



Voice of the Director



Paul A. Quander, Jr.

After more than thirty years in the workforce I've had my share of managers; some who taught me powerful lessons about what it takes to lead and others who, by bad example, taught equally convincing lessons about precisely how not to. Consistent among those I consider to be my most profound professional mentors was the important but underrated quality of honesty. I don't mean honesty in terms of their not tapping into the company till or hiring all of their first cousins, but honesty in the sense that they communicated their expectations of employees clearly, consistently and frequently and held all employees equally responsible for their individual performance.

Difficulties in the workplace can be eerily similar to difficulties in marriage. In both arenas, unexpressed expectations amount to a failure to communicate that can cause conflict, con-

fusion, mistrust, hurt feelings, and a breakdown in productivity. In relationships, the solution is often as simple as asking clearly for what you want and trusting in your partner's commitment to the relationship to respond appropriately. The equation is not significantly different in the workplace. In a healthy organization, employees communicate their expectations for the resources necessary to do their jobs, clear performance requirements, fair and reasonable payment for their work, respect for them as individuals and as workers, and an equitable distribution of recognition, rewards and discipline. Once the organization has met those expectations, managers rely on their employees' commitment to the work relationship to guide them in the performance of their job responsibilities.

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CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

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Hoping to follow the example of my early mentors, I have made a concerted effort to be straightforward in communicating my expectations for the Agency and for employees. I have tried equally hard to provide mechanisms for employees to be open and honest with me, without fear of recrimination or reprisal. More than a few employees, from student interns to Associate Directors, have taken advantage of my open door policy to have one-on-one conversations with me about their questions, concerns, ideas and aspirations. We've instituted expanded senior staff meetings, held a State of the Agency address and two overnight staff retreats, and dispatched executive staff on accountability tours and to unit staff meetings. My Deputy Director and I make it a regular habit to visit field units to give staff an opportunity to air their concerns.

I believe I have made my expectations abundantly clear. CSOSA is first and foremost a public safety agency with a responsibility to protect the public. It is no accident that the first tenet of our mission statement is to increase public safety. We have matured into a performance-based, research-driven organization and will become more so as improvements in our information management capabilities continue. We have established objective criteria for evaluating both individual employees and the agency's performance and continuing to refine those criteria as we move forward.

With our stringent performance criteria comes the understanding that we serve a volatile and sometimes unpredictable population. While I look forward to the predictive capability of our new Autoscreener, we will never be able to anticipate the actions of all offenders, all of the time. Fortunately for our supervision staff, our objective performance criteria provide a prophylactic against the aberrant behavior of any offender. A well-managed, well-documented case can withstand the scrutiny of any internal or external review. As you know, the city has suffered a number of unfortunate incidents at the hands of offenders under CSOSA supervision. In those cases where the CSO managed the case as prescribed by policy, he or she has enjoyed the full support of the agency and suffered no consequences as a result of the actions of the offender. That will continue to be our practice.

Likewise, supervision or other staff who fail to manage cases appropriately, attempt to find creative ways to circumvent our information systems or take less than seriously our responsibility to public safety, should not expect the Agency to condone their behavior. It has taken years of unflinching effort by the CSOSA team to develop a professional organization that the citizens of the District of Columbia depend on and that I am infinitely proud of. I intend to continue moving this Agency forward in that tradition.

Paul A. Quander, Jr.
Director

OFFICE OF THE GENERAL COUNSEL

The Importance of Being Truthful

Submitted by Kenya M. Gregory

“There are no whole truths: all truths are half-truths. It is trying to treat them as whole truths that plays the devil.” “Truth is generally the best vindication against slander.” “You can fool some of the people some of the time, but you can not fool all of the people all of the time.” “The truth will set you free.” From the time we are little children we are told various quotations like those above, espousing the importance of truth and ingraining it in our brains. Most of us make an effort to tell the truth and in fact, seek the truth in our daily lives.

In the workplace, truthfulness is particularly important because of the unpleasant ramifications that can occur when we fail to tell the truth. The question of one’s veracity is of the utmost importance when an employee is faced with responding to an official agency investigation. As federal employees we may at one time or another participate in an agency investigation either as a witness or as the subject of an investigation. Whether we are a witness or the subject of the investigation, we are required to provide truthful responses. This message cannot be more important at a time when federal employees are finding themselves in such predicaments more and more. In a recent federal investigation two Federal Protective Service officers, one a twenty year veteran, were charged with falsifying records after lying about an incident that landed a San Francisco man in jail for six days. The two Federal Protective Service officers under investigation violated a Federal Protective Service rule prohibiting car chases solely to enforce traffic violations when they chased a San Francisco resident for running a red light. One of the officers admitted to falsely charging the man with attempted murder in addition to falsely claiming that the chase began next to federal property rather than several blocks away. The other officer admitted to making material false statements to a federal prosecutor, and to recklessly disregarding the truth about the incident. They were indicted for knowingly concealing and falsifying records and documents with the intent to impede the investigation.

Undoubtedly the two Federal Protective Service officers never envisioned that their “little” fabrication of the truth could lead to one of them facing a maximum of 15 years in prison, six years supervised release and a \$500,000 fine and the other officer facing a maximum sentence of one year in prison, one year of supervised release and a \$100,000 fine. None of us want to be caught on the other side of the truth while participating in an official agency investigation. Thus, at a time when corporate scandals are at the forefront of the news and employees find themselves under greater scrutiny because of misconduct, we must employ our childhood teachings and be vigilant in telling the truth. As former Senator Daniel Patrick Moynihan cautioned, “Everyone is entitled to their own opinion, but not their own facts.”

MANAGEMENT & ADMINISTRATION

Submitted by Jim Williams, Associate Director, Management and Administra-

Office of Financial Management

The FY 2004 Comprehensive Financial Audit by the audit firm, PriceWaterhouseCoopers is underway. We expect to complete the audit in June 2005.

FY 2005 Appropriation: CSOSA's FY 2005 Appropriation was signed by the President on October 18, 2004. Our 2005 budget indicates a rescission of \$886,824, enacted by the President on December 8, 2004, as part of a government-wide savings effort, reducing the FY 2005 funds available to the Agency. Unlike in previous years, our FY 2005 Appropriation does not contain any new initiatives, only funding to continue FY 2004 programs.

FY 2005 Operating Plans: OFM is adjusting the FY 2005 Operating Plans to account for the \$886,824 FY 2005 rescission enacted on December 8, 2004.

FY 2006 Office of Management and Budget (OMB) Passback: OFM processed OMB's 'Passback' of CSOSA's FY 2006 OMB budget request, submitted in September 2004. The 'Passback' includes approved items from CSOSA's budget request. OFM will use OMB's 'Passback' amounts to develop the FY 2006 President's Budget, due to Congress in February 2005.

Payroll Estimation Tool (PET): OFM completed development of Phase 1 of the PET. PET will allow authorized users to access detailed Position Control Reports from their desktops.

Office of Facilities

The **LAN Room Project at 633 Indiana** was completed on December 14, 2004 with minor repairs pending. This project enlarged the current LAN room to provide space for additional IT equipment/servers. The project was expertly managed and came in under budget by \$9,000.

The **Property Management Team** completed the Agency-wide inventory and the results are currently under review by the auditors. A draft of the Personal Property Management policy was provided to the auditors to demonstrate CSOSA's efforts in this area. A final inventory report for senior management is being prepared.

Office of Procurement

Procurement published a notice on the FEDBizOps web site seeking interest from small business construction companies for a **Miscellaneous Construction Contract** to be awarded as a set aside for **8(a) firms**. This requirement is for small construction projects to be performed throughout the Agency at the various field sites. The estimated total is \$250,000 per year with a projected award date of April 2005.

The **Leasing Support Services** requirements were also sent to FEDBizOps. This service will request the assistance of a lease/real estate consultant in locating, developing and negotiating leasing agreements for current and future sites. The projected award date is April 2005.

Management and Administration continued

Procurement is developing an Acquisition Road Map to assist end users in planning and conducting procurements. This tool is primarily to clarify the procurement process and to assist the end users in finding their way to successful, sound government acquisitions. The Office of Procurement plans to issue the Acquisition Road Map in the near future.

Office of Security

The Office of Security worked with the Office of General Counsel to develop form to be used by offenders who cannot undergo a hand held wand (metal detector) search due to the presence of electronic medical devices. Offenders will be provided a form that gives their consent to a hand search/pat down. They will also be required to produce documentation from a medical professional regarding their condition.

Security met with representatives from IT, M&A, OGC, and CSS regarding a Memorandum of Understanding to allow a private social services entity access to 4415 South Capitol Street site to teach computer classes for interested members in the community.

Management & Administration continued



Operation Weed and Seed

Submitted by Lisa Smith, Office of Procurement

Operation Weed and Seed is a community-based initiative that encompasses an innovative and comprehensive multi-agency approach to law enforcement, crime prevention, and community revitalization. It is administered by the Community Capacity Development Office (CCDO), the Office of Justice Programs (OJP), the US Department of Justice (DOJ), the Court Services and Offender Supervision Agency (CSOSA), and the United States Attorneys' Office (USAO). Operation Weed and Seed is foremost a strategy aimed to prevent, control, and reduce violent crime, drug abuse, and gang activity in three high crime neighborhoods in the Washington DC area.

The Weed and Seed partnership is a multi-level strategic plan that includes four basic components: law enforcement; community policing, prevention/intervention/treatment, and neighborhood restoration. Currently there are three active Weed and Seed sites within Washington, DC. They are located in the Marshall Heights/Eastgate, Columbia Heights, and Congress Heights communities. Within this partnership, the DC Metropolitan Police Department (MPD) focuses on law enforcement and community policing, representing the “**weeding**” aspect of the strategy. The prevention, intervention, treatment and neighborhood restoration represents the “**seeding**” phase as implemented by several community-based agencies. The various agencies focus on neighborhood efforts to enhance protective factors while reducing risks, thus promoting behavior that ultimately leads to personal success. Our community-based “Weed and Seed” sites are actively working to improve the quality of life in their respective target areas.

To receive grant funding from CCDO, each Weed and Seed applicant must be “officially recognized.” This process involves establishing geographical boundaries, completing an application and gaining USAO approval. During FY03 CSOSA was appointed the fiscal agent for the Washington DC sites. Acting as grantee/fiscal agent for Washington, DC, CSOSA is responsible for receiving the award on behalf of the community-based sites and disbursing of funds in accordance with the program requirements.

CSOSA's responsibilities include:

- Administrative/fiscal oversight;
- Joint management of sub-grantee progress and reporting to the city-wide Steering Committee;
- Monitoring each program for its fiscal capabilities and programmatic progress;
- Disbursement of funds to the sites;
- Preparation of the required progress and financial reports to CCDO;
- Conducting site visits;
- Serving as active members of the community advisory boards governing each sites program operations;
- Providing oversight of the overall program strategy, follow-on application submission and providing technical assistance as needed.

Operation Weed and Seed continues to be a viable community based initiative in our nations capital with a group of highly dedicated partners. This partnership continues to forge ahead with community revitalization and the restoration of solid economic foundations.

OFFICE OF HUMAN RESOURCES

Submitted by Fran Hagan

The Federal Government recognizes the importance of maintaining a strong, healthy workforce. CSOSA believes that one key to a productive workforce is helping employees achieve a high quality work life. Over the past decade, many family-friendly initiatives have been developed to help Federal employees deal with the stress of balancing work and family life.

Work-life balance programs are any benefits, policies, or programs that help create a better balance between the demands of the job and the healthy management and enjoyment of life outside work.

CSOSA has made great strides in offering many different programs. OHR works to implement family-friendly workplace initiatives that are available to all CSOSA employees. The following programs are in place at our agency and other programs are in development. OHR will provide occasional Newslink articles with information on the various programs. Find out more by calling OHR at 202-220-5601.

Work life Programs

For more information

| | |
|---|---|
| Alternate Work Schedule | See HR Directive 610.4 (CSOSAweb, Directives, Policy, scroll to OHR section to HRD 610.4) |
| Domestic Violence Awareness Program | Contact Bonnie Andrews, Program Manager, 202-585-7360 in CSS |
| Employee Assistance | Federal Occupation Health (FOH) – a comprehensive employee assistance and referral program for employees and their family members |
| Employee Health Services | FOH |
| Health/Fitness Program | FOH – Yearly Health Fair |
| Preventive Health | FOH |
| Smoking Cessation | FOH |
| Flexible Spending Account | An account used to pay for out-of-pocket medical expenses or the dependent care costs of a child or parent |
| Maternity/Fatherhood Illness situations | Family Medical Leave Act – See HR Directive 630.2 (CSOSAweb, Directives, Policy, scroll to OHR section to HRD 630.2) |
| Job Sharing/Part-Time Work | PT - Student Intern Program Job Sharing is an option |
| Telework/Telecommuting | See HR Directive 610.6 (CSOSAweb, Directives, Policy, scroll to OHR section to HRD 610.6) |
| First Day of School | Time allowed to take your children to begin new school year. |
| Progressive Leave Program | Leave policies that encourage wide use of Family-friendly leave entitlements, including adoption, kinship care, etc. |
| Transit Subsidy Program | For employees who use public transportation |

Office of Human Resources continued

CSOSA Awarded Leading Edge Award

Submitted by Maryam Muhammad

Earlier this year CSOSA participated in the International Public Management Association for Human Resources (IPMA-HR) Leading Edge Award competition. Our Office of Human Resources prepared our submission which detailed how our human capital development strategies and initiatives align with the Agency's mission. The International Public Management Association for Human Resources (IPMA) - Federal Section considered CSOSA with other nominations from small federal agencies with less than 5,000 employees. CSOSA was selected as the 2004 winner of the IPMA-Federal Section Leading Edge Award in the small agency category. CSOSA was awarded a plaque, a free IPMA membership, and a complimentary registration to the 2005 IPMA-HR International Training Conference. The award letter is reprinted below.



November 9, 2004

Maryam Muhammad
Assistant Director, Performance and Best Practices
808 17th Street, Suite 820
Washington, DC 20006-3944

Dear Ms. Muhammad:

Congratulations, I am pleased to inform you that your agency, the Court Services and Offender Supervision Agency (CSOSA), has been selected as the Leading Edge Award winner in the small agency category.

As a recipient of this year's award, your agency will receive a free membership in the IPMA-HR Federal Section for one year. And you will receive one complimentary registration to attend the 2005 IPMA-HR International Training Conference scheduled for October 17-19 in New Orleans.

In addition, award winners will be recognized and will receive a plaque during the opening session of the 2004 annual conference, scheduled for November 18-19 at the Cafritz Center on the Campus of George Washington University.

Please let Tina Ott Chiappetta, IPMA-HR staff, know if you will be attending so that we may present the award to you during the ceremony. Tina may be reached at (703) 549-7100 ext. 244.

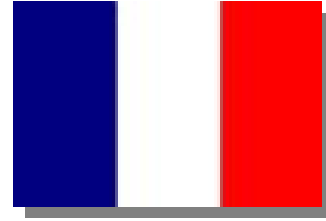
Sincerely,

Steve Nelson
Chair, Awards Committee
IPMA-HR Federal Section

COMMUNITY SUPERVISION SERVICES

French Delegation Visits CSOSA

Submitted by Paul Brennan



On February 10, 2005, Director Paul Quander, Deputy Director Adrienne Poteat, Branch Chief Jody Tracey, Brian Moran of the organization Satellite Tracking of People (STOP) and myself, met with a representative of APACS, Jean-Pierre Escarfail. APACS is a French association working to protect society from sexual offenders. APACS was set up in France by the parents of victims of the serial rapist and killer Guy Georges, during his trial in 2001. Mr. Escarfail's daughter was one of this serial killer's seven victims. The association has set itself the task of saving lives by pressing for specific legislation to identify and protect society from sexual offenders. APACS main objectives are:

- (1) To enlarge the existing DNA database (called FNAEG which stands for “Fichier National des Empreintes Génétiques”). The existing database currently has around 40,000 DNA prints when its British counterpart holds 2,000,000 profiles.
- (2) To prevent known offenders from re-offending, by assessing the risks incurred by society when an offender is released either because he has finished serving his sentence or because he has been granted a reduction in his sentence.
- (3) To prevent offenders from re-offending by using an electronic GSM/GPS control system.
- (4) To prevent juvenile delinquents from becoming sexual offenders, since it has been observed that rapists and murderers in most cases already had a history of petty crimes.
- (5) To provide for medical treatment in jail and psychiatric follow-up for sexual offenders after release and help them to re insert into society.
- (6) To help and support victims of sexual violence and their families
- (7) To establish contact with the administrations and institutions whose task it is to implement the law and make them aware of the difficulties met either by the police or by the victims and their families.
- (8) To study the “best practices” in foreign countries, especially in Europe, Canada and the United States.

The association participates in several projects issued by the French Home Office and the Ministry of Justice. They are in contact with the individuals responsible for the police and justice administration in France.

Mr. Escarfail was primarily interested in our use of GPS tracking with sex offenders in an urban setting. During our three-hour meeting we detailed how CSOSA has been using GPS tracking with our sex offender population, stressing the idea that GPS is one of many tools we use to manage this population. We also discussed our sex offender management program in general and what aspects we feel make us successful, such as the use of polygraph examinations, computer forensic capabilities, physical surveillance, sex offender treatment, enforcing strict release conditions, building partnerships with police/prosecutors/community, sex offender registration, DNA testing, specialized staff training and victim sensitivity. Mr. Escarfail left with the impression that overall there is no substitute for conscientious and highly committed CSOs, prosecutors and police, as well as department heads and legislators, in establishing a successful program to manage sex offenders. From meeting with Mr. Escarfail, I reflected to the time when we were starting from scratch as they are. I recalled the seemingly insurmountable task of getting all the pieces together to build a successful program. As I see where we are today, I am impressed with the accomplishments the Sex Offender Unit has made in the area of sex offender management.

SPECIAL EVENTS

Santa came to CSOSA!!!

Submitted by Carol Holloway, Office of Security



The Court Services and Offender Supervision Agency and Pre-Trial Services Agency in conjunction with the Concerns of Police Survivors (COPS) hosted the annual Holiday Party for children of slain officers on December 4, 2004. The children enjoyed a surprise visit by Santa Claus who handed Christmas stockings to each child. Slap Shot from the Washington Capitols also came to entertain the children.

Each child decorated a Christmas ornament to place on the Christmas tree in front of MPD headquarters and they also wrote a note, which was attached to a balloon and released in front of MPD. Some children have no idea that their father has passed yet others sat and wrote very heartfelt notes such as “Daddy, I had my 5th B-day party and it was fun, I wish you could have been there” or “Mommy, when are you going to come home”. The ornaments were decorated with glitter, glue, markers and stickers and almost every ornament had the slain officers badge number along with his/her end of watch date. After decorating the ornaments the group walked to MPD headquarters so that the children could place the ornaments on the tree and release the balloons with the notes. The strangest thing occurred as the balloons were released. While standing there watching the balloons fly to the sky, I noticed that every balloon flew right over the Law Enforcement Memorial. The older children realized this and spoke up about the direction of the balloons while the small children just looked to the sky for an answer.

We returned to 633 and the children were given autographed hockey pucks and a one of a kind t-shirt about Police Officers. In addition, the surviving spouse of each slain officer was given a Thin Blue Line Star. On each star the slain officers name was engraved. The children were also given a poem that was written especially for these officers and read to the surviving spouses.

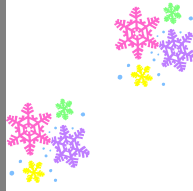
The children were taken to a separate room to open gifts, some cried in happiness and some just said, “Boy, I wish my dad could see this.” The President of COPS-DC Chapter expressed his sincere thanks, to CSOSA for not only holding the event but for bringing such joy to these children during this tough time.

The event was a HUGE success. Thank you to all that participated in making this event possible.

The Thin Blue Line

*They protected us from day to day
So our families and children can safely play
Sacrificed their lives with no despair
So we could be safe and go anywhere
No matter the trouble, that came along
These officers were always strong
Through the good and the bad
Fighting crime
They will always represent
The thin blue line
Let's all stop and think
For those who sacrificed
And for each name engraved on the mighty wall of fate
Their ghost walks the beat on each city street; you'll find them at each rookie's side,
Guiding the rookie on that thin blue line!*

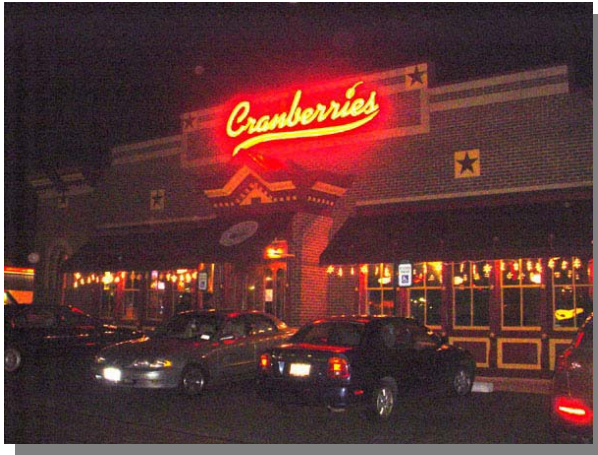
Santa came to CSOSA continued





Special Events continued

2004 CSOSA HOLIDAY PARTY





Special Events continued

Grand Opening CSOSA Fitness Center

Submitted by Valerie Collins

The 25 K Street Fitness Center was opened on January 12, 2005 in response to staff's request for exercise equipment to support their efforts to maintain a healthy lifestyle. Many staff arrive at work early due to commuting and dropping kids off at daycare. Similarly, they need to leave the office and head straight to daycare to pick-up kids in the evening. The Fitness Center is open Monday through Friday from 6:40am to 7:30pm and closed on weekends and holidays.

The Fitness Center allows staff to exercise before their tour of duty, on their lunch break or after work. Many staff have very busy schedules with meetings, court , training, fieldwork, and other responsibilities. The workload is demanding and can become very stressful. The Fitness Center gives staff the opportunity to work out without a lot of hassle. The Center is equipped with state of the art equipment. Showers are also available which is very convenient. Furthermore, the availability of the Fitness Center is good for staff morale.



*Special Events continued***CSOSA and PSA Come Together to Celebrate*****Dr. Martin Luther King's Birthday***

Submitted by Robert Murphy

CSOSA's and PSA's Special Observances Committee came to together and presented a wonderful program celebrating Martin Luther King's birthday. Held at CSOSA headquarters on January 27th to a full house, the Special Observances Committee created as a theme for the program, "Remember, Celebrate, Act." The event was chaired by Arla Scott and co-chaired by Patrice Richardson and Thomas Walker.

The opening remarks for the program were given by Janice Bergin, Deputy Director, PSA. She stated, "To succeed, to really achieve great things, we need a strong family and someone that inspires us, someone that we can look up to—a hero. Dr. King had both of these and the entire world is better off for it. We celebrate his life."

The audience was also treated to several musical selections. CSO Rodney Barnes started off the program's musical presentations with, "America The Beautiful" and the crowd was treated to two songs from PSO Alisha Glover, those being, "I Need You Now," and "Amazing Grace."

The audience also enjoyed a sign language presentation by 6th grade students from Bunker Hill Elementary and recitations from students from Kramer Junior High School.

Adrienne Poteat, Deputy Director, CSOSA had the honor of introducing the guest speaker for the event, James C. Early. Mr. Early is the Interim Director, Anacostia Museum and Center for African American History and Culture, Smithsonian Museum. Mr. Early emphasized the human aspects of Dr. King's life that should not be overlooked in a celebration that can raise exalted figures above the fray of today's common problems. He said, "None of us get here by ourselves, we need the help of everybody." He did however note that Dr. King did say, "Every man should have something that he is willing to die for."

The program concluded with words of thanks by CSOSA Director, Paul Quander who then invited the honored guests and the audience to enjoy lunch together.



Special Events continued

CSOSA & PSA Celebrate Black History Month

Submitted by Robert Murphy



On February 17, 2005, CSOSA and PSA held a rousing program celebrating Black History Month. The highlight of the event was the attendance and presentation given by a local group of World War II veterans better known as the Tuskegee Airmen.

The program was held in the William G. McGowan Theater at the National Archives and was hosted by Shanon Parker, CSA. Raymond Mosely, Director of the Federal Register, National Archives & Record Administration, made opening remarks.

After the first musical selection, "Lift Ev'ry Voice and Sing," CSOSA Director Paul Quander welcomed the special guests and noted that with the Tuskegee Airmen in the room, "we have a national treasure right here in front of us."

The audience was also treated to rousing musical and dance performances from the Deal Junior High School Concert Band and a Taratibu performance by the D.C. Youth Ensemble. This was followed by a brief presentation from Walter B. Hill, Jr., Senior Archivist and Subject Area Specialist for Afro-American History.

The remainder of the program was an enjoyable presentation by the Tuskegee Airmen that included a history of the unit as well as personal anecdotes. The program concluded with a presentation of Certificates of Thanks, and closing remarks by PSA Director, Susan Shaffer.

Black History Month continued



They flew more than 15,000 sorties

Destroyed over 1,000 German aircraft



Received hundreds of Air Medals

More than 150 Distinguished Flying Crosses



EMPLOYEE FOCUS**2004 New Leader Program Session II**

Submitted by Bruce Adams

Having the opportunity to be a part of the New Leader Program (NLP) has truly been a blessing to me. If at the beginning of this program I didn't consider myself to be a team player, after completing the program, I truly consider myself a team player. This program made me aware of the importance of working together as a team despite the personality conflicts that may arise within your team members. I learned that you can learn from everyone and you should use your strengths to help get the job done. I also learned the importance of continuous learning for both personal and professional growth. The required reading, courses, reports, and shadow assignments also enhanced my knowledge of leadership and management tactics. Before the program, I would not read a book on my own initiative to educate myself. Since I graduated from the program, I have purchased several books on leadership so that I can continue to enhance my leadership skills. Because of this program, I now consider myself to be better in problem solving, listening, negotiating, and writing. I also found out that I am truly a team player and a leader. I will use the strengths that I developed as a result of the program in my current profession when working in a team or being a leader of a project. I learned that you have to be responsible and accountable for all aspects of your job and leadership starts within you.



New Leader Program Graduates

Andrea Mosee, Bruce Adams and Keith Cromer began their journey in the USDA Graduate School's New Leader Program on June 6, 2004. They all traveled the same journey but took different paths within this program. The Training and Career Development Center would like to congratulate the trio for graduating from this program on December 17, 2004.

NEWS - CSOSA'S FIRST DOMESTIC VIOLENCE CONFERENCE

Domestic Violence Conference Well Attended

By Len Sipes, Senior Public Affairs Specialist

"To experience domestic violence is to walk into hell over and over again," she said. She was a victim of constant beatings by her former husband. I was a young police officer, assigned to check on her (and her children's) safety while she went through the criminal justice system. She explained that the beatings were severe and multiple in number. Her self-esteem was at rock bottom. Her children (ages five and nine) wanted their father. She had hinted at suicide.

To many, the phrase "domestic violence" does not do justice to the multiple implications involved in the lives of the offender, victim, children, extended family, friends and larger society. One victim said that anything less than the phrase "vicious beatings by someone who knows you" does an injustice to the issue. The ill effects of domestic violence are almost endless; mental health issues, school dropouts, workplace deficiencies, drug and alcohol abuse and the general deterioration of families are all correlates. There are criminologists who state that solving the domestic violence crisis in America is central to reducing crime and restoring neighborhoods.

CSOSA's first annual conference on Domestic Violence was designed to be a focal point to address the problem. On Thursday, October 28 at 8:45 a.m. at the Kellogg Conference Center at Gallaudet University, Branch Chief Bill Ashe took the podium and welcomed all to a series of seminars devoted to successful interventions and realistic assessments. It was obvious that Bill felt strongly about the issue, as do many throughout our agency.

Workshops included: Domestic Violence and the Elderly, Domestic Violence in the Faith-Based Community, Domestic Violence and the Law: International/Cultural Practices and Their Influence on Battering Behavior, Same Sex Abuse, Supervising and Treating the Domestic Violence Offender, Addressing Domestic Violence in the Hispanic Community, The Female Batterer-- Lifestyles, Morals and Behavior Values and The Impact of Offender Decision Making and The Effects of Domestic Violence on the Family: Empowering the Victim. Approximately 200 people representing all aspects of the issue within the District and region were present.

"From Public Awareness to Social Change"

By Joyce M. Corley-Pretrial Services Officer
General Supervision Unit-Team 1

On October 28, 2004, I had the opportunity to attend CSOSA's First Annual Domestic Violence Conference at the Kellogg Conference Center on the campus of Gallaudet University. Traditionally, we've associated domestic violence with heterosexuals, mainly women being abused by their male counterparts. This conference focused on multicultural domestic violence issues with topics such as "*Domestic Violence in the Hispanic Community, Crossing Borders: Domestic Violence Doesn't Stay Abroad When Its Victims Immigrate to America, and Violence in the House: The Church's Response to Domestic Violence.*" These topics clearly indicate a broad spectrum of today's issues involving domestic violence.

Domestic Violence Conference continued:

It's been quite awhile since I've attended a Domestic Violence workshop, my last being some eight years earlier while residing in Houston, Texas. During that time, the focus was mainly on heterosexual relationships. While reviewing the various workshops, two items that caught my attention were "*Domestic Violence and the Elderly*," and "*Same Sex Abuse*."

In the "*Domestic Violence and the Elderly*" workshop, Maria Shumar, Victim Advocate, U.S. Attorney's Office, indicated that 48.7 % of elderly abuse involve neglect, followed by emotional abuse (35.4%), and financial abuse (29.9%). The largest percentages of perpetrators of substantiated reports of elder abuse are adult children of the victim, followed by the victim's spouse. Victims often live with family members and depend on them for daily care. Victims are most likely to be age 75 and older, women, dependent on the abuser for basic needs, or suffering from a mental or physical illness. Situations may vary, as many other victims are financially independent and in good health. Did you know that elderly abuse is reported less than child abuse, and that most victims are helped by outside callers? Silence is just as bad as exploitation! Let's break the silence. If you SEE IT, REPORT IT, AND PREVENT IT. Please contact Adult Protective Services at 202-541-3950. Please know that your calls are confidential.

In the "*Same Sex Abuse*" workshop, Officer Zunnobia Hakim of the Metropolitan Police Department Gay and Lesbian Liaison Unit (GLLU), discussed the history of the GLLU. The unit was formed in June 2000 by two female officers as a result of hate crimes not being reported in DC. The GLLU serves as a resource to the police department and as an outlet to the gay/lesbian/bisexual/transgender community. Officer Hakim stated that it's harder for gay males to report crimes of domestic violence than for lesbian females. This is in part due to society's greater acceptance of lesbian females than of gay males. In most cases, complaints are not accepted due to lying to the police about the incident in question. Usually, a gay male's family is unaware of his sexual orientation, which prompts individuals to lie about their situation, thus resulting in their complaints being dropped. If you have gay male clients on your caseload that you suspect are lying to the police about their situations involving domestic violence, please call the GLLU so that they can meet with the individual in private in order to process their case. Officer Hakim can be contacted at 202-727-5427. Emergency pager: 1-877-495-5995. If you have any questions or want to receive more information on GLLU go to www.gaydc.net/gllu.

STATISTICS:

Comprehensive statistics on domestic violence are available from the DC Coalition Against Domestic Violence through the CSOSA intranet site. The DC Superior Court has court-filing statistics. Go to <http://www.dccourts.gov/dccourts/docs/AR04forDCC2.pdf>. See Domestic Violence Statistics.

News continued

Video Technology Connects CSOSA to Rivers for Staff Discussion of Treatment Services

By Cedric R. Hendricks, Associate Director, OLIPA

On February 15, 2005, CSOSA's videoconferencing technology was put to yet another innovative use – facilitating a meeting between our Treatment Management Team and TIPS Supervisors with treatment staff and Unit Managers at the Rivers Correctional Institution in Winton, NC. They exchanged information about institutional and community-based substance abuse treatment services.

New Beginnings Treatment Program at Rivers

The Rivers staff said that they began their New Beginnings Treatment Program approximately 18 months ago. Sixty inmates are presently enrolled. Sixty inmates have graduated from the program. The program's duration is 9 months. To be eligible, inmates must be within 12 months of release. Participation is voluntary.

A typical day begins at 8:00 am with a Lecture Group session, which is followed by a Process Group session and a Peer Group session. A second series of these groups begins at 1:00 pm after lunch concludes. After the 4 pm count concludes, an evening group session is held. When participating inmates complete the program, they are returned to the general population.

The program's design includes three phases: Orientation (6 weeks – inmates are acquainted with life in a therapeutic community); Treatment (20 weeks – inmates address their chemical dependency); and, Reentry (16 weeks – inmates solidify new behaviors and focus on family reintegration).

CSOSA staff requested a list of the program's participants (past and present). CSOSA staff also requested a copy of the program's curriculum.

Finally, CSOSA staff asked that Rivers case managers include information regarding an inmate's participation in New Beginnings in their release packages (such as progress reports, certificates of completion and relapse prevention plans). They pointed out that this information would greatly assist us with our need assessments and case planning.

CSOSA Treatment Services

CSOSA staff explained that our agency offers supervised offenders substance abuse treatment services ranging from detox to outpatient. They pointed out that our assessment and case planning process seeks to identify the treatment modality that is most appropriate to meet an offender's needs.

Rivers Assistant Warden David Farmer requested a list of DC based treatment providers. He advised that this information would be provided to offenders with no community supervision obligation who may need substance abuse aftercare services upon their release.

The Future

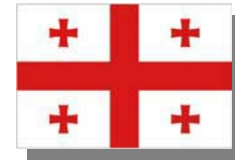
This videoconference experience made clear the true benefit of face-to-face communication between CSOSA staff and institutional staff with a need to discuss programs and procedures. It facilitates clarity and understanding, as well as the development of close working relationships that can benefit our agency, the offenders and the public we serve. Earlier this year, a series of teleconferences was begun between CSOSA staff and staff at FCI Alderson to discuss the release planning process for female offenders. Perhaps videoconference technology can be used in the near future to enhance the quality of these exchanges.

News continued

Republic of Georgia Site Visit

Submitted by Monica Santiago

Special Assistant to the CSS Associate Director



On January 26, the Department of Justice in collaboration with NIC requested that CSOSA host a delegation from the Republic of Georgia. The Republic of Georgia is situated at the dividing line of Asia and Europe. The Republic of Georgia is an ancient country of rugged mountains and a very determined people. Annexed by Russia in 1801, it regained its sovereignty in 1918. It then suffered through 70 years of Communist rule and suppression, finally declaring its independence from Russia in 1991. The people there say they "*Never gave up,*" and those people now have their long-desired freedom.

The Republic of Georgia was mandated by the Georgian Government to develop a parole, probation, and pre-trial system. Four senior Georgian officials Eka Tkeshelashvili, Deputy Minister of Justice, Alexander Arakishvili, Chairman of the Probation Department, Zurab Abashidze, Head of the General Inspection, and Paata Lezhava, Member of Parliament have been charged with the incredible task of developing a document for governmental approval on how the parole, probation, and pre-trial systems will function and operate in that country.

On February 10, 2005, CSOSA hosted the Georgian Delegation from 9a.m. until 4p.m. The delegates started their day by first meeting with the Director Paul A. Quander, Jr., Associate Director Jim Williams, and PSA's Deputy Director of Operations Spurgeon Kennedy. The delegation was provided overviews of CSOSA and PSA, which included the budgetary process, as well as pre-trial's operational process. Associate Director Thomas H. Williams and two Department of Justice staff then escorted the delegation to a meeting with Chief Judge Rufus C. King III at the DC Superior Court. Judge King facilitated a discussion about the District of Columbia's legal system, arraignment court procedures the PSI process and it's impact on the court's sentencing decision, violation proceedings, and the role of the CSO and judiciary.

The delegation was able to observe Magistrate Judge Michael McCarthy conducting pre-trial bail review hearings. Judge McCarthy recessed the court proceedings to address the delegation in his chambers.

Following lunch, the delegation was taken to the Taylor Street field office for a tour. During their visit, the delegation met with several CSS staff including Supervisor Jamaal Claggion who explained the urine collection, chain of custody, urinalysis and analyzing process. They were also afforded the opportunity of observing a VOTEE learning lab in session, a SMART presentation, and an offender interview. Branch Chiefs William Ashe and Valerie Collins, and SCSOs Karen Banks, and Linwood Williams provided presentations. The Day Reporting Center Coordinator, Curtis Atkinson, also gave a presentation.

The day ended with a tour of the Shaw II community corrections center where the delegation met with Director Ken Setter and staff who explained the halfway house concept and the facility's relationship to CSOSA, the Court, USPC, and the community. CSO Emanuel Lawton discussed the TIPS process and the offender's re-entry challenges.

The delegation was extremely thankful and appreciative of the opportunity to speak with staff and to learn a little bit of what we do in the Agency. The site visit for the delegation from the Republic of Georgia is another example of the positive reputation that CSOSA enjoys in both the national and international communities.

FEATURES - TWO SUCCESS STORIES

July 8, 2004: A Mistake, a Conversation, and a Choice - An Offender's Story

Submitted by CSO Angela Davis

Traffic Alcohol Program, Branch III

I jerked awake, the stink of booze filling my head. I fumbled for my glasses, knowing I was late and dreading how much. The alarm clock was unforgiving: 8:40 a.m. Crap. I had only twenty minutes to shower, dress, and ride my bike down to Court Services for my 9:00 a.m. appointment with Ms. Angela Davis, my "Community Supervision Officer." I jumped in the shower and wished the water could wash away the mental cobwebs and body aches. How had I gotten so drunk last night?

I had gone out the evening before with my friend K-, who was visiting from out of town. We had planned for over a week to get together and discuss the progress and problems in our writing. We'd met at my place after work, and at K-'s suggestion got a bottle of Jack Daniel's. I hadn't drank since probation started and I knew it was wrong, but in a vague and abstract way that I somehow brushed off, knowing deep down I should not. We sat on my balcony drinking cocktails as the sun set. The conversation was intense and, lubricated by the booze, flowed fast. We soon tired of the balcony, and started towards Chinatown, finally ending up at Fado's Irish Pub. Quite intent in our conversation, I knocked back a couple pints while K- polished off a couple of whiskeys. At some point we caught the time on our watches, realized it had gotten very late, and called it a night.

The water coursed over my head as I pieced together the evening. It had to be the whiskey, I thought to myself. I now wished I hadn't had any. Damn it, too late now. I jumped out of the shower, dressed in a flash, grabbed my bike, and hit the door. The ride down 6th street was downhill and quite short, and the closer I got the harder my heart raced; I was very, very scared of what awaited me. I was a mess, and there was no way Ms. Davis would not notice. I arrived at Court Services at 9:05 a.m., my first late arrival. I passed through the metal detectors and into the waiting area, where I saw Mr. Harrison at the reception desk. He had given me my probation "orientation" speech, and struck me as a rule-bound bureaucrat on a bad power trip. The less I needed to talk to him, I thought, the better. I signed in, told him I was there to see Ms. Davis, and had a seat. I was terrified. What the hell was I doing, showing up like this? I mean, Jesus, I was on probation.

Ms. Davis came into the waiting area with a stone face, and called me into the back. As always, she waited for me to walk in front of her and lead the way back to her desk. I was self conscious, knowing that alcohol was seeping from my pores. I sat down, nervous, and Ms. Davis sat across from me. She put her hands on the desk, leaned forward and angrily asked, "Why in the hell do you smell like a brewery, Mr. R-?" My stomach dropped. I was caught red-handed, and knew it. "Ms. Davis I'm not going to lie, I was drinking last night. I went out drinking with a friend from out of town." Ms. Davis was apoplectic, and could barely speak, but after a moment she stood and told me to follow her. "You need to talk to Mr. Harrison." We returned to the reception desk, where Ms. Davis put it directly "Mr. R- is drunk." Mr. Harrison stood and eyed me closely. He was sharply dressed, cuff links and all, composed but intense. He looked me up and down, cocked his head, and asked, "What's going on?"

July 8, 2004: A Mistake, a Conversation, and a Choice - An Offender's Story continued

I explained how my friend had been in town, how we had gone out drinking, how I was at a complete loss to explain my behavior, and how I was very, very sorry. "No," Mr. Harrison replied, "What's really going on?" I was confused, but I knew what he was getting at. Why would I do something so utterly stupid, when I knew better? What was I not dealing with that was getting at me and making me act so irrationally and irresponsibly? I was still terrified, but now I was confused too. This whole probation process was about punishment, wasn't it? It was about making me pay for a choice I made one drunk night in December, a decision to get behind the wheel that put lives at risk. What was Mr. Harrison doing asking about my feelings? I was so lost, so scared, I just let the words pour out of me, like a dam bursting. I explained how I was in therapy for depression and anxiety, how I had had suicidal urges, and was on Prozac. I told him how I constantly worried about letting others down. I told him about my so-so relationship with my parents, about my inability to effectively push back against others and claim my territory.

Mr. Harrison was bluntly honest. "These things you can't say, they're destroying you. You're gonna end up dead and all the things you didn't say to your friends and loved ones, the people you thought were going to judge you, well, those are the same people who will speak at your funeral and who will lament the fact that you didn't tell them." His words cut through me like a knife and I was sad beyond tears at the truth in his statement. It exposed the pernicious lies in my thinking: I needed to get drunk to really be myself, to be self-confident and "interesting". Worse yet, I needed to get drunk to forget that I couldn't be myself when I wasn't drunk. It was a pathetic, dead-end trap.

Mr. Harrison told me to follow him back to his office. Inside he broke it down even further, "You need to be a man, and tell people to f--- off, you can't let it fester inside you. I tell people to f--- off every day!" I was totally thrown off by his statement, which contradicted some of my most basic assumptions about law enforcement types. This was a police officer, basically, telling me that it was OK to tell other people off. Telling me that you don't need to please people, accommodate them, satisfy them, avoid antagonizing them. Telling me that you had to do this, that you had to say "No" to the girlfriend, the friend, the father - whoever it may be - and really mean it? He contradicted everything I thought I knew about the law enforcement mentality, which I thought was about arbitrary rules. A mentality that cherished rules for rules sake, with no thought given to the people the rules governed. It had always seemed to me that police exercised power simplistically, even brutally, against people who were wrongdoers but usually lost souls, too. But here was Mr. Harrison, harsh and blunt for sure, but understanding in a way that few people had ever been.

Mr. Harrison sat in his chair and looked up at me standing before him. "Do you know what the most important part of the day is?" I shook my head, unsure where he was headed. He gestured at the cubicles outside his office and said, "The most important part of the day isn't when I'm out there, running around dealing with people and problems. It's when I'm sitting by myself here, like this, with my thoughts running through my head. You have to rest. You need to replenish yourself so you can go out into the world." Once again I was floored, because Mr. Harrison was right, but he was the last person on earth I expected to be sharing wisdom of this sort. His words rang through me like a bell, illuminating a truth I had somehow forgotten but knew deep, deep down. I was so good at worrying about others, caring about their concerns and needs, but I was not good at doing the same for myself. I knew from therapy it was something I needed to work on, but I didn't know how blatant my problem was.

July 8, 2004: A Mistake, a Conversation, and a Choice - An Offender's Story continued

Mr. Harrison asked me what I did for a living. I told him I worked at an environmental think tank, a place that worked on developing international environmental policy. He stood, walked around his desk and pointed at my chest. "You work on environmental policy, but you need to work on some environmental policies for yourself, on the inside." I had been working for two years on sustainable development, focusing on how to create a long-term balance between man's needs and nature's resources. I knew that the world was a place of finite resources, a delicate mechanism that needed careful attention and intelligent use, and which after use required time to regenerate and equilibrate. But me? I didn't work like that. I was a machine to be pushed to and past limits, used like a tool. Feelings were a handicap, something to be ignored because they unnecessarily complicated work, and opened a Pandora's box of pain and doubt. How said, I realized, that I saw living systems that needed nourishment and protection everywhere in the world, but never saw that I was one myself.

At that point Mr. Harrison walked me back to the front reception area, where Ms. Davis awaited. She and I went back to her desk, where she asked what I thought of my conversation with Mr. Harrison. I replied that it had honestly made me think, and that he had said some very important, very true things. Ms. Davis nodded, and told me that probation was about reaching people, that my behavior indicated I needed more attention than I had gotten, and that she was going to come down on me hard for my transgression. I was back to testing twice a week, and would see her once a week. I was upset at myself on so many levels, for getting on probation in the first place, for messing up while on probation, for having problems I needed to deal with better, for letting down Ms. Davis when she had been so understanding.

Ms. Davis also told me that she also wanted to write up my experience of that morning, to write about being caught red-handed, about talking to her and Mr. Harrison, about how the incident changed my view of the process. I knew I had a lot of thinking to do, and that writing about it would help. And I have been thinking about the incident every day since it happened, well aware of the clear warning sign it was. I left Court Services that morning ashamed of my behavior, stressed out and late for work, but strangely optimistic. In a perverse way it seemed that getting arrested, charged with drunk driving, and put on probation might have been a blessing in disguise. It had forced me to confront myself on some very deep-seated and fundamental issues. I was finally talking about the things eating at me, and not just getting angry at myself, the world, or others for my feelings. It sure hadn't been an easy awakening. though. The stress of getting arrested, hauled into court and put on probation had made me so severely depressed, so down on myself and life, that I had nearly killed myself. The fact that I had almost done something so despicable, so selfish and utterly pointless, forced me to recognize that I needed help. I swallowed my pride and got into therapy, something I had long resisted. I have a very good relationship with my therapist now, and though the work isn't easy I know the alternative, and that is not a route I will take, for it ends in death. I had been doing better, but on the particular morning I had messed up very badly, and the conversation with Ms. Davis and Mr. Harrison made me realize how self destructive my behavior could be. The world does not change, I thought, but with proper care and a little courage I can change. It was a very dark morning, but the light at the end of the tunnel beckoned, and I planned to follow it.

Mentee of the Year

Submitted by Willa Butler, CSO

It is my impression that most of the female offenders under my supervision should be considered “Offender’s with Co-Occurring Disorders.” It appears, many suffer from mental health complexities such as posttraumatic stress disorder, rape trauma syndrome, bipolar traits, and depression coupled by drug addiction. Our female offender population has a severe traumatized past, which has ushered them into looking for refuge in drugs and other anti-social behaviors. They have become hopeless and unmotivated toward change. Their drug addiction has lead them on a pathway of criminal behavior and crime. CSOSA’s re-entry process, the faith-based initiative, and special supervision are providing pathways to long lasting change for our hardcore female population that had originally given up and lost faith.



Let’s highlight one female offender, Ms. Patricia Robinson, who decided to break this cycle of pain by giving what the parole system had to offer “another chance.” The majority of Ms. Robinson’s adult life had been spent traveling through a revolving door from prison to the community, and from the community back to prison. She was last released on March 17, 2004. This time she decided to handle her problems in a different manner. CSOSA assisted her by providing re-entry strategies, which included assessments, a re-entry plan, and a supervision plan. Upon her released from the correctional institution, Ms. Robinson was placed in the faith initiative’s mentoring program and participated in 54 sessions of intensive outpatient drug treatment. Ms. Robinson completed the program. She continues to be drug free and was chosen as the “Mentee of the Year.”

When asked what made her stay in the program, Ms. Robinson stated that she wanted to turn her life around. She stated that she was willing to do all she could to get the best out of everything the criminal justice system had to offer her.

Through the mentoring program, she learned how to trust again, grow spiritually, and was able to confront her core vulnerabilities. This put a stop to the recidivism that plagued her life. She was able to talk about the childhood sexual abuse that lead to her drug addiction, and as make amends with her accusers. Due to her perseverance and determination, and with the help of the mentoring program, one female offender, Ms. Patricia Robinson, did survive and continues to strive.

It is important to recognize that as Community Supervision Officers, we have an awesome responsibility to identify the vulnerabilities, to address responsively issues, encourage our offenders, and model change. The with mentoring program and the continuous motivation of this officer have been the keys to her success. Ms. Robinson was able to learn how to trust people again. Her mentors and I believe that spirituality is an a awesome great component in recovery and healing. It gives one meaning and purpose, knowing that something greater outside of self is all-powerful. It simplifies life and provides avenues of peace.

Mentee of the Year continued

Ms. Robinson sees her mentors as genuine and caring people who reached out to her, seeing her as a person and not a criminal or a menace to society. They believed in her, which made her believe more in herself. Through her mentoring and drug addiction programs, Ms. Robinson was able to address her vulnerabilities head-on without minimizing her feelings and compromising her emotional needs through the use of drugs. As her supervising officer, it allowed me the ability to challenge and establish additional life goals for Ms. Robinson, which continue to promote growth.

The faith initiative was developed to help offenders reenter society. The focus of the program is to enable offenders to obtain employment, housing, and participate in vocational programs. It also assists the supervising officer to help the offender see supervision from an entirely different perspective.

I would like to thank Reverend Harold Crowe, for his input and his positive perspective on the mentoring program. The two primary mentors, Diane Moore and Sylvester Slater, must be saluted for their inspiring roles in Ms. Robinson's success in the mentoring program. They were available 24-hours a day, engaging and inspiring change.

Ms. Robinson took advantage of a continuum of care established to help her meet the goals that she set. Many of the females who were assigned mentors failed to take advantage of the program. Once they were released from the correctional facility, their focus changed for the worse.

As we say "it works, if you work." Patricia Robinson's next step of recovery is to give back the valuable lessons learned. She has agreed to speak quarterly at our WICA groups to help orientate our newly assigned female offenders.

COMMUNITY RESOURCES**Unity Health Care's Reentry Outreach Care Center (ROCC)**

Brandon Armani, Director of Special Populations (2005)

Unity Health Care; a District health care organization that provides care to the underserved communities in Washington DC, has launched the ROCC (Reentry Outreach Care Center) to provide discharge planning and chronic disease maintenance services for the residents of the District of Columbia that have been recently released from federal prisons. Collaboratively operating in partnership with the Court Services and Offender Supervision Agency (CSOSA), the Federal Bureau of Prisons (FBOP), the District of Columbia Department of Health (DOH) and funded by the U.S. Department of Health and Human Service's Bureau of Primary Health Care (BPHC), Unity offers services within the following area halfway houses; Bannum, Fairview, EFEC, Shaw I, Shaw II, and AOC, as well as at the First Street Health Center to assist residents with medical discharge planning and establishing a "medical home."

In his 2004 State of the Union Address, President Bush proposed a plan to "harness the resources and experience of community organizations in dealing with the challenges of helping returning inmates contribute to society." The President's plan calls for a strategy that would address the need for successful re-entry of "those who have paid their debt to society." Each year over 2,000 residents return to the District from federal prisons located throughout the United States. Unlike other states the District does not operate a prison and must send its residents to such states as North Carolina, Texas, California, Ohio, and Kentucky. Some of these residents return to the District with both communicable and chronic health conditions that if untreated would pose greater risk to the District's overall health.

The staff of the ROCC; lead by Janice Williams, FNP, Jerome Gibson, MA, and Annie Jones, Case Manager, work closely with the staff of our partner agencies to ensure the residents reentering the District are provided quality care that addresses both the medical and social needs that they are facing. During the discharge planning session clients are provided an assessment of current medical conditions, treatment, care and referrals, entitlement eligibility screening and enrollment and assignment of medical homes. In the coming months, the ROCC will be establishing an outreach care center within the District's Empowerment Plus One Stop Reentry Service Center located at 609 H St. NE. For more information please call 202-257-1421 or 202-535-1815.

SERVICE MILESTONES

OCTOBER 2004

5 years

| | |
|---------------------|-------|
| Thomas Jr., Arthur | HIDTA |
| Thompson, Julius L. | HIDTA |
| Daye, Gina | CJP |
| Stevenson, Craig | CSS |

10 years

| | |
|-----------------|-----|
| Young, Chris D. | M&A |
| Gibson, Shannon | CSS |

20 years

| | |
|------------------------|-----|
| Henderson, Jacinda | CSS |
| Jackson Jr., Floyd | CSS |
| Baucom Dyson, Patricia | CSS |
| Sharpless, Sharon | CSS |
| Harvey, Gary J. | CSS |

25 years

| | |
|---------------|-----|
| Bynum, Joyce | M&A |
| Lamb, Richard | CSS |

30 years

| | |
|-------------------|-----|
| Addison, Kathleen | CSS |
| Young, Verna | CSS |

November 2004

5 years

| | |
|---------------------|-----|
| Heller, Teresa | M&A |
| Williams, Jefferson | CSS |
| Doh, Jerry | CSS |
| Hilliard, Michael | CSS |
| Owens, Ayeola | CSS |
| Watkins, William | CSS |
| Slade, Shawn | CSS |
| Hagins, Walter | CSS |

15 years

| | |
|---------------------|-----|
| Fonville, Khaleelah | CSS |
| Davis, Marcia | CSS |

DECEMBER 2004

10 years

| | |
|--------------------|----------|
| Lintz, Dana | Training |
| Melendez, Omayra | CSS |
| Robinson, Nicquita | CSS |
| Ventura, Rosibel | CSS |

15 years

| | |
|--------------------|-----|
| Cooper, Jermaine | OD |
| Estrill, Elizabeth | CSS |

30 years

| | |
|---------------|----|
| Fulton, Debra | OD |
|---------------|----|

JANUARY 2005

5 years

| | |
|--------------------|-----|
| Belk, Dionne | CSS |
| Haughton, Janice | CSS |
| Gordon, Michelle | CSS |
| Johnson, Michael | CSS |
| Dunwoody, Michelle | CSS |
| Trotter, Tosha | CSS |
| Adams, Damila | CSS |
| Adams, Michael | CSS |
| Taberski, John | CSS |
| Oliver, Angela | CSS |

15 years

| | |
|---------------------|-----|
| Knightshade, Jackie | CSS |
|---------------------|-----|

FEBRUARY 2005

5 years

| | |
|---------------------|-----|
| Champagny, Jennifer | CSS |
|---------------------|-----|

10 years

| | |
|-----------------|-----|
| Miller, Chandra | CJP |
|-----------------|-----|

15 years

| | |
|--------------|-----|
| Jones, Kevin | CSS |
|--------------|-----|

20 years

| | |
|---------------------|-------|
| Quick, Margaret | OLIPA |
| Holloway, Carol | M&A |
| Hamilton, Warren | CSS |
| Clinton, Avis | CSS |
| Nickelberry, Sharon | CSS |

25 years

| | |
|---------------|-----|
| Ward, Deborah | CSS |
|---------------|-----|

MARCH 2005

5 years

| | |
|------------------------|-----|
| Martinez Niles, Raquel | CJP |
| Williams, Thomas | CSS |
| Epps, Atiya | CSS |
| Wade, Kimberly | CSS |

15 years

| | |
|----------------------|-----|
| Diffell, Christopher | CSS |
|----------------------|-----|

25 years

| | |
|----------------|-----|
| Gaston, Denise | OD |
| Davis, Pamela | CSS |

30 years

| | |
|-------------------|-----|
| Holmes, Gwendolyn | OHR |
|-------------------|-----|

NEWSLINK QUOTE OF THE MONTH

Be civil to all; sociable to many; familiar with few; friend to one; enemy to none.

- Benjamin Franklin

Birthdays



Tresa Grosshans - October 21st

Marketia Davis - December 15th

Linda Ellis - November 2nd

Colleen Dooley – December 19th

Voni Ross - November 8th

Shawon Parker - January 5th

John Henley - November 28th


Michelle Pelzer - January 15th

Joyce Bein - December 6th

Anne Phillip - January 19th

Marlo Blue - January 23rd

**COURT SERVICES AND OFFENDER SUPERVISION AGENCY
FOR THE DISTRICT OF COLUMBIA**



**633 INDIANA AVENUE, NW
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