



National Association of Probation Executives  
Supporting Executives in Community Supervision Agencies

Monthly Newsletter

February 2025



**“As community supervision executives, we can’t afford to not lead with compassion, integrity, respect, and accountability. We have been entrusted with the task of guiding individuals to a path of healing. We assess needs, help with personal development, provide crisis intervention, educate, and empower. Leading an organization with these types of responsibilities is an immense task.”**

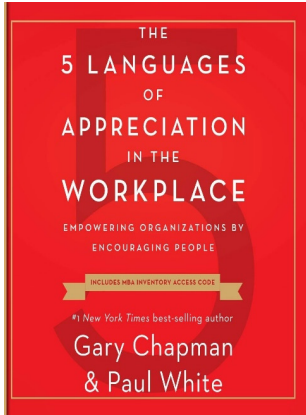
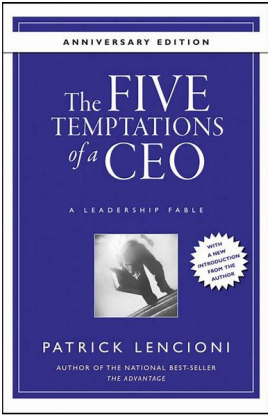
— Cobi Tittle, NAPE President

One of the reasons I joined NAPE is my strong belief in the need for community corrections agencies to have a solid set of values and principles that are modeled by and flow from the top. I saw NAPE as a means by which I could learn how to better do this. Leaders are responsible for the culture of an organization. As community supervision executives, we can’t afford to not lead with compassion, integrity, respect, and accountability. We have been entrusted with the task of guiding individuals to a path of healing. We assess needs, help with personal development, provide crisis intervention, educate, and empower. Leading an organization with these types of responsibilities is an immense task.

I was recently asked if I would share the details of Tarrant County Community Supervision and Correction Department’s (CSCD) 12-month Leadership Development Program that I helped create five years ago. Through this conversation, I was able to reflect on the powerful impact the program has had on the organization. Studies on happiness have shown that simply being kind to others can improve well-being. Perhaps my initial motivation to start the program stemmed from just wanting to be kind to those who were looking to promote by providing them with a guide to the skills that developed somewhat clumsily for me over the years. While I had strong mentors, there was no real path to promotion within our organization that worked to mold individuals into the type of leaders that the solid culture, that we are so proud of in our department, demanded. It was my gift to the team.

Five years into the program, I can see the fruits of our labor. I’ve seen employees overcome their struggles and insecurities. I’ve seen students experience a boost in confidence. I’ve witnessed teambuilding, and trust amongst co-workers. I’ve observed our faculty in the program experience growth in their own leadership skills. I’ve seen the overall transformative effect on individuals who had someone believe and invest in them.

Tarrant County CSCD's Leadership Development Program includes reading and discussing the following books:

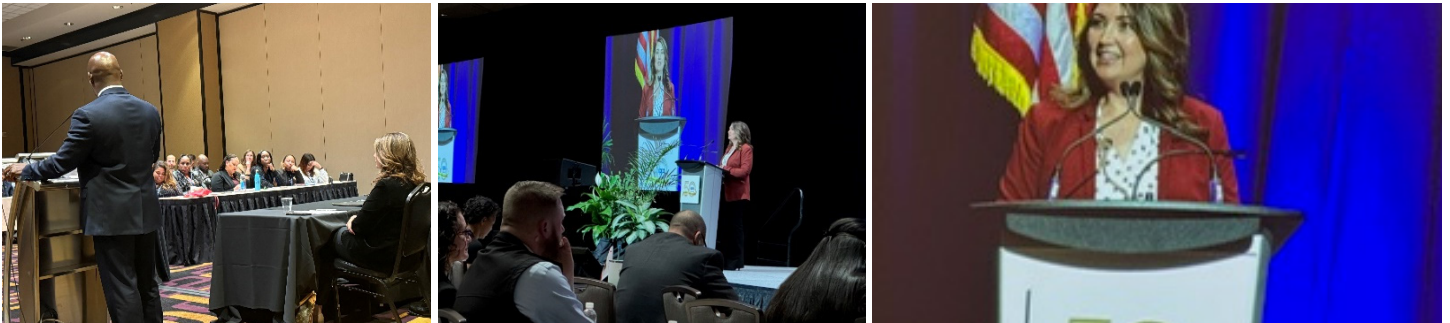


**What are your favorite leadership books? Share your favorites to include in a guide for NAPE Members!**

Email your suggestions to [CLTittle@tarrantcountytx.gov](mailto:CLTittle@tarrantcountytx.gov)



In January, NAPE sponsored APPA's 2025 Winter Training Institute's Health, Wellness, and Safety Track. NAPE Board members and past president also presented on officer safety and wellness on the second day of the conference.



**We Are Hiring An Executive Director**

**APPLY NOW**

NAPE is accepting applications for the executive director position. The ideal candidate is experienced at the highest level of the industry with years of relevant knowledge that will allow them to work with executives, vendors, and other stakeholders across the nation.

Interested applicants may submit a cover letter and resume to NAPE Secretariat Vanessa Farmer, at: [vfarmer@shsu.edu](mailto:vfarmer@shsu.edu).

**Visit the NAPE website for more information at:** [www.napehome.org](http://www.napehome.org)

## Corporate Corner



**Accelerating Information. Empowering Intelligence. Improving Outcomes.  
Innovation that Makes Every Decision Count**

For more than 30 years, Sentinel Offender Services has been providing electronic monitoring and community-based programs designed to reduce recidivism and provide alternatives to incarceration. We are a proud member of NAPE and support the organization's goals and objectives. As an industry leader in electronic monitoring technology and software solutions, we echo the organization's commitment to providing industry leading technology solutions designed to improve participant outcomes.

Since 1993 Sentinel has monitored more than 1.5 million participants and provides electronic monitoring programs in 40+ states across the country and Canada.



For more information about Sentinel Offender Services, please visit [www.sentineladvantage.com](http://www.sentineladvantage.com)



## Join the NAPE Network

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](http://napehome.org)

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

## Contact NAPE

**Vanessa Farmer**, Secretariat

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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](http://napehome.org)

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