

Evidence-Based Practices

QUARTERLY NEWSLETTER

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EPICS II Summary Report

Ed Prell, Deputy Probation Officer Senior

Good News! Initial implementation of the EPICS II Core Components curriculum for the adult division has been completed. Currently, one-hundred percent (100%) of the supervising field officers with six months or more of service with the department have been instructed in the use of the EPICS II Core Components. All of the supervisors overseeing field operations have completed or have nearly completed the curriculum. Seventy-five percent (75%) of the administrative case load officers and the pre-trial officers have completed training in Relationship Skills, and the PSI unit will likely receive Relationship Skills training by June of this year. New officers will receive training on a case by case basis.

The department's case file organization chart has been updated to reflect EPICS II. In conjunction, an EPICS II tab or file divider is now being placed in each offender's case file. This section contains worksheets related to EPICS II such as the behavioral analysis, cognitive model, and/or any other related materials. The adult file audit sheets have been amended to include a re-

view of the officer's EPICS II file materials and their documented efforts in utilizing EPICS II.

EPICS II officer resources include an issued manual/workbook and electronic media on the shared drive(s), including an electronic version of the manual, worksheets, videos and power points. A brief description of EPICS II along with all of the skill steps for the core components are now included in the department's Field Supervision Manual. Similarly, the EBP Committee has developed a graduated rewards matrix for reference and inclusion in the Field Supervision Manual based upon effective reinforcement. This matrix will complement the graduated sanctions matrix already in place.

The EPICS II Posters distributed by the AOC are prominently displayed in each office. Booster sessions will be conducted quarterly with the first booster session being held on May 18 at 9:00AM at the Kingman Probation Office. Trainings generally include peer coach instruction, power points, videos and role playing. Use of the skills by officers with offenders are verified by audio recordings or direct observation by a coach or supervisor.



Special points of interest:

- > [EPICS II Summary](#)
- > [Girls Day Out](#)
- > [Final Thoughts from Chief Reeves](#)
- > [Newsletter Archive](#)

3rd Annual Girls Day Out

Patty Zirkle, Deputy Probation Officer



Under the direction and leadership of Patty Zirkle, the Juvenile EBP Committee has been busy planning the 3rd annual *Girls' Day Out Event*. The committee has again partnered with the BHC Legacy Foundation to sponsor this event. It will be held October 22, 2016 at the Bullhead City MCC Campus, Room 600.

Items are being purchased, speakers are being pursued and agenda items are being submitted for consideration.

Considering the amount of work being done for this event, it is expected to be a resounding success!

Final Thoughts

Darrell W. Reeves, Ed.D., Chief Probation Officer

As I soon begin the next chapter of life, our organization can be proud of what we accomplished together since my arrival in October 2011. Here are some of our most significant accomplishments:

- ◆ Creating needed Supervisor positions in BHC and LHC offices, reducing supervisory span of control with Adult & Juvenile Supervisors in each office.
- ◆ Establishing and later expanding Adult Drug Court programs in KGM, BHC & LHC, resulting in many ADC graduations and staff training retreats.
- ◆ Expanding our Adult PSI Unit from 3 to 5 officers.
- ◆ Ensuring that our Adult/Juvenile officers ALL received Motivational Interviewing (MI) training. Ensuring each officer received adequate MI training later assisted our Adult officers when they were expected to participate in a required Effective Practices in Correctional Settings (EPICS II) program.
- ◆ Together we changed organizational culture to ensure Adult/Juvenile POs integrated Evidenced Based Practices (EBP) principles into their case management.



On January 8, 2013, the initial EBP Steering Committee meeting was held with myself as chairman along with 12 department Adult/Juvenile line P.O.s from KGM, BHC & LHC. Through collaboration and cooperation this group together incorporated evidenced based principles into most dept. operations. The creation of this newsletter was one of many initiatives which was accomplished by this joint dept. committee. After 18 months, the EBP committee was split into separate Adult & Juvenile committees who concentrated on further infusing many other EBP initiatives within our Adult/Juvenile depts. I believe that our organization establishing a research based EBP department philosophy and practice later greatly assisted with quite successful AOC Adult/Juvenile Operational Review results.

Further department advancements have included:

- ◆ Implementing the Project SAFE (Safe Accountable Fair Enforcement) offender accountability program into both Adult case management and Adult Court.
- ◆ Establishing a Court Liaison Officer at KGM courthouse to assist court divisions and recently sentenced adult probationers prior to their P.O. assignment.
- ◆ The drafting of a first ever Adult P.O. written Field Operations Manual, placed on dept. intranet with training web links.
- ◆ Establishing a Pretrial Services (PTS) program starting with the Arnold Foundation PSA Court pilot project. PTS is now in operation in KGM, BHC & LHC.
- ◆ Working with juvenile probation staff on a Crossover Youth Practice Model (CYPM) initiative in cooperation with Dept. of Child Safety & Georgetown University staff.
- ◆ Creating a Juvenile Treatment/Drug Court Coordinator position, later followed by an Adult Treatment/Drug Court/DTEF Coordinator position.

Final Thoughts, cont'd.

Darrell W. Reeves, Chief Probation Officer

- ◆ Creating a specific Safety Training Officer position to facilitate/coordinate officer safety sensitive trainings that included Defensive Tactics/Firearms Refresher classes.
- ◆ Working with Juvenile staff and the Kids at Hope (KAH) program to incorporate KAH language/philosophy into much of our Juvenile Probation/Detention policies/procedures.
- ◆ Working with Juvenile Probation/Gloria Dusek Detention School teachers & staff to implement an On-Line GED testing/student prep programs.
- ◆ Working with dept. Financial Unit/Court Clerk staff to bring back a Juvenile/Adult Collections Position, eliminating 6 years of backlogged JRO & CRO Court filings.
- ◆ One of three Arizona counties along with Pima & Maricopa to authorize their Fugitive Apprehension Unit (FAU) Warrant Officers to properly train/carry long guns/AR-15 rifles as deemed necessary.
- ◆ Finally, the accomplishment I am the most proud of is establishing a semi-annual Loyalty Oath/Officer Swearing-In Ceremony for the department; having nine ceremonies since January 2012. I sincerely hope the department will continue this tradition long after my retirement.

As previously stated, it's been an honor and privilege to have been your Chief Probation Officer.

All the Best, DWR.
