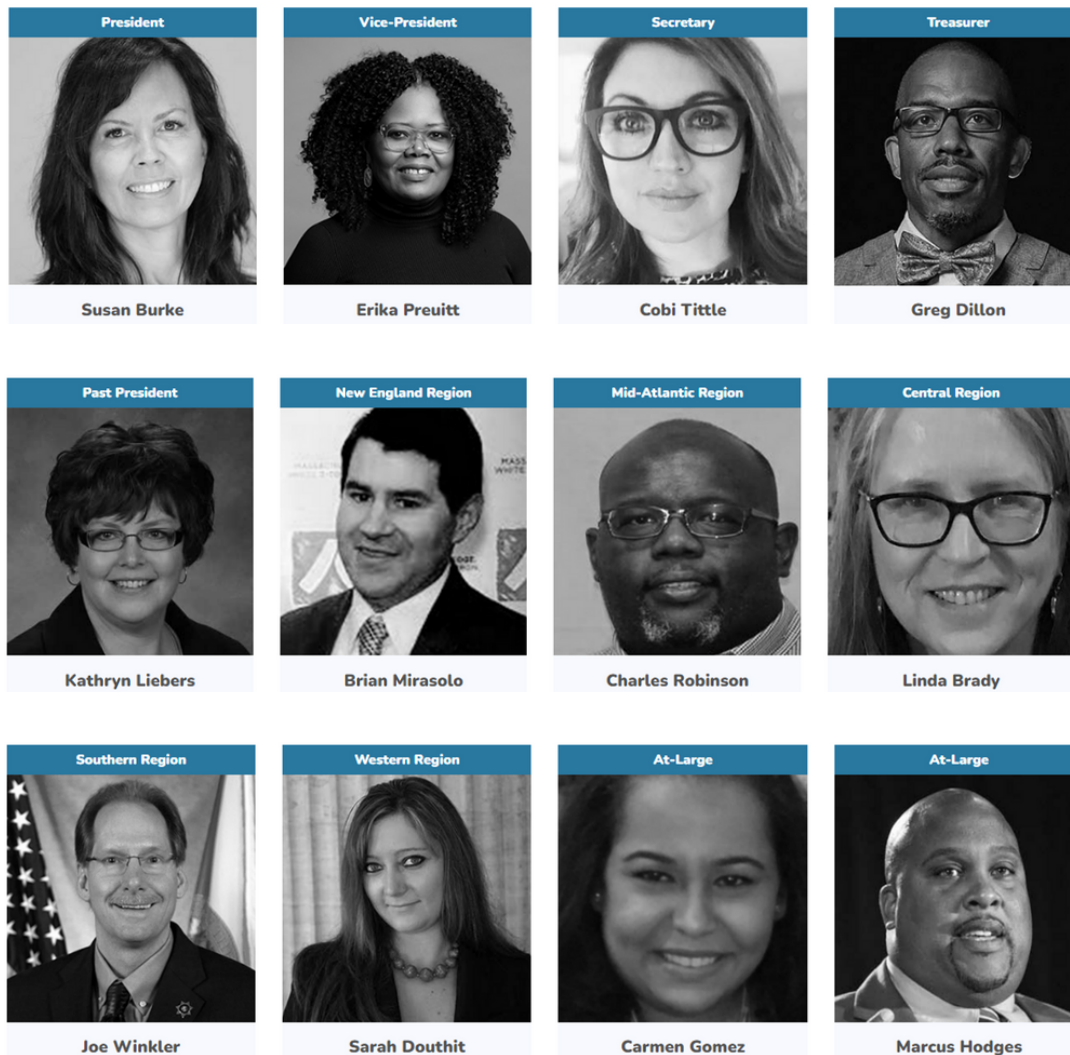


nape

National Association of Probation Executives

Supporting Executives in Community Supervision Agencies

This last year has been an incredible one for NAPE. We kicked the year off with a revamped logo and a renewed commitment to excellence. Our 2023 NAPE Roadmap included goals focused on membership and engagement



A Review of 2023 NAPE Accomplishments

- **Increase awareness and recognition of NAPE**—this goal was met through a refreshed brand; monthly email communications; informational flyers; a standing-room only awards reception; and discounted membership opportunity.
- **Renew collaborative partnerships**—we reconnected with our partner associations, the American Probation and Parole Association (APPA) and the American Correctional Association (ACA). We co-hosted with APPA a webinar on the impact of staff shortages on community corrections, followed by a panel at the Annual APPA Institute in NYC. We also hosted an Executive Roundtable for members to share their most pressing issues. This coming January, NAPE will be presenting at ACA's Winter Conference in DC on Leading Innovations in Supervision.
- **Support field research**—we are a key partner in the National Institute of Correction's study of probation fees headed by the University of Utah Social Research Institute. This study will provide insight on how fees are being used and how some agencies have eliminated fees altogether. Future webinars are planned next year to discuss the results of this study. We are also contributing to a research project supported by Sam Houston State University to identify research topics and articles relevant for community corrections executives.
- **Support the professional development of probation executives**—connecting with probation executives via monthly email communications, national conferences, and sharing monthly tips from other probation executives contributed to the professional development of probation executives.

As of today, we have 144 individual NAPE members, 12 organizational members, and 10 corporate members, an increase of 38 percent over this same time last year when we had 87 individual, 11 organizational, and 5 corporate members. The increase in memberships is a direct reflection of the collaborative commitment to expand our network which, in turn, strengthens our opportunities, data, and expertise.

As we close out this year and look forward to 2024, we thank all of you for your participation in NAPE and for your commitment to elevating the professionalism of probation executives. We also want to remind everyone of our mission:

NAPE is dedicated to enhancing the professionalism and effectiveness in the field of probation by creating a national network for probation executives, bringing about positive change in the field, and making available a pool of experts in probation management program development, training, and research.

Cheers to another great year!



Mike Cimino

Chief for Adult Probation

Maricopa County Adult Probation, Arizona

"Employee recognition provides the opportunity to encourage our staff and reinforce the many instances when they are living out our mission and values. It helps remind all of us of the power they have in their daily work to change lives and transform our communities. As leaders, most of us do not have full control over rates of pay or staffing levels, but employee recognition programs provide an area in which we have direct control. They give us the ability to boost morale and encourage the most valuable part of our agencies—the staff who do this important work."

- Mike Cimino

Celebrate Success

To communicate to employees the value of the work they do every day in service to the organization, adult and juvenile probation participate in a three-tiered recognition system as part of the Superior Court of the Judicial Branch of Arizona in Maricopa County.

The first tier offers an informal method for staff to be recognized in their daily work. Recognition could be given for someone pitching in and offering helpful teamwork and collaboration, delivering excellent customer service, promoting positive morale and leadership, or living out our values in tangible ways. In these instances, employees use a web-based form that sends a certificate to the recipient and their supervisor, along with a summary of the recognized work.

The second tier is the Performance Excellence Awards, which recognize employees for broader efforts sustained over time or for a truly exceptional instance of someone going above and beyond their assigned duties. Areas of recognition include teamwork,

customer service, leadership, innovation, and group collaboration. Nominations are submitted quarterly to the senior leadership of the Judicial Branch, who reach a consensus on a winner. Quarterly winners selected for each category are recognized before the Superior Court Bench, featured in a monthly publication, and issued 8 hours of recognition leave. Annual winners are then selected and recognized in a ceremony including all departments.

The final tier is the Employee Service Awards, awarded when employees reach five-year service milestones. The employee receives a pin with the number of years being honored and an item representing a token of the organization's appreciation. Both are given to the employee's supervisor, who presents them to the employee in front of their work unit. The token of appreciation changes for each five-year award, with a more significant item provided at twenty-five years versus the one provided at five years.

This tiered system was developed as part of a strategic project sponsored by organizational leadership but led and developed by staff from across the organization. It provides meaningful and consistent ways for employees to be recognized and valued by the organization. Employees are our most valuable asset and key to our community's success.

Webinar: Assessment Tools

NAPE, in partnership with the Council of State Government, is hosting a webinar on January 18, 2024 at 1:00 pm EST on ***National Standards for Post Adjudication Risk and Needs Assessments***.

Save the Date and look for more information in your email in-box, along with a registration link to join this free webinar aimed at executives.

Executives Talk at ACA

NAPE President Susan Burke and board members Marcus Hodges and Joe Winkler will be presenting at the American Correctional Association (ACA) Winter Conference on January 4 at 4:00 pm as part of its Education Symposium.

The presentation, aimed at executives, is titled *Leading Innovations in Supervision* and will assist executives of community corrections agencies in understanding how to cultivate innovation within their organization to achieve improved outcomes for people on supervision and how to communicate success. If you are attending ACA, please join us!

New Members

A warm welcome to our newest NAPE members who joined this past quarter!

Region	Member Name	Title	Agency
Southern	Mike Anderson	Regional Director	Florida Dept of Corrections
Southern	Patrick Barrentine	Circuit Administrator	Florida Dept of Corrections
Southern	Melinda Bethel	Circuit Administrator	Florida Dept of Corrections
Southern	Colleen Brady	Circuit Administrator	Florida Dept of Corrections
Southern	Susan Cizmadia	Circuit Administrator	Florida Dept of Corrections
Southern	Joe Cracchiola	Circuit Administrator	Florida Dept of Corrections
Southern	Stephanie Ditroia	Circuit Administrator	Florida Dept of Corrections
Southern	Chris Dudley	Circuit Administrator	Florida Dept of Corrections
Southern	Julie Eveslage	Circuit Administrator	Florida Dept of Corrections
Southern	Fletcher Forte	Circuit Administrator	Florida Dept of Corrections
Central	Kory W. George	Dir/Chief Probation Officer	Wayne County Probation, IN
Southern	Derek Gibson	Circuit Administrator	Florida Dept of Corrections
Southern	Brylan Jacobs	Circuit Administrator	Florida Dept of Corrections
Central	Tammy Johnston	Chief Probation Officer	Kosciusko Co. Probation, IN
Southern	Cheryl Kauffman	Circuit Administrator	Florida Dept of Corrections
Central	Kelly Krugman	Asst. Chief Probation Officer	Kosciusko Co. Probation, IN
Southern	Tricia Lindo	Circuit Administrator	Florida Dept of Corrections
Southern	Dayton Lister	Circuit Administrator	Florida Dept of Corrections
Southern	Sherrie Loud	Circuit Administrator	Florida Dept of Corrections
Southern	Tom Magorrian	Regional Director	Florida Dept of Corrections
Southern	Brenda Mintell	Asst. Regional Director	Florida Dept of Corrections
Southern	Angella New	Asst. Regional Director	Florida Dept of Corrections
Southern	Justine Patterson	Regional Director	Florida Dept of Corrections
Southern	Stephanie Perry	Asst. Regional Director	Florida Dept of Corrections
Southern	Rachel Richardson	Circuit Administrator	Florida Dept of Corrections
Southern	Brad Rouskey	Circuit Administrator	Florida Dept of Corrections
Southern	Tammi Schimming	Regional Director	Florida Dept of Corrections
Southern	John Thompson	Asst. Regional Director	Florida Dept of Corrections
Southern	Sunny Ukenye	Circuit Administrator	Florida Dept of Corrections
Southern	Jennifer Whipple	Circuit Administrator	Florida Dept of Corrections
Organization	Esa Ehmen-Krause	Chief Probation Officer	Contra Costa Co. Probation

We invite members to share information about NAPE with other community supervision executives to help expand our network and strengthen our opportunities, data, and expertise. Affordable annual NAPE membership options are available and can be purchased/renewed at napehome.org

- Individual (recurring discount available)
- Retired
- Organizational
- Corporate

NAPE is dedicated to enhancing the professionalism and effectiveness in the field of community corrections by creating a national network for executives, bringing about positive change in the field, and making available a pool of experts in community corrections management, program development, training, and research.

Learn more: napehome.org

Contact NAPE

Christie Davidson, *Executive Director*

NAPE - Correctional Management Institute

George J. Beto Criminal Justice Center

Sam Houston State University

Huntsville, Texas 77341-2296

@davidson@shsu.edu

936-294-3757

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Mailing address: National Association of Probation Executives, Sam Houston State University, Huntsville, TX, 77340, US