



## COMMUNITY ACCOUNTABILITY JUSTICE

### ~ CONTENTS ~

FROM THE DEPUTY

FINANCE & ADMINISTRATION

JUDICIAL SURVEY FINDINGS

OPERATIONS

INFORMATION TECHNOLOGY

LEARNING DEPOT

EXCITING TIMES  
ON PENNSYLVANIA AVENUE

RECOVERY MONTH COOKOUT

DRUG TESTING DATA

CHANGE WE CAN BELIEVE IN

BULLETIN BOARD

### PSA'S MISSION

To assess, supervise and provide services for defendants, and collaborate with the justice community, to assist the courts in making pretrial release decisions. We promote community safety and return to court while honoring the constitutional presumption of innocence.

### VISION

To thrive as a leader within the justice system by developing an empowered workforce that embodies integrity, excellence, accountability and innovation in the delivery of the highest quality services.

# The Advocate

January 2009



Susan W. Shaffer  
Director

## From the Director

The new year has started with a somber awareness of the economic difficulties, security challenges, and uncertainty that our country is facing both at home and abroad, yet this awareness is laced with pride and optimism that our core values, hard work and commitment to progress will bring us to a better place. Never have I felt so strongly that the values that govern PSA are so appropriate--integrity, teamwork, respect, customer service, initiative and work ethic. The words gain context as we acknowledge the many ways that PSA staff have contributed this past year to improving the lives of others and enhancing the operation of the justice system, despite what sometimes seem to be overwhelmingly difficult odds. Although a small handful of you will be acknowledged at our Awards Ceremony on Tuesday, March 3, 2009, it goes without saying that it takes a village to do the work that we do, and not one of us is successful without the support of many others.

The CSOSA/PSA celebration of the life of Dr. Martin Luther King, Jr. that occurred on January 22, 2009 was a remarkable event, with wonderful music from the Ballou High School Choir and a riveting address from Dr. Ronald

Walters, the Director of the African-American Leadership Institute. Dr. Walters gave voice to Dr. King's famous words that "injustice anywhere is a threat to justice everywhere" as he talked about the history of the civil rights movement through President Barack Obama's election, and the work that still needs to be done to ensure full and fair opportunities for all of our citizens. He most certainly understood that those who work in the criminal justice system have a particularly special window on the dysfunction that comes with economic deprivation, lack of education and jobs, lack of strong pro-social supports, lack of self-esteem, and use of drugs.

I recognize that it is difficult to keep attuned, maintain one's compassion, and work long, stress-filled days on behalf of defendants who sometimes are not able to appreciate that we are extending a lifeline, if only it could be taken. But as we head into 2009, I hope you can take a moment to remember, despite the many frustrations of our jobs, how lucky we are to have the opportunity to impact the lives of those who often are at their lowest ebb. I have watched your professionalism and heard about many of your successes, and it is certainly gratifying to me to see what a difference you are making. Thank you, and Happy New Year!



Cliff Keenan  
Deputy Director

### *From the Deputy Director*

Hello, PSA! I hope you were able to participate, one way or another, in some of the inaugural activities leading up to the swearing in of our new boss, Barack Obama (yes, we do work for him, as well as Susie!). These are exciting times, with a renewed sense of purpose and optimism shared by many Americans, as well as others from around the world. President Obama's inaugural speech was filled with many poignant passages, but one struck me as being particularly significant for us at PSA and the work we do every day:

“Our challenges may be new. The instruments with which we meet them may be new. But those values upon which our success depends -- hard work and honesty, courage and fair play, tolerance and curiosity, loyalty and patriotism -- these things are old. These things are true. They have been the quiet force of progress throughout our history. What is demanded then is a return to these truths. What is required of us now is a new era of responsibility -- a recognition, on the part of every American, that we have duties to ourselves, our nation and the world; duties that we do not grudgingly accept but rather seize gladly, firm in the knowledge that there is nothing so satisfying to the spirit, so defining of our character, than giving our all to a difficult task.”

Our work, often quite difficult given the challenges we face, is too important to give it anything less than our all. I continue to be quite proud of the work that each and every one of you do on behalf of PSA, the court, the community, and the defendants released to us for supervision and services. The responsibility that we have to each is awesome. Thank you for taking on that responsibility and continuing to do the very best you can.

#### **Welcome to the PSA Family!**

Software Developer, IT  
Lijun ("Jim") You

Pretrial Services Officers (Treatment)  
Alexis Clerkley  
Gillian Frazier

Drug Testing Techs  
Shawntae Brown  
Omar Cheeseboro

**PSA's Fourth Annual  
Awards Ceremony  
Tuesday, March 3, 2009**



Johnny Cahn  
F&A Director

## Office of Finance and Administration

**A**s we enter the new calendar year of 2009, we prepare for historical changes both as a nation and an agency of government. In F&A, we are still awaiting the final FY2009 budget authorization. The current Continuing Resolution (CR) which expires in a few weeks will be replaced by either an extension of the CR, or a new budget authorization which will reflect the fiscal direction of the new administration. In either case, however, we are doing just fine so far this year. We have funded all mission critical expenses and even some discretionary expenses. Through careful management of our resources and with your invaluable assistance in curtailing expenses, we are living well within our means and executing our mission on behalf of our stakeholders.

On another topic, as the co-chair, I would like to express my profound gratitude and admiration to the entire PSA staff for your extraordinary outpouring of generosity in supporting the 2008 Combined Federal Campaign. It speaks volumes about the character inherent in our staff that our contribution goal was blown away by almost two-thirds. In a year that our fellow citizens are suffering from a serious economic downturn, our staff demonstrated a level of compassion that reflects the quality of humanity and family that makes this Agency a very special place. Thank you for your exemplary level of contributions; your generous actions speak louder than words! And of course, I reserve a special debt of gratitude to Laura House and Devin Bassett, co-managers of the campaign. They could not have worked harder nor been more effective.

Moving to yet another topic, we are instituting a new feature in our travel card program. For those of you who go on travel and use your government-issued travel card, the charges that you incur for airfare and lodging will be direct-billed to the Agency and will not be charged to you on your credit card statement. You will still be responsible for paying all other charges you incur on your credit card while traveling, and most importantly, you will still be responsible for submitting your reimbursement voucher within five days after your return from travel. This is critically important since we will have to reconcile the payment that we make on your behalf to JPMorgan-Chase with the information you provide on your voucher. Also, you will have to receive your reimbursement from F&A so that you can pay the balance of your charges in a timely manner.

Keisha Kornegay of our Accounting section will be moving up to the next step in her career as a Program Analyst in Operations (Supervision). Keisha is an extraordinary employee who will be missed in F&A and will be an immediate asset to her new colleagues in Operations. We wish her much luck and success.

A last and personal note - I wish you all a very healthy and secure New Year. After 34 years in the Federal service, I am developing a profound understanding and appreciation of the privilege of working for the government - especially as it specifically relates to health and security. Many of my friends and private-sector colleagues do not have the medical coverage that we enjoy as government employees and, as recent economic events demonstrate, they certainly don't have the employment security that we enjoy. Some might say we are lucky; I choose to believe that we have made sound decisions in our career choices. I urge you to continue to make sound decisions in your lives during the New Year and to help others along the way.



## Findings from the September 2008 Survey of Judicial Officers

Sherma Almeida, Program & Policy Development Manager  
Office of Research, Analysis and Development

### Summary

An opinion survey of judicial officers from the D.C. Superior Court and the United States District Court for the District of Columbia was conducted as part of the Senior Executive Service performance targets. The eight-item questionnaire assessed judicial satisfaction with PSA's responsiveness to the needs of individual calendars, the quality and usefulness of PSA reports, the professionalism of PSA staff, supervision of higher-risk defendants, and treatment and mental health services assessments. Twenty-eight of 29 judicial officers answering the survey (96.5%) responded favorably about PSA's service to calendar assignments and the quality and usefulness of information regarding defendant compliance in Agency reports. Of those expressing an opinion on specific Agency services, 100% agreed that Agency staff had professional working relationships with all courtroom personnel and that, overall, the Agency supervised higher-risk defendants intensively and provided timely treatment and mental health assessments. PSA's recommended use of appropriate treatment alternatives to calendar judges received the lowest recorded satisfaction level (95.4%).

Findings from the survey include:

- Of the 29 responses received, 18 were judicial officers from D.C. Superior Court, 9 were judicial officers in U.S. District Court and 2 responses came from undisclosed sources.
- Seven judges were magistrate judges in either D.C. Superior Court or U.S. District Court, 20 respondents were calendar judges and 2 did not disclose their specific courtroom assignment.
- Regarding PSA's overall responsiveness to the Court, 96% indicated they agreed or strongly agreed that PSA was responsive to the needs of their calendar. One respondent disagreed.
- 97% indicated that PSA offered sound recommendations based on evidence and documentation. One response indicated neither agree or disagree.
- There was 100% satisfaction regarding the information regarding defendant compliance as recorded in PSA reports.
- Respondents recorded a 97% satisfaction rate with PSOs' (Pretrial Services Officers) representation in Court and agreed or strongly agreed that the PSOs are responsive to the Court and knowledgeable about the programs and services offered. Only one respondent indicated they did not agree or disagree with the statement.
- 97% indicated they agreed or strongly agreed that the PSOs appearing in their courtrooms have professional working relationships and work collaboratively and cooperatively with all courtroom personnel.
- 83% of judicial officers indicated that they agreed or strongly agreed that PSA provides intensive supervision to defendants in HISP (High Intensity Supervision Program) and that timely reports are provided for non-compliant behavior. 17% of respondents neither agreed nor disagreed.
- The survey asked judicial officers if they believed PSA provided timely assessments for substance abuse and mental health treatment referrals. 78% agreed or strongly agreed that the assessments were timely, while 21% did not agree or disagree with the statement.
- 73% responded that they agreed or strongly agreed that PSA provides timely and appropriate assessment-based treatment alternatives for substance abusing defendants. 24% neither agreed nor disagreed with the statement and 3% disagreed.

The last question was open for the judicial officers to provide additional comments or suggestions. Fifteen judicial officers took the opportunity to provide additional feedback. Some direct quotes are:

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page...

“Totally satisfied, keep up the good work.”

“PSA has always provided me with excellent service.”

“Quite frequently the PSOs have too many courtrooms to cover. This often delays the process.”

“The only constructive comment that I have to offer is that Saturdays and Holidays should not be occasions for casual dress when scheduled for in-court appearances. The same dress code should apply as is applicable during the normal work week.”

“PSOs differ but many are exceptionally strong and helpful; a few are less attentive and therefore less helpful.”

“The DC Pretrial Services Agency continues to be excellent in every relevant respect.”

“PSA stopped the practice of providing status reports each time a defendant appears in court. We are now to assume that a defendant is in compliance if we do NOT receive a report to the contrary. I would much prefer at least an affirmative call from PSA to my courtroom deputy before each court appearance confirming that a defendant is in compliance so I will know that PSA has checked. Having to assume compliance from the absence of a report is very unsettling.”

“Of late, the reports being prepared in C-10 often have nothing other than the defendant’s record and is of little use when I do the preventive detention hearing a few days later. For cases where holds are granted, PSA should complete the reports after the presentment.”

“... I continue to be very impressed and pleased with PSA’s work. PSA consistently provides professional and reliable service to the court, the parties, and the community.”

“I continue to be impressed by PSA’s strong work in my courtroom.”

“My particular calendar could not function without the assistance of PSA’s SSU [Specialized Supervision Unit]. I appreciate all of the PSA’s officers efforts to make this program work.”

“The practice of not providing reports on persons PSA believes are in compliance leaves the court presuming compliance when that defendant appears before the court. The better approach would be to provide reports on persons scheduled for a court appearance at least two days in advance, whether or not PSA believes the individual to have complied with conditions. I understand this is a resources problem, but I hope the situation will improve.”

“Simply the best. Keep up the outstanding work on behalf of the Courts and citizens of DC.”

“Reduce the waiting time for the drug analysis of a spot test. At present, it is about 2 hours.”

“My experience is that when I am in a courtroom (misdemeanor calendar V and DV calendars) and I have a PSA representative in the courtroom, I have zero difficulty figuring out what to do with defendants who do not comply with release orders or who otherwise are non-compliant. The PSA officer is always on top of the latest information; always is willing to provide additional information such as whether a positive drug test is “new use” or “residual.” They arrange for SSU to interview potential clients; they call HISP when needed; they report on compliance with New Directions. Whatever we need to do to get a defendant into compliance, the in court representative is always very knowledgeable and helpful. This is especially important to me as a Senior Judge because I am not at the courthouse on a daily basis and am not always aware of changes in program requirements and available options. I have come to rely heavily on the information available to me from the PSA representative. The only time I am unhappy is when the representative has to leave to go to another courtroom. They have all been worth their collective weight in gold.”

### Conclusion and Recommendations

Overall, it appears that the judicial officers in U.S. District Court as well as the D.C. Superior Court are pleased with PSA’s contributions. In the future, we may want to target the surveys to obtain opinions about specific courtrooms, or certain PSA programs. Conducting face-to-face interviews with judicial officers may also yield more suggestions for improvement as the online survey only elicited 29 responses. Since obtaining the results of this survey, changes have been made to implement the specific requests such as status reports for compliant defendants in U.S. District Court and reminders to staff about professional courtroom attire at all times.



## Office of Operations

Kim M. Whatley, Director

I hope everyone enjoyed the holiday season and that you found time to relax with your family and loved ones. We had such a productive year in 2008. And, I see more great things ahead as we move through 2009, so I am happy to give you a brief preview of the latest activities in the Office of Operations and what's planned for this year.

First, I am pleased to announce that I have moved the Drug Testing and Compliance Unit (DTCU) directly under my office. This is in line with our earlier restructuring and our desire to flatten administrative structures so as to lessen the number of levels that separate first-line supervisors and unit managers from higher management and enhance communication. Carolyn Bowen is a seasoned manager and she has great support from Pam Brown and LaVita Bryant-Lawson. However, the DTCU faces unique challenges as the staff work to ensure adequate coverage for our cellblock collections, walk-in defendants/juveniles who are in various testing regiments, and other ancillary duties like juvenile record checks and the implementation of the pilot random drug testing project. I want to be sure that I can promptly respond to the growing needs and that all staff in DTCU have my full support.

As you may know, we continue to operate under a Continuing Resolution at least until March 2009. This means we are not authorized to spend more than we did last year and have to manage our funding wisely. As we continue into the new fiscal year, we may find that additional resources are not readily available—just follow the national news and you will understand what I mean. This is why we continue to look for efficiencies and find ways to work smarter. I welcome all of your ideas on how to improve operations and work more effectively.

Since our last *Advocate* publication, we have added a second HISP team and named Tracey Carson as the supervisor. Glenda Flowers has also joined our management ranks as the new SSU supervisor. Also, Patty Sucato moved over to U.S. District Court as the supervisor and Miranda Boozer joined our supervision programs as the supervisor for GSU Team 5. Congratulations to everyone on their new assignments.

Needs in our supervision programs continue to grow as we fully implement GPS and EM cellular. We are also experimenting with victim notification technology. This will allow victims (particularly those victims of domestic violence) to receive alerts when defendants travel into set exclusion zones. Thanks to Cliff (our own PSA Deputy Director) our GunStat program is in full swing. We continue to discuss ways we can perfect the program so that we are paying close attention to those defendants who raise serious questions about community safety. We hope to incorporate all of our supervision strategies into the new monograph on Supervision Protocols scheduled for completion this year.

We will continue our work on PRISM 3.0 this year. The project team, made up of Mike Williams, Malaika Williams, Janeth Munoz, Demond Tigs, and Steve Bell (from Operations) along with Brian Rybicki (from RAD), and Diana Lowery and David Mullings (from IT), is putting the final touches on the new design. I hope to schedule briefing sessions early this year to bring you up-to-date and give you a sneak preview of the PRISM 3.0 design. Our hats are off to the great work our project team has done. You may have also noticed that we have already implemented some of the ideas for PRISM 3.0. For example, we added confidentiality banners to our PSRs so we can provide more detailed information in our re-

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## Office of Information Technology

Ron Hickey, Director

First off, I'd like to welcome the newest member of our IT staff to PSA. Software Developer Lijun (Jim) You comes to PSA with 11 years of programming experience. We are very pleased to have Jim aboard, and his considerable skills set will enable him to hit the ground running.

The Design Phase of the PRISM 3.0 Diagnostic Module project is wrapping up as I write this. The final input from Operations has been recorded, and BearingPoint, our contractors, are making one last set of tweaks to finish up Design. The next phase, Development, will start in mid-January. That phase is scheduled to complete in late June or July. It will be late 2009 at the earliest before the new Diagnostic module will go live.

Our software development team was kept very busy throughout the fall. We released several monthly updates which deal with tweaks to the PSRs, including a major change recently.

The Development Phase of the other large system development project, DTMS.net, will be completed shortly. (For those of you who've been here at PSA for only a couple of years, DTMS stands for Drug Test Management System.) The Lab recently conducted a User Acceptance Test, and the software performed extremely well. Once development is completed, the only tasks left before deployment are Certification and Accreditation and training of the Lab staff. We expect DTMS.net to go live in late March or early April.

Keeping our network safe from the latest Internet security threats is a continuous job. We will be rolling out some enhanced security settings to every PC in the network soon. These new settings will prevent users from initiating activity (like downloading software) that you've been warned about in your IT security training and annual refreshers.

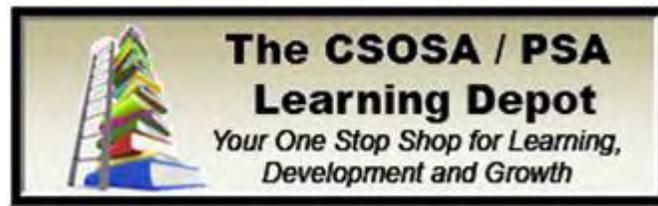
OPERATIONS  
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previous page...

ports. We also implemented new drug testing banners so we provide better clarification when a defendant tests positive at lockup or has a recent or historical history of positive drug use.

We will also continue our work on the new protocols for the investigation and preparation of pretrial services reports led by our partner in RAD, Brian Rybicki, and Operations Program Analyst Demond Tigs, and the work by Kori Spriggs, David Gilchrist, and others to evaluate the effectiveness of C301, our release services operations, including the FTA function. Program Director Terrence Walton is leading our efforts to implement the redesign for delivering our in-house treatment services. PSA STARS (PSA Support, Treatment, and Addiction Recovery Services) has been adopted by our Agency to provide more effective individualized group treatment that is better matched to the increasingly complex needs of our defendant population. This may also allow us to achieve greater defendant benefit while decreasing the cost caused by our over-reliance on expensive residential treatment. I am so proud of the efforts of the treatment staff and believe our in-house program will serve as a model for others in the years to come.

Finally, I encourage all staff to check out the Office of Operations home page found on psaweb. Thanks to the work of Monica James, at our home page you can find all Office of Operations memoranda, current Management Instructions, and other reports of interest. Also, each program area has its own webpage where we are working to build content, including staff schedules and staff work assignments. You will also find interesting articles and other postings developed by staff. It is such a pleasure to work with the men and women of PSA. Happy New Year everyone!

## CSOSA/PSA Learning Depot Has Arrived!



The CSOSA and PSA Training and Career Development Centers have been collaborating on the selection, purchase, and implementation of the new CSOSA/PSA Learning Depot since late 2006. We are happy to announce that our Agency-wide deployment on November 13, 2008 was a success.

This initiative was the result of the Office of Personnel Management (OPM) directive, Title 5 CFR Part 410, Vol. 71, No. 95, dated May 17, 2006. This directive requires Federal agencies to electronically transmit 27 training-related data elements for each instance of internal and external training to OPM each month. We are proud to announce that CSOSA/PSA is the first small government agency to be in compliance with this mandate.

In addition to meeting the data reporting requirements, this advanced learning management technology enables CSOSA and PSA to dramatically improve our services and address current challenges within the training arena. These include:

- ◇ One-click process for requesting internal courses (no more forms, phone calls, or e-mails – yeah!!)
- ◇ 24X7 employee and supervisory access to training opportunities and learning histories
- ◇ Immediate ability for employees to check the status of training requests
- ◇ Automated reminders and training status e-mail notifications and alerts
- ◇ Anywhere/anytime access to on-line learning
- ◇ Automated external training requests (SF-182)
- ◇ On-line course catalogs

While this system offers a myriad of improved functionalities over that of our legacy system, there are additional capabilities that we are already researching to better meet the needs of our employees. The first of these is identifying a means of attaching supporting documentation to the electronic SF-182, with the goal of eventually eliminating the manual, hard-copy routing process.

As the project lead, I would like to publicly acknowledge the following PSA employees for their special contributions to the success of this project: Laura DeVol, Andrea Dunn-Jordan, Willie Agnew, Dennis Caravantes, Jamil Muhammad, Ashton Khuu, Shavon Butler, and Pamela Durrett. Thank you for all your hard work!

The CSOSA/PSA project team and all the staff of both the CSOSA and PSA Training and Career Development Centers are excited to finally be able to bring this wonderful system to you and we look forward to hearing from you regarding its ability to meet or exceed your expectations.

And remember to keep an eye out for Learning Depot Tips of the Week!

Your Friendly CSOSA/PSA Learning Depot System Administrator,

*Stephanie Campbell*



## Exciting Times on Both Ends of Pennsylvania Avenue

Terrence D. Walton  
Director of Treatment

### Introducing PSA Support, Treatment & Addiction Recovery Services (PSA STARS)

PSA has a rich and unique history of providing in-house substance abuse treatment services to defendants under its supervision. After more than fifteen years of providing these services, a major enhancement of our internal program is set to launch in early February 2009. After months of workgroup meetings, curricula reviews, and painstaking research, we have developed an enhanced internal treatment program to accomplish two broad goals as listed below.

1. To provide more effective individualized group treatment that is better matched to the increasingly complex needs of our defendant population.
2. To achieve greater defendant benefit while decreasing the cost caused by our over-reliance on expensive residential treatment.

We aim to accomplish this primarily by introducing new evidenced-based technologies, re-training and reorganizing our workforce, and realigning our contract treatment resources to allow for greater investment in our internal treatment program. We have opted to marshal the treatment resources of SCDIP (Superior Court Drug Intervention Program) and New Directions to create a single unified treatment program to be known as ***PSA Support, Treatment, & Addiction Recovery Services (PSA STARS)***. Defendants will continue to be assigned to various treatment teams/programs—SCDIP, New Directions, SBTT (Sanction Based Treatment Track) - but when treated internally will be treated within PSA STARS. PSA STARS will be staffed by treatment PSOs (Pretrial Services Officers) with support from contractors.

PSA STARS will offer targeted therapy groups for: young adults; those with extensive criminal involvement; those more likely to be substance dependent; and those in the first phase of treatment. It will offer gender specific groups for both females and males; specialty groups focusing on health, wellness, and change readiness; rotating seminars highlighting essential life skills; and introduction to 12 step and other support groups. PSA STARS will include a contractor-led co-occurring disorder track that will offer co-occurring disorder therapy groups, illicit and psychotropic drug education groups, and gender-specific trauma recovery groups. PSA STARS will take slightly longer to complete and will require more weekly hours in all four phases as compared to the current program.

PSA STARS will be an evidence-based treatment program that will provide essential structure and consistency, yet encourage PSO clinical discretion and creativity. We expect to move more defendants from active addiction to sustained abstinence sooner and with a more solid foundation to improve their prognosis for future success. Building on our strengths and correcting many of our deficiencies, we have designed a treatment program that will be better than most and second to none.

### The Name

*PSA Support, Treatment, & Addiction Recovery Services (PSA STARS)* was chosen from among several possibilities by workgroup participants. We selected a name that described succinctly the range of services that we will provide. Specifically, the name indicates that we will provide intensive *treatment* services for substance dependent individuals who without the availability of a truly intensive program would almost certainly have to be treated in a residential setting. It indicates further that we have designed a

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program to achieve more than abstinence, but one designed to provide defendants with the tools to move from active *addiction* to real *recovery*. Finally, when capacity allows, we will provide *support* services for substance abusers who are not yet addicted. Additionally, we determined that "PSA" should be included to clarify for our stakeholders that this is an internal PSA program and to lessen any confusion with the CSOSA STAR HIDTA Program. Finally, we wanted a name that produced a useful acronym that communicated a positive message to our defendants. Thus, "PSA STARS" was born.

### **The Treatment Philosophy**

It is the statutory obligation of the District of Columbia Pretrial Services Agency (PSA) to protect community safety. We do so by supervising court ordered release conditions and assisting defendants to overcome any obstacles that may impede their ability to honor their commitment to return to court and to avoid criminal activity. Accordingly, PSA is committed to assessing accurately the extent of defendant substance involvement and when necessary providing or facilitating treatment. That treatment must be of sufficient intensity to address directly the substance use and reverse its destructive impact on all areas of the defendant's life. Because substance involvement sometimes coexists with mental health problems, PSA believes that an effective drug and alcohol treatment program must be able to treat those with co-occurring mental health disorders. PSA STARS will fulfill these mission-critical obligations.

Addiction explains a lot. Addiction explains why men and women find themselves repeatedly making choices that destroy them and those about whom they care most. Addiction is enslavement. Addiction explains why some individuals who have grown tired of a life of drinking and drugging find it nearly impossible to break free and even more difficult to stay free. Addiction is deceptive. Addiction explains why intelligent men and women come to believe that getting high or drunk is the solution and not the problem. Addiction explains a lot, but excuses nothing. This is true because addiction is treatable. When help is available it is the personal responsibility of every suffering addict to pursue that help.

PSA STARS is designed as an abstinence-based treatment program that will provide comprehensive intensive outpatient treatment for those trapped in addiction and outpatient support to those abusing alcohol or other drugs, but not yet addicted. PSA STARS believes that addiction is a disabling condition that if left untreated places individuals, families, and communities in grave danger of detainment, detachment, destruction, disease, and, ultimately, death. PSA STARS believes that the path to addiction is such that even those who are abusing, yet not yet addicted, often need professional support to avoid worsening problems.

 PSA STARS believes that to be effective, treatment must help men and women help themselves. We utilize the Transtheoretical Model (TTM) of recovery, which explains that to live free of addiction individuals must: 1) get ready to change; 2) break free from the acute effects caused by recent substance use; 3) break the connections across all life areas caused by chronic substance use; 4) choose the path of recovery one day at a time; and once free, 5) deal with sometimes persistent temptations to return to use. PSA STARS guides, mentors, and supports individuals as they accomplish these life-essential tasks. We place special emphasis on change-ambivalent and change-resistant defendants through the skillful application of Motivational Interviewing. Recovery is a journey, not a destination. For many defendants, PSA STARS will be an important step on that lifelong trek.

We Honor Successful Clients at the Annual PSA Recovery Month Cookout  
Eye Reports by: Rashida Mims, Kim Harris-Cobb,  
Nicole McRavin, Keith Sydnor and Antonio Green



**T**he Annual PSA Recovery Month Cookout is a positive activity designed and planned as an incentive program for the clients served by PSA Treatment Programs. The goal is to promote drug-free activities for a client population that may be a little new to the concept of “drug free” fun. This year, Kim Harris-Cobb and her committee of treatment program staff went to work and pulled off an exciting, fun-filled day beginning with a combined Drug Court and New Directions Graduation Ceremony. Rodney Mitchell, then Director of the Office of Ex-Offender Affairs, Executive Office of the Mayor, provided words of inspiration to the graduates. There was a full day of sports activities, including a client-staff basketball tournament, fantastic food and more.

This year’s celebration was extra special because we got a chance to celebrate our own Superior Court Drug Intervention Program’s (SCDIP or Drug Court) 15<sup>th</sup> anniversary. For those of you new to PSA, and a refresher for everyone else, in 1993 SCDIP began as an ambitious experiment to test court-based interventions for drug-involved defendants. Upon successful completion of the entire treatment program, Drug Court holds a “graduation” ceremony. The emotional ceremony is usually attended by family and friends of program participants. Currently, SCDIP provides intensive substance abuse treatment and supervision to over 150 defendants. Defendants progress through phases in the program and their successes are recognized at a graduation ceremony presided over by the drug court judge. Those defendants who have met all of the benchmarks for completion of the program and have chosen the path of recovery are recognized with a certificate of completion at the graduation ceremony. This year’s graduation was held at Ft. Lincoln Park under a sun-filled gazebo. PSA’s Director Susan Shaffer and three Superior Court Judges presided over our largest gathering to date. The following “eye” reports are from some of the people responsible for the success of the event.

#### **Kim Harris-Cobb**

It was a pleasure working with such a talented and creative group of staff, who were willing, to “go the extra mile” to make the cookout a success. It made my job as the chairperson much easier. The clients in the Treatment Programs are fortunate to have such dedicated and committed staff members who wanted to ensure that their clients were celebrated well for their accomplishments. As you are aware, Treatment has grown and we had approximately 280 attendees, to include: 180 program participants, 80 Treatment staff members; PSA Director Susan Shaffer, Operations Director Kim Whatley, three judges, and a distinguished guest speaker from the Office of the Mayor. We were also honored to have Judge Michael Rankin, Judge Iscoe and Judge Goldfrank, who provided words of exhortation and encouragement to the honorees and their families. More importantly, we had total of 150 program participants who were honored from Specialized Supervision, Sanctions Based Treatment, New Directions, and Drug Court (for either progressing or graduating) from their respective programs. Again, this is a testament to the hard work of the Treatment staff, and they should also be celebrated.

It was especially an honor to have served on the committee this year, to recognize the Drug Court program for providing 15 years of quality treatment services to the residents of the Washington metropolitan area. Drug Court, you are the prototype from which the other treatment programs were developed, and you continue to be a model for the nation. Congratulations on your 15 years of service!

#### **Nicole McRavin**

This was my third year participating in the Treatment cookout and like the first two, I have enjoyed myself immensely. I almost didn’t sign up this year because I was just returning from maternity leave and other medical issues, and wasn’t sure if I was up to the challenge. But, as I read the email calling for committee members, I told myself to

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previous page...

go ahead and help out again this year. Since I was late joining the committee, I came in during the middle of planning the menu for the event. The committee was trying to find caterers this time as opposed to co-workers volunteering their culinary skills. I was informed that our budget had increased. Having the budget increased took a lot of weight off the shoulders of our Honorary Grill Masters, but watching them that day, I think they still wanted to roll up their sleeves and pitch in on the grill. This year was special because of Drug Court's 15-year anniversary. It was an honor, as always, to have Judge Michael Rankin, Judge Iscoe, and the newest Judge to the Treatment Programs, Judge Goldfrank, who presides over the newly-formed Mental Health Court. The Treatment Programs — Drug Court, New Directions, Specialized Supervision, and Sanction-Based Treatment — have done a tremendous job with our program participants. Hats off to them all. And when the next call for committee members comes out, I will again offer my services. I truly believe in what we do and seeing our clients progress and ultimately graduate is the best feeling ever.

### **Keith Sydnor**

It was an honor to work on the Treatment Cookout Committee. I was in charge of the recreation activities. The clients played several board games and cards. The highlight of the event was the basketball game. Our intention was to have a game between the Treatment staff and the clients. We did not have enough players to split the team, so we decided to play the game with staff and clients on the same team. I must admit, I thought I was going to be the MVP, but I underestimated the clients' talent on my team. It was a physical game in the paint, and a lot of trash talking back and forth. The clients underestimated the staff also; they thought we were just a bunch of square government workers. It was a lot of fun and was almost like a team-building exercise. Several clients brought their children, and you could see the glow on their faces. The clients were also impressed because we took the time out to give them something special. We showed them how to have fun without mood altering chemicals. Bravo Zulu to Treatment — meaning job well done!

### **Antonio Green**

I'm honored to write a small piece regarding the Annual Recovery Month Cookout/Level Progression-Graduation Ceremony. I truly did not do as much work as the previous years. I missed having Mrs. Palmer helping out this year. She's truly an unsung hero. The cookout itself is a remarkable thing for me. It gives me the opportunity to socialize with my peers as well as clientele on an even playing field. For many of our clients, this is the first time we (PSOs) are viewed as people and not "the law or the opposition". I truly appreciate the healthy fun and the good food. Usually I serve as one of the cooks but this year I was sidelined. I ended up helping out the caterers anyhow; that's my personality. The atmosphere itself serves many purposes. First, I'm able to get a true feel of personalities - clients and peers alike. Second, we are able to disconnect slightly from our supervision roles and expose our human side. Third, we are able to continue giving our services but on a level that clients can appreciate. Finally, I receive personal satisfaction seeing clients who are working towards a new future, learning and teaching at the same time. This reassures me that the career I've chosen was not a mistake and is not in vain.

I'm very grateful to be a part of an agency that allows the opportunity for Treatment Programs to exist. Many of us are very fortunate to provide the services we provide and have the level of support and resources that are available. Something as simple as a cookout has much more meaning than cooking, eating, talking and playing games. To me, a cookout means fellowship, growth, progress and hope. I tend to cookout all during the summer months with my wife, kids, extended family and friends. We take that time to reflect and build. This is what the Annual Recovery Month Cookout means to me.



Thanks to all of the eye reporters, and the awesome photo gallery by Melvin Tildon. Maybe next year you too can be a part of the PSA Annual Recovery Month Cookout.



Jerome Robinson  
Dir., Forensic Research

## Welcomed Changes

Drug stats showed an encouraging trend over the last few months. Cocaine, Opiates and PCP positive rates in the Adult arrestee population showed continuous decreases during the months of July 2008 through November 2008. Counter to this is Amphetamines which indicates an upward trend. The chart in Figure 1 demonstrates the trend lines for each drug. Charts 2 through 5 show each individual drug separately. Overall, this is a much welcomed development and one may ask whether we have turned an important corner. Cocaine has not averaged below 30% since 1984.



Figure 1

Amphetamines, though increasing, represent use by a very small portion of the arrestee population. It's hard to say what has led to the decrease in one or more areas and a subsequent increase in another. It would be interesting to determine if there is a correlation involving this shift in drug use. We must continue to closely monitor Amphetamine use and try to ascertain if individuals had prior use involving other drug types.

A more detailed analysis is required to determine what factors play a role in these changes. What type of enforcement activities occurred during this time period? Have criminal justice management programs had any effect? Does the current economy have any impact? Are drugs other than the ones we screen for involved? These are some of the questions we will be trying to answer. Please weigh in and comment on this issue. Send your emails to [jerome.robinson@psa.gov](mailto:jerome.robinson@psa.gov).

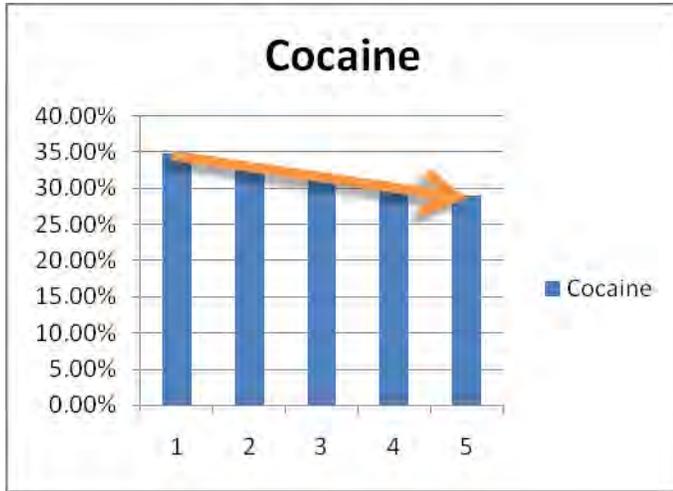


Figure 2

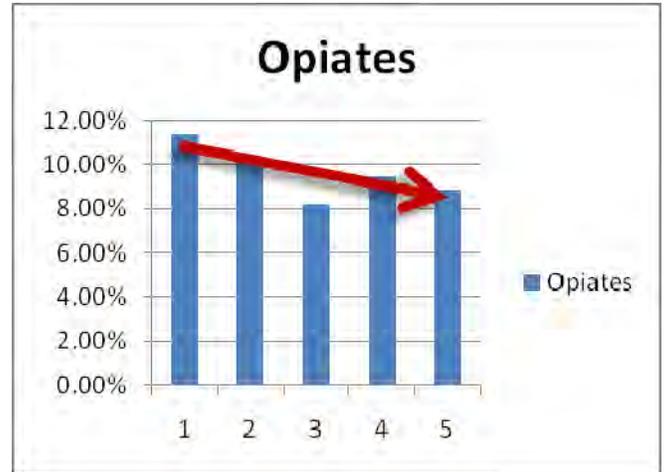


Figure 3

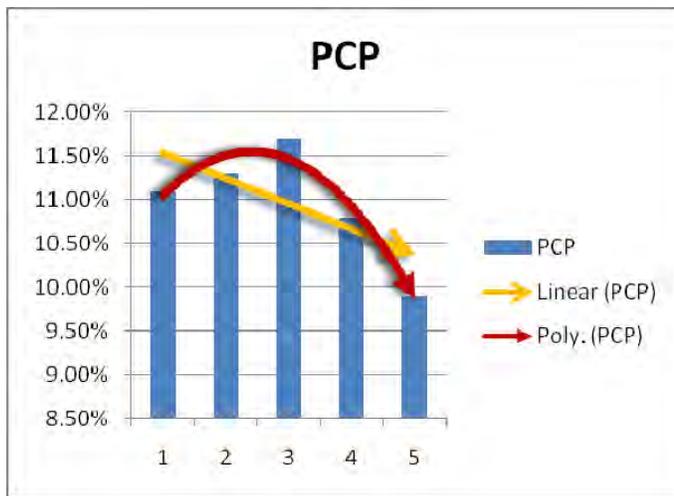


Figure 5

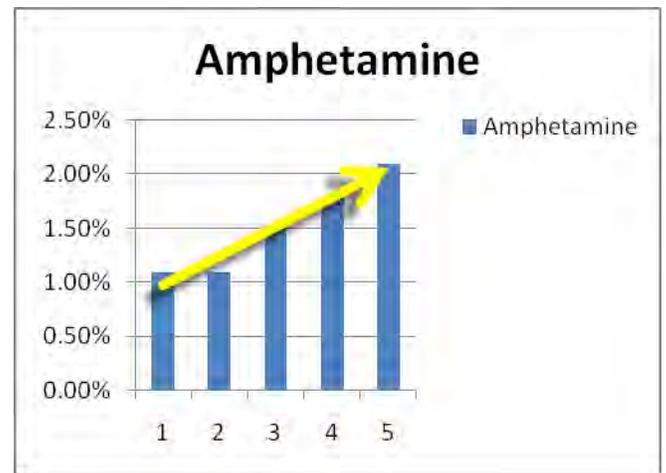


Figure 4

“Change We Can Believe In”  
by W. Devin Harper  
Pretrial Services Officer, Diagnostic

**A**s we look upon our next Commander in Chief, President Elect Barack Obama, I had to think about his campaign slogan, “Change We Can Believe In,” and it reminded me of the changes that Pretrial Services, especially the Diagnostic Unit, has gone through since I came here three years ago. Since I began my employment, I have seen supervisors and staff move forward in their careers, new cubicles and carpet, many, many, many policy changes and e-mails, but most importantly I have witnessed the extraordinary changes needed to make this unit the wonderful place that it has become, and that’s not to say that I believed that it wasn’t good to begin with. It was, but like a tree, it needs to grow. As a kid, anything against the norm was seen as foreign and scary. Change was often perceived as not good, and we all tried to run from it. Then you realize that changes are necessary for growth and to keep up with the universe and its plan to make the world a better place.

I am thankful to the “powers that be” here at Pretrial that set the standard for change, but I am most grateful to work alongside those who carry them out everyday here in the unit. In a place where the work we perform can sometimes seem mundane and repetitive, the staff seems to move beyond what could become depressing with much laughter and merriment. It truly is a family here in the Diagnostic Unit, sometimes dysfunctional (just listen to the random conversations on any given day), but still a family — a family that moves forward and rolls with the punches, knowing that everything works out for the good. As we all move into the next chapter of life, let us embrace the new paths to be taken and roads that need to be crossed. Not only will we believe in the changes that will come, but also we should believe in ourselves to become our best, because anything is truly possible.

## ***Congratulations Peer Award Recipients!***



### December 2008 - January 2009

**Tyriek Austin (Customer Service)**  
Social Services and Assessment Center

**Alma Bell-Billups (Customer Service)**  
Finance and Administration

**Gerri Daniels (Work Ethic)**  
Drug Testing and Compliance

**Alisha Foster (Teamwork)**  
Training and Career Development

**Agnes Gooder**  
**Customer Service, Initiative**  
Diagnostic Team 1

**Lamont Hawkins (Teamwork)**  
Drug Testing and Compliance

**Everett Houser (Customer Service)**  
Information Technology

**Sheena Hungerford (Teamwork)**  
Diagnostic Team 1

**Erik Johnson**  
**Work Ethic, Initiative**  
Drug Testing and Compliance

**Keisha Kornegay (Customer Service)**  
Finance and Administration

**Teena Miller**  
**Customer Service, Teamwork**  
General Supervision Team 5

**Norma Scott (Teamwork)**  
Training and Career Development

**Daniel Thrift**  
**Customer Service, Teamwork**  
Information Technology

**Renee Toye**  
**Teamwork, Work Ethic**  
General Supervision Team 1

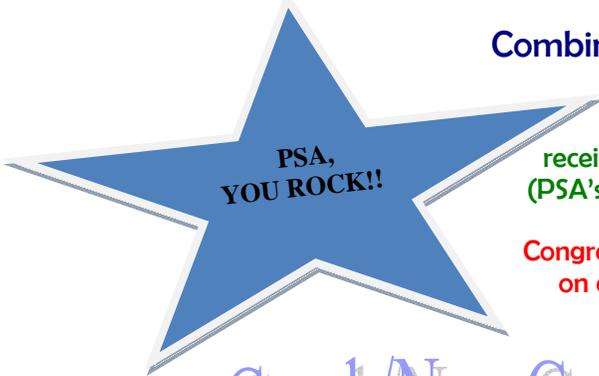
### October-November 2008

**Kendra Brown**  
**Teamwork, Work Ethic**  
Drug Testing and Compliance

**LaTosha Malloy (Teamwork)**  
Diagnostic Team 1

**Lauren Pinto (3<sup>rd</sup> nomination!)**  
**Teamwork, Work Ethic**  
Diagnostic Team 2

**Simone Tindall (3<sup>rd</sup> nomination!)**  
**Initiative, Teamwork**  
Diagnostic Team 3



### Combined Federal Campaign

\$50,059.81

PSA Donations  
received as of 01/08/09  
(PSA's goal was \$30,000.)

Congratulations PSA/CSOSA  
on a GREAT campaign!



# Greek/Non-Greek 5K Walk Fundraiser



Photos courtesy of  
Linda Christian and Jordan Mansour

# CFC Flag Football Fundraiser



Trophy Presentation ~ 2008 Champions  
 Congratulations Treatment!

Photos courtesy of Shay Holman,  
 Kelly Crisp and Franklin Dunn

**CONGRATULATIONS TO THE RECIPIENTS OF LENGTH OF GOVERNMENT SERVICE CERTIFICATES**

40 Years - WOW!!

**James Jones** (as of Dec. 2008)

25 Years

**Rachel Dobbs** (as of Jan. 2009)

**Marcello Macherelli** (as of Nov. 2009)

20 Years

**Karen Brown** (as of Dec. 2008)

15 Years

**Rashida Mims** (as of Jan. 2009)

**Aden Williams** (as of Dec. 2008)

**Mikal Roc** (as of Nov. 2008)

10 Years

**Takeysha Robinson** (as of Jan. 2009)

**Renee Bush** (as of Dec. 2008)

**Leontyne Fredericks** (as of Nov. 2008)

**Demond Tigs** (as of Oct. 2008)

5 Years

As of November 2008

**Antonio Green**

**Frank Rivers, Jr.**

**LaVon White**

**Tarina Whitmire-Terrell**

*~ Congratulations ~*

**Gary and Cynthia Marbley**  
on the December 17th birth of their son,  
**Khai Tristan Marbley.**

**Brandy Mathies**  
on the December 11th birth of her daughter,  
**Siria.**

**Kris and David Smith**  
on the October 20th birth of their son,  
**Noah Trane Smith.**

With deepest sympathy:

- Victor Alcalde (Grandmother)*
- Geraldine Decembre (Father)*
- Joyce Haynes (tragically, 6 family members in a house fire)*
- Monica James (Nephew)*
- CSOSA Family (Wil Parker)*



**Best Wishes to those moving on:**

**Gerry Chapman** (F&A) - Retirement

**Drew Nagle** (IT)

to US Dept. of Agriculture

**Rufus Parker** (DTCU)

to Department of Homeland Security

**Alan Petty** (Lab) - Retirement

**Katelyn Rowe** (Diagnostic Team 3)

to US Attorney's Office



**Alan Petty's Retirement**  
(9 Years of government service)  
Pictured with PSA Director Shaffer

**A Fond Farewell to Alan Petty**  
From Colleagues at the Lab



**Gerry Chapman's Retirement**  
(30+ years of government service)  
Pictured on left: Donna Powell (Gerry's Successor)  
Standing: PSA Director Susie Shaffer

~ Congratulations Parking Drawing Winners ~

**January 2009**

**Sunil Taneja**

Office of Information Technology

**Angela Wigglesworth**

Training and Career Development

**December 2008**

**Laura House**

Research, Analysis & Development

**Shailla Jackson**

General Supervision Team 5

**November 2008**

**Donna Ching**

Finance & Administration

**Shantele Russell**

General Supervision Team 3

**October 2008**

**Sharletta Jackson**

General Supervision Team 3

**Tracie Wilson**

Court Reps

~ January ~

**Happy Birthday Wishes**

Michelle Amos

Jennifer Boyer

Mya Brown

LaVita Bryant-Lawson

Staci Burrough

Ilario Contreras

Maria Douglas

Rebecca Gaither

Karon Hall

Charles Hanik, Jr.

Jocelyn Harris

Salandra Johnson

Ruth Jones

Shervon Laurice

Jennie Nelson

Julie Oesch

Nydia Quinones-Ramos

Hy Tran

Malaika Williams

Charles Windley

~ February ~

**Best Birthday Wishes**

Corey Baker

Michael Baksis

Catina Bryant

Gwendolyn Bush

Gwendolyn Butler

Omar Cheeseboro

Sheila Cherry

David Darnes

Patricia Dossantos-Archie

Rasheba Eason

Alisha Foster

Dave Gilchrist

Carole Green

Kevin Littlejohn

John Lucas, Jr.

Michael Lukenich

Arnice Mack

Stephanie McKenzie-Davis

Devessdra McKoy

Jerome Robinson

Christine Schuck

Kris Smith

Nikki Taylor

LaWanna Thomas-Ewing

Melvin Tildon

DeAndre Tyler

Wanda Vazquez

Antoinette Williams

Vaughn Wilson

**Congratulations**

**Willie Agnew**

President's Volunteer Service Award (Bronze)

**Jennifer Boyer**

On being selected as Special Assistant to the Director of Supervision Programs

**Keisha Kornegay**

On being selected as Program Analyst, Supervision Programs



**PSA Face Book**

*Have you checked it out on psaweb? Opt-in and schedule a "photo shoot" by emailing [linda.christian@psa.gov](mailto:linda.christian@psa.gov).*

**THE ADVOCATE**

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