



D.C. PRETRIAL SERVICES AGENCY
WASHINGTON, DC 20004-2903

THE ADVOCATE

COMMUNITY ACCOUNTABILITY JUSTICE

FEBRUARY/MARCH 2003

INSIDE THIS ISSUE

The Decision	3
Deputy's Digest	4
Career Management	5
The Training Buzz	6
Operations Update	9
Travel Tips	10
Oh, the weather outside is frightful...	11
No Show Placement Report	13
Profile: Spotlight on LaTonya McKellery	14

MISSION STATEMENT

The D.C. Pretrial Services Agency (PSA) honors the constitutional presumption of innocence and enhances public safety by formulating recommendations that promote the use of non-financial pretrial release under the least restrictive conditions and by providing effective community supervision for defendants in a manner that: (1) ensures that defendants will return to court and will not be a danger to the community while on pretrial release; and (2) addresses the social problems that contribute to criminal behavior. PSA collaborates with CSOSA's Community Supervision Program and other criminal justice agencies to enhance the overall success of defendants.

From the Director by Susan W. Shaffer



Susan W. Shaffer

I am pleased to report that PSA has produced a very excellent draft of our new Strategic Plan, which will be considered draft until it goes through a review process at the Office of Management and Budget and is then provided to Congress. I will forward it to the Agency on e-mail so that you can all review it as your time permits. It's never too late to raise questions or issues! I am very grateful to the work groups and focus groups put together by Carolyn Peake and Rebecca Childress. Many of the thoughtful suggestions and observations offered by line staff and management are now reflected in the plan. Some suggestions went more to issues that we are simultaneously addressing in a review of our performance management/recognition process, but they were very helpful as well and are being incorporated in that process.

The "combined" list of participants in both groups included: Claire Johnson, Eric Kravchik, Gerry Chapman, Laura DeVol, Norma Scott,

Brian Rybicki, Brenda Greene, Michael Williams, Dennis Caravantes, James Jones, Keelon Hawkins, Michelle Consuegra, Malaika Mayberry, Jeff Wright, Donna Powell, Vaughn Wilson, George Zouzoulas, Dan Gillespie, Angela Alieu, Shirley Drayton, Pam Durrett, Scott Hopkins, Stephanie McKenzie, Heather Sonabend, Gary Marbley, David Reed, Leontyne Fredericks, Sharon Banks, Ruth Jones, Romeyn Rowleson, Kris Barrett-Smith and Maribel Thompson.

Carolyn Peake or Rebecca Childress led the groups and provided reports for me with the recommendations of their respective groups. In addition, Carolyn, Rebecca, or Derrick (Gervin) accompanied Peter (Krauthamer) in his meetings with our key stakeholders. I think you will agree when you review the plan that its comprehensive focus reflects well on the process that Carolyn and Rebecca employed, and that having the views of a cross-section of the Agency as well as our stakeholders is extremely helpful as we formulate our goals for the next few years. Thank you very much to all who contributed time (that I know is scarce) to making this plan something to be proud of.

Another major effort that I hope will be completed by the end of April is the review of our performance management system that was initiated some months ago with an extensive questionnaire and focus groups that many of you participated in. Brenda Greene has just provided the Executive Committee with a very comprehensive summary of your comments and suggestions, put together by Brenda, Faye Redding, and consultant T. Dutton, with assistance on data interpretation from Rebecca Childress. I am very impressed by the thoughtfulness of the comments and I am very grateful to all of you who took the time to make suggestions. I can see that we have some work ahead of us, but I also see openness to trying new things and awareness at all levels that clarity, training, and communication are keys to success, regardless of the performance management/recognition system we have in place. Many thanks to Brenda for coordinating this first phase of our effort.

Human Resources is now taking on the responsibility of reviewing other federal performance management models, suggesting changes

Continued on following page...

to our draft Awards and Recognition policy that will reflect employee suggestions from the questionnaires and focus groups, providing guidance for current performance reviews, and initiating a review of the performance plans with input from supervisors and staff. Although any revision of performance plans could not be put in place until the next rating cycle in the upcoming fiscal year, training and guidance for administering the current system will be enhanced immediately. Faye Redding will be coordinating this HR effort, with assistance in various areas from Romeyn Rowlson and Laura DeVol.

I will provide you with a report by the beginning of May that summarizes your observations from the survey and focus groups and details the steps we are taking to address those issues. Peter and I plan to meet with you during our training days in early May, after you receive our report, and have the opportunity to discuss the report with you and hear any further suggestions you may have.

In addition, I have just received and am reviewing the results from

the workplace climate survey conducted earlier this year. Norma Scott will report those results to you in the next *Advocate*. Again, I can only reiterate my thanks for your participation in these efforts, as it is only through your voices that we can know what is working and what is not working for you. You are PSA's best resource, and as we struggle through the high volume of work and the process of putting so many things in place so quickly, we no doubt overlook things that only you can point out to us. Please continue to express your ideas — I certainly can promise you that I am listening.

I understand that Lorenzo Hopkins, one of our relatively new PSO's in General Supervision, has been deployed to the war effort, and that Ronetta Harris (Drug Testing and Compliance Unit), Steven Stoney (Diagnostic) and Rae Grice (IT) are on call. Our thoughts and fervent hopes for peace are with all of our colleagues and friends. As so many of us at PSA and CSOSA have experienced these past few years, life is precious and can be cut all too short.



The following poem was written by Judge Zinora Mitchell-Rankin
for the most recent Drug Court graduation.

The Decision

by The Hon. Judge Zinora Mitchell-Rankin



A joint,
a pipe,
a needle
or a bottle,

whatever your drug of choice may be.
What is your decision about your life?
Do you have the courage to be free?

The mirror's reflection -
what does it show?
Sallow skin, glassy eyes,
a head bowed low,
No self-esteem, nowhere to go
but back to where you've been.
Could this really be you?

Broken pieces, scattered about
Too sick to know, too tired to care,
too angry to feel
What are you looking at?
Your reflection, who is this?

Disgusted sigh -
and yes, the mirror does not lie.
Go to hell
Been there -
where night is day and day is night

Inside out, turned about
Sirens screech, jail cells close,
The judge, the case manager,
they look through you -
they know what you are.
They know who and what you become.

Wait just a minute
Is this you 'cause it sure ain't me
When you look in the mirror what do
you see?
Pieces to a puzzle that once were lost
but now are found,
Day by day
Step by step,
Piece by piece
Can you put you back together again?

Do you have a crystal ball?
If you fall will you break?
Can you pick yourself up
and acknowledge your mistake?
Can you try? Can you succeed?
Do you have the courage to be free?

I HOPE YOU CAN.
I WANT YOU TO!

To be free is what God intended
for you and for me.
It is not too late
but you can't afford to wait.
Put down the joint, no dipper, no pipe,
no needle, no blow
You've got things to do
and places to go

Mirror, Mirror what do you see?

A man, a woman
with courage to be drug free.

Deputy's Digest

by Peter A. Krauthamer



Peter A. Krauthamer

A couple of weeks ago PSA reached a milestone without any fanfare, pomp, or circumstance. March 4th marked the first anniversary of PRISM (Pretrial Real Time Information System). That significant date would have passed unnoticed had Ron Hickey, our own IT Director, not reminded us. PRISM 1.5 is our most significant Operations related software tool. Most significantly, in that year, PRISM has “experienced no downtime” to quote Ron.

PRISM is not the whole story of our growth and automation over these last few years. PSA also boasts several pieces of mission critical software that support various Agency functions outside of Operations. Last week, Susie [Shaffer] and I were treated to an impressive presentation of the ODN, CAPS, and PET software, which support F&A (Finance and Administration) and HR (Human Resources). The FTDTL (Forensic Toxicology Drug Testing Labo-

ratory) is presently working on LIMS, which will replace DTMS; and of course, PRISM 2.0 development will begin in upcoming months to make ABA DABA a relic of PSA history. Last but definitely not least, SPAE (Strategic Planning, Analysis & Evaluation) has developed, with contract support from Bearing Point, a data warehouse that will enable us to achieve seemingly miraculous data extractions and manipulations at the click of a button. (I must add that kudos go to Carolyn Peake as she worked closely and tirelessly to ensure success of this project).

Looking towards the future, stakeholder interviews for our updated Strategic Plan are coming to conclusion and I can proudly report that PSA consistently received rave reviews and assessments by all stakeholders. It was truly a pleasure to hear from so many heads of agencies and organizations how well we fulfill our mission, and how well we support the criminal justice system. The compliments bestowed upon PSOs for their professionalism and com-

petence were incessant. It made the interviewing process easy and reinforces what we sometimes may forget as we trudge on day-to-day—we do make a difference, our knowledge and courtesy for all is appreciated and, nowadays, expected. And yet, we know there is room for improvement; we can do better. We can implement changes that will make your job easier and smoother without compromising any of our effectiveness as an Agency. We can automate more of the mundane requirements to allow you to focus on the more challenging tasks. We can expand upon the model that has proven to work to deliver additional services in support of our mission and the criminal justice system. As good as we are, it is not yet time to rest on our laurels...at least not for too long.

So in these uncertain times of upheaval, take the time to appreciate what you and your co-workers accomplish to sustain you into the future.

Have you heard the buzz about Career Management?



by **Norma Scott**
Human Resources Specialist
Office of Training and Career Development

Have you heard the news? Have you been in the elevator with folks who are talking about “career planning?” Have you heard about the “values card sort” or the “career/life continuum?” Well, there is an explanation for all that.

The Office of Training and Career Development has begun rolling out the PSA Career Management System with a Pilot Program implementing the Employee Development Action Plan (EDAP) in five Pilot Program units. So far we have introduced 47 employees to the career planning concept, the EDAP and the Career Management System through a 2½ hour workshop. The EDAP will serve as a career road map, giving structure to employees’ professional development in the next twelve months as they partner with their supervisors to enhance performance in their present position and plan their career future at PSA. The EDAP allows employees to articulate career goals and objectives and develop strategies for achieving goals and objectives using other Career Management System components. After we have implemented this career planning tool in the five Pilot Program units, we will phase in other PSA units with the goal of having all PSA employees on an EDAP by July 2003!

The Career Management System will place other career development tools at PSA employees’ disposal as well. Some of these tools are familiar to employees. Our Tuition Reimbursement Program and Substance Abuse Treatment Training Program have been in place for some time, allowing employees to develop their career potential. Other programs are new. The Mentoring Program will be de-

buting in May 2003. The Supervisory Development Program will be in place within two months. The Aspiring Supervisors Program (a program which allows outstanding performers in non-supervisory positions to attend supervisory training) will come on line in mid-summer. The Commitment to Continuous Learning is an integral Career Management System concept and calls for all of us to become “lifetime learners,” committed to improving our current performance through relevant on-the-job experiences and formal training activities. Our Commitment to Continuous Learning makes all PSA employees accountable for developing themselves and their subordinates.

As we bring other PSA units on line with the EDAP implementation, the Office of Training and Career Development will provide supervisors and employees with training on the Career Management System and the use of the EDAP and other professional development tools.

The sneak peek Career Management System seminar was held on March 18th. The seminar gave participants the opportunity to focus on their work values and interests and where they are in their careers. We introduced Career Management System program components and defined some key career development terms. It was a great opportunity for staff to get a head start on their development while learning to think strategically about their careers. Let’s develop a plan for your work future!



Norma Scott

The Training Buzz

From the Office of Training and Career Development



Do you ever wonder what it is the staff of the Office of Training and Career Development do when they're not in the classroom? Some people may think we just sit around waiting for the next group of new hires. You may be a bit surprised to learn that we in fact do much, much more. A few examples:

Stephanie Burkhalter didn't have much time to settle in once she got back from maternity leave (little Nala is doing well, incidentally). Stephanie immediately began dealing with spring semester interns. She is also working to update employee credentials, and is setting up a number of NCIC/WALES re-certification classes. As the resident NCIC & III expert, Stephanie is getting ready for a wave of III/NLETS training for the soon to be released 'Standardizing Criminal Justice Warrant and Record Checks Management Instruction'; so look for the training to be coming your way soon. Needless to say, we're glad to have her back.

Staci Burrough is immersed in the Substance Abuse Treatment Training Program (SATTP). Last year's program was a rousing success, and this year's program promises to be even more informative. A graduation ceremony for last year's program participants is scheduled for April 16, 2003, so we encourage you to come out and support your co-workers! Classes have also begun for this year's program, and Staci's been frantically working to secure rooms and equipment for each class. Believe it or not, with all the training between CSOSA and PSA, just finding an open room for each class is a full-time job. Contact Staci if you'd like to attend one of the SATTP classes. In addition, Staci is working to obtain approval for CEU credits for many of the trainings we offer here at PSA. Another project keeping Staci busy is the new Mental Health Initiative. She was selected as a participant in the Train the Trainer program for the new initiative, which will keep her busy several days a month attending and conducting trainings throughout the District of Columbia. The initiative will totally revamp the way the District of Columbia assesses, refers, and treats dually diagnosed clients who seek treatment services. Look for more on these items from Staci in future *Advocate* issues.

Laura DeVol, our fearless leader, is busy as always. One of her main duties is balancing the training budget and approving training for employees Agency-wide. She is also working to get more trainings brought on site to address the needs of the employees as defined by the on-line needs assessment conducted several months ago. She is always trying to find trainings that will not only help you do your jobs better, but that will help you to support the Agency's mission as well. One of her other current projects is working to find more training for supervisors so they can develop or hone the crucial skills needed to be today's leaders.

Andrea Dunn is new to the team, and we're delighted to have her. With her years of experience as a Drug Testing Technician and Team Leader in the Drug Testing and Compliance Unit, Andrea will be specializing in training new Drug Testing Technicians and Assistant PSOs (Drug). She will also coordinate training for the laboratory staff. Welcome aboard Andrea!

Scott Hopkins is currently working to update our new training software. We had all the data from the old software converted to the new software, and there is quite a lot of cleaning up to do. Scott is coordinating efforts with the rest of the Office of Training and Career Development to ensure that all employees' training records are current and complete. This job entails entering all SF-182s from the past 6 months or so, gathering attendance sheets from mandatory CSOSA classes, then contacting employees to verify attendance at classes. Look for e-mails very soon requesting proof of attendance; and if you'd like to save us (and you) some time, forward all certificates of completion from the past year to Scott. Scott is also currently working on a management instruction on how we as an Agency should be developing and delivering training materials. This instruction will give our trainers and subject matter experts guidance on how to more effectively deliver interactive and interesting training to YOU, the adult learner.

Continued on following page...

Christina Ruppert is working on performance measures for the Office of Training and Career Development. She's crunching numbers on how many classes we've held, how effective students felt the trainings were, and how confident they feel about going back to their offices to perform the duties just learned. The student comments she compiles will help us determine which sessions need improvement and which are very effective. Here are some of the numbers Christina compiled from first quarter of fiscal year 2003:

- The Office of Training and Career Development administered 2 New Hire Training Programs to 20 new employees;
- The Office of Training and Career Development administered 65 internal training modules to 715 attendees (Translation: We trained 20 new employees during that time period; altogether we taught them about 30 different classes. That would equal 600 attendees). Add to that the SATTP and Compliance Assessment classes and you have a few more classes with 115 attendees.
- 33% of new hires felt 100% confident that they would be able to perform the duties of their new positions after training;
- 27% of new hires felt 99-100% confident that they would be able to perform the duties of their new positions after training;
- 40% of new hires felt 80-89% confident that they would be able to perform the duties of their new positions after training.

Christina is also the person responsible for the excellent Case Assignment training and job aids. She spent many a late day in the office fixing screen shots and updating the materials as the IT team worked to finalize the PRISM Case Assignment functionality. And of course, there's *The Exterminator*. Each edition is packed with information about PRISM updates and enhancements, so be sure to read each issue.

Norma Scott, our Employee Development Specialist, is working diligently on putting together our Career Management System (CMS). This includes developing Job Specialty Competencies (components of the job you do every day), putting together Employee Development Action Plans (where you want to be in the future and how you plan to get there), developing a Mentoring Program (you can act as a mentor to someone, you can have a mentor yourself, or both), and creating the Aspiring Supervisors Program (a program which allows for supervisory training for outstanding performers in non-supervisory positions). Norma is also working with Laura on the Supervisory Development Program. The sneak peek Career Management System seminar was held on March 18th. The seminar gave participants the opportunity to focus on their work values and interests and where they are in their careers. Norma introduced Career Management System program components and defined some key career development terms. It was a great opportunity for staff to get a head start on their development while learning to think strategically about their careers.

Let's not forget Annual Training Days. Since we were snowed out last December, we've rescheduled the Annual Training Days to May 8-9, 2003. Look for many informative and lively sessions.

On top of these tasks, those of us who are PSOs share the duties of conducting preliminary background investigations for potential employees and coordinating new hire proxy card and computer ID requests. And we are, of course, the 'Keeper of the Passwords'.

Have a look at what's coming up in the near future and who to contact for more information (information can be found on <http://infoweb>, under Training and Career Dev., Announcements):

Continued on following page ...

<u>Name of Class</u>	<u>Dates</u>	<u>Contact Person</u>
HIV/AIDS Lecture Series	March 17-19 or April 14-16 or May 19-21	Stephanie Burkhalter
Intro to Career Management System and Career Planning	March 18	Norma Scott
Change Management	March 19	Staci Burrough
Basic Self Defense	March 19-20 or April 10-11 or April 24-25 or May 8-9	Stephanie Burkhalter
Motivational Interviewing	April 4	Norma Scott
SATTP Graduation	April 16	Staci Burrough
Introduction to Dual Disorders	April 21	Norma Scott
Dual Disorders for the Substance Abuse Treatment Specialist	April 22 & 28	Norma Scott
Substance Abuse 101	April 23	Staci Burrough
Theories of Counseling Series	April 23 – June 11 Every Wednesday and Thursday	Staci Burrough
Transgender Education Seminar	April 29	Stephanie Burkhalter
Human Development Series	March 5 – April 17 Every Wednesday and Thursday	Staci Burrough

So as you can see, actual classroom training is only a fraction of what we have going on up here. Most importantly, we hope you all know that we in the Office of Training and Career Development are wholly committed to helping you do your jobs better. Our advice is to attend as much training as you can, as each class could bring you one step closer to meeting the Agency mission and your future goals.

Look for more information from the Office of Training and Career Development in future issues of *The Advocate*.





Operations Update by Spurgeon Kennedy Deputy Director of Operations

Spurgeon Kennedy

Almost a year ago, PSA completed a major reorganization of the Office of Operations. We compressed seven former branches into Court Services, Supervision and Treatment, and created a Special Project Manager and three Policy and Program Development Manager positions to develop quality assurance procedures, policy statements, and management instructions. Our goal was to streamline Operations branches into their core functions (risk assessment, risk management, and treatment and social services delivery), and ensure that instructions on how to perform the tasks under these critical areas were available to staff.

Since that reorganization, Operations has continued to refine Branch administration, for example, through the recent General Supervision restructuring and the split within New Directions of case management and treatment maintenance functions. We have also continued to improve procedural development, taking “lessons learned” from instruction development and project management to help us identify best practices. Recently, Operations Managers met with the Operations Director, Deputy Director and representatives of the IT Division to discuss aspects of a recent program development success—the new case assignment feature in PRISM. The group identified several things that “went right” with this project and which should be incorporated into future efforts. These include:

1. *While management set the project’s goals and initial timelines, the project team determined how the task would be completed:* Upper management defined the “what” and “when” of the case assignment project, but left it up to the project team to figure out the best way to achieve these results. The group set up a work schedule with well-defined duties for each member and timelines for these specific tasks. Management, then, simply monitored team progress, allowing the group to determine the best course of action.
2. *The group reinforced internally the need for quality and timeliness:* The group dynamic reinforced the importance of meeting deadlines and getting the work done. Simply put, no one wanted to be the reason for delaying the project or not doing the job well. Peer influence appears to be a much greater motivator than satisfying Management directives.
3. *Keeping the project’s perceived benefit specific to group members helped maintain the sense of priority:* Everyone involved with the case assignment project saw a clear need and benefit to the task. Case managers wanted a better idea of who they actually supervised. Supervisors wanted a simpler way to divide work evenly among staff. Management wanted a more precise count of each unit’s workload. Since the project’s needs and benefits were well-defined (to quote the Training and Career Development Director [Laura DeVol], the “what’s in it for me” question was answered), the group’s commitment remained high.

The case assignment project reinforced for Operations management the level of talent that exists within the staff to produce high quality and meaningful work. This is especially true if staff has a “buy-in” to the process, such as ownership of the process or a clear idea of why the task is important. We are hoping to incorporate the lessons learned here into other Operations initiatives. For example, a four-member working group is now reviewing PRISM look-up lists and other data to suggest ways to streamline the use of that mission-critical system. (P.S. - For those of you who wondered whatever happened to Brian Rybicki, Antoinette Williams, Rashida Mims, and Kristin Kainu...). Bottom line, better integration of Operations staff into project management certainly will mean better products and outcomes for the Agency.



Donna K. Jones

Travel Tips from the Office of Finance & Administration - Accounting Office

by Donna K. Jones
Accounting Officer

Feel lost in the wilderness of all the federal government paperwork, acronyms, and regulations? Do you need direction on how to proceed when you want to attend a conference or training involving out-of-town travel? Accounting is here to help! Beginning with this issue of *The Advocate*, we will provide you with Travel Tips and useful information by breaking it up into manageable pieces to help you better understand federal government travel.

What is the FTR? The Federal Travel Regulation (FTR) is the regulation contained in 41 Code of Federal Regulations (CFR) 41, Chapters 300 through 304, which implements statutory requirements and Executive Branch policies for travel by Federal civilian employees. The Federal Regulations for temporary duty travel are contained in Chapters 300-301. The General Services Administration (GSA) is responsible for oversight and policy, and as a federal government agency, Pretrial Services is required to comply with these regulations.

Must I have authorization to travel? Yes, you must have written or electronic authorization prior to any PSA sponsored travel - even if there are no reimbursable costs to you (*e.g.*, NO-COST travel orders). The Travel Authorization process is mandatory before traveling as it provides employees with documentation on the purpose of travel, authorized expenses, required documentation, and any financial/budget information necessary for budget planning.

Did You Know? The PSA intranet now contains a fillable version of Form 1164, Claim for Reimbursement for Expenditures on Official Business. This electronic feature will save time when you need to submit a claim.



Oh, the weather outside is frightful....



Trudy Van Voorhis

by **Trudy Van Voorhis**
Branch Manager, Court Services

Once upon a time, many years ago when I was young, another record snowstorm hit. I was on the citation staff and reported to work on a Thursday evening. The snow fell and my relief could not make it in until midday Sunday. Three days in old Building B staring at that purple carpet and trying to make friends with the mice made me a real POW - Prisoner of Work. That assignment was a rite of passage for me.

Early in Steve Bell's PSA career, he drove in at midnight, parked outside of the courthouse and slept in his car just to be sure he would be at work first thing in the morning since he was an essential employee and there was a winter storm approaching. What spirit! What dedication! What...!?

I am happy to report that the tradition continues. For many years, the 'essential' staff of the Diagnostic and Evening Units have braved the elements to ensure that PSA is covered. 'Essential' is defined as critical, vital, crucial and indispensable. These terms all applied during the record snowstorm to the group of troupers who braved the difficult conditions to man their posts. Even though it was not their team's assigned day, Devessdra McKoy and James Ridgway made it in. My appreciation goes out to Tarya Lewis, LaTonya McKellery, Julian Doyle, Stephen Crabtree, Mike Lukenich and Demond Tigs of the Diagnostic Unit for holding down the fort on Tuesday, February 18th when the government was closed.

The Evening group made great efforts to ensure that the Agency was covered 24 hours as much as possible. Shalia Jackson braved the worst of the storm and worked Sunday and again Monday evening through Tuesday morning. Michelle Robillard, Gary Marbley, Dallas Burgess, Steven Sheffer, Jennie Nelson and Leighanne Briguglio were present at their posts throughout the rough weather weekend.

Thanks to all of the above-mentioned for being such dedicated staff.

Song book revisited ~

We are often asked to contribute articles to *The Advocate*. Instead of reporting the multiple events going on in the Court Services Branch (I will leave that to the supervisors and staff — *hint, hint*), I have provided renditions from the "Weird Trudy Yankovich" songbook. Hard to believe but I actually get requests for this!

Due to the wide generational span in the Agency, many of you may not know who Weird Al Yankovich is. He remade Coolio's *Gangster's Paradise* into *Amish Paradise* and Michael Jackson's *Beat It* into *Eat It*. You get the picture. Following his lead, I have reworded two songs into courthouse topics. Again, that multi-generational span may not allow everyone to know the songs but I hope you enjoy them anyway.



Jennifer Lopez

Jennifer Lopez's — '*Jenny from the Block*' has become:

Trudy From the Court Cellblock

Don't be jealous of the job that I've got,
I'm still Trudy from the court cellblock.
Used to weigh a little, now I weigh a lot,
I'm still Trudy from the court cellblock.

Started out workin' 4-12 at night
Without any major plan in sight.
Learn it all, what I had to say
So they moved me to the light of day.
Worked in daytime and I made the set
Trying to learn everything I could get
FTA, Release Pre- and Post-
Try to see where I could learn the most
Intensive and District Court
Years passed by and made the time feel short.

Don't be jealous of the job that I've got
I'm still Trudy from the court cellblock
Used to weigh a little, now I weigh a lot.
But I know where I came from...

Like you've heard me say a time or three
Moses ain't got anything on me
Roamed the desert leading up his tribe
Me as supervisor - how I'd describe.
Never realized the promised land.
225 is where I've made my stand.
Been so long now it's my desire
From this office here I'll retire.

Continued on following page...

Don't be jealous of the job that I've got
I'm still Trudy from the court cellblock
Used to weigh a little, now I weigh a lot.
I'm still Trudy from the court cellblock.

Started here when I was young in age
Years later I am now the sage.
In my time I made the courtroom quake
Now they see me and the clerks just shake
Not a tyrant, not a Pretrial rock
I'm just Trudy from the court cellblock

From the judges, to the U.S.A.
Loved my baking and I'd hear them say
"Hey there Trudy, want to know, my sweet
When you baking us a little treat?"
All that baking I am sad to say
Really made me what I am today.

Don't be jealous of the job that I've got
I'm still Trudy from the court cellblock
Used to weigh a little, now I weigh a lot.
I'm still Trudy from the court cellblock.

**Paul Simon's — '50 Ways to Leave
Your Lover' is now:**

50 Ways To Miss a Court Date

"The problem was all inside my head",
he said to me
I forgot to come to court, I didn't flee.
If I meant to leave, you never would see me."
There must be fifty ways to miss a court date

He said "it's really not my habit not to show.
What made me forget, Ms. Pretrial,

 I will never know.
Did you mail that sheet that told me
when and where to go?"
There must be fifty ways to miss a
court date
Fifty ways to miss a court date

Just slip out the back, Jack
Make a new plan, Stan
You don't need to be coy, Roy
To get yourself free

Hop on the bus, Gus



You don't need to discuss
much
Just move to P.G., Lee
And get yourself free
Just fail to appear, Dear
Say you didn't know, Joe
Or somebody died, Clyde
Just get yourself free.

Blame it on the sheet, Pete
The date wasn't wrote neat.
What else could it take, Jake
to get yourself free?

Judge said "It grieves me so to see you do such
wrong
I thought things were going great and you were
coming right along"
He said, "I appreciate that but would you let me
explain
About the last few days?"
Judge said "Why don't we both just sleep on it
tonight
And I believe in the morning you'll begin to see the
light"
He was stepped back and I recognized they
probably are right
There's more than fifty ways to miss your court date
Fifty ways to miss your court date.

Tell 'em you got sick, Rick
In another jail, Gail
Think your ears went deaf, Jeff
Just get yourself free.
Someone hit your head, Jed
Couldn't come, enough said
Got into a spat, Pat
The date just left me.
Laid up in my crib, Lib
No ride I could pay, Jay
Taking care of my kid, Sid
Just listen to me.
Got scared what to do, Sue
Believe me just would you?
What is BRA, Ray?
Can't get myself free ...

No Show Placement Report

by Brian Perry
Assistant Pretrial Services Officer
Drug Testing and Compliance Unit



Brian Perry

As the title of this article suggests, the main topic will focus on explaining the current procedure for the Drug Testing and Compliance Unit (DTCU) to report defendants who have failed to comply with court ordered testing conditions. This, like many of the procedures in the DTCU, has changed over the past year. Any good organization must always look at ways of improving its operations, and this definitely has been the case in the DTCU. The past year has seen much change, change that has improved the way in which we function as a unit and most importantly the way in which we get timely, accurate information to the judiciary and all our stakeholders. Whether it was the change over from DTMS to PRISM, or a new testing procedure to support the community court, the DTCU took on these events and succeeded while continuing to provide the same high level of service.

When an organization goes through change, no matter how big or small, it is always a challenge to the leadership of that organization. I can say, without a doubt, that these positive changes have been successfully implemented under the leadership of our Unit Manager, Mrs. Bowen, and the respective supervisors of the Adult and Juvenile sections, Ms. Brown and Mrs. Bryant.



No Show Placements

The Diagnostic Unit provides the DTCU a lockup list daily indicating which defendants received testing conditions at first appearance. Defendants with placement conditions (s2) are given one business day

and defendants with evaluation conditions (s3) are given two business days to report, respectively. After the appropriate time has passed, each defendant who has been given drug testing conditions is then reviewed to ensure that s/he reported as ordered. If the defendant does not report, the “no show” is then researched to verify there was not a legitimate reason for the defendant not appearing for testing. If it is determined that the defendant failed to appear, the following entries are made into the defendants PRISM record:

Placements

- A “no” compliance placement drug test is entered into the check-in log with the corresponding drug test entry changed to “no” compliance as well.
- A supervision log entry is made to reflect the failure to report for placement.
- A testing activity is created for the day of the week on which the defendant should have reported for placement with a suspend date of two weeks after the failure to report for placement.

Evaluations

- A “no” compliance evaluation drug test is entered into the check-in log with the corresponding drug test entry changed to “no” compliance as well.
- A supervision log entry is made to reflect the failure to report for evaluation.

If or when a defendant who has initially failed to appear reports to the DTCU s/he would then be placed into testing and the defendant would be allowed to choose a specific day for testing.

The no show placement report is one of the regular assignments performed by the Assistant PSO's in the DTCU. If you have any further questions about the no show placement report please feel free to contact me.

Profiles in Pretrial —



LaTonya McKellery

Spotlight on
LaTonya McKellery
Pretrial Services Officer
Evening Unit

Just think, you're here not by chance, but by God's choosing. His hand formed you and made you the person you are. He compares you to no one else - you are one of a kind. You lack nothing that His grace cannot give you. He has allowed you to be here at this time in history to fulfill His special purpose for this generation.

~Roy Lessen

I have been working in the criminal justice system for almost eight years and am really enjoying it. Having been born in Goldsboro, NC and becoming a military wife, I graduated from the Chaminade University of Honolulu, Hawaii with a B.S. in Criminal Justice and a Masters in Social Work. While obtaining my B.S., I worked as a victim advocate in the U.S. Attorneys' Office, where I received intensive training in domestic violence and child abuse. While pursuing my Masters, I worked as a substance abuse counselor for an inpatient treatment program where I obtained intensive training as well. This is where I really became involved with substance abuse and decided to pursue a Masters in Social Work instead of Pre-Law.

I enjoyed the challenge of being a substance abuse counselor. Working in this field presents an opportunity to help others by encouraging and inspiring them to make right decisions. However, counseling made me realize that everyone cannot be helped if they do not want help. You have to want to change or make that change in order to live a productive lifestyle. But I thank God for allowing me the opportunity to work as a substance abuse counselor and letting me see others' life challenges firsthand. In order to truly be good at what you do, you have to care about people and love what you do; it makes a big difference!

As a PSO (Pretrial Services Officer), having worked both day and evening shifts, I am glad to have the opportunity to perform the many tasks that we encounter on a day-to-day basis. I would like to acknowledge my superiors for allowing me the opportunity to grow. They encouraged me to take advantage of various training courses that have honed my counseling and case management skills.

One of the many goals I have in life is to pursue either a degree in law and/or Ph.D. in Counseling. I want to write and develop programs for women and children, which will consist of substance abuse treatment, education, trade, social and spiritual outlets. I believe that many programs now in existence are very limited in that they do not focus on the family.

I am a wife and mother. My husband, Shawn (who is in the U.S. Air Force), and I have been married eleven years. We have two daughters — Briana (10 years old) and Kierra (8 years old). I am a member of the Ft. Meade Base Chapel (and the coordinator for retreats), the Hawaii Criminal Justice Association, the American Correctional Association, the Professional Counseling for Women Association, and Alpha Kappa Alpha Sorority, Inc. I love spending time near the water, reading, traveling and spending as much time as possible with my family. Shawn is on call, having just returned in January. We covet your prayers as he and countless others serve our country.

There are times and seasons in our world when God "breathes" on a certain assignment done for a certain season and era.

Happy Birthday to those who celebrated/are celebrating birthdays in March — Karen Brown and Charmaine Mitchell (1st); Kenneth Black and Courtney Weber (2nd); Alvese Spraggins (3rd); Chris Wicecarver (4th); Mark Davis-McCrary and Chris Meza (6th); Vanessa Byerly and Julian Doyle (7th); Sharon Smith (11th); Quincy Quartey (12th); David Reed (13th); Christina Ruppert (15th); Sherylle Gant, Troy Jefferson and LaVerne Nelson (16th); Faye Redding, LaSonia Rivers and Sunil Taneja (18th); Claire Johnson and Mike Kainu (20th); Darrin Stewart (22nd); Shareda Smith (25th); Shannon Brown and Gwendolyn Fox (26th); Donald Brady (27th); Leontyne Fredericks (30th); and Nicole Brownley, Annette Bryant and Ana Caro (31st).

Best wishes for a speedy recovery to Mohamed Bah, who is recuperating from surgery.

Our condolences to those whose loved ones passed away: Annette Bryant (brother and uncle); Bonita Cox (father); Anthony Gales (grandfather); and Sunil Taneja (mother).

Congratulations to Linda Christian (Office of the Director), Teresa Grant (Social Services), and Shareda Smith (Drug Court), February's parking drawing winners; and to the winners of the March drawing—Willette Bruton (Human Resources), Michelle Consuegra (District Court), and Patty Sucato (Heightened).



Best farewell wishes to Tiffany Abrams, who is moving from our Drug Testing and Compliance Unit to join CSOSA as a CSO; Derrick Gervin, who is returning home to Atlanta, GA and will be employed as a Prevention/Intervention Specialist with the DeKalb County School System; and to Chris Meza, who is relocating to Boise, ID to pursue a home business venture.

A warm welcome to Samantha Gatling (Financial Specialist), joining Pretrial in March, and Alfred Miller, Jr. (Support Services Specialist), joining us in April.

Best wishes to Heather Sonabend (Diagnostic) on her engagement to Jonathan Bockman.

Congratulations to Stephanie [Ferguson] Phillips on being selected as Budget Analyst, Finance & Administration.

A Few Kind Words...

by Michelle Consuegra
Supervisor, U.S. District Court



Michelle Consuegra

... can go a long way for a PSO. We have all had that kind of day when we wonder, "Why do I stay?" "Why do I waste my time on these defendants?" Just when we are at the end of our ropes something happens to restore our devotion to our jobs.

It is always nice to receive recognition of the efforts and hard work we accomplish from attorneys, judges and other external colleagues. But when a former client (defendant) comes back and thanks their case manager for helping them or making a difference in their lives it can be more rewarding. These two small words — thank you — can remind us why we are in this line of work and why we continue to stay. We definitely do not hear this as often as we would like. When we do, it is not the thank you we never received that is remembered but we will just remember the one we did receive.



Tammy Everitt

I just wanted to share a letter (attached) that was sent to Tammy Everitt, a case manager in U.S. District Court, by a former client who was sentenced almost a year ago.

April Happy Birthdays —

Deborah Reid and Timothy Myles (2nd); Sunghee Park (5th); Christy Cassady (7th); Dallas Burgess and Derrick Robinson (8th); Laura DeVol, Keelon Hawkins, Eric Mitchell and Adrianna Sewell (9th); Demond Tigs (10th); Linda Buckmon (11th); Darrell Harrington (12th); Serento Jones (13th); Kim Harris-Cobb and Lenn Palma (14th); John Hall and Brian Rybicki (15th); Alan Petty (18th); Jeffrey College, Bonita Cox, Wanda Pope and Debbie Taylor (21st); Shelley Robinson (23rd); Michelle Yemc (26th); Dave Cooper (28th); Nicole Washington-Green (29th); and Marc LeClair and Andre Sidbury (30th).

THE ADVOCATE
IS A PUBLICATION OF THE
D.C. PRETRIAL SERVICES AGENCY
633 INDIANA AVENUE NW
WASHINGTON DC 20004-2903
Phone: 202-220-5500 ~ Fax: 202-220-5655
E-mail: The.Advocate@csosa.gov
Susan W. Shaffer, Director
Peter A. Krauthamer, Deputy Director
Linda Christian, Editor

February 21, 2003

Ms. Tammy E. Everitt
D. C. Pretrial Services Agency
333 Constitution Ave., N.W. Room 1413
Washington, D.C. 20001

RE: [REDACTED]

Dear Ms. Everitt:

It has been one year since my sentencing in Washington and I have been thinking of you from time to time. You may recall that I personally thanked you for your efforts at that time. That particular day I was relieved, thankful to God actually, to not be in jail so that I could get on with my life. The events with Probation since then are in sharp contrast to my treatment under your supervision. I wanted you to understand how much I truly appreciate your reasonable approach to someone who tried to follow the rules.

I hope you and your family are well. You know, I do miss checking in with you once a week.

Sincerely,

[REDACTED]
[REDACTED]

CESAR FAX

March 17, 2003

Vol. 12, Issue 11

Distribution 5,938

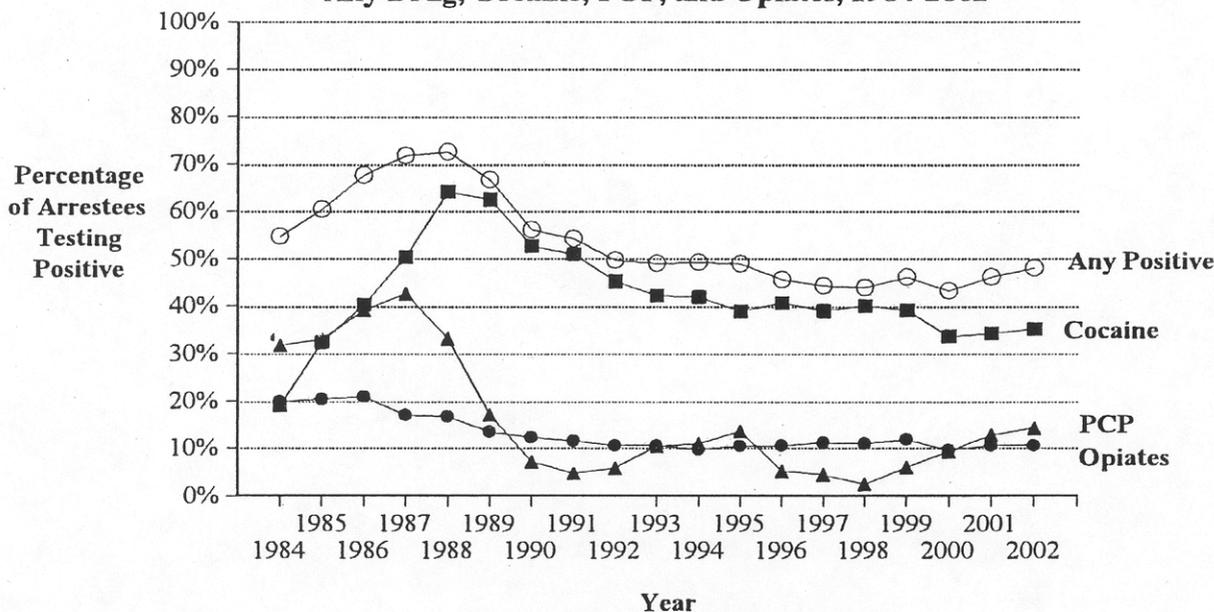
A Weekly FAX from the Center for Substance Abuse Research

University of Maryland, College Park

Drug Use Among D.C. Adult Arrestees Has Declined Since Late 1980s; Cocaine the Most Prevalent, PCP Surpasses Opiates

The percentage of D.C. adult arrestees testing positive for cocaine, PCP, and opiates has declined over the past 15 years, according to data from the D.C. Pretrial Services Agency. Cocaine continues to be the drug that adult arrestees in the District of Columbia test positive for most often. For the past three years slightly more than one-third of adult arrestees have tested positive for cocaine, down from the peak of 64% in 1988. The percentage of arrestees testing positive for PCP also peaked at around the same time (43% in 1987) but has remained at relatively low levels since 1990 (ranging from a low of 2% in 1998 to a high of 14% in 1995 and 2002). The percentage of arrestees testing positive for PCP now surpasses those positive for opiates; opiate positives have declined from around 20% in the early 1980s to 10% in 2002.

Percentage of Washington, D.C. Adult Arrestees Testing Positive for Any Drug, Cocaine, PCP, and Opiates, 1984-2002



SOURCE: Adapted by CESAR from data from the District of Columbia Pretrial Services Agency. Data from this agency are available on CESAR's website at <http://www.cesar.umd.edu/cesar/bytopic/cj/dcpreatrial.asp>.

•• 301-403-8329 (voice) •• 301-403-8342 (fax) •• CESAR@cesar.umd.edu •• www.cesar.umd.edu ••
CESAR FAX is supported by VOIT 1996-1002, awarded by the U.S. Department of Justice through the Governor's Office of Crime Control and Prevention. CESAR FAX may be copied without permission. Please cite CESAR as the source.