Loud, Persistent, or Contrary

1. Someone argues a point with you. You deny the request. The person then just jumps up your chain of command with the same question. What argument style is this?
2. No matter which part of policy directive you read, your antagonist simply states that it is not true. What argument style is this?
3. Every time you try to talk, your opponent talks over you. What argument style is this?
4. When you state the identity of the person who authorized change, the arguer states that the person has no authority. What argument style is this?
5. The arguer repeatedly and loudly yells the word "no". What argument style is this?
6. Your opponent rephrases each of your points in negative terms. What argument style is this?
7. In answer to your rationally stated justifications, your opponent, starts shouting in rapid succession even though the points he or she raises are not relevant. What argument style is this?
8. Opponent uses an elevated tone of voice to spell out what sounds like a series of legal cases meant to harass and intimidate you. What argument style is this?
9. Your opponent asks the same question 5 minutes later, even though you've already answered it. What argument style is this?
10. Your opponent e-mails the same query to you six months later, even though you already answered the question. What argument style is this?

Let's Communicate!

Just for Fun!!!!!!

1. Give a participant two minutes to read a paragraph to herself/himself;
2. Let the person give back the paper to the instructor;
3. Let the participant tell the class what was read;
4. Give a copy of the paragraph to all in class;
5. Have class report what was missing from the oral rendering.

Example paragraph for the above:

John was watching his favorite show on a Thursday night. It is called the Odd Couple. In the show, two roommates in Manhattan verbally spar because they are so different. Oscar is messy and sarcastic. Felix is pushy, overly neat, and opinionated. Oscar owns the apartment and lives alone, but invited his friend Felix to move in when Felix and his wife divorced. Oscar is also divorced. In this episode, Felix is allergic to Oscar's golden retriever puppy and declares, "It is the dog or me!" Oscar chooses the dog and kicks out Felix.

What do we have in common?

Next to each animal, please write a human behavior for which each is known. For example, Weasel – sneaky.

Answers:

1. fox ___ sly _____
2. wolf ___ predator _____
3. eel ___ evasive _____
4. horse ___ strong _____
5. dog ___ loyal _____
6. pig ___ greedy, filthy _____
7. sloth ___ sluggish, slow _____
8. snake ___ deceptive _____
9. elephant ___ remarkable memory _____
10. mule ___ stubborn _____



How Many Characters Can you Get?

Just for Fun!!!!!!

Who am I

A troika of porcine siblings attempt to maintain status quo with their habitation whilst matching wits with a lupine figure. What is the name of this tale? (*The three little pigs*)

Corpulent and gregarious, this crimson clad personification of benevolence distributes complementary favors on a perennial basis. Who is the name of this figure? (*Santa Clause*)

A recluse residing in an area where deciduous foliage is prominent uses confections to lure a pair of immature versions of her species in order to engage in cannibalism. What is this tale? (*Hansel and Gretel*)

Her most prominent feature was her integumentary system that seem to know no bounds. Who was this figure? (*Rapunzel*)

Out of a sense of duty to his recent rescue from cryonics, this colossal bovine assists a Titan in defoliating much of the North American continent. Who is this? (*Babe the blue ox*)

His mistake was that he fallaciously and repeatedly announced the presence of an Uber-canine. Unfortunately, for him his paranoia and his poor reputation led to his demise. Who is this person? (*The boy who cried wolf*)

Due to the monarchs reneging on the agreed-upon remittance for rodent removal, the next generation was kidnapped. Who is this person? (*The Pied Piper of Hamelin*)

This extraterrestrial assimilated and donned a trichromatic ensemble in order to assist the criminal justice system. Who is this person? (*Superman*)

She was oblivious to her next course of action due to her prolific nature. It is noted that her dwelling would be more comfortable for metatarsal. Who is this person? (*The old woman in the shoe*)

She learned the tricky lesson of moderation from a trio of ursine antagonists. Who is this person? (*Goldilocks*)

Miniscule and edible, this item tested the sensitivity of this hesitant dreamer. Who is this person? (*The princess and the pea*)

She was redeemed from unfair physical labor, verbal abuse, and a general lack of camaraderie through the identification of footwear. Who is this person? (*Cinderella*)

Of Mediterranean descent and constructed from vegetation, this figure gain mortality. Who is this figure? (*Pinocchio*)

35th National Training & Performance Conference – 9/23-9/26/19

Trainers Plant the Seeds; Agencies Reap the Harvest

Employee Engagement • Staff Retention • Strong Leadership

Hosted by the International Association of Correctional Training Personnel (IACTP)

In partnership with the Nebraska Criminal Justice Seamless System Committee

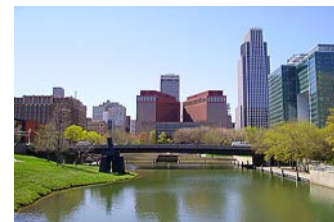
LOCATION

Embassy Suites by Hilton Downtown/Old Market • Omaha, NE

555 South 10th Street, Omaha, NE

HOTEL INFORMATION

The Embassy Suites by Hilton - Downtown/Old Market hotel in Omaha, Nebraska, is a full-service, all-suite hotel located in the heart of Omaha's historic Old Market District. Stay at this hotel and be close to many key attractions, such as Omaha Henry Doorly Zoo, CenturyLink Center Omaha, TD Ameritrade Stadium and the Durham Museum. Every hotel lodging reservation includes a spacious two-room suites featuring private bedrooms and separate living areas, perfect for relaxing after a day out at the Old Market. Each suite is equipped with a host of facilities, including two flat-screen HDTVs and high-speed internet access. Your complimentary breakfast is cooked-to-order each morning, while the complimentary Evening Reception offers drinks in the open-air atrium. The hotel restaurant, the Falling Water Grille, provides a café-style menu among tropical gardens and water features.



IMPORTANT LINKS

- ✓ **Call-for-Workshops:** Interested in being a workshop presenter? Click [here](#).
- ✓ **Attendee Registration:** Reserve your seat – [REGISTER NOW](#)
- ✓ **Hotel Lodging:** Book your hotel room – [MAKE ONLINE HOTEL RESERVATION](#) (Phone reservations can be made by calling 1-800-EMBASSY. Be sure to ask for the Group Code: ACT to get the discounted lodging rate of \$119/night plus tax. Make reservations prior to August 29th- rooms and rates may not be available after this date.
- ✓ **Exhibitors / Sponsors:** Interested in being an exhibitor or sponsor? Click [here](#).

THINGS TO KNOW...

- ✓ **August 29th Is an Important Date!!**
Hotel lodging reservations must be made by August 29th to ensure you get a room at the discounted conference rate. The hotel may not have rooms after August 29th.
- ✓ **Opening Reception.**
The conference kicks-off with an Opening Reception in the exhibit hall on Monday, September 23, 2019 from 5:00-7:00 pm. There are no workshops scheduled for Monday.
- ✓ **Opening Session.**
The conference's Opening Session is Tuesday, September 24th at 8:30 am.
- ✓ **Hotel Parking.**
The Embassy Suites offers a discounted self-parking rate of \$14 for conference attendees.
- ✓ **Free Shuttle.**
A complimentary shuttle runs from the airport to the hotel. The airport is approximately four miles from the hotel. The shuttle operates from 5:00am – 11:45pm daily. Guests need to contact the hotel (402-346-9000) to request a pick-up.

REGISTRATION CANCELLATION POLICY: Cancellation of a conference registration on or before August 23, 2019 will be subject to a \$50 processing fee. Refunds will not be offered after August 23, 2019. Substitutions can be made up to September 13, 2019.

SAVE-THE-DATE

UPCOMING EVENTS

2019 IACTP WEBINARS

Date: June 12, 2019

Presenter: Lt. Gary F. Cornelius, Deputy Sheriff, Retired

Fairfax County (VA) Office of the Sheriff Adjunct Faculty: George Mason University

Presenter e-mail: adjinstructor@hotmail.com

Title of Webinar: Effective Communication and Documentation

Description of Webinar: Correctional staff must be able to communicate clearly with each other and document accurately the duties they perform, the services they provide and observations about inmate behavior. If they do not, people-inmates and staff can be injured or killed, inmates may escape, and security is compromised. In a lawsuit, good communication can be an effective defense. This webinar will discuss the importance of good communication skills training in a correctional facility.

Date: Sept 11, 2019

Presenter: Susan J. Jones, PhD (Retired Warden, Colorado Department of Corrections)

Presenter email: sjjcanoncity@gmail.com

Title of Webinar: Inmate Perpetrated Sexual Harassment of Corrections Staff

Description of Webinar: This webinar will present the issues faced by corrections professionals and particularly corrections trainers as the work to manage the sexually abusive/harassing behaviors of inmates-directed at staff. The presentation will include a review of policy, litigation, and research. The webinar will focus upon appropriate training tools and delivery methods to encourage corrections staff to report and address these inappropriate behaviors of inmates in a consistent and professional manner. Culture change is a key component of this type of training approach and the tools to address such a change will be presented.

UPCOMING EVENTS (CON'T)

2019 IACTP WEBINARS

Date: December 11, 2019

Presenter: Dr. Penny Veit-Hetletved Director of Education, Staff Development, and Core Correctional Practices of the ND DOCR

Presenter Email: phetletved@nd.gov

Title of Webinar: Assessment—what does that even mean?

Description of Webinar: This session will discuss the world of assessment and how it applies to training personnel. Participants will receive resources, examples, and an opportunity to discuss obstacles and how it can be framed in a measurable (non-emotional) way.

IACTP Regional Training Initiative

Is your agency seeking professional, interactive correctional based training? The IACTP Board is seeking partners to host regional training sessions.

Who: Seeking Federal, State, Local Correctional Agencies
What: Regionalized Training (Topics to Be Determined)
Where: Host Agency's Training Academy
When: To Be Determined By Host Agency
How: For additional information, please contact: Elizabeth Kreger @ 614.981.8436
Elizabeth.Kreger@odrc.state.oh.us

NIC Training

Webinar - Undue Familiarity: Do You Believe You Can Never Be Compromised?

April 24, 2019 - 10am PT / 11am MT / 12pm CT / 1pm ET

Webinar - Prescription Drugs of Abuse and Misuse

May 16, 2019

10am PT / 11am MT / 12pm CT / 1pm ET

Registration link not yet available

NIC is adding new courses regularly. Please visit the online catalog to check availability of courses. <https://nic.learn.com> then click on "catalog" and choose from the following: "e-courses, classroom events, or blended learning"

Check out the new structure of our membership fees

Type of Membership	Annual Dues
New Member	\$50.00
Renewing Member	\$50.00
Full-Time Student (w/ID)	\$35.00
Affiliate Organization	\$250.00
Associate/Corporate	\$1,000.00
Agency Membership: (3-8 Members)	\$43.00 per person
Agency Membership: (9-12 Members)	\$42.00 per person
Agency Membership: (13-16 Members)	\$40.00 per person
Agency Membership: (17-20 Members)	\$38.00 per person
Agency Membership: (21-24 Members)	\$36.00 per person
Agency Membership (25-30 Members)	\$34.00 per person
Agency Membership (31-60 Members)	\$33.00 per person
Agency Membership (61+ Members)	\$2,000.00 flat fee

To join online, visit <http://www.iactp.org> and use the "Join Us" tab.
 Agency Memberships need to be processed by phone, so please call the IACTP office at 859-233-4209
 and speak with Michael Jones.

WATCH YOUR EMAIL FOR BOARD OF DIRECTORS NOMINATIONS

IACTP Member of the Quarter



**James Eberlin, Academy Training Developer
Ohio Department of Rehabilitation and Correction**

Mr. Eberlin has a BA in Organizational Leadership and Development. He has been employed by the Ohio Department of Rehabilitation and Correction (ODRC) for over 29 years. He has served as a correction officer, correctional Sargent, case manager, unit manager and most currently as the Program Manager of the ODRC's New Employee Orientation Academy.

Mr. Eberlin has been instrumental in developing the ODRC's Executive Leadership Orienteering program. He has served as the co-facilitator for the orienteering program for 3 years. In 2017, Mr. Eberlin served as one of the lead planners for the 2017 IACTP conference in Cleveland, Ohio.

James is a proud veteran of the United States Air Force. During his time as a Unit Manager at the Belmont Correctional Institution, he partnered with the American Legion to bring membership to incarcerated veterans for the first time in the Legion's history. This membership affords our incarcerated veterans access to programming, networking opportunities, and support while they are serving their sentences, and after they are released from prison.

Mr. Eberlin has a passion for developing staff into competent and confident employees. It would be an honor for him to serve as the IACTP Communications Director. James has been a member of IACTP for 2.5 years. He has been nominated for the Director of Healthcare and Mental Health position on the IACTP board.

YESTERDAY IN IACTP

Satellite Technology: A New Tool for Correctional Trainers By: Randy Johnson (*IACTP: Summer Edition 1995*)

Emerging technologies of satellite delivery methods offer training experts and educators a new tool for their training toolbox. Some current uses of satellite delivery include offender education, staff development and higher educational opportunities for correctional staff. This delivery method allows numerous participants to receive, learn, and be tested on theories and practical applications designed to increase both job knowledge and skills. There are two major satellite delivery systems being used today. One delivery method features two-way video and audio communications between instructor(s) and students. This technology is referred to as point-to point, and limits the number of locations that can simultaneously interact. This form of technology has become very popular and its use will increase in the near future. However, the price, as one would expect with new technology, is quite expensive. The second method of satellite delivery is one-way video with two-way audio. The participants receiving the satellite broadcast can see the instructor(s) and any video or graphic inserts at all times. Each remote site, including the instructor, may converse openly over an ordinary land-line telephone. The video portion of such a program is beamed into space to a communication satellite, then re-transmitted to an earth-based station antenna called a “downlink” receiver. With one or more instructors teaching at a single site, an unlimited number of remote satellite receiving sites may interactively participate in the same training program. It is also a simple task to deliver a program presented by a special topics expert from anywhere in the nation without having to actually bring the expert presenter to the originating site...

What can
IACTP
Do for
you?



We need your help!
We need to know if
you have any ideas
or needs that IACTP
can help with.
Please send your
responses to:

<http://www.iactp.org>

"Alone we can do so little;
together
we can do so much."
~Helen Keller

If you change
Nothing,
nothing will
change.

The Certified Correctional Trainer

The Purpose of Trainer Certification:

The Correctional Trainer Certification Commission (CTCC), the International Association of Correctional Training Personnel (IACTP), and the American Jail Association (AJA) promote the concept of voluntary certification for all correctional trainers. Certification is one part of a process called credentialing. It focuses specifically on the individual and is an indication of current competency in a specialized field. Correctional trainers who become certified will be distinguished as individuals who have reached one of the highest levels of achievement in their field.

Candidates must have an aggregate of **three years of experience** as a correctional trainer as defined in the CCT Handbook for Candidates (subject to change). Anyone who provides training for managers, staff, and/or volunteers of a correctional agency. Adjunct or field trainers and faculty of institutions of higher learning in the areas of corrections, criminal and juvenile justice (and related areas) are eligible to participate in the certification process.

This an example of some comments made during a recent AJA survey:

“It has helped me by ensuring that I continue my involvement in training for recertification. Staying current with best practice always helps.”

“In addition to providing immediate affirmation of additional credentialing as a correctional trainer, the CCT certification has provided opportunities for increased growth via the necessity to keep pace with correctional training trends.”

“Professionally, the CCT has opened doors within the agency, which are directly related to knowledge learned during preparation for the exam.”

The CCT is a path toward success within one’s agency. Are you interested?

To obtain more information download the [CCT Handbook](#) (PDF).

The application can be downloaded at [CCT Application](#) (PDF).

International Association of Correctional Training Personnel (IACTP) Awards of Excellence

DEADLINE FOR NOMINATIONS – MAY 31, 2019

Please submit nominations for the 2019 IACTP Awards of Excellence. Annually our organization strives to recognize excellence in correctional training in the following categories:

Specialized Topics Award - given for high quality training in a particular course, program or subject.

Innovative Approaches Award - given for high quality training which advances the state of the art in correctional training.

Training System Award - given for high quality training throughout an entire system or training department.

Commercial Program Award - given for a high quality training offered by a commercial vendor.

President's Award - presented by the IACTP President for outstanding contribution to the Association and/or the field of correctional training.

The awards will be presented at the 2019 National Training and Performance Conference hosted by IACTP. This year's conference will be held in Omaha, NE from September 23-26, 2019.

To complete an online award nomination form, click [HERE](#).

Please send questions to Michael Jones, IACTP Association Services Manager at IACTPC@gmail.com or 859-333-4209.

On behalf of the IACTP board I would like to thank you for all you do to make the field of corrections a safer place through your efforts in staff training. I look forward to seeing you at our annual conference.

