



# THE INFORMER

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ISSUE 2

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## DIRECTIONS



**Kela E. Thomas**  
*Director*

Reflecting upon the past fiscal year, I am excited about so many of the Department's accomplishments. We have been strategic in our program and initiative implementations. We re-directed our energies toward promising practices and demonstrated results. Our presentations on the national level highlighted our efforts in Evidenced-based Practices and catapulted the Department to the forefront of the criminal justice arena which is being emulated across the nation. Though faced with several challenges, we have managed to breathe new life into our notable programs.

### Some of our programs include:

- ◆ Columbia Reentry Center- was opened to assist offenders with employment enhancement, adult basic education, life skills coaching, substance abuse awareness, and community service.
- ◆ Community Resource Program (CRP) - to meet the needs of low- to medium-risk offenders who lack vocational and/or employment skills, transitional housing, and other resources.
- ◆ Speakers Bureau - we launched this program to develop ambassadors for the Department.

### We created several internal Task Forces to address the growing needs of the Department:

- Hiring and Retention Practices
- Administrative Hearings
- Supervision Practices
- Victims Services

With the need to increase our key resources, we re-kindled old partnerships and re-dedicated our commitment to making them stronger. We have been able to establish and restore the communities' support for our goals and mission.

### Moving forward, my personal focus will be geared toward the following:

- Leadership and Professional Development
- Cyber Security Enhancements and Training for All Staff
- Officer Safety and Security Improvements
- Recruitment and Retention Strategies for All Staff
- Strengthening our Community Partnerships

I envision that the next fiscal year will be more of the same with noted benchmarks. I am proud to be the director of such an extraordinary Agency!

Thank you for a job well done. Let's work the work!

## Managing Change and Achieving Success: Caseload Ratios and Evidenced-Based Practices



Appropriate caseload size is one of the necessary preconditions for effective interventions (American Probation and Parole Association, 2006). With effective intervention we can expect to see a 10-30 percent reduction in the likelihood of an individual recidivating as well as an increase in public safety (Paparozzi & Hinzman, 2005). To accommodate evidence-based practices, caseloads must be of a size that provides officers with enough time to address each offender's criminogenic needs and achieve supervision objectives set by evidence-based practices.

For example, for Maryland's Division of Parole and Probation (MDPP) to successfully implement their Proactive Community Supervision (PCS) program, caseload sizes for intensive supervision were reduced from 100 to 55. The reduction allowed the MDPP to change the context of supervision and adopt a research-based strategy, which offered a holistic approach that emphasized accountability and public safety and facilitated offender change. In comparison to traditional methods of supervision, those in the program had a 38% lower chance of being charged with a technical violation and of being rearrested. MDPP had to reduce caseloads in order for the program to be a success (Taxman, Yancey & Bilanin, 2006).

Connecticut's Court Support Services Division (CSSD) concluded that achieving manageable probation officer caseloads was a key component for reducing probation violations. If the caseloads are high agents do not have the necessary time to bring the offender back into compliance and instead have to issue a warrant for any violation. In order to adopt an evidence-based model of intervention, CSSD set a cap of 25 for their Probation Transition Program (PTP). Evaluation results indicated that there was a reduction in technical violations among those

who were admitted to the program in comparison to those under regular supervision (Cox, Bantley & Roscoe, 2005).

Within the Department, Marlboro County presently has the optimal caseload ratio in the state based on a number of factors. Based on observations from other jurisdictions throughout the country, the success Marlboro County has demonstrated by accomplishing the goals of sentencing reform can be, in part, attributed to an ideal caseload ratio and increased use of administrative sanctions. Reduced caseloads allow Agents to work closely with high risk/needs offenders through the use of behavioral contracts and other evidence-based strategies, while focusing on those factors which trigger non-compliance or deviance.

Currently, there is some momentum for probation and parole agencies to adopt a workload strategy in order to determine staffing needs and caseload sizes. Current literature suggests the determination of an ideal caseload size should be accomplished in conjunction with workload measures. Caseload sizes should be somewhat unique to the agency and local jurisdictions. Manageable size caseloads are necessary for effective supervision, though they alone are not enough (APPA, 2006). As previous research indicates, it is the combination of lower average caseloads and evidence-based strategies that will result in fewer violations and achieve a reduction in recidivism.

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**Submitted by: Shaunita Grace, Director of  
Evidenced-Based Practices Programs &  
Saskia Santos, Research and Evaluation Analyst  
Field Operations**

## County Highlight: York County

York County Agent-In-Charge Dwight Burns and his staff have developed five Offender Incentive Based Programs in the past year. These programs were designed with one goal in mind: to assist the offenders being supervised in York County with removing the barriers that were keeping them from becoming productive citizens of the community.

These programs are as follows with a brief description:

**\* Suit up for Success:** Providing clothing for offenders coming from incarceration and for work readiness. Team Leader Tracy Swanson came up with this idea when an Assistant Solicitor at the York Courthouse offered her several women's suits for offenders to wear to job interviews. Several other assistant solicitors offered men's suits in different sizes and Dwight even donated an old suit and pair of shoes of his own.

"I saw the offender wearing the suit and shoes in church the next Sunday," Dwight said.

**\* From Hunger to Hope:** Providing food for local families in need as well as offenders who are identified through the financial assessment as requiring assistance. These canned goods are "donated" by offenders who fail to bring in residence/employment verification at office visits. Instead of being given a reprimand, offenders are allowed a one-time reprieve with the donation of the canned good.

**\* Breaking the Cycle:** Provide bicycles for offenders whose main obstacle to success is transportation issues. The bikes were obtained from the local recycling center and are lent to offenders who don't have cars or can't drive. Several offenders ride their bikes several miles to jobs every day. Team Leader Swanson's husband built racks to store more bikes, which have proven very popular.

**\* Employability Classes:** In conjunction with SC Works, offenders are taught "Job Readiness" classes. After completion of this class, offenders receive a graduation certificate.



AIC Dwight Burns shows Director Kela Thomas the room full of bicycles the office collected from the county recycling center for offenders to use to get to jobs.

**\* Basic Computer Class:** Allowing offenders an opportunity to work on their basic computer skills. Laptop computers are brought to class. In addition to teaching basic computer skills to offenders – many of whom have spent years in prison and never used on before – participants can prepare and file resumes to on-line sites.

"These programs have been extremely successful and have been ongoing for a year now," said Burns, who has been AIC for a little more than a year.

York County held an Open House April 24<sup>th</sup> in the Rock Hill Satellite Office to show appreciation to the many service providers who assist our offenders. Director Kela Thomas, Deputy Director of Field Operations Scott Norton, Assistant Deputy Director of Field Operations Clift Howle, Director of Field Operations Programs Rebecca Raybon, Regional Director Margaret Parrish, Director of Public Information Pete O'Boyle, Program Coordinator for Community Affairs George Whitehead, Offender Program Coordinator PJ Patton and Community Resource Coordinator for the Midlands Region Alicia Richardson attended the event.

AIC Burns recognized the 12 service providers in attendance with a certificate of appreciation and light refreshments were served. Afterwards, AIC Burns and his staff gave a tour of his office and highlighted the five programs.

"To accomplish our goals in my first years as AIC with a depleted staff has been simply amazing, and is a testament to the character and the willpower of the kind of people working in this county," said Burns.

The various programs were the subject of an article in *The Rock Hill Herald* newspaper.

*Submitted by: Peter O'Boyle, Director of Public Information, Office of External Affairs*



York County held an open house for service providers at the Rock Hill office to thank providers for their help with its five Offender Incentive Based Programs in the past year. AIC Burns thanks the York staff for their hard work and hands out certificates to service providers.

## PPP Celebrates National Crime Victims' Rights Week

### Community Awareness Exhibition with Simulcast



Each year, PPP participates in observance of promoting victims' rights and honoring crime victims and those who advocate on their behalf. Helping victims understand all their rights is the purpose of National Crime Victims' Rights Week, held April 21-27, 2013. This year, we were fortunate to receive funding from the National Association of VOCA Assistance

Administrators (NAVAA) through a grant from the Office for Victims of Crime (OVC), U.S. Department of Justice. In a collaborative effort with other state and local organizations, we expanded our efforts further throughout South Carolina with three community awareness activities.

April 22<sup>nd</sup> – "Collaboration in the Face of New Challenges" training was held for victim services providers from the Department, law enforcement and the community. National victim services trainer/speaker, Aurelia Sands Belle of Raleigh, North Carolina provided the training.

April 23<sup>rd</sup> – An Exhibition and Simulcast was held in four locations in the state. The "Live" event took place in Columbia, Greenville, Charleston and Florence. The guest speaker was again Ms. Aurelia Sands Belle, who advised the attendees to continue working together, in spite of the challenges, to reach every victim in need. Each location hosted a local program with advocates and survivors who spoke on the need for collaborative efforts. As part of the exhibition, attendees were able to speak with representatives from a number of organizations regarding their victim services.

April 22<sup>nd</sup>-27<sup>th</sup> - Underserved Communities Display – A brochure was developed on the various services for victims that included a list of state and national telephone numbers of victim service providers. Victim Services Coordinators, Specialists and Agents blanketed communities throughout the state disbursing these brochures to churches, community grocers, fast food venues, non-profit organizations, libraries, etc.

At PPP, we recognize that collaboration with other organizations is essential to success. Together we face the new challenges as we seek solutions to support every victim. You can expect more information about NCVRW in our inaugural edition of the new victim services newsletter coming soon.

*Submitted by: Carol Woodard, Director of Victim Services  
Office of Executive Programs*

PPP Staff who coordinated and volunteered at the Greenville site pose near the Memorial Table dedicated to victims of crime in South Carolina. Posters of victims were on display at each site.



PPP Victims Services Director Carol Woodard (right) poses with Aurelia Sands Belle (center) and SCDPS Victims Grants Coordinator Lynn Graham during the Columbia event. Ms. Belle was the national speaker at PPP's Victims Rights Week event held in Columbia in April. Victims and victim service providers were able to attend training and hear Ms. Belle speak on current issues in victimization and collaboration.



Among the attendees at the Florence site were (l-r) Hearing Officer Jerry Rivers, Sumter AIC Sharon Holland and Williamsburg AIC Jacob Wilson.



Family members of Constable Robert Bailey, who was killed in the line of duty, spoke at the Charleston site and exhibited several memorabilia of the victim.



Ms. Belle conducted a day-long training event on collaboration at the PPP Central Office, which was attended by about 30 victim service providers.

## State Employee Recognition Week at PPP

Governor Nikki Haley proclaimed the week of May 8<sup>th</sup> as South Carolina State Employee Recognition Week. Throughout the Department, we recognized our state service pin recipients (10, 20 and 30 years). Staff participated in healthy activities, ate healthy snacks, invested themselves in service to others while fellowshiping with colleagues.



The Oconee County staff visited Collins Home and Family Ministry to share some memorable moments with the children who are residents. (Left) shows AIC Greg Stewart with staff from the home distribute snacks.



Beaufort AIC Suzanne Foot (right) and Human Service Specialist Linda Green share a laugh during a staff luncheon.

Several County Offices participated in community service projects and events during the week as well as promoted healthy eating and exercise for employees.

### Employee Recognition Week Community Service Activities

Aiken	Donated healthy goods to the local homeless shelter for men
Bamberg	Donated clothes to a local charity
Barnwell	Collected for a local food bank
Beaufort	Donated healthy food items to a needy family
Central Office	Donated gift cards to the Epworth Children's Home
Charleston	Donated food and a gift card to a homeless shelter
Colleton	Donated a gift basket to a local charity
Dorchester	Donated to the Ronald McDonald House
Greenville	Collected food for Harvest Hope Food Bank
Hampton	Donated clothing to a Baptist Church
Lancaster	Donated dress clothes to the Community Powerhouse
Oconee	Visited the Collins Home and Family Ministries
Orangeburg	Donated food to a homeless shelter
Saluda	Donated to Christ Central
Union	Donated clothes to the Salvation Army Thrift Store
York	Held a Community Service Awards ceremony

In Pickens County, the entire office bought and delivered needed supplies for the Humane Society. The location is also one of the county's PSE sites. (From left to right): Agents Bryant Gibson, Travis Smith, Sean Karr, AIC Debbie Arledge, Team Leader Amanda Donald, and the Director of the Foothills Humane Society, Carolyn Wemett and two employees.



## PPP Welcomes General Counsel



Attorney Matthew Buchanan hails from Ohio where he earned a degree in Journalism. Prior to attending law school, he worked as a reporter. In addition to the University of Cincinnati College of Law, Matthew studied International Law at the University of Queensland in Australia. Matt comes to SCDPPPS from the Lexington County Public Defender's Office where he represented hundreds of criminal defendants, juvenile offenders, and probationers. His clients who pled guilty hope to receive a probationary sentence, so he did his best to prepare them for what was expected under supervision. Matt says that he *thought* he was knowledgeable about the job of an Agent and had an appreciation for the work of the agency. Four months into his position as our General Counsel, Matt says that he now knows that the Agent's efforts and work are more massive and intense than he realized. Matthew is married with two children ages seven and four. He knows how to grill a good steak and enjoys Graeter's Black Raspberry Chip ice cream. He is a fan of Super Hero, Sci-Fi, and geeky movies. Matthew is anxious to visit each county office and get to know the PPP family. The most important message that he would like to relay to the field is "I've got your back."

*Submitted by: Kay Hutson  
Chief Hearing Officer, Paroles and Pardons*

## PPP's Director of External Affairs



Deborah Parker was born and raised in peach country, Spartanburg, South Carolina. She attended Boiling Springs High School and earned her bachelors degree in public relations at USC-Columbia in 2005. Prior to serving as the Director of External Affairs at PPP, she was Legislative Director for a conservation nonprofit for seven years. Debbie chose to follow a different path to experience new challenges, however she still wanted to serve the South Carolina community in some way, so she decided to apply for a position at PPP. After a few months with the agency, and seeing firsthand the dedication and passion of the PPP staff, Debbie says she has been inspired to make a greater difference in the state.

Debbie is a middle child and has two sisters, with whom she is very close. In her spare time she enjoys spending time with friends, watching bad 80s sitcoms, going to local festivals and attending art museum events. During football season, you'll find her cheering for the Gamecocks. When the Legislature is adjourned during the second half of the year, Debbie is looking forward to visiting field offices and getting to know the PPP staff.

*Submitted by: Peter O'Boyle, Director of Public Information, Office of External Affairs*

## Agent Basic Graduation—March 22nd



Completing the Agent Basic Class in March were: L-R: Jacob Graf – Richland; Lacey Jeffcoat – FIOS; Mitch Gilfillan – York; Eloise Jamison - Columbia Center; Adam Osborne – Dorchester; Taylor Cox - York (Honor Graduate); Jonathan Deal – Spartanburg; Brittany Richardson – Dorchester; Jeremy Brunson – Pickens; Quincy Adams – Richland.

## Owens Honored by SCCA

Former GPS Operations Center Agent Crystal Owens (left) was presented with the Agent of the Year Award by the South Carolina Correctional Association at a recent luncheon to honor law enforcement officers recently. Owens is now the Program Coordinator of Community Resources and Sanctions in the Central Office. With her is the director of Field Operations Programs Rebecca Raybon. Owens, a five-year veteran of SCDPPPS, was department's 2012 Agent of the Year and the Mark Hart Probation and Parole Agent of the Year, an award presented by the Alston Wilkes Society.



## Annual Law Enforcement Memorial Service

SCDPPPS Director Kela E. Thomas reads the names of law enforcement officers, active and retired, who died in 2012. The South Carolina Law Enforcement Memorial was held May 2nd at the Criminal Justice Academy. During the ceremony, a resolution signed by Governor Nikki Haley was read.



## 2013 SCPPA Joy Thompson Scholarship Award

Each year, the South Carolina Probation and Parole Association gives the **Joy Pace Thompson Scholarship Award**. This award was established by SCPPA in memory



of Joy Thompson, a former employee of SCDPPPS. She was an Agent in the Spartanburg County Office and later became the Director of the Spartanburg Restitution Center. She was tragically killed in 1998 in a traffic accident. Joy was dedicated to SCPPA and the criminal justice field. In her memory, during the annual Spring Conference, the award is presented to an active and well deserving SCPPA member. The winner of the award receives a scholarship to attend the Fall SCPPA Conference in Myrtle Beach. The conference is a great opportunity for professional growth, networking and educational training in the criminal justice field.

Hearing Officer Mark Simmons was awarded the Joy Thompson Scholarship Award at the SCPPA Spring Conference in April. Mark has over 20 years of state service. He has served the agency as an Agent, a

Regional Program Administrator and a supervisor and is currently an upstate Hearing Officer. Mark has distinguished himself by serving the SCPPA since 1993. Mark has served on the finance committee, was sponsorship chairman, provided security during SCPPA's annual event, board member, and as secretary of the executive



board. Mark is also active in the community having worked as an associate pastor, youth staff member and producer for the church's that he has served. He has coached baseball, basketball, and soccer as his three children have grown. Currently he is a cheerleading dad and a track dad. Mark also serves as a member of Iron Man, a Christian men's organization that mentors young men. Congratulations to Mark on this prestigious award!

*Submitted by: Kay Hutson  
Chief Hearing Officer, Paroles and Pardons*



## Update: Don't Drink That Soda!

A new European study has found that drinking just one 12 oz. can of sugar-sweetened soda a day can increase the risk of developing Type 2 diabetes by 22 percent.

The news gets worse for anyone with a sweet tooth. Drinking two sugary drinks a day can dull your taste buds. This can lead to an increased preference for more high-calorie and sugar-laden foods.

The vicious cycle of needing more sugar to compensate for dulled taste buds is true for both the lean and fit as well as the sedentary overweight individual.

High sugar consumption can also lead to obesity, high blood pressure, heart disease and stroke.

The average American consumes 355 calories (22 teaspoons) of added sugar every day. The American Heart Association recommends women eat no more than 100 calories (six teaspoons) while men should consume no more than 150 calories (nine teaspoons) a day.

Thinking of switching to a diet soda? You may want to

think again. The Nurses' Health Study (<http://www.channing.harvard.edu/nhs/>) found that women who drank two or more diet sodas a day had a two-fold increase in the risk of a significantly faster drop in their kidneys' ability to filter blood compared with those who drank one or none. Juices, punch, iced tea and beverages sweetened with sugar were not associated with any decrease in kidney function.

This summer, try making one of the biggest a lifestyle changes you can, while staying refreshed and hydrated. Drink more water, diluted 100 percent fruit juices, nectar or naturally flavored sparkling water.

Source: [http://www.eip.sc.gov/ba/newsletter\\_detail.aspx?from=ba&view=newsletters&id=485](http://www.eip.sc.gov/ba/newsletter_detail.aspx?from=ba&view=newsletters&id=485); 2013.



*Submitted by: Human Resources*

## Staff Walk a Mile In Her Shoes to Raise Awareness



Anderson-Abbeville AIC Gerald Black and VSC Wanda Johnson prepare for Black's participation in "Walk a Mile in Her Shoes" to publicize the problem of sexual assault in South Carolina. Black walked in women's heels along with other local law enforcement during Anderson's Community Awareness Block Party.

Richland County Team Leader Quintus Young poses with his wife, Verdell, and shows off his pewter pumps before the "Walk a Mile in Her Shoes" event in Columbia. The Walk brought out community leaders and local law enforcement. These event were held in commemoration of National Crimes Victims' Rights Week. Walks were also held in Charleston and Greenville.



## Records Update

### The New Automated Records and Forms Management System

Strategic Development and Information Technology staff have been really busy. New scanner/printers, shredders and signature pads have been distributed to the county offices. The link to test the new Offender Management System (OMS) electronic forms process was initially only available to selected staff in Calhoun, Colleton, Kershaw, Lee, and Richland counties, as well as an overview of the process for using each of the functions available. These functions include scanning and uploading forms to active offender files; creating, saving and printing forms; and capturing signatures.



All county office staff statewide, ISC, and two hearing officers have been granted access to the Forms module as of August 12, 2013. For the planned transitional stage of one year, each county will maintain a paper file for each offender and work to scan permanent documents into the OMS when they are able to do so. SDIT is working on making the scanning portion of OFM Forms more user-friendly by adding categories so that all permanent documents can be scanned into the OMS.

The signature pad function will result in the ability to store offender files in electronic format, without the need for hardcopy files. The new process will allow staff to see if a particular form is in an offender file on the OMS and whether that form has been completed or signed. Staff will be able to print copies of documents created or scanned and stored in the OMS as necessary. There are about eighty templates now available in the "Forms" tab in the OMS; several fields in each template are automatically populated with case information in the "Add Form" option. Information is typed into the form template, signed if necessary, and saved. Once saved, the form can be opened for viewing and printing.

Forms training, a quiz and rosters are available to all staff via the Intranet. No permanent documents should be shredded after scanning to OMS, since all offender files will be maintained in hardcopy for the transitional year. Counties are in the process of providing feedback so that any issues with the automated forms can be resolved. Any questions can be directed to Christie Baird in Central Records Management Services: [cbaird@ppp.state.sc.us](mailto:cbaird@ppp.state.sc.us) or 803-734-8031.

*Submitted by: Christie Baird, Director  
Records Management Services*

## Legislative Overview

**"In the grand scheme of things we're talking about keeping South Carolinians safe."**

Senator Gerald Malloy of Darlington had this to say when asked why he supports the efforts of PPP. The staff of the Department had much to be proud of at the end of the first of a two-year legislative session.



In January the Governor, and in March the House of Representatives, both recommended \$2.9 million in new funding for the agency in their proposed fiscal year 2013-2014 budgets. However, PPP only received base recurring funding of \$21.7 million in the final approved state budget with no additional funding. The Legislature adjourned in June, and will return to the State House in January for the second year of this two-year session (2013-2014). During the interim the executive management team will work to address the retention issues noted in the audit, and the agency will be in an even stronger position to have staff efforts recognized by the General Assembly in 2014.

**Several bills that the Roundtable monitored this year passed the Legislature.**

**H.3184**, which was ratified in June, increases the maximum penalty for a person eligible for expungement of a first offense crime.

**H.3193** also passed, and it requires that time served under house arrest by a prisoner be included in the computation of total time served.

**Other bills we will monitor next year include:**

**S.146**, the bill to merge PPP with the Department of Corrections, which remains on the Senate contested calendar, with an objection attached.

**S.142** will also be monitored. This is a bill in the House Judiciary Committee known as the "clean up" bill that amends parts of the Sentencing Reform Act of 2010.

It has been the honor of Roundtable members to educate elected officials about the Department this session and how we are working to prepare, provide and protect South Carolinians.

*Submitted by: Deborah Parker, Director  
Office of External Affairs*

## State Service Pin Recipients

March 2, 2012 — February 28, 2013

### 30 years

Sheila Alewine — Anderson  
William Hamm — ITSS  
Heyward Hinton — Administrative Hearings  
Carol Woodard — Victim Services

### 20 years

David Hotchkiss — Jasper  
Patsy Hudson — Chester  
Lorenzo Jones — Lexington  
Charles Mooneyham — Spartanburg  
Peter O'Boyle — External Affairs  
Teresa Rakestraw — ITSS  
Karen Wright — Charleston

### 10 years

Allison Avinger — Interstate Compact  
Kelly Brantley — Jasper  
Justin Gillespie — Spartanburg  
Bobby Hastings — Edgefield  
Tara Horton — TC&PD

Darnell Loudon — Laurens  
Tabitha Mielke — Pickens  
Holly Price — Clarendon  
Robin Sherrill — Aiken  
Jennifer Sims — Horry

## Promotions

February 5, 2013 — June 2, 2013

*Let's Give A Round Of Applause To:*

Thomas Miller - Parole Examiner (Lee)  
Susan Crocker - Team Leader (Spartanburg)  
Ruth Ann Cartwright - Program Administrator (IIDP)  
Lisa Boltin - Agent In Charge (Colleton)  
Yolanda Burison - Agent In Charge (Calhoun)  
Crystal Owens - Program Coordinator II (Field Support Programs)  
Amanda Cooper - Information Resource Coordinator (SD&IT)  
Katura Stephens Miley - Victim Services Specialist (Beaufort)  
Trinity Claros - GOC Agent (GPS Operations Center)



## New Hires

February 5, 2013 — June 1, 2013

Tonya Ahtonen	TC&PD
Lashondra Anderson	ITSS
Andrew Bard	Horry
Amberelle Boyle	York
Jeremy Brunson	Pickens
Matthew Buchanan	Legal Services
James Davis	Procurement
Daune Dawson	Horry
Kelvin Durant	Chesterfield
Jacob Graf	Richland
Christopher Gunwall	Newberry
Timothy Hurst	Greenville
Felipa Lawson	Newberry
Deborah Parker	External Affairs
Amy Ramirez	Charleston
Hunter Shaw	Richland
Jacquelyn Smith	Richland
Michele Taylor	Columbia Center
Deanna Ward	Sumter
Ethan Weston	Spartanburg
Catina Wideman	Greenwood

Welcome to the PPP Family!

## SCNABCJ Events



On Thursday, May 16th, SCNABCJ held its Network Social at the Double Tree by Hilton Hotels, Bush River Road, Columbia. The Network Social was well attended by members representing numerous federal, state and local agencies. In the casual yet professional atmosphere, attendees enjoyed refreshments provided by the hotel and productive conversations. Board members present utilized this opportunity to make some exciting upcoming plans.

This summer, networking and professional enrichment filled the calendar for SCNABCJ. Several members of SCNABCJ attended the 40th Annual National Conference and Training Institute in



Little Rock, Arkansas, held July 21st-25th at the Peabody Hotel.

SCNABCJ will be celebrating 20 years of service at this year's Annual One-Day Conference on Friday, December 6th. In celebration of its 20th Anniversary, SCNABCJ has planned an All White Party on Sunday, September 8th followed by a Golf Tournament on Monday, September 9th. In addition, SCNABJ will sponsor an Informational Forum focused on "Estates & Wills: Planning Your Legacy". We hope that you will join us for what is sure to be an exhilarating summer and fall. For more details on event locations and times, contact Deon Wilform at [dwilform@ppp.state.sc.us](mailto:dwilform@ppp.state.sc.us) or any member of SCNABCJ.



**40th Annual National  
Conference  
Little Rock, AR**



**All White Party  
Golf Tournament**



**Annual One-Day  
Conference and  
Training Institute**

*Submitted by: Deon Wilform, Hearing Officer  
Paroles and Pardons*

## Legal Eagle Focus



The Hearings Section's Standard of the Month is Trustworthiness. Our charge is to **practice trustworthiness and create opportunities to engage Agents and offenders in establishing trusting relationships to further the Department's mission.** Trustworthiness is one of the six pillars of character in the nationally recognized work from The Josephson Institute. Trustworthiness is also identified in Guy Kawasaki's literature as being necessary for success. Trustworthiness is to act in a manner that makes one worthy of confidence. We should practice trustworthiness as an assured reliance on the character, ability, strength, or truth of someone or something. By practicing trustworthiness, we continually pursue qualities that nurture honor and identify us as worthy of respect. As the Agency implements Effective Practices in Community Supervision (EPICS), establishing trust with our offenders is an essential component of a successful supervision plan. The Hearings Section challenges every employee to demonstrate trustworthiness and actively engage all of our stakeholders in acts of trust. In order to garner trust we must, be reliable and loyal, be credible and honest, be knowledgeable and competent, and remember, that the first step toward being trustworthy is to trust others.



*Submitted by: Kay Hutson  
Chief Hearing Officer, Paroles and Pardons*

## Tri-County Law Enforcement Awards

The Anderson University Distinguished Service Award in law enforcement was presented to our very own **Pickens Agent-In-Charge Debbie Arledge** at the 8<sup>th</sup> Annual Anderson-Oconee-Pickens Law Enforcement Appreciation Banquet. This event was co-sponsored by Anderson University and Tri-County Technical College and was held at the Anderson Recreation Center.

Agent-In-Charge Arledge graduated from Anderson College with an Associate of Arts degree in May 1973 having been on the Dean's List and a member of Gamma Beta Phi Society. She went on to graduate from Mars Hill College with a Bachelor's Degree in Sociology in 1975 and began employment with the Department that same year as a Probation and Parole Agent. Debbie was later promoted to Intensive Agent in 1983 and was then to Agent-In-Charge in January, 1986. Her career began when the profession was predominately male. She created a pathway for other females in law enforcement to follow and has continued to do so for over three decades. Her awards include Supervisor of the Year for Region One in 1992, State Supervisor of the Year in 1992, Outstanding State Employee presented by Pickens County State Employees Association, May 21, 1993 and Supervisor of the Year for Piedmont Region in 2002. On April 15<sup>th</sup>, Debbie was honored by Anderson University for her distinguished service

in law enforcement. She is the very first recipient for this award given by the University. Again, she is paving the way for others.

**Auburn Walker- Callaham** received the Tri-County Probation and Parole Agent of the Year Award. She is an excellent Supervisor with exceptional dedication and leadership skills. Auburn has demonstrated outstanding leadership in the office and community. She has completed two Masters Degrees. One is in Human Resource Management and the other in Human Resource Development. The enhanced education has raised her skill level in management and in the area of leadership. Through her guidance her team has flourished in embracing Evidence Based Practices. They consistently rank in the top in reaching office goals. Through "Working the Work", she has raised the awareness among the other supervisors in the office as it relates to achieving our mission as an office. She has worked for the Department for 18 years and is a definite asset to our Agency. She is always seeking ways to improve the functionality of her team and the office as a whole. I feel there is no other choice for Tri-County Agent of the Year, than Auburn Walker-Callaham.

*Submitted by: Derek Brown, Regional Director and Jodi Gallman, Director of Executive Programs*

## CJA Graduation: March 29th



Three new Agents joined the PPP team on March 29th. (from left): Director Kela Thomas; Laura A. Krautler, Richland County; Bruce C. Garrick, Richland; and Jonathan B. Simpson, York.

## CJA Graduation: April 19th



Participating in the Criminal Justice Academy class of April 19th were (from left): Deputy Director for Field Operations Scott Norton; Daniel Alspach, Dorchester; Kayla Edmonds, Spartanburg; Kalaina Jackson and Jason Nettles, Greenville.

## EPICS: Evidenced-Based Training

Through the provisions of a federal grant, Justice Reinvestment Initiative (JRI), the Department will provide training to enhance the core correctional skills of staff in alliance with the mandates of the Omnibus Crime Reduction and Sentencing Reform Act of 2010. In July 2013, 34 staff was trained on the EPICS model. Training will begin in September 2013, where up to 90 additional staff will have an opportunity to participate in this core correctional skills based training. EPICS, which is an acronym for Effective Practices For Community Supervision, is a training developed by researchers at the University of Cincinnati to assist probation officers work in partnership with offenders to achieve desired outcomes for supervision and beyond. This training consists of two days of classroom instruction followed by feedback from coaches after reviewing audio tapes of Agents applying what was learned during training in a dynamic environment. Since 2008, probation and parole officers in Indiana, New York, Ohio and California have been trained on the EPICS model. One of the fundamental goals of EPICS is to enhance the face-to-face interaction between Agents and high-risk offenders by providing consistency and structure to the engagement and case planning process.

Source: University of Cincinnati

*Submitted by: Shaunita M. Grase,  
Director of Evidence-Based Practices*

## Back By Popular Demand! HSS Training Conference

With all the success from last year's event, The Department will again provide training and professional development for all Human Service Specialists and Administrative staff on October 23rd.



The Planning Committee is working hard to finalize a theme and presenters. This mandatory one-day conference will provide valuable training on several topics and the opportunity to network with staff from across the state.

Be on the lookout in upcoming installments of the Director's Weekly Update for more details.

*Submitted by: Arnise Moultrie,  
Office of Executive Programs*

## Meth Strategies for South Carolina

South Carolina was the hosting state for the 2013 National Methamphetamine and Pharmaceuticals Initiative which was held in Charleston the week of May 6<sup>th</sup>. On Wednesday of that week, there was a presentation from some of the conference guests on "Meth Strategies for SC" at the State House. Lt. Max Dorsey of SLED's Narcotics Division, along with Prosecutor Rob Bovett from Oregon, Director Marshall Fisher of the Mississippi Narcotics Division and Director Tommy Farmer of the Tennessee State Bureau of Investigations Meth Task Force spoke at this committee presentation. This was a topic that had been discussed at a weekly State House Roundtable. Senator Mike Fair of Greenville is introducing legislation that will only allow individuals to purchase Pseudoephedrine with a prescription, which is the key ingredient for "Meth", instead of showing an ID and signing

a log for purchase. Lexington County Agent in Charge Randy Raybon and Community Resource Coordinator Jennifer Brice attended the presentation on behalf of the Agency.

Since July 2011, 849 meth labs have been found in South Carolina. This is a growing epidemic. There are three different types of labs: dumpsites, remnants and operational. It costs approximately \$2,500.00 to clean up each of the sites that are located. The legislation that is being proposed is an effort to stop the manufacturing of the drug in our state and to deal with the crime of those individuals who purchase this drug in groups which is also known as "Smurfing". Sadly, it has been reported to SLED that 165 children have been removed from homes where individuals have been manufacturing the illegal drug, and the number continues to grow.

This is an epidemic that affects the

Department, as so many times Agents conduct home visits and do not realize the dangerous situation they encounter in these homes. While marijuana and cocaine continue to be the top drugs of choice for those under the Department's supervision, methamphetamine is on the rise. Since January 1, 2012, through June 18, 2013, there were 1779 positive tests, including confessions, for methamphetamine by those under our supervision. We will continue to monitor this legislation and will keep everyone informed of any information that will keep our staff safe.



*Submitted by: Jennifer Brice,  
Community Resource Coordinator,  
Field Operations*

# WORD SEARCH

Q N M I S P J L E S G M N P G T K R W H  
 P E O N N B R O O N Y O Q U N Q I P G M  
 D R L I E C F O I P T I O B I Y N Z B L  
 A A O X T F A L V I T E P L S D O J O C  
 Z U J B E U E R F I H P U I U L I L J Y  
 M V V N A S T I C C D B M C O E S J K B  
 T Y D X N T C I C E G E U S H L I L L T  
 H E A U Y A I E T P R O T E C T V Y Y Q  
 R M O F T P J O L S G A C R O X R O U A  
 G C R I N C R Y N O E D T V Y A E S J Z  
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 X N D R A O B E L O R A P C O I U N G F  
 A O I N O D R A P M M R P E N N S C W T  
 C O U R T S E N I Q F R R M O R S T H O  
 R A U Y A R F T R E Y E A Y S Q U I C Z  
 P L L S A E C K H I A T E Q I D C O I P  
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 H O E A V T J O S T I Y U C P A E S E M  
 G R X P E Q Y E P B R C V T O T S C L O  
 P F X R W M R E V O C A T I O N S T P E

COUNSELING  
 COURT  
 FEES  
 HOUSING  
 INCARCERATION  
 INMATE

NOTIFICATION  
 OFFENDER  
 PARDON  
 PAROLE  
 PAROLE BOARD  
 PREPARE  
 PRISON

PROBATION  
 PROTECT  
 PROVIDE  
 PUBLIC SERVICE  
 REFERRAL  
 REHABILITATION  
 RESTITUTION

REVOCAION  
 SANCTIONS  
 SUCCESS  
 SUPERVISION  
 VICTIM

## CJA Graduation: June 21st



New PPP Agents graduating Class 601 from the Criminal Justice Academy are: Quincy A. Adams, Richland; Taylor R. Cox, York; and Adam L. Osborne, Dorchester.

## "Miss" Emily Retires

Emily Crosby, who covered the receptionist area at PPP's Central Office for 22 years got a grand send-off in June as she retired. She was presented with a plaque, a certificate and gifts as co-workers recounted stories of her always-pleasant and unflappable demeanor in a stress-filled job.



*We Will Miss You!*

## TV Stations Across South Carolina Take a Look at PPP

Television stations across the state took a look at PPP Agents' workload and caseloads in a series of investigative stories. Reporters from Spartanburg-Greenville, Charleston and Columbia interviewed Agents about the responsibilities of their jobs. Some of the reporters rode along with the Agents while making field contacts.

RICHLAND



CHARLESTON

SPARTANBURG



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

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**The Honorable Nikki Haley**  
*Governor*

**Kela E. Thomas**  
*Director*

**Jodi Gallman**  
*Director,  
Office of Executive Programs  
Newsletter Editor*

**Arnise N. Moultrie**  
*Office of Executive Programs  
Newsletter Designer*

**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**

**Mark Your Calendars for These Upcoming Events**

**SEPTEMBER**

Throughout the country, we will celebrate the 24<sup>th</sup> year of National Recovery Month. We have taken concentrated steps to partner with those treatment providers who assist offenders with addiction and substance abuse. As we endeavor to make a positive impact in the community, we celebrate those who are on the road to recovery.



**OCTOBER**

PPP will join many organizations to raise awareness of efforts to end violence against women and children. Annually, in South Carolina, we collaborate with law enforcement to raise awareness about the effects of domestic violence and rights of victims. We must be vigilant to ending violence in our communities.

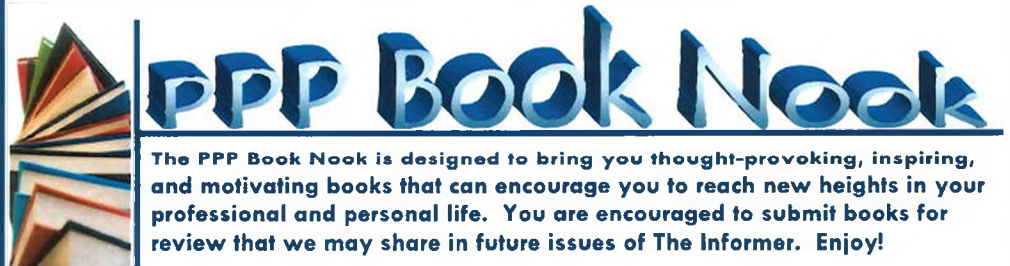
**NOVEMBER**

Once again, there will be efforts to reach out to families in need to extend a helping hand. During the month, at PPP we begin the holiday season with the many expressions of caring, sharing, and thanks giving.

**CODE**

**Connecting Our Deployed Employees**  
By Jodi Gallman, Director  
Office of Executive Programs

Welcome back to all of our staff who have been recently deployed.  
We are glad to have you home!



***Who Moved My Cheese? An A-Mazing Way to Deal with Change  
At Work & In Life***

***Author: Spencer Johnson, MD***

*Who Moved My Cheese?* is the story of four characters living in a "Maze" who face unexpected change when they discover their "Cheese" has disappeared. Sniff and Scurry, who are mice, and Hem and Haw, little people the size of mice, each adapt to change in their "Maze" differently. In fact, one doesn't adapt at all... This timeless allegory reveals profound truths to individuals and organizations dealing with change. *Who Moved My Cheese?* is often distributed by managers to employees as a motivational tool, but the lessons it teaches can benefit literally anyone. We each live in a "Maze", a metaphor for the companies or organizations we work with, the communities we live in, the families we love, places where we look for the things we want in life, "Cheese". Written by Spencer Johnson, coauthor of *The One Minute Manager*, this enlightening and amusing story is full of modern day insights and illustrates the vital importance of being able to deal with unexpected change.

Source: <http://www.spencerjohnson.com/Book-WhoMovedMyCheese.html>