



# Newslink



A MONTHLY PUBLICATION OF CSOSA

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April 2004



Paul A. Quander, Jr.

## Voice of the Director

I recently ran across a statistic that indicated that nearly one-third of the workers in the District of Columbia, or approximately 180,000 people, are employed by the federal government. Another statistic reported that there are approximately 350,000 civilian federal employees in the National Capital Region. Adding in the region's local governments, I calculated that there are roughly half a million public servants in this area, all of whom are paid to perform some service that directly or indirectly benefits the rest of us.

It is a noble calling. Few people get rich working in government service. We are a much-maligned group, frequently the subject of complaint, satire and ridicule. Leave the region, which has its own culture related to the federal government presence, and most of our fellow citizens routinely see us as ineffective, insensitive bureaucrats with cushy jobs and generous pensions. Except for an occasional whistleblower who uncovers major government fraud or abuse, recognition for hard work, efficiency and accomplishment is rare and limited to our small circle of co-workers, family and friends.

So why do it? As a young public servant, I understood the value of my work only in terms of public safety in the District of

Columbia. A successful prosecution meant justice for the victim and fewer crimes committed on the streets of D.C. A well-managed Department of Corrections meant inmates could do their time in relative safety, learn some skills, and improve their lives upon release.

Over the years, and especially since arriving at CSOSA, I have expanded my understanding of the value of our work beyond the public safety needs of the D.C. community. For sure, our ability to effectively supervise offenders is critical to the security of the community. But the benefits extend much farther than that. An offender who makes the transition from criminal to contributor strengthens the foundation of the community, not only for him or herself but for generations to follow. A safe community attracts visitors who spend money, tenured residents who remain and newcomers who put down roots. As more money flows into the city and the region, the economic base is expanded, jobs are created, services are improved and everyone benefits.

We must take seriously the trust that our fellow citizens have placed in us through their tax dollars. In spite of the criticisms and the jokes, people really do depend on government to keep its promises and commitments. In serving government, we serve ourselves, our fellow man, humanity. What greater calling could there be?

- Director Paul A. Quander, Jr.

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### Special Points of Interest:

- "CSOSA Goes to Prison": One staff members journey to Rivers Correctional Facility
- CSOSA Celebrates Administrative Professionals Week
- Learn more about CSOSA's Exposure Control Policy & Plan
- It's TSP Open Season and OHR offers some useful information.
- How can you help offenders become more resilient? Read how in this month's Variety segment.

## 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.

## CSOSA Events

### CSOSA GOES TO PRISON

By Len Sipes, Public Affairs Specialist

On March 29, 2004, thirty-six staff members from CSOSA, representatives from faith-based institutions and partner agencies such as the U.S. Parole Commission (USPC), Public Defender Service (PDS), D.C. government and community social service providers, traveled to the Rivers Correctional Institution in Winton, NC. The goal of the trip was to provide pre-release information to returning offenders, and to learn more about the need for future endeavors. This was my first trip to Rivers but many on the chartered bus were veterans of prior visits. We left at noon on a Monday for the long ride to North Carolina.

I discovered two things during the trip: 1) the organizers like barbeque and all-you-can-eat restaurants, and 2) the constant flow of jazz on the bus's sound system came from a broken overhead speaker with too much bass. After the six-hour ride, my silent room at the Ahoskie Inn was sweet release. Well, it was sweet release after our mass "packet stuffing" session at 10:00 p.m. to make sure the inmates would have the information they needed during our presentations the following day. We were told to be in the lobby and checked out no later than 6:00 a.m. Breakfast would be in the prison at 7:00 a.m. Yaa-hoo!

But the day turned serious as 220 inmates from the District filed into a large meeting room. The inmates were scheduled to come back to D.C. during the next three months.

A major problem for reintegration in the District is the level of information provided to those returning. Out of a standing population of 1,300 offenders, 1,000 of them are D.C. residents - the largest single group of D.C. inmates in any federal prison. The Bureau of Prisons (BOP) houses a total of 6,000 inmates sentenced by the D.C. Superior Court at facilities throughout the country, as well as an additional 1,000 inmates sentenced by federal District Court (whom are not supervised by CSOSA).

"There is a need to make sure that the Rivers inmates have the information they need to successfully make the transition home," said CSOSA's Associate Director Cedric Hendricks. "We are attempting to look at a variety of

methods to make vital information available to returning offenders at Rivers and other federal institutions." Hendricks offered some possibilities for the future. "We installed video conferencing equipment at Rivers to facilitate faith-based mentoring, so maybe the best method is to present future courses via closed circuit television. This tactic could be expanded to additional federal facilities. In fact, we are looking at expanding the effort to at least one of the BOP institutions where D.C. women are housed."

Hendricks suggested that the Transitional Intervention for Parole Supervision (TIPS) Unit could offer risk and need assessments via closed circuit television. Connecting offenders with their families could be another worthy use of the video conferencing equipment.

But the future would have to wait. There were hundreds of returning offenders sitting in front of us, and we needed to attend to the matter at hand.



Rivers Correctional Institution, Winton, NC

The large meeting room reminded me of cafeterias at many high schools. If you could imagine this room, and the fact that two entire walls were filled with CSOSA staff and friends, then you would have some perspective as to the size and scope of the effort.

"The responsibility is yours.

You have to become accountable for your own behavior." This was the theme set by supervision staff as they took center stage. The morning belonged to the parole determination procedures of the USPC - a popular presentation delivered by Commission Case Analyst JoAnn Kelley. She was followed by teams from TIPS and General Supervision covering the rules of supervision with an emphasis on programs available to returning offenders. Among these presenters were SCSOs Elizabeth Powell and Sharon Mays Jacks, along with CSOs Kisha Patterson and Emesha James. One of the most popular themes of the segment was the need to report to the CSOSA field office quickly upon return to D.C. But the primary theme delivered by supervision staff, members of the TIPS unit and the U.S. Parole Commission was an emphasis on firm but fair supervision and services.

The afternoon was devoted to presentations about resources and services available to returning D.C. offenders in the areas of employment, education and healthcare. The VOTEE Unit's Traquel Butler participated, as did representatives from the Department of Employment

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Services, the University of the District of Columbia, Unity Healthcare and the faith community.

After each presentation, the inmate population had the opportunity to direct questions to the individual participants. At the end of the day, the inmates also had an opportunity to talk informally with any of the presenters they wished. JoAnn Kelley, the USPC Analyst, quickly found herself very busy. But all members of our team were actively engaged. The members of the faith community provided instant counseling and encouragement. "Come see me when you get out" was the constant refrain. Reverend Donald Isaac, CSOSA partner and leader of the East of the River Clergy Police Community Partnership, stated, "Government can only do so much. Real change will come from God."

The day ended with the return bus trip, an "all you can eat" barbeque restaurant for dinner, and the same broken speaker with too much bass. We returned to the District at 10 o'clock p.m., Tuesday, March 30th. While we were glad to return to our families, all of us had a better understanding of the needs and complexities of providing critical information and services to returning offenders, and the value of doing so. The better prepared they are, the more productive they (and we) will be.

## **CSOSA'S BASKETBALL TEAM GETS OFF TO A GOOD START**

*Submitted by CSO Paul L. Edelin*

Saturday, April 17, 2004 marked the start of a new basketball league, with a inaugural game held between yours truly, CSOSA vs. MPD's "The 4th District". I'm proud to report CSOSA was victorious 72-53. Lead by it's super quick back court tandem of SCSO Greg Harrison (12 pts, 8 assists) and CSO Joseph Bankins (6pts, 3 steals), CSOSA's team has their eyes on a Championship game. Many of Harrison's assist went to the athletic big man CSO Andre Jordan, who lead all scorers with 24 points and 13 rebounds. Also, CSO Mark Collins had 10 points, 4 rebounds, CSO Mazen Eraifeg had 6 points and CSO Tyrone Williams had 5 points.

The games are held every Saturday at the Greater Washington Boys & Girls Club #10, located at 2500 14th Street, NW. Please refer to the upcoming schedule of games and come out to support CSOSA's team. CSOs can use these events as opportunities to get more acquainted with the MPD Detectives and Patrol Officers assigned to their Districts and some personnel from the Assistant U.S. Attorney's Office are participating as well.

For more information, feel free to contact me, Coach Edelin, at (202) 585-7493.



## **Upcoming Schedule - May/June:**

**Saturday May 1st @ 2:00 pm**  
**CSOSA vs. 7th District**

**Saturday May 8th @ 4:00 pm**  
**CSOSA vs. Violent Crimes Branch**

**Saturday May 15th @ 2:00 pm**  
**CSOSA vs. AUSA's**

**Saturday May 22nd @ 4:00 pm**  
**CSOSA vs. 7th District**

**Saturday May 29th @ 3:00 pm**  
**CSOSA vs. 4th District**

**Saturday June 5th @ 3:00 pm**  
**CSOSA vs. 3rd District**

**Tuesday June 8th**  
**6:30 pm 4th Place vs. 5th Place**  
**7:30 pm 3rd Place vs. 6th Place**

**Thursday June 10th**  
**6:30 pm 3rd/6th place winner vs. 2nd Place**  
**7:30 pm 4th/5th place winner vs. 1st Place**

**Saturday June 12th @2:00**  
**[Championship Day]**  
**Championship Game**

## A CELEBRATION OF NATIONAL ADMINISTRATIVE PROFESSIONALS WEEK

By Robert Murphy, Media Specialist

Office of Legislative, Intergovernmental and Public Affairs



On April 22, 2004, CSOSA held a full day of workshops for our administrative professionals at the Emory Recreation Center. The conference attracted a large contingent of CSOSA staffers who listened and participated in workshops with varying subjects. Choices ranged from “Creative Ways to Get the Job

Done,” to “Self Defense,” and “Managing Multiple Tasks.”

CSOSA Director, Paul Quander lavished praise on the attendees and stated, “You represent the engine of this organization and your energy, our fuel. CSOSA has enjoyed remarkable success during our brief history. Your consistent ability to take a good idea and “make it happen” combined with your willingness to reach beyond expectations and go the extra step has allowed the Agency to introduce innovation and expand the concept of community corrections in the District of Columbia and the nation.”

Special recognition for putting the event together goes to Secretaries Kim McCrae and Deborah Canty and Community Supervision Assistants Cherita Swann and Shannon Gibson. This was the third annual Administrative Professionals Conference hosted by Associate Director Williams and the Community Supervision Services Division. Mr. Williams spoke to the crowd during the afternoon session and noted that this year’s theme was “Making it Happen.” He said, “For one day, try to shift

the focus on how you can help others to how you can help yourself grow and keep pace with your expanding careers.” Diagnostics Branch Chief, Edmond Pears, took a few moments to note the sad and untimely passing of CSOSA employee, Traci L. Turner, who served as a Community Supervision Assistant during her time at the Agency.

This annual event honoring Administrative Professionals was originally organized in 1952 as “National Secretaries Week” by the National Secretaries Association (now known as the International Association of Administrative Professionals, or IAAP) in conjunction with public relations executive Harry Klemfuss and a consortium of office product manufacturers. It was established as an effort to recognize secretaries for their contributions in the workplace, and to attract people to secretarial/administrative careers. In the year 2000, IAAP announced a name change for Professional Secretaries Week and Professional Secretaries Day. The names were changed to Administrative Professionals Week and Administrative Professionals Day to keep pace with changing job titles and expanding responsibilities of today’s administrative workforce.

*On behalf of Director Paul A. Quander, Jr. and the entire Agency, the Newslink extends sincere gratitude and special acknowledgement all Administrative Professionals. Your continued dedication and hard-work help to ensure the success of CSOSA’s mission and we appreciate your dedicated efforts every day!*



Presenter Meshal Thomas, of the D.C. Superior Court Domestic Violence Intake Center, reminds attendees of the vicious “Cycle of Violence” during one of the workshops



## NATIONAL CRIME VICTIMS’ RIGHTS WEEK: CSOSA PRESENTS “WHAT ABOUT VICTIMIZATION?”

By Erika N. Evans, Community Supervision Services

April 18-22, 2004 was recognized nationally as Crime Victims Rights Week. To conclude this year’s week-long observance, on April 22, 2004, CSOSA’s Victim Services Program hosted a series of workshops designed to help bring issues of victimization to our attention. The workshops, facilitated both by internal staff and external partners, offered informal opportunities for attendees to learn more about car and identity theft, sexual assault, childhood victimization and domestic violence. Each session was designed specifically to increase awareness and examine the real impact that victimization has on society, communities and individuals. For many, the workshops spoke to personal experiences, either as victims of these type crimes or as friends and relatives of victims. For others, it was simply a chance to pay respect and lend empathy to the thousands of women, men and children who fall prey to acts of crime every day in our country. Whatever the case, the event emphasized the need for all of us, as criminal justice professionals, to be ever conscious of the citizens we are charged to help protect - reducing the rate of offender recidivism may also mean reducing the rate of victimization.

## Office Updates

### CSOSA EXPOSURE CONTROL POLICY AND PLAN FOR BLOODBORNE PATHOGENS AND TUBERCULOSIS

*Submitted by Arla Scott, Management Analyst  
Office of Management & Administration*

Policy Statement No. 5000, Exposure Control Policy for Tuberculosis and Bloodborne Pathogens and the accompanying Exposure Control Plan has been approved and forwarded for Union negotiations. They were developed by the Office of Management & Administration (M&A), in conjunction with the Office of Human Resources and Department of Health & Human Services Office of Federal Occupational Health (FOH). These documents outline the policy and responsibilities for implementing the CSOSA Exposure Control Plan for Bloodborne Pathogens and Tuberculosis (ECP).

The Occupational Safety and Health Act of 1970 set forth employer obligations to provide employee's employment and place of employment free from recognized hazards. The OSHA Standard as set forth in CFR Title 29 Section 1910.1020 (c)(1) requires each employer to, "establish a written Exposure Control Plan designed to eliminate or minimize employee exposure" to bloodborne pathogens and other infectious diseases that may be present in the workplace." The CSOSA ECP will provide the agency with a comprehensive approach specifically related to our work environments that will reduce or eliminate potentially hazardous work-related incidents that put employees at risk of exposure to bloodborne pathogens, tuberculosis or any other potentially infectious materials.

M&A initially contracted with FOH to develop a training program. The project evolved to also include the ECP and Policy. FOH began by conducting an assessment of CSOSA staff duties and work environments to determine the level of employee and contractor risk of exposure and concluded with an ECP that would reduce or eliminate that risk. It includes a mandatory education and training program, work controls and practices to reduce or eliminate risk, post exposure procedures and a compliance monitoring program to ensure compliance with the ECP requirements as well as the above referenced OSHA standards.

When Union negotiations are finalized the training program will be implemented. All employees will receive general training that explains the possible exposures and how to reduce the risks associated with them. The employees in positions identified as "at risk" will receive in depth training that will encompass tools to identify situations

where exposures may occur as well as more detailed information on the work controls and practices to reduce the possibility of exposure. Annual trainings will be conducted to update employees on any changes in the laws and/or new procedures.



When Union concurrence is received, all employees will be notified and copies of the policy and plan will be made available on the CSOSA website.



### FACILITIES UPDATES:

Construction on the garage at 1230 Taylor Street field site is now complete. The Parking Space Assignment Plan is under review for approval. Spaces will be allocated for government vehicles as well as additional space for customers and staff.

The revision of the shuttle bus schedule is complete. The new schedule was sent out to CSOSA staff on February 20, 2004 and posted on the CSOSA website on Monday, March 1, 2004. This schedule reflects the arrival and departure times of the shuttle and it adds a new stop for 800 North Capitol Street, N.W. The new times went into effect on March 1, 2004.

The relocation of the Assessment and Orientation Center from Karrick Hall into the new swing space at 1301 Clifton Street, N.W. was completed in early March 2004.

Office of Facilities completed the work on the CJP/Research & Evaluation team library in March 2004.

### PROCUREMENT UPDATE:

An email address for Procurement requests has been established in MS Outlook to streamline request process and reduce processing time. Procurement requests can now be submitted via email to "Procurement Requests" in the MS Outlook.

### SECURITY UPDATES:

The Office of Security completed the installation of a phone duress system for all units in 300 Indiana Avenue.

We continue coordination with Special Agents from the FBI Joint Terrorism Task Force (JTTF) regarding equipment operability and investigations of bomb threat calls to field sites.

## USE OF AGENCY VEHICLES

*Submitted by Bruce Adams, Building Management Specialist / Fleet Coordinator, Office of Facilities*

CSOSA provides government leased or owned vehicles for use by employees for official agency business only. Policy Statement No. 5401, Use of Agency Vehicles, (pending approval) provides the guidelines and procedures for authorized use of these vehicles. Authorized use may include the transport of other employees or non-employees (including offenders), as long as the purpose for transporting the individuals is to accomplish authorized agency business.

For your reference, listed below are some of the general operating procedures from Policy Statement 5401:

- Employees shall not use agency vehicles to conduct personal business;
- Employees shall not take agency vehicles home at any time;
- Employees must have in their possession a valid driver's license at all times while using agency vehicles;
- Employees and passengers must wear seatbelts at all times while operating or riding in agency vehicles;
- Employees must keep agency vehicles clean at all times;
- Employees must not smoke, eat or drink in agency vehicles;
- Employees must return agency vehicles to the designated parking location;
- Employees must obey all motor vehicle traffic laws of the state and local jurisdiction in which they operate;
- Employees are responsible for all fines (including parking violations) incurred by him/her while in the performance of his/her official duties;
- Employees must immediately notify the Fleet Coordinator in case of vehicle trouble or mechanical failure;

Any employee who willfully uses or authorizes the use of such vehicle for other than official local purposes will be subject to disciplinary action, up to and including removal. Pursuant to federal law, employees who willfully misuse Agency vehicles will, at a minimum, be subject to a 30-day suspension from work.

The Office of Facilities hopes this information will help clarify the proper use of agency vehicles. For additional information or if you have any questions, please contact Bruce Adams in the Office of Facilities at (202) 220-5381.



## COMBINED FEDERAL CAMPAIGN WRAP-UP AND RECOGNITION CEREMONY

*By Records Manager Roy Nanovic  
Office of General Counsel*



Preparing my tax return brought back fond memories of the Combined Federal Campaign (CFC). For those of you who itemize deductions, searching through your checkbook for charitable deductions is just a bit easier when you can rely upon a CFC entry, or even better, a payroll deduction entry on your pay slip which covers donations to multiple charitable organizations.

As the General Counsel reported in this month's agency-wide staff meeting, CSOSA earned a Summit Award for its participation in the 2003 campaign. CSOSA surpassed its target goal of \$55,000 by raising \$82,598. CSOSA did this with a participation rate of 27%. By comparison, CSOSA had raised \$50,488 for the previous year, with a participation rate of only 18%.

CSOSA and PSA held a CFC reception on May 4th in the Training and Career Development Center honoring all its key workers, Eagle and Double Eagle, Silver and Bronze award recipients for a job well done! As our campaign slogan "You've Got The Power to Help" indicated, with your contributions and assistance, we were able to achieve our goal, but more importantly, provide assistance to those who are in need.

To give you further perspective on CSOSA and PSA's accomplishments, federal workers in the Washington, D.C. metropolitan area set an all-time giving record in the 2003 Combined Federal Campaign by pledging more than \$50.7 million to participating charities. The results represent an increase of \$3.3 million, or 7.3 percent more than the amount federal employees pledged in the 2002 campaign. These numbers are based on the final pledge card audit. The participation rate for federal employees was 45.7%. The funds will be paid out to the various charities starting this month.

"The 2003 campaign results represent a remarkable one-year turnaround for CFCNCA," said Vince Micone, chairperson of the Local Federal Coordinating Committee, which oversees the annual fund-raising campaign like a board of directors. He noted that the amount pledged in the region surpassed the previous record total raised in 2001.

So congratulations for a job well done. I hope next year's CFC campaign will show continued improvements in CSOSA's participation.

Finally, don't forget that any of your contributions from the 2003 campaign that come through payroll deductions

Office of Human Resources  
**INFO TIP OF THE MONTH:**

**THRIFT SAVINGS PLAN  
OPEN SEASON**



***The Thrift Savings Plan (TSP) open season began April 15<sup>th</sup> and ends June 30, 2004.***

During the open season, you may begin contributing to the TSP or change the amount of your contributions.

***New Employees.*** Employees covered by the Federal Employees Retirement System (FERS) or the Civil Service Retirement System (CSRS) are eligible to contribute to the TSP *immediately upon appointment* during an initial 60-day sign-up period. However, FERS employees are not eligible for agency contributions until they complete the waiting period currently required for eligibility to participate in the TSP.

***Contribution Election.*** FERS employees can elect to contribute up to 14% of the basic pay earned each pay period; CSRS employees can elect to contribute up to 9% of the basic pay earned each pay period. The maximum annual amount that can be contributed is \$13,000. In addition, participants who are age 50 and older may elect to contribute up to \$3,000 in 2004. Employees who will turn 50 this year are also eligible to make the additional contribution this year.

***How to Make a Contribution Election.*** To make a contribution election, submit Form TSP-1, Election Form, to the Office of Human Resources (OHR). Forms are available in the 8<sup>th</sup> floor lobby area of 633 Indiana Avenue, NW or the TSP web site at [www.tsp.gov](http://www.tsp.gov). You may also change your contribution amount by visiting *Employee Express* at [www.employeeexpress.gov](http://www.employeeexpress.gov), which requires that you have a personal identification number (PIN).

***When Elections Become Effective.*** Elections received before June 11, 2004, become effective June 13, 2004. Elections received after June 11, 2004, become effective the first full pay period after receipt.

***How to Make an Investment Election.*** You may invest in any of the five TSP investment funds. To change the investment of future contributions to your TSP account, you must request a *contribution allocation*. To change the investment of money already in your account, you must request an *interfund transfer*. Before making any transactions, you must obtain a *pin number* from the TSP website at [www.tsp.gov](http://www.tsp.gov).

***To Request*** a contribution allocation or an interfund transfer, use the TSP Web site at [www.tsp.gov](http://www.tsp.gov), the ThriftLine at (504) 255-8777, or Form TSP-50, Investment Allocation. You may request a contribution allocation or interfund transfer at any time. Submit only the Form TSP-1 to the Office of Human Resources, to the attention of Jeff Walker -- all other requests must be made directly to TSP. Contribution allocations are processed daily, and your contribution allocation request will generally be effective no later than two (2) business days after it is received. Interfund transfers are now processed daily.

***Where to get more information about the TSP.*** The booklet *Summary of the Thrift Savings Plan for Federal Employees* (dated May 2001) describes in detail the TSP and its features. Find this booklet on the TSP Web site.

***Please direct all correspondence and inquires*** to the attention of **Jeff Walker**, Payroll Specialist at **(202) 220-5470**, in the Office of Human Resources located at 808 17th Street, NW, Room 8226.

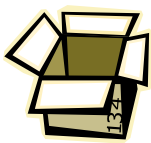


## CSOSA Success Story

### THINKING OUTSIDE THE BOX: ENCOURAGEMENT & MOTIVATIONAL GROUP

By CSO Denise C. Thomas

In September of last year, faced with the new challenges of my caseload, I initiated an Encouragement and Motivation (or E&M) Group to help lead my intensive offenders to more positive outcomes while under community supervision. In the summer of 2003, an overwhelming number of cases in my assigned PSA were screened at intensive supervision levels at the point of intake. Most of the offenders were using illegal drugs of all sorts. My office interviews with the offenders began to extend to 30 minutes in duration. I knew I needed more time with these offenders who had two things in common; community supervision and illegal drug use.



So, out of what seemed like a necessity for me to "think outside the box", the E&M group was designed. All offenders

who were placed on intensive supervision qualified for this group. We met every Tuesday to discuss topics ranging from understanding the conditions of parole and probation to drug use habits. I gained so much additional knowledge about how drugs affected the offenders' lifestyles, it was unbelievable. I listened to "real" tales of mass destruction. I occasionally had to defer to my college textbooks to understand and keep up with the characteristics of illegal drugs like crack-cocaine and heroin.

By encouraging group discussion, I opened up the door for the offenders to be honest with each other and with me. Ultimately, I believe that we encouraged and motivated each other. Eventually, we arrived at the one question most offenders have when they reveal truths about their problems with drugs, "Are you going to violate me?" My answer to this question before and during the E&M groups was always, "You have a signed copy of your parole certificate conditions and probationers have a copies of their judgment and commitment orders. You violate yourself when you do the opposite of your conditions." I report the positive and negative information to the

releasing authorities. In the E&M group that statement made more sense to the offenders than when they heard it in the orientation interview.

The attendance in the group was fair. Many offenders were entering treatment or facing judiciary action. I kept the group going until there was only one participant in the group. The group ended on January 7, 2004. Although the total outcome was a bit disappointing (three offenders were revoked, four parole warrants were issued, and one terminated unsuccessfully), I believe the group effected at least some of the offenders in a positive way (three completed supervision satisfactory, one transferred to the Mental Health Unit, two entered treatment and four are currently in compliance).

To have nine offenders encouraged and motivated is better than to not have any at all on the right track. I gained invaluable experiences from the E&M groups and I think my offenders received the best supervision I could give them. And that's what it's all about.

*CSO Thomas is a member of  
General Supervision Branch Team #1.*

## Employee Focus

### A SPECIAL THANKS

The Illegal Substance Collection Unit's 2003 CSOSA Mentees would like to give long-overdue thanks to the Training and Career Development Center Staff; Pereuna Johnson, Charlene Brooks, Yolanda Perry, DeAndrea Peters, and Thomas Walker for their outstanding dedication and tremendous effort towards the success of the Agency's first internal mentoring program. This program was launched in the Spring of 2003 to expose Drug Testing Technicians to other areas of interest within the Agency as they move forward in their career development. The experience allowed mentees to shadow staff members who were currently working in fields they were interested in possibly pursuing, allowing an opportunity for the mentees to gain more knowledge of what that kind of work those jobs require.



The mentees would also like to extend their gratitude to Branch Chief Michael Gunn, Drug Testing Operations Managers Barbara Spencer, Sammy Sohrab, and Jamal Claggion, and thier fellow co-workers for lending their support and covering the drug labs during their participation. **The 2003 ISCU Mentees were:** Keith Butler, Leonard Dunning, Erika Edwards, Ya'Vonne Harvey, Latisha Moore-Jones, Marcus Patterson, Ayana Rollins and Ray Smith. **The Mentors were:** Timothy Barnes (IT), Timothy Ghebeles (IT), Laurence Wolfe (IT), David Huffer (CJP), Elmira Gwynn (CJP), Walter Hagins (CSS), Eugene Randall (CSS), Gregory Thomas (CJP) and Regina Scruggs (CSS).





# Employee Milestones

*Congratulations to you all!*



## **NEW EMPLOYEES FOR THE MONTH OF MARCH 2004**

*Office of Community Justice Programs*

**Kweku A. Toure  
Kathleen R. Mantilla  
Jenny L. Mlinarcik  
Monica E. Santiago  
Charnell E. Smith**

*Assessment Orientation Center (HITDA)*

**Wilhelm Bonnette**

*Office of Management and Administration*

**Elizabeth M. Moya  
Harry W. Furr IV  
D Neen R. Ross**

*Office of Information Technology*

**Mariene Girdis  
Joi C. Modlin**

*Community Supervision Services*

<b>Cassie L. Rotthoff</b>	<b>Curtis R. Atkinson</b>
<b>Penny E. Spivey</b>	<b>Nicole B. M. Brown</b>
<b>Kaulin Wade</b>	<b>Kimberley M. Cole</b>
<b>William H. Ware IV</b>	<b>Danita D. Day</b>
<b>Moffett R. Wells</b>	<b>Mericha D. Graham</b>
<b>Eydie D. Whittington</b>	<b>Ratima A. Hicks</b>
<b>Nacre S. Williams</b>	<b>Andrea H. Jaffe</b>
<b>Reginald N. Anderson</b>	<b>Cheree M. Koch</b>
<b>Atirah M. Green</b>	<b>Camille A. Lewis</b>
<b>Domica T. Jackson</b>	<b>Chad L. McConchie</b>
<b>Elvin D. Wiley</b>	<b>Veronica D. Moore</b>
<b>Dwayne A. Exum</b>	<b>Jacquelyn L. Paige Grant</b>
<b>Robin A. Brock</b>	<b>Paulette M. Perry</b>
<b>Tonya L. Williams</b>	

## **5 YEAR SERVICE ANNIVERSARY AS OF 3/31/04**

**Ya'Vonne S. Harvey  
Tanzania A. Battles  
Kesha E. Jones**

## **10 YEAR SERVICE ANNIVERSARY AS OF 3/31/04**

**Denise C. Thomas**

## **15 YEAR SERVICE ANNIVERSARY AS OF 3/31/04**

**Denetra T. Frye**

## **20 YEAR SERVICE ANNIVERSARY AS OF 3/31/04**

**John G. Robertson  
Edna H. Lawson  
Barbara N. Wooten**

## **25 YEAR SERVICE ANNIVERSARY AS OF 3/31/04**

**Elizabeth M. Moya**

## **30 YEAR SERVICE ANNIVERSARY AS OF 3/31/04**

**Jewel Spencer Bey**



The John A. Carver Training and Career Development Center is proud to announce its participation in the Graduate School, USDA's **Aspiring Leader Program (ALP)**. The ALP is a six-month learning experience designed to provide quality competency-based training for federal employees at the GS/5-7 levels. Participants are high achieving and are committed to federal service and their organizations. This year's participants are (pictured left to right): Training Technician **Therla Smith**, Training Technician and CSOs **Corey Lynch**, and **Erika Westry**. Please join us in wishing them good luck and success.

## Variety Pages

### TEACHING CLIENTS HOW TO DEVELOP AND USE THEIR STRENGTHS

*Adapted by Leah Scott, Intern*

Resiliency is an important concept, not just in the lives of our clients but also in our own lives. Many of us trudge through the days and weeks attempting to reach the goals we have set for ourselves while still being flexible enough to reach those others have set for us. On a daily basis we are bombarded with tasks and situations that are physically and emotionally draining. Often times we focus on the unfinished work, the incomplete task and the approaching deadlines, instead of seeing the work that we have accomplished, and realizing the effort that we have put forth. With all the roles we play professionally and personally, we must be aware of what it is that keeps us able to maintain.

Resilience, once thought of as applying only to those who have been able to thrive after hardship or trauma, is now being applied to all of us. Just as we experience physical resilience as our bodies recover from sickness, we also experience psychological resilience. Every day we find ways to cope with the demands of life. Spiritually, emotionally and intellectually we find ways to bounce back. The offenders we encounter are also faced with situations that, to them, seem almost impossible to overcome, however, somehow they are able to continue living.

Even though all of our offenders have some resilience, it still seems that some people are just better able to handle life's troubling situations than others. How can we learn to foster resilience in the lives of our clients as they are assaulted with the problems of life? The key is to learn how to maintain resilience ourselves so that the knowledge can be imparted onto our clients. Many times we ask feats from our offenders that we may not be ready to undertake ourselves.

To accomplish a state in which we can promote resilience in our offenders we must first acknowledge our own strengths and successes. We can begin to view not just our offenders but also our lives from a strengths perspective, not just identifying a problem, but identifying how

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With guidance, offenders can learn how to identify when they are in a challenging situation and know how to use their strengths to successfully overcome it.

the positive characteristics we have can eliminate the problem. This may seem difficult at first since many of us are accustomed to seeing the deficiencies in others and in ourselves. It is important that clients understand that they have resources and strengths that may be of help to them in their particular situations. When you ask a person what their strengths are, you usually don't get an immediate response or a response at all. The first step in developing resiliency in your offenders is to help them develop knowledge of what their strengths actually are. Sometimes a strength could be that they are able to make their appointments on time, or that their children are well kept. Many times people don't realize their strengths until another person brings it to their attention. It is important to tell the client examples of

how they are being resilient and help them to understand times in their past when they have been able to use their strengths to handle a difficult situation. Offenders should also be shown that resiliency can be used and developed consciously. With guidance, offenders can learn how to identify when they are in a challenging situation and know how to use their strengths to successfully overcome the situation.

Having offenders understand what their strengths are and how resiliency works in their lives can be very helpful when trying to enabling offenders to bounce back from various situations. An offender will be able to deal with stressors better when he or she understands his or her strengths and how to use them. This understanding will result in the offender being able to consciously choose to make better decisions - decisions that will have a positive impact on their life.

*Source: O'Gorman, Patricia. (2004). "The anatomy of resilience: What makes some clients 'bounce back' better than others?" Counselor.*

*Ms. Scott is working under the direction of Treatment Specialist Kim Barry in the Substance Abuse and Treatment Branch. She is a second-year social work student attending Howard University and a recipient of the 2003-2004 Cosby Fellow.*



## Honoring Mother Nature on Earth Day – April 22, 2004

Submitted by Linette Lander, OGC

“Find me in my field of grass – Mother Nature’s son  
[and daughter].  
Swaying daisies sing a lazy song beneath the sun  
[and by the water].”

From “Mother Nature’s Son”  
(with apologies to Paul McCartney)

Each year at this time, trees are shooting out new leaves and flowers, wildflowers are bursting forth anew from the Earth with bright green growth, male birds and frogs are singing to call in potential mates, and this year, the periodical cicadas will be making an appearance after 17 years of strategic planning underground.

And what can we -- one of the reputed higher forms of life -- do to obey the dictates of Mother Nature?

- **Conserve energy and reduce air pollution by limiting our driving and the idling of our car engines, and carpooling, walking or using mass transit whenever possible.**
- **Conserve electricity by turning off unneeded lights and appliances.**
- **Help keep our precious rivers and streams clear of trash by joining community clean-ups.**
- **Dispose of trash properly without littering and recycle whenever possible.**
- **Just like adult birds hovering near the nest, we can model good behavior for the young people in our families and communities so they also learn to ...**

**Respect Mother Nature.**



## *A Moment in PSA History*

Submitted by SCSO Gladys Dorgett  
General Supervision Team # 40

Did you know that the location of the CSOSA Assessment and Orientation Interim Facility, 1301 Clifton Street, NW, was once the residence of a Supreme Court Justice?

Born April 17, 1849 in Ravenna, Ohio, Justice William R. Day was nominated by President Theodore Roosevelt to the Supreme Court on February 14, 1903. Justice Day, who resided at 1301 Clifton Street, NW, served the Supreme Court for nineteen years, and retired in 1922. He died on July 9, 1923, at the age of seventy-four.

Directly across the street from Justice Day, lived Amzi Barber, the developer of both LeDroit Park and Columbia Heights. Barber, on what is now Clifton Terrace Apartments, built a splendid castle named “Belmont” that had one of the most panoramic views in the city.

Columbia Heights, bounded by Florida Avenue on the South, 16<sup>th</sup> Street on the West, Spring Road on the North, and Sherman Avenue of the East, is served by PSA’s in the Third District. This community was distinguished during the turn of the century as an exclusive Victorian enclave that was favored among high-ranking officials as an attractive place to raise a family. Besides members of the judiciary, Columbia Heights residents included congressmen, educators, members of the city council and other prominent Washingtonians. Due to the presence of Columbia College, many of the surrounding streets were named for educational institutions. Harvard Street, Columbia Road, and University Place are just a few whose names survive to the present day.

During the 1950’s and 1960’s, suburban development induced city dwellers to move. Racial tensions and the riots of 1968 accelerated the decline of the 14<sup>th</sup> Street commercial district. In the years following the riots, some of the majestic mansions were razed in the name of progress. Today Columbia Heights is experiencing yet another type of progress- a renaissance. CSOSA, a collaborative stakeholder in this diverse vibrancy, is helping to stabilize this community by providing strategic law enforcement support, and meaningful interventions to reduce recidivism and assist offenders in their quest to successfully reintegrate and become productive member of society.

# Bulletin Board



*Save the Date*

CSOSA will celebrate  
**COMMUNITY SUPERVISION OFFICERS' APPRECIATION DAY**  
 July 22, 2004

*Save the Date*

**CSOSA/PSA DIRECTOR'S ANNUAL COOK-OUT**  
 Friday, July 23, 2004  
 Look for agency-wide e-mail announcements

*Are you a CSO looking to buy a new home?  
 Did you know that there are some programs that offer incentives  
 and housing benefits to Law Enforcement Officers?*

Visit <http://www.officernextdoor.org> for more information.

The Training and Career Development Center is pleased to announce the Graduate School, USDA 2004 New Leader Program - Session II participants:

- Bruce Adams** - Office of the Director
- Andrea Mosee** - Community Supervision Services
- Keith Cromer** - Community Supervision Services

The CSOSA/PSA ERA will host it's first book club discussion on

**Friday, June 11, 2004 from 12:00 -1:30 pm.**

*If you would like to participate and have suggestions for books to read please submit contact Rhonda Carter via e-mail by COB May 7th.*

## April Birthday Announcements



Happy Birthday to  
**Shannon Gibson** (4/14)  
 - From the Sex Offender Unit,  
 Team #13

Office of Information Technology  
 would like to wish  
**Rande Young** (4/2)  
**Martha Cain** (4/5)  
**Jean Haynesworth** (4/21)  
**Andre Teku** (4/22)  
 & **Carl Wall** (4/26)  
 A very Happy Birthday!

TAP Supervision wishes  
**Julieta Attridge** (4/7)  
 & **Tyrone Brittingham** (4/7)  
 Happy Birthday

Happy Birthday  
**John McLean** (4/18)  
 & **Flonish Merrit** (4/19)  
 - From Mental Health Supervision  
 Team #39

Happy Birthday  
**Felicia Murray** (4/25)  
 - From "The Classmates"

Very Happy Birthday wishes to  
**Danny Knight** (4/2)  
 Hope your day was as fabulous as  
 you are!  
 - Love from your friend Erika

Happy Birthday to  
**Michelle Alston** (4/27)  
 - From Joseph Alston

Happy Birthday to  
**Joe Burns** (4/15)  
 - From the Office of Security

**NEWSLINK QUOTE OF THE MONTH**

We challenge the culture of violence when we ourselves act in the certainty that violence is no longer acceptable, that it's tired and outdated no matter how many cling to it in the stubborn belief that it still works and that it's still valid.

- *Gerard A. Vanderhaar, Author*

**NOTE FROM THE EDITOR:**

This concludes another edition of the CSOSA Newslink. Special thanks to all our wonderful contributors. So that we may continue to produce a newsletter that is representative of the Agency's entire staff and all the wonderful (and sometimes not so wonderful) work that you are tasked to perform, please be encouraged to continue lending your own *personal* thoughts and ideas to the publication. If you know of a special event or program initiative being launched in your office, and you have an opinion about it, feel free to invoke your creative talents and submit an article. Remember you *ARE* the Newslink!

Thanks again, for your continued support.

*Erika N. Evans*

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