

THE INFORMER

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Special points of interest:

- ◆ Simmons Receives Mark Hart Award
- ◆ Annual Award Winners
- ◆ Swedish Journalists Visit Anderson Office

Inside this issue:

Annual Award Winners	2
Motivational Interviewing	3
Salley Honored by SCPPA	3
Office of Excellence	4
Anderson Sex Offenders	4
County Highlight	5
Agent Basic Graduates	6
Agents Sworn In	6
Workplace Health Screenings	7
To Your Health	7
PPP Leave Pool Program	7
Mark Your Calendar	8
Foust Honored by SCCA	8
New Hires	8
CODE	8
RMS Initiative	9
PSE Site Recognition	9
Sumter Task Force	10
SC-NABCJ Conference	10
PPP Book Nook	10



DIRECTIONS



What A Year!

Yes, it has been a very challenging and often stressful year with seemingly unreachable goals and expectations; however our accomplishments validate our commitment to excellence. The success of the Department is attributed to your unwavering commitment, talents, and skills. We continue to rise to the occasion through the tough demands. I'm most proud that we all have remained true to our mission, vision and goals. You have an energy and creativity that make the workplace a great place to be!

In addition, this is the time to enjoy the magic behind the holidays. I encourage all of you to spend quality time celebrating with family and friends enjoying delectable meals with hours of laughter and fun. This is also a season for reflecting on our blessings and giving to those less fortunate than ourselves. A time of joy! It is our spirit of understanding that makes this season unique as we renew our bonds with one another.

Lastly, please remember those serving our country and their families as they go through this season apart from each other. For their sacrifices, allow us to enjoy the liberties of today. On a personal note, we need to "Connect to Our Deployed Employees" and others deployed members of your community. Your caring spirit transcends all seasons.

I know you join me in looking forward to a more successful year as we "work the work".

I can't wait for 2012!

Happy and Safe Holiday from my family to yours.

Simmons Wins Mark Hart Award



Orangeburg Agent Patrice Simmons was presented the Mark Hart Probation and Parole Agent of the Year Award at the Alston Wilkes Society's 49th Annual Awards Luncheon in Columbia. The award is named after Mark Hart, an Agent in the Spartanburg office who died of cancer in 1983.

Simmons, who has been with the Department since 2005, also is the PPP 2011 Agent of the Year. When nominated, Simmons was said to be well known for her assistance to offenders with challenges. She is committed to ensuring that her offenders have the resources and understanding to successfully complete supervision. Peers note that she is just as dedicated to co-workers, doing whatever she can to help keep the office flowing smoothly.

2011 Annual Employee Award Winners



SUPERVISOR OF THE YEAR
Cathy Cooper
Richland County



EMPLOYEE OF THE YEAR
Donnie Rogers
Strategic Development & Information Technology



AGENT OF THE YEAR
Patrice Simmons
Orangeburg County



ADMINISTRATIVE SUPPORT STAFF OF THE YEAR
Katura Stephens
Hampton County

Motivating Offenders to Change Series

Part IV: Motivational Interviewing 101



One of the specific communication skills that a Probation and Parole Agent can use to enhance an offender's intrinsic motivation is Motivational Interviewing (MI). This technique is defined as a "client-centered, goal-oriented approach to counseling, with the objective to increase a person's intrinsic motivation for behavioral change through the exploration and resolution of ambivalence" (The SAMHSA National GAINS Center, 2011, p. 1). The overall goals of MI, which can be used each time the Agent comes in contact with an offender, are to facilitate change in a non-confrontational manner, to encourage change and to eradicate an offender's inner conflict of having positive and negative emotions toward change.

In terms of case management, the key is to work collaboratively with the offender and engage him or her in the supervision plan. Next, the

Agent and the offender should take steps to promote sustainable and positive change through education and awareness. The ultimate and underlying goal of MI is to place emphasis on offender interdependence toward continual change in criminal thinking errors beyond community correctional supervision.

There are four guiding principles of MI which places an emphasis on the interaction between the offender and the Agent. The first element of MI is to *express empathy*. This element is important because the Agent should attempt to understand the offender's point of view without being judgmental. The use of reflective listening is critical as the Agent makes every effort to build a rapport with the offender as a foundation for a positive environment for change. The second element of MI is to *roll with resistance*. The basic concept of this element is to find ways to respond to offenders when he or she feels change is not necessary. Additionally, this is not the opportunity to engage in an argument or debate with the offender in order to facilitate a change in unwanted behavior. Another element of MI is to *develop discrepancy*. This is the concept of allowing the offender to understand that his criminal behavior is abnormal and change is needed. In other words, the offender should be able to communicate reasons why he should correct criminal thinking errors. The last element of MI is to *support self-efficacy*. One of the most important concepts of this element is the offender believes change is possible and the Agent is optimistic the offender can make a meaningful change in behavior.

Although MI appears to be a passive interactive communication style, research tells us an aggressive approach to communication is counter-productive to the behavioral change process. MI, which historically was used in a therapeutic or counseling setting, if used within the scope of its intent, will provide the supervising agent with the skills necessary to facilitate positive behavioral change toward reducing recidivism.

Source: U.S. Department of Justice and National Institute of Corrections; The SAMHSA National GAINS Center

*Submitted by:
Shaunita M. Grase,
Administrator for Evidence-
Based Practices*

Congratulations!



Angie Salley, Program Coordinator for Field Operations received the South Carolina Probation and Parole Association's Grady A. Wallace Award during a ceremony at the South Carolina Criminal Justice training Conference in November. Angie will assume duties as President of SCPPA in 2012.

2011 Annual Employee Award Winners



DIRECTOR'S OFFICE OF EXCELLENCE
Anderson County

Swedish Journalists Film Sex Offenders in Anderson

Magnus Arvidson, a Swedish journalist was in Anderson on Halloween to film sex offenders who were required to gather in an Anderson County auditorium during trick-or-treating hours. He and photographer Mikaela Krestesen, who are engaged, are working on a documentary film project for Sveriges Television, the Swedish national network, about sex offender registries in the United States.

"There is no offender registry in Sweden," Arvidson said. A private citizen had posted sex offender information but Swedish courts shut the site down, which helped to spark a national conversation about the possible creation of sex offender lists in the European country.

"We stumbled on what they do for Halloween here," Arvidson told The Anderson Independent newspaper. "It is so far away from how we do it in Sweden."

He said that many in his country are now pushing for sex offender lists and the film he and Krestesen are creating aims to illustrate how sex offender lists work, for good and bad, in the United States.

Two years ago they were in Anderson for Halloween but did not have enough clearance to shoot video footage of the rounded-up sex offenders. They had permission Monday, taking video shots of the back of offenders' heads so as not to identify the offenders.



Anderson AIC Gerald Black prepares to answer questions regarding the PPP Halloween Curfew.

Highlighting Anderson County

The South Carolina Department of Probation, Parole and Pardon Services has named Anderson County its "Office of Excellence" for 2011. This is the second time in 10 years the Anderson office has been named the best in the state. The staff also received the award in 2003.

"The Anderson staff demonstrated a high and consistent level of professionalism in meeting the department's goals in reducing recidivism and protecting the public during the year," noted SCDPPS Director Kela Thomas. "This has been critically important in 2011 with the implementation of the Sentencing Reform Act and Evidence-Based Practices."

At the PPP awards ceremony, Regional Director Robert Mitchell lauded the Anderson staff as "a diverse group of professionals who recognize that no two people are alike." He noted that Anderson has implemented partnerships with collateral agencies such as the Alston Wilkes Society and Vocational Rehabilitation, to the Good Neighbor Cupboard to address offenders needs in the community.

In addition, the office has implemented a Communication Action Team with representatives from each office job area to address issues facing day-to-day operations of the office, giving all staff a voice in problem solving and efficiency enhancement. "This team meets to discuss issues facing the day-to-day operations of the office with emphasis placed on making sure all voices are heard and to work towards ways to improve processes already in place. By doing this, we cultivate leadership within the office," Agent-In-Charge (AIC) Gerald Black said.

The Anderson Office was instrumental in establishing a tri-county probation and parole award recognition through Anderson University and Tri-County Technical College. They have been featured in local news media for their efforts in Halloween night curfew and safety restrictions for sex offenders. This coverage gained international attention when representatives of the office were interviewed by the British Broadcasting Company Radio Network. This year, they are being interviewed for a documentary to be aired in Sweden.

"When we receive a new offender, the only thing we have is a sentence sheet and maybe a rap sheet," Black said. "To us, this is not the whole story. There is a reason why the offender chose the criminal path. If we sit on the other side of the desk and do nothing but bark orders, then we are not doing what we are paid and trusted to do."

With the lead of Victim Service Coordinator Wanda



Johnson, the office started holding MADD Impact Meetings with DUI offenders. This is done in conjunction with the 10th Circuit Solicitor's Office.

A representative from the Alston Wilkes Society comes to the office weekly and meets with offenders to discuss employment, resume preparation, interview skills and application completion.

Anderson also has a current partnership with the SC Department of Employment and Workforce where the staff meets regularly to aid in obtaining employment for offenders.

The Office for many years has maintained extended business hours two days a week (Tuesday and Wednesday); where the office remains open late to allow offenders who are employed to make their reports.

The Human Service Specialist staff sponsors food drives to give non-perishable items to the Good Neighbor Cupboard. "We have been doing this for several years. Many of our offenders receive help from this food bank, thus giving back to the community which we serve.

The Anderson Office motto is "When the load gets heavy, we all pull together."

"I am very proud of the Anderson Office for their professionalism and excellence. They really do work the work," Director Thomas said.

*Submitted by:
Peter A. O'Boyle
Director of Public Information*

Agent Basic Graduation



A new class of Agent Basic graduates completed three weeks of training on PPP policies, procedures and supervision methods. They are: Richard Ayer - Horry County (Honor Graduate); Katherine Boyd, Training; Melissa Downs, Dorchester County; Meli'sa Israel, Greenville County; April McFedden, Orangeburg County; Lindsey Rinehart, Dorchester County; Andrew Scott, Greenville County; Christopher Summerville, Charleston County; Mason Thomas, Office of the Director; and Meredith Wise, Aiken County.



Agents Sworn In

Jayson Audette and Joseph Quick were among the first graduates of the expanded 12-week basic class at the SC Criminal Justice Academy on September 30th. Previous classes had been nine weeks. The two received their PPP badges in a swearing in ceremony later that day. Audette is assigned to the Richland County office, while Quick is assigned to Spartanburg County. From left are Audette, Quick and PPP Director Kela E. Thomas.



New Agents

Wayne Davis-Orangeburg and Trinity S. Claros-Aiken completed requirements for graduation from the SC Criminal Justice Academy and were sworn in as new Agents recently.

Workplace Health Screening

Annually our Human Resources Office coordinates with Prevention Partners to conduct an on-site "Preventive Workplace Screening". The screening for the Midlands area was held at Central Office on October 6th. This year there were 31 participants.



Fairfield County Agent Kevin Kelly takes advantage of Preventive Workplace Screening held annually by the Human Resources Office, which coordinates with Prevention Partners to conduct an on-site screening for the midlands area.

The cost of \$15 per participant includes the biometric screening measures such as cholesterol, blood pressure, triglycerides, glucose, kidney function and red and white blood cells. Use of this screening measure can reveal whether or not someone is at risk for developing hypertension, diabetes and anemia.

Employees and retirees (and their covered spouses) whose primary coverage is through the state, are eligible to participate. Any office location can volunteer to host a screening. It is easy and requires very little time. Only 20 participants are required. If interested, contact Paul Angus at 803-734-9043 or by email, to host a screening.

*Submitted by Paul Angus,
Human Resources*

SCDPPPS

Leave Pool Program

As the year end approaches, it is a good time for you to review your accrued leave balances to determine if you will lose leave due to carry-over balances above the authorized maximums. You may carry over to the new calendar year a maximum balance of 45 days Annual Leave and 180 days of Sick Leave.

If your carry-over balance will exceed either maximum cited, you are encouraged to donate the excess to the Department's Leave Pool by December 30th. All forms associated with the leave transfer program can be obtained through the Human Resources Office.

Please direct questions about your leave balances, to Marietta Boykin in Finance. If you have questions about the amount you are eligible to donate, please contact Paul Angus in Human Resources.

Submitted by Human Resources

Why you can't lose weight, and how you might



Despite popular opinion, lack of willpower is not the main reason people struggle to lose weight, according to Joseph Grenny, author of *Influencer* and *Change Anything: The New Science of Personal Success*.

"We fail to change our behavior not because we're weak willed, but because we are blind and outnumbered to six sources of influence that shape our choices and habits," said Grenny. "Our willpower doesn't stand a chance against these deeply engrained behaviors."

Grenny outlines strategies to help achieve weight loss goals. The key to success is using at least one strategy from each of the 6 sources of influence:

- ◆ **Personal motivation:** Love what you hate. Motivate yourself by changing the way you think about your health and weight.
- ◆ **Personal ability:** Do what you can't. Learn the weight loss skills you lack.
- ◆ **Social motivation:** Turn accomplices into friends. Find out if your friends are helping or hurting your progress.
- ◆ **Social ability:** Enlist coaches. Changing habits requires help.
- ◆ **Structural motivation:** Invert the economy. Motivate yourself to stay on track by planning rewards for small successes.
- ◆ **Structural ability:** Control your space. Don't underestimate the power of your environment.

Source: "Healthy Life Letter," American Institute for Preventive Medicine - October 2011

Mark Your Calendars for These Upcoming Events

DECEMBER

December is **National Drunk and Drugged Driving Prevention Month**. There are consequences for driving under the influence of alcohol and drugs. Therefore, do drive responsibly and persuade others to do the same.

This is also **National Safe Toys and Gifts Month**. When you select that favorite toy, remember to consider the safety and age range of the toys. Choose your gifts carefully to ensure a safe and healthy holiday.

JANUARY

January is **National Blood Donor Month**. During this month consider participating in blood drives in your area. Together we can continue to make a difference by giving blood to save lives.

This is also **National Mentoring Month**. The Department joins other organizations in recognizing those men and women who positively impact the lives of those we supervise. By joining forces with our community partners, we can better assist with the offender reentry process.

FEBRUARY

February is National American Heart Month. Show your support by wearing red on February 3rd – National Wear Red Day – to increase awareness of the number one leading cause of death in South Carolina.



Congratulations!

Cathy Foust, Field Operations, received the Distinguished Service award given by the South Carolina Correctional Association at the South Carolina Criminal Justice Training Conference, November 10, 2011 in Myrtle Beach.



New Hires: August—October 2011

Nicole Albany	Beaufort County
Richard Ayer	Horry County
Christie Baird	Records Management
Katherine Boyd	TCPD
Ruth Ann Cartwright	Field Operations
Lois Dinkins	Records Management
Marcy Hill	Internal Audits
Meli'sa Israel	Greenville County
Paula Magargle	Legal Services
April McFedden	Orangeburg County
Andrew Scott	Greenville County
Gertrude Stoney	Records Management
Christopher Summerville	Charleston County

CODE

Connecting Our Deployed Employees

By Jodi Gallman, Director
Office of Executive Programs

Tim Williams has returned to the Lancaster County Office after three years of military deployment. He has served our country with dignity and honor. After 39 Years -11 years with the US Marine Corps and 28 years with the US Navy, Tim retired from duty on September 30th. Welcome Back!

Your support is still needed for Ricky Padgett. Please send him a note at ricky.padgett@us.army.mil

With just a little time and technology, we can stay connected!

Central Office Records Management Initiative

There is more to Records Management Services (RMS) than meets the eye! While RMS's primary responsibility is managing closed offender files, the Department maintains a comprehensive records management program that identifies all agency records; establishes retention and disposition schedules, file creation and management methods; and maintains essential information in the most economical and efficiently retrievable medium.

Policy 127 outlines the documents to be retained in closed offender files. Central RMS has two large scanners and one small scanner used to convert the paper files to an electronic format. Index information is entered before the documents are scanned to make searches more efficient; quality checks after scanning ensure that the documents in each offender file are indexed properly and that each image is an accurate representation of the original record. When the quality checks are completed, then the paper files can be destroyed.

To accomplish this goal more effectively, Central Office Records Management Services recently gained three employees to assist with the initiative to migrate the closed offender file backlog to the new electronic format. The staff has been busy preparing and scanning closed

offender files since August. Keep up the good work!



The RMS Staff: (From Left) Lois Dinkins, Gertrude Stoney, Christie Baird, Marguerite Brown, Julie Dunn and Marie Simpson.

*Submitted by Christie Baird,
Records Management Services*

Public Service Site Recognition

PSE is a sentencing option that provides accountability to the offender for community criminal actions. Some worksites provide more than a place to complete PSE hours. The site supervisors and employees of the worksites provide guidance and support to the PSE workers. On occasion some of the worksites have been so impressed with the work of these offenders that they were hired after completion of their required PSE hours.

In August, the Department recognized three Public Service worksites. These sites allow nonviolent offenders to perform their community service obligations. The offenders perform specified number of work hours in unpaid positions with non-profit or tax supported agencies. The Department has offered Public Service Employment (PSE) among its community-based programs since 1987. This past fiscal year, a total of 198,063 PSE hours were completed statewide.

Three sites were chosen. The Salvation Army Store in Oconee County was recognized with a homemade cheesecake celebration. Agent-In-Charge Greg Stewart, PSE Coordinator Ginger Newton, Regional Director Robert Mitchell and Program Coordinator Angie Salley were in attendance to present Manager Joan Patterson with a certificate of appreciation.

The second worksite recognized was The Newberry Housing Authority, one of the Department's longest running PSE sites. This site was recognized with a certificate of appreciation along with a Krispy Kreme doughnut break! Assistant Deputy Director of Field Services Clift Howle, Agent-In-Charge Tommy Suber, Human Services Specialist Jennifer Long and Program Coordinator Angie Salley attended the event.

Lastly, the Clarendon County Bus Shop was recognized for being an exemplary work site. Mark Catoe, the County Supervisor was commended for the extra assistance in making this program work. Mr. Catoe spoke of his appreciation for the program and the gratification of seeing the offenders' progress on the job and enhance their life skills. Regional Director Chris Stepp, Agent-In-Charge Luther Patrick, Human Services Specialist Melvia Gayle and Program Coordinator Angie Salley made the presentation.

Public Service Employment is an intricate piece of the supervision puzzle. It is imperative that we recognize those sites that support our mission and goals and seek new worksites for program growth and success.

Submitted by Angie Salley, Field Programs

**South Carolina
Department of
Probation, Parole and
Pardon Services**

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Governor

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Director

Jodi Gallman
*Director,
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AGENCY MISSION

To prepare offenders under our supervision toward becoming productive members of the community;

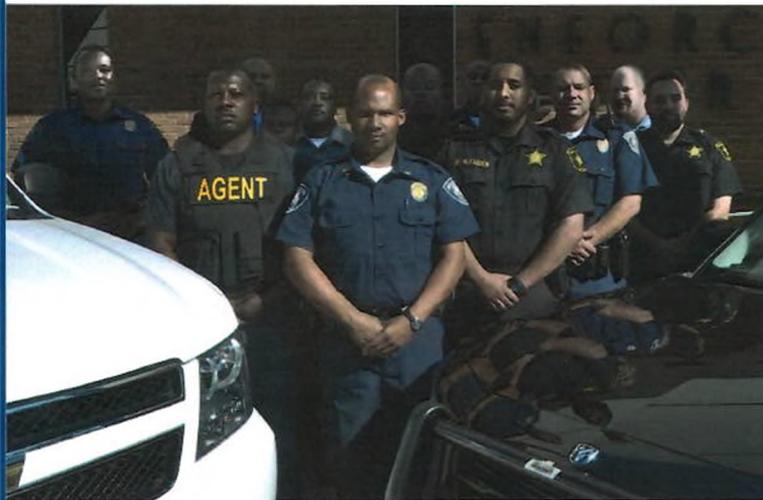
to provide assistance to the victims of crimes, the courts and the Parole Board; and

to protect public trust and safety.

AGENCY MOTTO

**PREPARE. PROVIDE AND
PROTECT**

Sumter County Task Force



The Sumter County PPP Office joined forces with the Sumter Police Department and Sheriff's Department in a special task force to fight crime in high incidence areas in the county. Pictured here is Sumter County Senior Agent William Sumter, who is working with the task force.



SC-NABCJ 18th Annual One Day Conference

Friday, December 2, 2011

Brookland Banquet & Conference Center, West Columbia, SC

Conference attendees can look forward to an engaging plenary session, concurrent workshops, an uplifting lunch and a variety of vendors.



PPP Book Nook

The PPP Book Nook is designed to bring you thought-provoking, inspiring, and motivating books that can encourage you to reach new heights in your professional and personal life. You are encouraged to submit books for review that we may share in future issues of *The Informer*. Enjoy!

Made to Stick: Why Some Ideas Survive and Others Die By Chip Heath & Dan Heath

You have great ideas but how do you get people to understand them, to buy into your ideas? Finally, a book that explains in laymen's terms how to get your ideas to stick - as the authors wrote - "by 'stick,' we mean that your ideas are understood and remembered, and have a lasting impact - they change your audience's opinions or behavior." Getting an idea, or your point across, can at times be difficult. It boils down to how you communicate the idea or point you are trying to make. Well, this book is one of the best books I have ever read about just how to do that. You will find actual true stories showing you just how a particular idea was successful, and why others were not as successful. A must have book for every leader, for every teacher, for every student, for every employee, for every salesperson, for anyone who wants to get their ideas accepted. It is a book that gives you solid advice in a manner that you will remember and be able to use in everyday situations. As the authors state, "This book is filled with normal people facing normal problems who did amazing things simply by applying these principles (even if they weren't aware that they were doing it)."

Source: <http://www.wow4u.com/bookreview/index.html>