



# The PAPPC Journal

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A publication of The Pennsylvania Association on Probation, Parole and Corrections

# Save the Date!

THE PENNSYLVANIA ASSOCIATION ON PROBATION, PAROLE AND CORRECTIONS

*Presents:*

## The 2025 Training Institute and Conference

"Moving Mountains: Creating a Path for Change"

### May 18-21, 2025



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# A Message from the President

## DAWNA M. MILETICS, 2024-2025



Hello friends,

I would like to formally accept the esteemed position of President of the Pennsylvania Association on Probation, Parole, and Corrections (PAPPC). It is with a profound sense of honor and commitment that I step into this leadership position, ready to contribute to the vital work of the conference theme this year: Building Bridges: Transforming Communities, Corrections, and Reentry Supervision. I extend my heartfelt gratitude to the Executive Board and members of PAPPC for entrusting me with this significant responsibility. I am deeply humbled by the opportunity to serve alongside such dedicated individuals.

The theme of our conference this year: Building Bridges: Transforming Communities, Corrections, and Reentry Supervision requires a comprehensive and compassionate approach which in today's time is more important than ever before. It involves promoting evidence-based practices that prioritize rehabilitation, providing individuals with the support and resources they need to thrive, and addressing the root causes of crime and recidivism, including poverty, substance abuse, mental health issues, and systemic inequality. This work is essential in addressing the complex challenges facing our society today. By fostering collaborations and building bridges among Probation and Parole Officers, correctional professionals, policymakers, community leaders and individuals impacted by the criminal justice system we can create a collective vision for a more equitable and effective criminal justice system in Pennsylvania.

As a member of the PAPPC for over 20 years, and now as President, I am committed to advancing our organization by continuing to provide training opportunities that support our mission and further our goals with a future filled with innovation, advocacy, and support for all those working tirelessly in the field.

Our conference this year was held at The Landing Hotel in Pittsburgh. The conference provided insight to the topics that currently affect each of us in the field of criminal justice today while also providing networking opportunities with agencies across the state. We will continue to offer our Annual Conference, regional trainings and The Journal to all of our members. Our Annual conference location for 2025 will be announced soon, so keep watching our website for details.

In closing, I want to extend my thanks to each of you for your dedication to our shared mission. Joining the Pennsylvania Association on Probation, Parole, and Corrections means joining a community committed to positive change and professional growth.

I encourage you to become an active member with the PAPPC and to join us on this journey. Your voice, your ideas, and your passion are an invaluable asset as we shape the future of probation, parole, and corrections in Pennsylvania. Let's build a stronger, more inclusive community where every member thrives and every voice is heard.

Thank you for your ongoing support and commitment. Here's to a bright and impactful future together.

Sincerely,

*Dawna M. Miletics*

PAPPC President

## Contribute to *The PAPPC Journal!*

**THE PAPPC JOURNAL** is published by members of the Pennsylvania Association on Probation, Parole and Corrections. Articles, announcements and other newsworthy material of relevance to our membership may be submitted for consideration to:

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## PAPPC MISSION STATEMENT

THE MISSION OF THE PENNSYLVANIA ASSOCIATION ON PROBATION, PAROLE AND CORRECTIONS (PAPPC) SUPPORTS AND PROMOTES BEST PRACTICE METHODS AND PROFESSIONALISM IN THE FIELD OF JUVENILE AND ADULT PROBATION, PAROLE, CORRECTIONS, INSTITUTIONAL CARE AND COMMUNITY SUPERVISION.

## Enroll in Our 2024 Regional Training

### Gaming, Gambling & Internet – Preference or Problem

**Presenter: Jill Phillips, Professional Counselor & Trainer,  
JP Counseling & Associates, LLC**



As technology evolves, there are more opportunities for gaming, gambling and internet use to influence each of us, our families, and our communities. Research on newer gaming and gambling methods, as well as internet "addiction" is growing, and there is evidence of positive and negative

impacts. Join us to review how to determine if the use of gaming, gambling and the internet are helpful or hurtful, signs of problematic behaviors and how we can make a positive impact on those effected and on our world.

**Wednesday, November 13, 2024**

**9:00 am. To 3:00 p.m.**

**Renewal, Inc.**

**700 5th Avenue**

**Pittsburgh, PA 15219**

**Register by Nov. 6th**

Contacts: Janet Hanley [jhanley@pa.gov](mailto:jhanley@pa.gov)  
or Darrell Kirkbride [dkirkbride@renewalinc.com](mailto:dkirkbride@renewalinc.com)

TRAINING FEES: PAPPC Members FREE; Non-members, \$35  
Register online at [www.pappc.org](http://www.pappc.org)

Any questions should be directed to the contact listed above for your specific region.

## 2024 PAPPC Regional Training – Stress and Mindsets

**Presenters: Joe Delucca, Director of Administrative  
Services Intermediate Unit 18, Kingston, PA**

**Mason Woodbridge, owner and founder of Another Way Consulting**



The Pennsylvania Association on Probation, Parole and Corrections would like to present:

2024 PAPPC Regional Training –  
Stress and Mindsets

Presenters: Joe Delucca, Director  
of Administrative Services  
Intermediate Unit 18, Kingston, PA

Mason Woodbridge, owner and founder of Another Way Consulting.

This training will focus on stress and mindsets and how they impact positively or negatively one's health and working environment. This presentation will focus on providing a general education regarding the autonomic nervous system, stress and mindsets. Tools for decreasing stress (immediate & long term), building resilience and stress-is-enhancing mindsets will also be at the root of what's provided.

**Wednesday November 6, 2024**

**Keyston Conference Center**

**17-104 Essayons Road**

**Anville, PA 17003**

TRAINING FEES: PAPPC Members-FREE; Non-members, \$35.00  
Registration: On line at [www.pappc.org](http://www.pappc.org)

Register by November 1, 2024

Coffee, tea and donuts will be provided in the morning. Lunch will be on your own.

Any questions please contact Eileen Hager-Moyd  
@ [ehagermoyd@pa.gov](mailto:ehagermoyd@pa.gov) or Michael Hernandez  
@ [mihernande@pa.gov](mailto:mihernande@pa.gov)

## Pennsylvania National Night Out 2024

National Night Out is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie to make our neighborhoods safer, more caring places to live. National Night Out enhances the relationship between neighbors and law enforcement while bringing back a true sense of community. Furthermore, it provides a great opportunity to bring police and neighbors together under positive circumstances. Millions of neighbors take part in National Night Out across thousands of communities from all fifty states, U.S. territories and military bases worldwide on the first Tuesday in August (Texas and select areas celebrate on the first Tuesday in October). Neighborhoods host block parties, festivals, parades, cookouts and various other community events with safety demonstrations, seminars, youth events, visits from emergency personnel, exhibits and much, much more. Pictured below are some Pennsylvania Police and Probation/Parole Officers from Westmoreland County and Clarion County that are friends of the PAPPC and took part in this year's National Night Out.



## Reforms without Results:

### Why states should stop excluding violent offenses from criminal justice reforms

By Alexi Jones

Reprinted with Permission. Original Article Published April, 2020

States are increasingly recognizing that our criminal justice system is overly punitive, and that we are incarcerating too many people for too long. Every day, 2.3 million incarcerated people are subject to inhumane conditions, offered only limited opportunities for transformation, and are then saddled with lifelong collateral consequences. Yet as states enact reforms that incrementally improve their criminal justice systems, they are categorically excluding the single largest group of incarcerated people: the nearly 1 million people locked up for violent offenses.

The staggering number of people incarcerated for violent offenses is not due to high rates of violent crime, but rather the lengthy sentences doled out to people convicted of violent crimes. These lengthy sentences, relics of the “tough on crime” era, have not only fueled mass incarceration; they’ve proven an ineffective and inhumane response to violence in our communities and run counter to the demands of violent crime victims for investments in prevention rather than incarceration.

Moreover, cutting incarceration rates to anything near pre-1970s levels or international norms will be impossible without changing how we respond to violence because of the sheer number of people — over 40% of prison and jail populations combined — locked up for violent offenses. States that are serious about reforming their criminal justice systems can no longer afford to ignore people serving time for violent offenses.

There are, unquestionably, some people in prison who have committed heinous crimes and who could pose a serious threat to public safety if released. And by advocating for reducing the number of people incarcerated for violent offenses, we are not suggesting that violence should be taken any less seriously. On the contrary, we suggest that states invest more heavily in violence prevention strategies that will make a more significant and long-term impact on reducing violence, which, again, reflects what most victims of violent crime want. The current response to violence in the United States is largely reactive, and relies almost entirely on incarceration, which has inflicted enormous harms on individuals, families, and communities without yielding significant increases in public safety.

#### Findings

Categorically excluding people convicted of violent offenses from criminal justice reforms only limits the impact of those reforms, yet almost all state reforms have focused only on those convicted of nonserious, nonviolent, and nonsexual offenses — the so-called “non, non, nons.” In fact, almost all of the major criminal justice reforms passed in the last two decades explicitly exclude people accused and convicted of violent offenses:

#### Criminal justice reforms that exclude most people in prisons: A preliminary 50 state survey

We found states that single out violent offenses:

- Block access to alternatives to incarceration
- Withhold relief from collateral consequences
- Restrict opportunities for release
- Impose two or more of these restrictions
- No examples found

States engaging in criminal justice reform have passed at least 75 pieces of legislation that exclude the single largest part of their prison and jail populations — people convicted of violent offenses. There are also two prominent national examples not included in this map: The First Step Act and Obama’s Clemency Initiative. Note that this map is not meant to be comprehensive, but rather to illustrate how widespread this counterproductive practice is. See the Appendix for a list of all examples shown here. Note that some states have passed fewer criminal justice reforms than others, so having few or no examples of “reforms” that included exceptions for people accused or convicted of violent offenses is not necessarily a positive sign.

Criminal justice reforms that exclude people convicted or accused of violent offenses have a limited impact, since they only apply to a narrow subset of the prison population. For example, in 2011 Louisiana passed H 138, a geriatric parole bill allowing parole consideration for people who have been incarcerated for at least ten years and are at least 60 years old. However, it excludes people convicted of violent or sex offenses, which account for two-thirds of the people who meet the age and time served requirements. Ultimately, only

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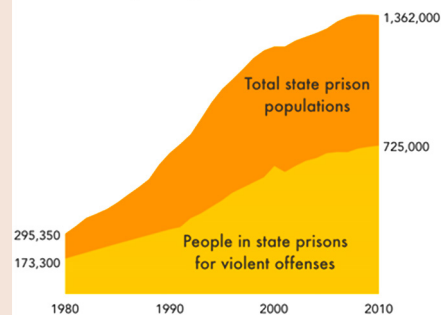
2,600 people became eligible for parole under this new law, while 5,700 people remained ineligible because of past convictions. (The reader should note just how short-sighted this exclusion was, because the bill only allowed parole consideration and did not mandate actual release. Had people convicted of violence been included, the parole board could still deny release for people who posed a credible public safety risk.)

These exclusions show that legislators may be too eager to compromise in the pursuit for criminal justice reform, at the expense of most people in prison. Not all criminal justice reforms do this, however; there are examples of successful criminal justice reform efforts that include people convicted of violent offenses. For instance, Mississippi passed HB 585 (2014), which among other reforms made people convicted of various violent offenses eligible for parole after serving a smaller portion of their sentences. Mississippi's example proves that criminal justice reforms can pass without carving out violent offenses, even in the most conservative states.

We identified 75 criminal justice reforms in 40 states and at the federal level that exclude people convicted of violent offenses from reforms, and our search was far from exhaustive. This report does not attempt to explain the various reasons why lawmakers exclude people charged with violent offenses; our aim with this preliminary survey is simply to draw attention to these carve-outs and to enumerate the many reasons to end them. These categorical exclusions undermine states' efforts to reduce prison populations and indicate willful disregard for the current research on violence. Instead of doling out excessive sentences in response to violent crime, states should take a proactive approach and invest in violence prevention, which is, after all, what the majority of victims of violence want.

## The numbers show we cannot exclude violent offenses from justice reforms

Long sentences for violence account for over half of all state prison growth from 1980 to 2010



Source: Bureau of Justice Statistics, *Prisoners* series, 1994-2012 showing state jurisdictional populations with sentences over 1 year. Estimates for those held for violent offenses are imputed for 1981-84, 1986-89, and 1994.

*This report and this chart focus on state-level changes to policy and prison populations. Of course, "tough on crime" responses to violence also contributed to tremendous growth in the federal prison and local jail populations.*

The number of people in state prisons for violent offenses increased by over 300% between 1980 and 2009, when it reached its peak of 740,000 people nationwide. This staggering increase cannot simply be attributed a higher crime rate but to a series of policy changes that states made during the "tough on crime" era of the late-1980s to mid-1990s. These policies include mandatory minimum sentences, "three strikes" laws, truth-in-sentencing laws, the transfer of young people to adult court, sentences to life without possibility of parole, and the end of discretionary parole in many places. These severe sentencing policies dramatically increased the average sentence length and restricted opportunities for release for people convicted of violent offenses, which in turn led to the massive buildup of prison populations around the country.

Specifically, between 1981 and 2016, the average time served for murder in state prisons tripled, and the average time served for sexual assault and robbery nearly doubled. These changes were

coupled with a sharp increase in life sentences, nearly all for violent offenses. Since the 1980s, the number of people with life sentences increased five-fold, from 34,000 in 1984 to 162,000 in 2016. These extreme sentences place the United States well outside of international norms: 30% of people with life sentences worldwide are in the United States.

## Six reasons lengthy sentences don't make sense: what the research says

These "tough on crime" policies reflect a fundamental misunderstanding of violence. They are grounded in the belief that lengthy incarceration is an effective deterrent or containment strategy for violence, despite years of evidence to the contrary, and a desire for retribution. In particular, arguments that extreme sentences are needed to protect the public assume that violence is a static characteristic in people, and that they are incapable of change. But research consistently shows people convicted of violent offenses are not inherently violent. Rather, violence is a complex phenomenon that is influenced by a range of factors, some of which diminish with time (such as youth), and others that can be mediated with interventions other than incarceration. And even when crimes warrant severe punishment, a balance must be struck between the desire for vengeance, the appropriate use of public resources, and the rights of the convicted person.

### 1. Long sentences do not deter violent crime

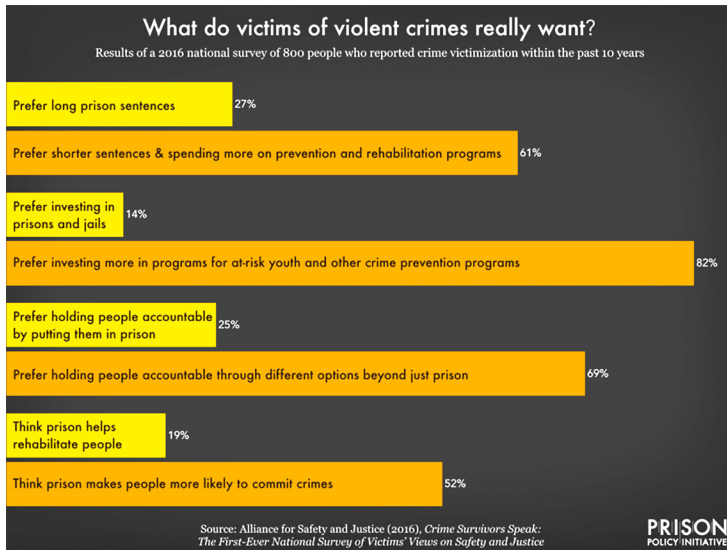
People mistakenly believe that long sentences for violent offenses will have a deterrent effect. But research has consistently found that harsher sentences do not serve as effective "examples," preventing new people from committing violent crimes, and also fail to prevent convicted people from re-offending. According to a 2016 briefing by the

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National Institute of Justice summarizing the current research on deterrence, prison sentences (especially long sentences) do little to deter future crime. Another study concluded: “compared to non-custodial sanctions, incarceration has a null or mildly criminogenic impact on future criminal involvement.” In other words, incarceration can be counterproductive: While a prison sentence can incapacitate people in the short term, it actually increases the risk that someone will commit a crime after their release.

**2. Victims of violence want prevention, not incarceration**

Long sentences for violent offenses are also retributive, often justified in the name of victims. Yet, contrary to the popular narrative, most victims of violence want violence prevention, not incarceration. According to a 2016 national survey of survivors of violence by the Alliance on Safety and Justice:



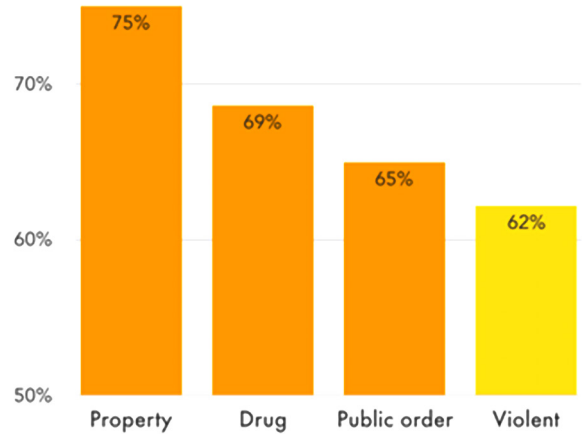
States concerned about victims’ rights should respect these preferences, and invest in alternatives to incarceration and violence prevention.

**3. People convicted of violent offenses have among the lowest recidivism rates**

People convicted of violent offenses have among the lowest rates of recidivism, illustrating again that people who have committed a violent act are not inherently violent and can succeed in the community. An act of violence represents a single moment in someone’s life, and shouldn’t be the only factor that determines their freedom.

**Re-arrest rates are lowest among people convicted of violent offenses**

Percent rearrested for any offense within 3 years of release from prison, by commitment offense category



Source: Bureau of Justice Statistics, *2018 Update on Prisoner Recidivism: A 9-Year Follow-up Period (2005-2014)* Table 7

A growing body of research finds that people convicted of violent offenses do not “specialize” in violence, and are not inherently dangerous people. The Bureau of Justice Statistics recently released two studies on 400,000 people released in 30 states in 2005. It found that while re-arrest rates are high for all people released from prison, people convicted of violent offenses are less likely to be re-arrested within 3 years for any offense than those convicted for nonviolent offenses. Moreover, they were only marginally more likely to be re-arrested for a violent offense than people convicted of public order and property offenses. Finally, only 2.7% of the estimated 7,500 people who had served time for homicide were re-arrested for a homicide; they were much more likely to be subsequently re-arrested for nonviolent property offenses (24.4%), drug offenses (26.1%), or public order offenses (45.8%, which includes violations of probation and parole).

In any case, re-arrest rates are not the best metric for measuring recidivism. Arrest does not suggest conviction or even actual guilt; of all recidivism measures, re-arrest casts the widest net. Although there is no comparable national estimate, data points from around the country show that remarkably few people convicted of violence return to prison after release:

- In Michigan, Safe and Just Michigan examined the re-incarceration rates of people convicted of homicide and sex offenses paroled from 2007 to 2010. They found that more than 99% did not return to prison within three years with a new sentence for a similar offense. Of the 820 people convicted of homicide released on parole, only two (0.2%) were convicted of another homicide.
- A recent study of people released from prison in New York

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and California between 1991 and 2014 found that only 1% of those convicted of murder or nonnegligent manslaughter were re-incarcerated for a similar offense within three years. The re-incarceration rate was even lower for older people: only 0.02% of people over 55 returned to prison for another murder or nonnegligent manslaughter conviction.

- In Maryland, a 2012 court case (Unger v. Maryland) led to the release of nearly 200 people convicted of violent crimes who had been incarcerated since 1981 or earlier. As of 2018, only five had been returned to prison for violation of parole or a new crime. "The Ungers" were released with robust social support, underscoring the effectiveness of community-based programs and services in preventing future offending.

These data are especially remarkable given that people released from prison for a violent or sexual offense face additional conditions, restrictions, and resistance from society. Any allegation — no matter how slight — will be met with the most serious response. For example, failing to report something as simple as a job or housing update can lead to revocation of parole and a return to incarceration.

#### 4. People who commit violent crimes are often themselves victims

Although people tend to view perpetrators and victims of violent crime as two entirely separate groups, people who commit violent crime are often themselves victims of violence and trauma — a fact behind the adage that "hurt people hurt people." And many more people convicted of violent offenses have been chronically exposed to neighborhood and interpersonal violence or trauma as children and into adulthood. As the Square One Project explains, "Rather than violence being a behavioral tendency among a guilty few who harm the innocent, people

convicted of violent crimes have lived in social contexts in which violence is likely. Often growing up in poor communities in which rates of street crime are high, and in chaotic homes which can be risky settings for children, justice-involved people can be swept into violence as victims and witnesses. From this perspective, the violent offender may have caused serious harm, but is likely to have suffered serious harm as well."

Research bears this out:

- 68% of incarcerated people sampled in New York prisons reported some form of childhood victimization.
- Similarly, over 90% of youth in the Cook County (Chicago), IL juvenile detention facility reported that they had experienced one or more traumas.
- One-third of adults in Arkansas prisons report witnessing a murder, 40% of whom witnessed it while under the age of 18. An additional 36% reported that they have been seriously beaten or stabbed prior to their incarceration.
- In a sample of incarcerated men, researchers found that the PTSD rates were ten times higher than the rates found in the general male population (30-60% vs. 3-6%).

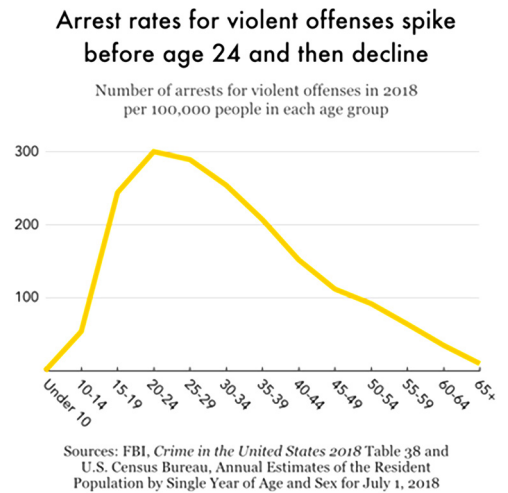
Other individual risk factors for violence, such as substance use disorders, shame, and isolation, may also be related to a history of victimization. Substance abuse, in particular, is strongly linked with past trauma, and research has found that a significant number of people who commit violence offenses are under the influence of drugs or alcohol at the time of offense.

While past victimization does not excuse violent behavior, it is certainly a mitigating factor. Moreover, it is further evidence that violence is not inherent, but rather a context-dependent behavior that can change with intervention. Yet past victimization is rarely taken into account at sentencing, as the system tends to respond according to offense categories rather than individual events

and circumstances, and once in prison, people rarely receive trauma-informed programming.

#### 5. People age out of violence, so long sentences are not necessary for public safety

Furthermore, researchers have consistently found that age is one of the main predictors of violence. "Violent" is not a static characteristic, rather one's risk for violence is highly dependent on their age. As people change over time, their risk for violence also changes.



It's a well-established fact that crime tends to peak in adolescence or early adulthood and then decline with age, yet we incarcerate people long after their risk for violence has diminished. The "age-crime curve" can be explained in part by the fact that brain development continues well into people's twenties, particularly in the prefrontal cortex, which regulates impulse control and reasoning. As a paper by the Executive Sessions at Harvard Kennedy School explains, "Young adults are more likely to engage in risk-seeking behavior, have difficulty moderating their responses in emotionally charged situations, or have not fully developed a future-oriented method of decision-making." It can also be explained by social and personal factors, such as finding a stable career, getting married, and overcoming past traumas.

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The age-crime curve is especially important because nearly 40% of people serving the longest prison terms were incarcerated before age 25. By issuing such lengthy sentences for young people convicted of violent crime, we are also ignoring their great potential for personal transformation and rehabilitation. Such excessive sentences have diminishing returns and, ultimately, opportunity costs to individuals, communities, and taxpayers.

Many of the reforms we found that exclude violent offenses have to do with expanding opportunities for earlier release. It is especially egregious that many states categorically exclude people convicted of violence from geriatric parole and compassionate release, since most people incarcerated long enough to grow old in prison were given long sentences for violent offenses. Incarcerating people that are old and/or terminally ill is unnecessarily punitive without benefiting public safety.

## **6. Many risk factors for violence are related to social and community conditions, not individual attributes**

Many key risk factors for violence are related to social and community conditions, not individual attributes. Poverty, inequality, high unemployment, high rates of neighborhood change, and lack of educational and economic opportunities all contribute to violence in communities. Criminologists point to community factors like “low social cohesion” and “social disorganization” that can increase risk of violence. Many of these factors can be mediated through community investments, as most victims of crime would prefer.

## **There are better ways to respond to violence than incarceration**

Locking people up for decades is an ineffective and inhumane response to violence, and states need to think beyond incarceration when addressing

violence. The evidence shows that people convicted of violent offenses can be safely included in existing alternatives to incarceration. Moreover, states should take a proactive approach and invest in violence prevention rather than simply responding to violence.

## **People convicted of violence should be included in alternatives to incarceration**

The United States overwhelmingly responds to violence with incarceration, so there is unfortunately limited research available on alternatives to incarceration for people convicted of violent offenses. The preliminary research, however, shows that existing alternatives to incarceration, such as probation and problem-solving courts, can be effective responses to violence. Communities around the country are also developing other innovative alternatives to incarceration, which can enhance public safety with lower social and fiscal costs than incarceration, and with fewer collateral consequences. At a minimum, states should ensure that people convicted of violent offenses are not categorically excluded from these alternatives:

- **Probation** can be an effective alternative to incarceration for people convicted of violent offenses but often is not even considered as a sentence for them. In 2016, 20% of people on probation had been convicted of a violent offense. The use of probation for violent offenses could be expanded further without sacrificing public safety. Researchers recently looked at a group of people convicted of violent offenses between 2003 and 2006 who were “on the margin” between probation and prison. Following these individuals through 2015, they found that people sentenced to prison were no less likely to be arrested or convicted of another violent crime than those sentenced to probation. (Of course, we should not replace de facto life sentences with de facto life

probation terms that keep people on an endless tightrope, without regard to their compliance and changes over time.)

- **Problem-solving courts** are another alternative that are typically unavailable to people accused of violent offenses. These courts address some of the root causes of violent offending, such as substance use, and they’ve been shown to be an effective alternative to incarceration for people accused of violent offenses. Drug courts divert people with substance use disorder, a major contributor to violence, from jails and prisons to community-based treatment. A 2011 drug court evaluation found that people with histories of violent behavior showed a greater reduction in crime compared to other participants. And in a 2014 study of the Brooklyn Mental Health Court, where 55% of defendants were charged with a violent felony, mental health court participants were significantly less likely to be re-arrested and re-convicted compared to a matched sample of incarcerated people with mental illness. Most notably, researchers found that those convicted of “serious (felony) offenses” were less likely to be re-arrested and break the rules of their supervision.
- **Community-based programs** run by nonprofit organizations are newer alternatives to incarceration, but also typically exclude people convicted of violent offenses. The most notable exception is Common Justice, an alternative to incarceration and victim service program based on restorative justice principles that specifically targets violent offenses. The program operates restorative justice circles wherein responsible parties engage in a facilitated conversation with those they have harmed, who then have a say in what consequences are appropriate. Such consequences can

(continued on pg 11)

include community service, restitution, and commitments to attend school and work. Once the circle determines appropriate consequences, the Common Justice program monitors responsible parties' adherence and supervises their completion of a 12-15-month violence intervention program.

**Communities should invest in violence prevention, not incarceration**

By advocating for reducing the number of people incarcerated for violent offenses, we are not suggesting that violence not be taken seriously. On the contrary, we suggest that states invest more heavily in violence prevention strategies that will make a more significant and long-term impact on reducing violence.

**Policing isn't prevention**  
*Why we don't recommend "focused deterrence" as a violence prevention strategy*

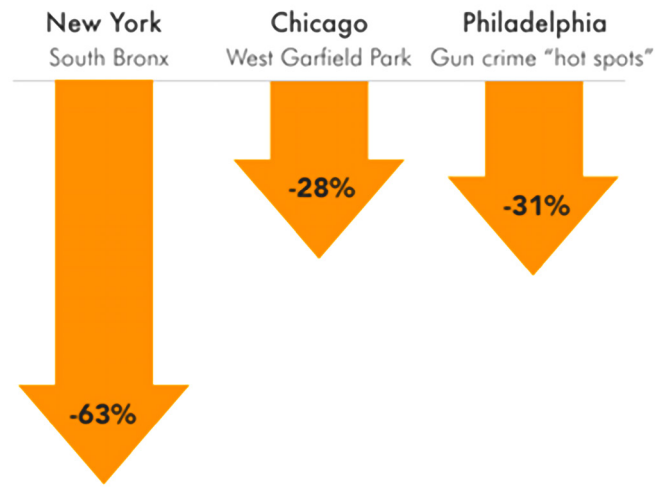
The current response to violence in the United States is largely reactive, and relies almost entirely on incarceration. This has inflicted enormous harms on individuals, families, and communities without yielding significant increases in public safety. Rather than simply reacting to violence with incarceration, policymakers should focus on preventing violence in the first place. This can be done through investing in community-driven safety strategies, adopting a public health approach to violence, and designing interventions directed at youth.

**Investments in social services and communities** can reduce violent crime rates in communities — and that means investments beyond beefing up law enforcement. Fourteen million students attend schools that have on-site police, but no counselor, nurse, psychologist, or social worker. States and communities looking to prevent violence should invest in the things people need to thrive:

- Increase access to healthcare, especially substance use disorder treatment;
- Clear vacant lots and repair blighted buildings, where the local community supports that strategy;
- Improve neighborhood infrastructure, including street lighting, illuminated walk/don't walk signs, painted crosswalks, public transportation, and parks;
- Invest in community non-profits focused on addressing violence and building stronger communities; and
- Increase access to quality education.

**Reductions in shootings in three cities that used the Cure Violence (CeaseFire) model**

Most dramatic reductions in shootings reported in each city, by location



Sources: John Jay Research and Evaluation Center (2017); Skogan, et al (2009); Roman, et al (2017). [www.prisonpolicy.org/reports/violence.html](http://www.prisonpolicy.org/reports/violence.html)

*For Chicago and Philadelphia, this chart shows the reduction in shootings directly attributable to the program, accounting for decreases in shootings in comparison sites over the same time. For New York, it shows the total reduction in shootings. Shootings also dropped in other sites, but those were more modest changes.*

**Adopting a public health approach to violence** can lead to significant reductions in crime. Because exposure to violence significantly increases the likelihood that someone will act violently, the Cure Violence (formerly CeaseFire) model reduces the spread of violence using the methods and strategies associated with disease control: detecting and interrupting potentially violent conflicts, identifying and treating those who are most likely to engage in violence, and mobilizing the community to change norms. The model has been implemented in more than 25 sites in the United States, and has led to dramatic reductions in violence in places such as New York, Chicago, and Philadelphia.

Communities can also **develop interventions targeted at youth** to mitigate the increased likelihood of violent offending among young people. These strategies can address the social and behavioral factors that increase young people's risk for violence. For example:

- A summer youth employment program in Boston reduced charges for violent crime by 35%;
- The mentoring program *Becoming a Man*, which uses cognitive behavioral therapy to reduce impulsive decisions

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among youth, reduced violent crime arrests by half during program participation; and

- In Chicago, the Choose to Change (C2C): Your Mind, Your Game program targets youth ages 13-18 that may be actively, or at risk of becoming, gang involved. The program provides youth with mentoring and trauma-informed cognitive behavioral therapy aimed at addressing past trauma and developing a new set of individual decision-making tools. The program has reduced arrests for violent crime of young people by almost 50% with sustained results.

All of these strategies illustrate that proper investments can lead to sharp decreases in violent crime. Instead of continuing to funnel money into long sentences, which do not increase public safety, states should minimize their use of incarceration and invest the cost savings into violence prevention.

## Conclusion

Categorically excluding people convicted of violent offenses seriously undermines the impact of otherwise laudable criminal justice reforms. Troublingly, these carve-outs also demonstrate policymakers' reluctance to make better choices, based on current evidence, than their "tough on crime" era predecessors. In order to dramatically reduce prison populations and make our communities safer, federal and state legislators must roll back counterproductive, draconian penalties for both violent and nonviolent offenses, and invest in alternatives to incarceration and violence prevention strategies that can effect real change.

## Recommendations

In order to reduce prison populations and to address the root causes of violence, state and local governments should:

1. **Repeal policies that have led to excessive sentences for the large number of people incarcerated for violent offenses**, including truth-in-sentencing laws, mandatory minimum sentences, "three strikes" laws, and laws restricting release on parole. These changes should also be applied retroactively.
2. **Include people convicted of violent offenses in future criminal justice reforms**, such as laws allowing them to participate in problem solving courts, earn more "good time" while incarcerated, and receive medical and geriatric parole.
3. **Direct people accused of violent offenses to problem solving courts**, which can address the root causes of violent behavior. Research has shown that mental health courts can reduce the likelihood of re-arrest for any new charge, including violence, and drug courts can help people whose violent behavior is related to an underlying substance use disorder.
4. **Supervise more people convicted of violent offenses in the community instead of putting them in prison.** People convicted of violent offenses should be eligible for probation in lieu of incarceration, and parole can allow people who have already been incarcerated to serve the remainder of their sentence in the community. States must tread carefully, however, and ensure that these alternatives to

incarceration don't end up funneling people back into prison.

5. **Implement policies that make more people eligible for parole, and sooner**, including presumptive parole and "second look" sentencing. With presumptive parole, incarcerated individuals are released upon first becoming eligible for parole unless the parole board finds explicit reasons to not release them. Under "second look" sentencing, long sentences are automatically reviewed by a panel of retired judges after 15 years, with an eye toward possible sentence modification or release, and for subsequent review within 10 years, regardless of the sentence's minimum parole eligibility date.
6. **Invest in evidence-based rehabilitative programs in prisons** to address the underlying causes of violence, such as trauma or substance use disorder.
7. **Invest in robust re-entry services** so people can succeed once released from a lengthy prison sentence for a violent offense, as exemplified by the release of "the Ungers."
8. **Invest in violence prevention strategies**, rather than relying on incarceration as the only response to violence. Because violence is cyclical, with victims engaging in violence themselves, resources should be redirected to disrupting the cycle over the long term, with interventions and community investments that target the factors that contribute to violence in the first place.

**COMMONWEALTH OF PENNSYLVANIA**



**PROCLAMATION**  
**BY THE**  
**GOVERNOR**

WHEREAS, all Pennsylvanians deserve opportunities to live healthy, safe, and purposeful lives, and community supervision is an essential part of Pennsylvania's justice system; and

WHEREAS, corrections professionals such as pretrial, probation, and parole officers uphold the law with dignity, while recognizing the right of the public to be safe and guarded from criminal activity—their proven practices and effective supervision provide an opportunity for successful reintegration; and

WHEREAS, pretrial, probation, and parole officers work toward changing lives by working with reentrants to help them find solutions to problems and to help them live a safe, healthy, and productive life; and

WHEREAS, corrections professionals are responsible for supervising adult reentrants, while serving, supporting, and protecting victims, as well as providing appropriate advocacy and resources for reentrants; and

WHEREAS, pretrial, probation, and parole officers work collaboratively with local law enforcement, treatment providers, social service agencies, and a variety of other programs, groups, and individuals involved with reentry; and

WHEREAS, this week is a time to recognize and celebrate the dedicated and caring individuals in the community who work tirelessly to make neighborhoods safer and more vibrant places to live, raise families, and work to give reentrants a second chance to be productive members of society.

THEREFORE, I, Josh Shapiro, Governor of the Commonwealth of Pennsylvania, do hereby proclaim July 21-27, 2024 to be

**PRETRIAL, PROBATION, AND PAROLE SUPERVISION WEEK**

in honor of all these corrections professionals who play crucial roles in the criminal justice system and help achieve safer communities.



GIVEN under my hand and the Seal of the Governor, at the City of Harrisburg, on this eighth day of July two thousand twenty-four, the year of the Commonwealth the two hundred forty-ninth.

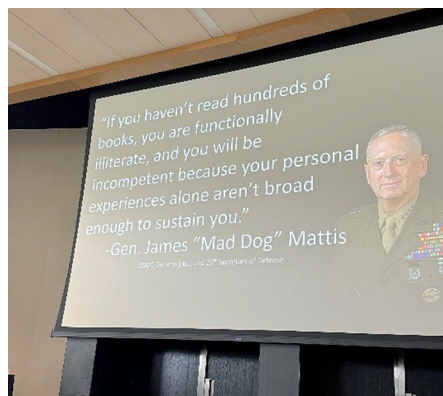
Governor Josh Shapiro

## PAPPC Training Institute and Conference 2024

The 102nd PAPPC Annual Conference and Training Institute was held from May 19th to May 22nd, 2024 at The Landing Hotel at Rivers Casino in the beautiful city of Pittsburgh, Pennsylvania. The three days of training consisted of six general/plenary sessions, they were: Building Bridges Through Building Trust and Tackling Toxicity by Mauricio Velasquez, The Bridge of Empathy by Joe Delucca, Jason Harlen, and Mason Wooldridge, Why Understanding Trauma and Adversity is Essential to Enhance Criminal Justice Outcomes by Kelly Evans and Robert Reed, Heroes Hearthstone by Eric Pimm, Smart Phones and Social Media by Jill Perry, and AI Technologies and the Criminal Justice System by Beth Schwanke. The sessions covered many different topics relating to the criminal

justice/corrections fields along with the effects that many of its employees face on a daily basis. These sessions are meant to aid all of our attendees and prepare them for the challenges that their jobs present. The plenary presentations did more than just that, they provided genuine support and a sense of community between all of our attendees and the presenters, plus an outlet for further education and outreach. The Annual Conference and Training Institute also had a surprise visitor on Monday May 20th, when the Official Mascot of the Pittsburgh Pirates, The Pirate Parrot, made an appearance for some pictures and shenanigans at the end of our training day. On the night of Tuesday May 21st, many conference attendees along with the executive board attended an MLB Baseball Game

between the Pittsburgh Pirates and San Francisco Giants at PNC Park. The game ended in very dramatic fashion after a four-run rally in the ninth inning by the Pirates to push the game into extra innings and resulted in a win for the Pirates after a walk-off single by Nick Gonzales in the tenth inning. We would like to thank EZ Justice for sponsoring the entire Training Institute along with the MLB game tickets. We would like to thank all of our Conference Attendees for your continued support and for making this year's conference a blast while still keeping it educational and professional. We will see everyone at the Mt. Airy Casino Resort from May 18th to May 21st, 2025 for the 103rd edition of the PAPPC Training Institute and Conference.





# Youth Confinement: The Whole Pie 2019

By Wendy Sawyer

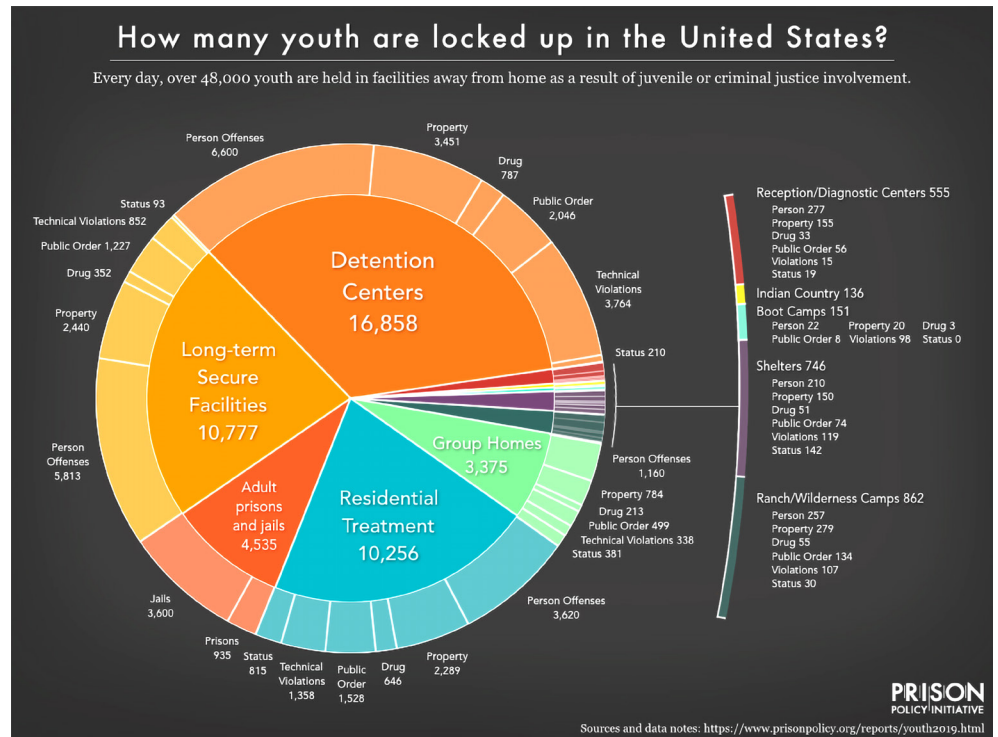
Reprinted with Permission. Original Article Published December 19, 2019

On any given day, over 48,000 youth in the United States are confined in facilities away from home as a result of juvenile justice or criminal justice involvement. Most are held in restrictive, correctional-style facilities, and thousands are held without even having had a trial. But even these high figures represent astonishing progress: Since 2000, the number of youth in confinement has fallen by 60%, a trend that shows no sign of slowing down.

What explains these remarkable changes? How are the juvenile justice and adult criminal justice systems different, and how are they similar? Perhaps most importantly, can those working to reduce the number of adults behind bars learn any lessons from the progress made in reducing youth confinement?

This report answers these questions, beginning with a snapshot of how many justice-involved youth are confined, where they are held, under what conditions, and for what offenses. It offers a starting point for people new to the issue to consider the ways that the problems of the criminal justice system are mirrored in the juvenile system: racial disparities, punitive conditions, pretrial detention, and overcriminalization. While acknowledging the philosophical, cultural, and procedural differences between the adult and juvenile justice systems, the report highlights these issues as areas ripe for reform for youth as well as adults.

This updated and expanded version of our original 2018 report also examines the dramatic reduction in the confined youth population, and offers insights and recommendations for advocates and policymakers working to shrink the adult criminal justice system.



## Demographics and disparities among confined youth

Generally speaking, state juvenile justice systems handle cases involving defendants under the age of 18. (This is not a hard-and-fast rule, however; every state makes exceptions for younger people to be prosecuted as adults in some situations or for certain offenses.) Of the 43,000 youth in juvenile facilities, more than two-thirds (69%) are 16 or older. Troublingly, more than 500 confined children are no more than 12 years old.

Black and American Indian youth are overrepresented in juvenile facilities, while white youth are underrepresented. These racial disparities are particularly pronounced among both Black boys and Black girls, and while American Indian girls make up a small part of the confined population, they are extremely

overrepresented relative to their share of the total youth population. While 14% of all youth under 18 in the U.S. are Black, 42% of boys and 35% of girls in juvenile facilities are Black. And even excluding youth held in Indian country facilities, American Indians make up 3% of girls and 1.5% of boys in juvenile facilities, despite comprising less than 1% of all youth nationally.

Racial disparities are also evident in decisions to transfer youth from juvenile to adult court. In 2017, Black youth made up 35% of delinquency cases, but over half (54%) of youth judicially transferred from juvenile court to adult court. Meanwhile, white youth accounted for 44% of all delinquency cases, but made up only 31% of judicial transfers to adult court. And although the total number of youth judicially transferred in 2017 was

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less than half what it was in 2005, the racial disproportionality among these transfers has actually increased over time. Reports also show that in California, prosecutors send Hispanic youth to adult court via “direct file” at 3.4 times the rate of white youth, and that American Indian youth are 1.8 times more likely than white youth to receive an adult prison sentence.

### Most youth are held in correctional-style facilities

#### Juvenile court terminology

*The terms used in juvenile courts are not the same as those used for adults.*

Justice-involved youth are held in a number of different types of facilities. (See “types of facilities” sidebar.) Some facilities look a lot like prisons, some are prisons, and others offer youth more freedom and services. For many youth, “residential placement” in juvenile facilities is virtually indistinguishable from incarceration.

#### Types of facilities

What are the differences between the various kinds of facilities that confine youth?

- 1.
- 2.
- 3.
- 4.
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- 6.
- 7.
- 8.
- 9.

Most youth in juvenile facilities experience distinctly carceral conditions, in facilities that are:

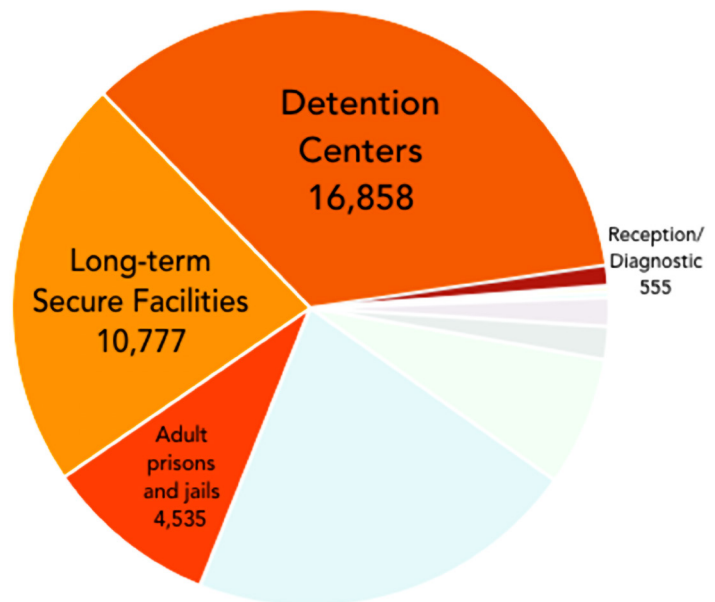
- **Locked:** 92% of youth in juvenile facilities are in locked facilities. According to a 2018 report, 52% of long-term secure facilities, 44% of detention centers, and 43% of reception/diagnostic centers also use “mechanical restraints” like handcuffs, leg cuffs, restraining chairs, strait jackets, etc. Forty percent of long-term secure facilities and detention centers isolate youth in locked rooms for four hours or more.
- **Large:** 81% are held in facilities with more than 21 “residents.” Over half (51%) are in facilities with more than 51 residents.

More than 10% are held in facilities that hold more than 200 youth.

- **Long-term:** Two-thirds (66%) of youth are held for longer than a month; about a quarter (24%) are held over 6 months; almost 4,000 youths (8%) are held for over a year.

### Two-thirds of confined youth are in the most restrictive facilities

68% are held in either the juvenile justice system’s versions of jails and prisons or in actual adult jails and prisons



Two out of every three confined youth are held in the most restrictive facilities — in the juvenile justice system’s versions of jails and prisons, or in actual adult jails and prisons. 4,535 confined youth — nearly 1 in 10 — are incarcerated in adult jails and prisons, where they face greater safety risks and fewer age-appropriate services are available to them. At least another 28,190 are held in the three types of juvenile facilities that are best described as correctional facilities: (1) detention centers, (2) long-term secure facilities, and (3) reception/diagnostic centers. 99.7% of all youth in these three types of correctional facilities are “restricted by locked doors, gates, or fences” rather than staff-secured, and 60% are in large facilities designed for more than 50 youth.

The largest share of confined youth are held in detention centers. These are the functional equivalents of jails in the adult criminal justice system. Like jails, they are typically operated by local authorities, and are used for the temporary restrictive custody of defendants awaiting a hearing or disposition (sentence). Over 60% of youth in detention centers fall into those two categories.

But how many of the 17,000 children and teenagers in juvenile

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detention centers should really be there? According to federal guidance, "...the purpose of juvenile detention is to confine only those youth who are serious, violent, or chronic offenders... pending legal action. Based on these criteria, [it] is not considered appropriate for status offenders and youth that commit technical violations of probation." Yet almost 4,000 youth are held in detention centers for these same low-level offenses. And nearly 2,000 more have been sentenced to serve time there for other offenses, even though detention centers offer fewer programs and services than other facilities. In fact, "National leaders in juvenile justice... support the prohibition of juvenile detention as a dispositional option."

The most common placement for committed (sentenced) youth is in long-term secure facilities, where the conditions of confinement invite comparisons to prisons. Often called "training schools," these are typically the largest and oldest facilities, sometimes holding hundreds of youths behind razor wire fences, where they may be subjected to pepper spray, mechanical restraints, and solitary confinement.

The third correctional-style facility type, reception/diagnostic centers, are often located adjacent to long-term facilities; here, staff evaluate youth committed by the courts and assign them to correctional facilities. Like detention centers, these are meant to be transitional placements, yet over half of the youth they hold are there longer than 90 days. More than 1 in 7 youth in these "temporary" facilities is held there for over a year.

Outside of these correctional-style facilities, another 15,400 youth are in more "residential" style facilities that are typically less restrictive, but vary tremendously, ranging from secure, military-style boot camps to group homes where youth may leave to attend school or go to work. Most of these youth (78%) are still in locked facilities rather than staff-secured, and conditions in some of these facilities are reportedly worse

than prisons. Almost 9 out of 10 youth in these more "residential" facilities are in residential treatment facilities or group homes. Less frequently, youth are held in ranch or wilderness camps, shelters, or boot camps.

### Some facility types are much worse than others

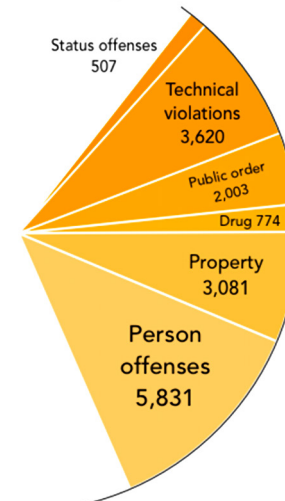
The type of facility where a child is confined can affect their health, safety, access to services, and outcomes upon reentry. Adult prisons and jails are unquestionably the worst places for youth. They are not designed to provide age-appropriate services for children and teens, and according to the Campaign for Youth Justice, youth in adult facilities may be placed in solitary confinement to comply with the PREA safety standard of "sight and sound" separation from incarcerated adults. Youth in adult facilities are also 5 times more likely to commit suicide than those in juvenile facilities.

Correctional-style juvenile detention centers and long-term secure "youth prisons" are often very harmful environments, too. In the Survey of Youth in Residential Placement, more youth in detention and corrections programs reported sexual victimization, fear of attack, solitary confinement, strip searches, use of restraints, unnecessary use of force, and poor relations with staff. Correctional-style facilities also tend to be larger, and youth in larger facilities (with more than 25 beds) report higher rates of sexual victimization. Youth in detention centers, in particular, report receiving the fewest education services, such as special education, GED preparation, and job training. These youth are also most likely to report difficulty sleeping because of light, indicating that, like many adult facilities, the lights are left on even at night. For a youth population that typically come with a history of trauma and victimization, confinement under any conditions leads to worse outcomes, but the punitive correctional-style facilities are especially dehumanizing.

### Locked up before they're even tried

#### Nearly 16,000 youths are "detained" in juvenile facilities

"Detained" youths - those held awaiting a hearing, sentence, or placement - include 4,000 charged with status offenses or technical violations.



To be sure, many justice-involved youth are found guilty of serious offenses and could conceivably pose a risk in the community. But pretrial detention is surprisingly common; judges choose to detain youth in over a quarter (26%) of delinquency cases, resulting in a disturbing number of youth in juvenile facilities who are not even serving a sentence.

More than 9,500 youth in juvenile facilities — or 1 in 5 — haven't even been found guilty or delinquent, and are locked up before a hearing (awaiting trial). Another 6,100 are detained awaiting disposition (sentencing) or placement. Most detained youth are held in detention centers, but nearly 1,000 are locked in long-term secure facilities — essentially prisons — without even having been committed. Of those, less than half are accused of violent offenses.

Even if pretrial detention might be justified in some serious cases, over 3,200 youth are detained for technical violations of probation or parole, or for status offenses, which are "behaviors that are not law violations for adults."

Once again mirroring the adult criminal

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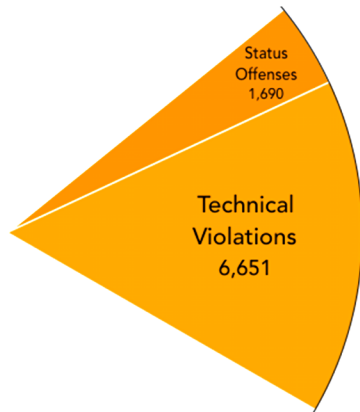
justice system, youth pretrial detention is marred by racial disparity. Less than 21% of white youth with delinquency cases are detained, compared to 32% of Hispanic youth, 30% of Black youth, 26% of American Indian youth, and 25% of Asian, Native Hawaiian, or Pacific Islander youth. Time held pretrial isolates youth from their families and communities and exposes them to the risk of victimization while detained. Yet in 2017, over 40% of detained youth had been held for longer than 30 days, and nearly 500 had already been detained for over a year.

Finally, youth that are transferred to the adult system can be subject to pretrial detention if their family or friends cannot afford bail. As a result, they may be jailed in adult facilities for weeks or months without even being convicted.

## Incarcerated for minor offenses

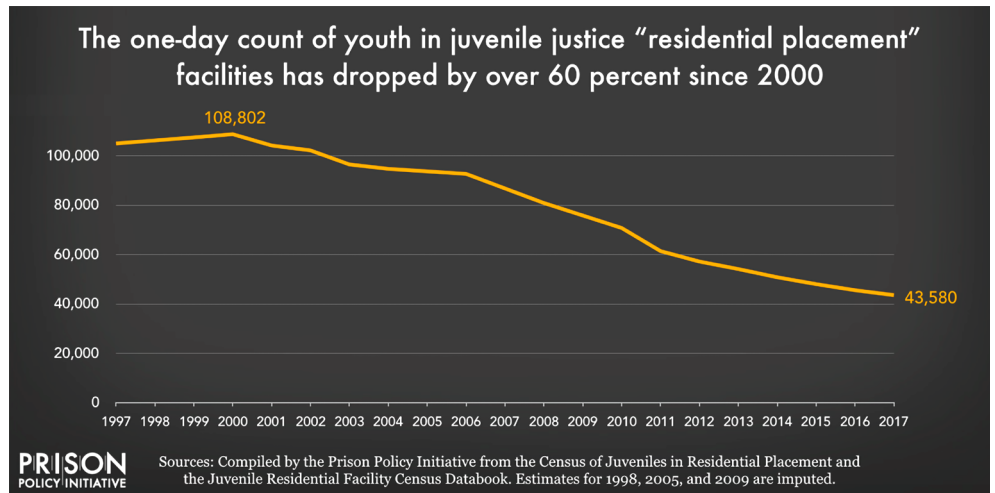
### How many youth are locked up for the most minor offenses?

8,341 youth are held for probation violations or status offenses



Far from locking up youth only as a last resort, the juvenile justice system confines large numbers of children and teenagers for the lowest-level offenses. For nearly 1 in 5 youth in juvenile facilities, the most serious charge levelled against them is a technical violation (15%) or a status offense (4%). These are behaviors that would not warrant confinement except for their status as probationers or as minors.

These are youth who are locked up for not reporting to their probation officers,



*The number of youth confined in juvenile facilities has dropped by over 60% since its peak in 2000, while the adult incarcerated population (which peaked later) has fallen just 10% since 2007. The number of youth held in adult prisons and jails has also dropped dramatically (see that chart here: <https://www.prisonpolicy.org/blog/2018/02/27/youth/>), although nearly 1 in 10 confined youth are still held in adult facilities.*

for failing to complete community service or follow through with referrals — or for truancy, running away, violating curfew, or being otherwise “ungovernable.” Such minor offenses can result in long stays or placement in the most restrictive environments. Almost half of youths held for status offenses are there for over 90 days, and almost a quarter are held in the restrictive, correctional-style types of juvenile facilities.

## Progress toward decarceration of the juvenile justice system

The fact that nearly 50,000 youth are confined today — often for low-level offenses or before they’ve had a hearing — signals that reforms are badly needed in the juvenile justice system. Confinement remains a punishing, and often traumatizing, experience for youth who typically already have a history of trauma and victimization. Without discounting the many ongoing problems discussed in this report, however, there is another, more positive story about juvenile justice reform.

Policymakers focused on the juvenile justice system have responded far more rationally to the falling crime rate and to the mounting evidence of “what works” compared to those working on the adult

criminal justice system. At a time when a 50% reduction in the adult prison and jail population over 10 or 15 years still seems radical to many, the juvenile system has already cut the number of confined youth by 60% since 2000, and continues to decarcerate at a rate of roughly 5% year over year. The number of youth in adult prisons and jails has also dropped by over 60% since 2000. And over the same period, nearly 1,300 juvenile facilities have closed, including over two-thirds of the largest facilities. From an adult criminal justice reform perspective, this is enviable progress.

The progress toward decarceration in the juvenile system can’t be attributed to any single change; rather, historical factors, ongoing research, and dogged advocacy efforts all played important roles. Juvenile crime rates dropped. Some of the most egregious conditions of confinement were widely publicized, jolting policymakers to action. Adolescent brain research made it impossible to deem youth fully culpable and incapable of change. Evidence piled up showing that confinement leads to worse outcomes.

Much of the progress can be attributed to the work of advocates who pushed

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for federal legislation to protect confined youth (especially PREA and the JJDPA), and for state laws that “raised the age” of juvenile court jurisdiction, discouraged transfers to adult courts, and allowed for more individualized sentencing. Many of these strategies have parallels in the criminal justice reform movement, such as repealing mandatory minimum sentences, while others, like “raise the age,” don’t really apply. But juvenile justice reform advocates have also had success with strategies to both improve conditions and reduce the use of confinement that the broader criminal justice reform movement can adopt.

An inexhaustive list of successful reform strategies that have been used to decarcerate the juvenile justice system, and that could be adapted and applied to the adult criminal justice system, includes:

- **Closing and repurposing prisons and detention centers, and redirecting resources to serve people in their communities:** Missouri closed its correctional-style “training schools” 30 years ago, replacing them with a well-staffed network of smaller, dorm-like “treatment centers” focused on rehabilitative programming. This has become known as the “Missouri Model” of juvenile justice reform. While there have been no comparable statewide initiatives to close adult prisons, the Vera Institute of Justice and the Prison Law Office have taken officials from various states to visit prisons in Northern Europe to see for themselves how a more humane correctional system can enhance rehabilitation efforts and reduce the harms of incarceration.
- **Developing programs to safely serve people charged with violent offenses in their homes and communities:** While efforts to reduce adult prison and jail populations generally exclude people charged with violent offenses, juvenile justice experts have pushed for “no reject policies,” recognizing that home- and

community-based interventions are more effective than incarceration for youth charged with all kinds of offenses. The field has developed evidence-based programs that reduce violence and delinquent, criminal, and aggressive behavior among youth with “elevated risk levels” — without confinement. Criminal justice reform advocates have begun to recognize the need for new approaches to violence, and can look to these programs as models for supportive, non-carceral alternatives.

- **Changing laws to make certain offenses “non-jailable”:** In the juvenile justice context, states like Utah and Massachusetts have removed status offenses from juvenile court jurisdiction, and federal legislation (the JJDPA) mandates the deinstitutionalization of status offenders. (The JJDPA makes an exception for youth who have violated a valid court order (the “VCO exception”), but several states have passed laws to counteract that exception.) A number of states, including California, Hawaii, Kentucky, Georgia, Florida, Mississippi, and Texas, have also ended commitment to secure juvenile facilities for low-level or nonviolent offenses.
- **Issuing civil citations in lieu of arrest to divert people away from court intervention:** Delaware’s Juvenile Civil Citation program and Florida’s Judicial Circuit Civil Citation and Similar Prearrest Diversion program are examples of two statewide efforts to offer youth accused of misdemeanors alternative, community-based sanctions, such as family counseling and treatment for substance abuse or mental health, and restorative measures such as community service, apology letters, community impact statements, restitution, etc. While cite-and-release programs are common in the adult criminal justice system, they generally serve to prevent jail detention, not

prosecution. These youth programs, however, allow youth to avoid prosecution and its consequences altogether. From November 2018 to October 2019, nearly 10,000 (or 62%) of eligible youth in Florida avoided formal prosecution through pre-arrest diversion.

- **Capping sentences to reduce time under correctional supervision:** Kentucky, Utah, and Tennessee have set limits on the amount of time youth can be in out of home placement, on probation, and/or under court supervision, and Georgia reduced maximum sentences for certain felonies from 5 years to 18 months. Such limits are rare in the adult system, where, for example, indeterminate sentences are the norm and long probation sentences often lead to further supervision or incarceration — but Florida’s two year cap on probation sentences (Fla. Stat. S 948.04) stands out as one example of this strategy applied in the adult system.
- **Shifting funding to develop and expand community-based alternatives to incarceration:** Just last year, Tennessee committed \$4.5 million per year to expand community-based services and to provide juvenile courts with more treatment options. Georgia, which created a grant program in 2013 for counties that reduce the number of committed youth, has shifted \$30 million to community-based alternatives and closed several juvenile facilities. This “justice reinvestment” model has been implemented in many states’ adult systems as well, but these examples show the value in focusing on “front end” reforms to reduce overall incarceration.
- **Recognizing and addressing the impact of trauma on justice-involved populations:** An estimated 90% of justice-involved youth have

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experienced serious trauma in their lifetime. Understanding the impact of trauma on cognitive development and behavior, policymakers and practitioners have increasingly called for trauma-informed care — not punishment — for justice-involved youth. Yet although incarcerated adults also typically have a history of traumatic victimization, recognition of past trauma has yet to inform sentencing and treatment for most justice-involved adults. Making policymakers and the public more aware of the link between victimization and justice system involvement could help shift political winds to take a less punitive, and more supportive, approach.

## Conclusions

This “big picture” report not only reveals ways in which the juvenile justice system must improve, but also offers lessons from progress that has already been made. States have reduced the number of youth in confinement by more than half without seeing an increase in crime — a victory that should embolden policymakers to reduce incarceration further, for youth and adults alike.

By our most conservative estimates, states could release at least 13,500 more youth today without great risk to public safety. These include almost 1,700 youth held for status offenses, 1,800 held for drug offenses other than trafficking, over 3,300 held for public order offenses not involving weapons, and 6,700 held for technical violations. States should also look more closely at youth detained pretrial. Beyond youth detained for those low-level offense categories, over 7,000 others are held before

they’ve been found guilty or delinquent; many, if not all, of these youth would be better served in the community.

Beyond releasing and resentencing youth, states should remove all youth from adult jails and prisons, close large juvenile facilities, and invest in non-residential community-based programs. Legislators should continue to update laws to reflect our current understanding of brain development and criminal behavior over the life course, such as raising the age of juvenile court jurisdiction and ending the prosecution of youth as adults.

But lawmakers who support reducing incarceration among youth should also consider supporting radical reforms to the adult criminal justice system. Like youth confinement, adult incarceration inflicts lasting physical, mental, and economic harm on individuals and families. And falling rates of both youth crime and youth incarceration provide evidence that bold reforms — such as making more offenses “non-jailable” and expanding community-based alternatives to incarceration — could be applied to the adult system while maintaining public safety.

Like the criminal justice and juvenile justice systems themselves, the efforts to reverse mass incarceration for adults and to deinstitutionalize justice-involved youth have remained curiously distinct. But the two systems have more problems — and potentially, more solutions — in common than one might think. The momentum of decarceration in the juvenile justice system must continue, and it should inspire bolder reforms in the criminal justice system as well.

## NEWS

# Adult Criminal Justice Professional of the Year

A professional who is employed in Pennsylvania by an agency at the federal, state or local level which provides supervision to adults on probation or parole or is employed in an adult –correctional institutional facility, including county jails, state, and federal prisons within Pennsylvania, employed in the field of –community corrections, including private contract facilities or vendors who contract with state, federal or county governments, employed by county, state, and federal operated half-way houses or community corrections centers within the state of Pennsylvania.

## Monique Hendricks

### *Assistant Deputy Director – Gaudenzia*

Monique has more than 30 years of experience combined working for the Philadelphia Prison System, the Pennsylvania

Department of Corrections and now having been employed at various private contract vendors. She has served as mentor and advisor for many individuals who work in our field. As a colleague, she has always given a listening ear and shoulder to lean on in time of need or in the event you wanted a second opinion regarding how you should proceed or what would be the best course of action. She has overcome many professional hurdles and has blazed a path for those that have followed in her footsteps. She has proven to be an awesome leader, once you get past the rough exterior, she supports her staff, grooms and develops them, in order for them to further their careers. She is extremely passionate and cares about the work that she does. One of the things that impresses me most is that despite her vast number of years and experience in this field she will

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still reach out to colleagues for advice and opinions on issues she may encounter.

Clearly, she is well liked, she has worked on the County level, State level and with just about every private contract Community Corrections vendor in Pennsylvania. During the 20 plus years that I have known her, I have witnessed her experience some personal tragedies that could leave the strongest person

broken. I have also witnessed her experience some of her greatest triumphs, and despite it all she remained focused and optimistic regarding her life's path. She has proven to be a great mother and role model, despite the trials and tribulations that the cards of life have dealt her, this nominee remains dedicated to the good work she does daily, and it is a honor and privilege to call her a colleague and friend!

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## Juvenile Justice Professional of the Year

A professional who is employed in Pennsylvania by a county juvenile probation department and supervises juveniles alleged or adjudicated delinquent or an agency which provides services to juvenile offenders referred by juvenile courts, including, but not limited to, detention centers, residential facilities operated privately or by the Department of Public Welfare, and out-patient or day treatment programs.

### **Briana Neal**

#### ***Allegheny County Juvenile Probation Officer***

Briana personifies the true meaning of a public servant and a humble leader. She has set a high standard in job performance and easily meets the qualifications of an outstanding employee. She is a consummate professional and one of our county's most respected Probation Officers/Case Managers/Assistant Supervisors. Briana is a vital part of our county's High Impact Probation Department, and she admirably serves the traditional probation department as well. She effectively partners and builds relationships with other court personnel, police officers, victims, parents, outside agencies, CYF caseworkers and other stakeholders.

Briana is a meticulous and industrious employee who routinely works extensive hours each day. She steadily corresponds with all court personnel via virtual platforms, text, telephone, and/or email, frequently beyond her designated work schedule. Briana readily takes full ownership of her staff, household tasks, and assigned venue.

Briana began her career with the courts as a Community Monitor in 2018. As previously noted, since Briana's involvement with

the courts, she has proven to be determined, hard-working, reliable, organized, and most importantly dependable. Due to these traits, our nominee was promoted to the Probation Officer/Case Manager/Assistant Supervisor position in 2020. Since the promotion, Briana has won two noteworthy Chief Awards for going the extra mile, taking on additional responsibilities, and ensuring that her subordinates are fully supported. Further, Briana volunteers to help her peers by completing additional placement visits, detention hearings, and court hearings despite having her own multifaceted caseload.

Briana emphasizes and adheres to the BARJ principles of community protection, accountability, competency development, and victim restoration. Briana is devoted to the probationers on her caseload as she has been creative with her supervision tactics and distinct graduated responses. With forethought, Briana developed a graduated response box and has been dedicated to consistently filling said box with enjoyable items, snacks, etc. for youth on her caseload. Briana has also helped provide necessities that her probationers might need such as clothing and essential hygiene products.

Briana understands that every probation case is unique and continuously provides high quality supervision to every youth. Withstanding, Briana is committed, personable, and welcoming to the probationers on her caseload and it shows as many youths hold Briana in high regard. Each day Briana helps to provide a healthy, inviting, and positive environment within her designated office location. Most notably, our nominee implemented the birthday club exchange for her colleagues and comes up with creative gifts to make her peers feel valued on their birthday.

# Employee Health and Wellbeing

By April Billet from The County Chief Adult Probation Officers Association of Pennsylvania and The Pennsylvania Partnership for Criminal Justice Improvement

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Employee wellness should be an ongoing priority for every employer because of the positive impact it has on each employee, as well as the impacts it has on overall culture and function of the workplace.

## Why Health and Wellbeing Matters

Health and wellbeing of employees is a win-win for the employee and the employer, resulting in several benefits:

- Enhanced performance and productivity
- Improved recruitment and retention
- Decreased job absence
- Boosts in culture, morale, and engagement
- Increased job satisfaction
- Reduced health care costs

Thousands of years ago, Roman Poet Virgil wisely stated, "The greatest wealth is health." One of the simplest ways we can give back to our employees is to pay attention to and invest in their health and wellness. Regularly identifying ways we can support employees to achieve and maintain good health—physical and behavioral, including connecting them with resources when it appears they're struggling, is not only good for business, it's great for employee and public relations.

## How to Measure Employee Wellness

Evaluation is a critical component of effective implementation of evidence-based practices and is also essential to employee wellness. Measuring employee wellness can be both informal (observation) and formal (surveys and analytics).

As supervisors, ongoing two-way conversations with employees allow for honest feedback and increase the likelihood of improved employee performance and professional development. Regular review and approval of team members' timesheets, keeping an eye on personal time off and overtime hours worked, is another way supervisors can observe employee wellness because excessive hours in either category can have a direct result on the employee's well being and productivity. Helping an employee balance overtime and time off helps reduce burnout and improve productivity for all employees.

Employee experience/sentiment surveys are great tools for providing insight specific to employee wellness and workplace culture. For the best results, conducting several employee surveys throughout the year is recommended because doing so provides longitudinal data. Additionally, surveying new recruits upon hire, within 60 days of hire, and again within six months and then at one year of employment can help employers identify individual employee needs, can identify opportunities to improve organizational culture and enhance retention.

Utilization of the Organizational Readiness Survey captures staff and leadership perceptions of the current work environment and their beliefs specific to an ideal organizational environment. With this feedback, organizations can develop a plan to address areas where there are large gaps between perceptions of the ideal and the current environments. The Organizational Readiness Survey can also be used to assess the culture for any large initiative, such as the implementation of evidence-based practices.

## Pro Tip:

Community corrections is an incredibly difficult job made easier through evidenced-based practices and collaboration. Systemwide, we are all working to implement progressive approaches to supervision that are shown to improve individuals' lives, reduce recidivism, and create safer communities. As we share our clients' journeys, it is inevitable that we will take on their stress and vicarious trauma, which can lead to burnout over time. Moving forward with the implementation of evidence-based practices, it is critical that we don't lose sight of the employees working tirelessly in the trenches to help the individuals we supervise be successful. Trauma-informed care and wellness practices for employees are, indeed, evidence-based practices.

Wellness practices are critical to ensuring everyone's wellbeing—our own and our employees. With fall approaching and the warm days of summer wrapping up, it's important to take a minute and reflect on your wellness. What did you do this summer to take care of yourself? Did you take a vacation? Did you set aside time to step away and take care of yourself? Did

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you spend time with family and friends? Taking vacation and stepping away from the job are crucial to maintaining a healthy work/life balance. In addition, there are other practices we can implement daily that don't take much time and help to center us when we're feeling stressed:

- Take a short walk—invite a coworker to join you
- Journal
- Deep breathing exercises, such as box breathing
- Finger tapping exercises
- Use of fidget toys

- Grounding exercises, such as putting your bare feet in grass
- Talk with a trusted friend
- Meditation, even for just five minutes
- Pet a dog or other animal
- Practice positive thinking
- Set and maintain boundaries

I encourage each of you to take care of yourselves because doing so increases your ability to take care of others. Take a minute to just breathe when the stress gets to you, go for a walk, or talk with your supervisor or a trusted coworker when you need a safe ear to process difficult

cases. If you haven't taken a vacation yet, schedule one. Whether it's a week or two off in a row or a series of days off here and there, a trip somewhere or a staycation, use your time off to take care of yourself. True time off or away from the office, without worrying about the office, is important to our health and wellbeing. Thank you for all the incredible work you do to make our communities safer. I look forward to connecting with you soon and hearing about your next vacation or staycation!

*Director April Billet, York County*

## Butternut Squash Ravioli

By Makinze Gore

If you're looking for the coziest fall dinner, look no further than this butternut squash ravioli. With a creamy butternut squash filling and a brown butter sauce, this ravioli is the perfect solution when you're in need of a comforting dinner that will truly wow. I'm making the ravioli from scratch in this recipe, but don't stress yet! It's really not as difficult as you think, and I've got all the tips here to help you every step of the way. Trust me—every bit of effort is worth it.

### How To Make Butternut Squash Ravioli

#### INGREDIENTS

- **All-Purpose Flour & Eggs:** For this recipe I really wanted to make the pasta from scratch, which calls for flour and eggs to create the dough. Making pasta dough from scratch does require extra effort, but it is 100% worth it. It's not that difficult, but does take a bit of planning and a hefty dose of patience, especially when you're rolling out the pasta. If this is your first time, no stress—I've got all the steps you need to make



it perfect.

- **Butternut Squash Puree:** I am opting for a store-bought butternut squash puree here, but you can absolutely make your own. Start by peeling a large butternut squash and scooping out the seeds. Cut squash into ½" cubes, toss in a little olive oil, and spread out onto a baking sheet. Roast in a 400° oven for 45 to 60 minutes,

or until completely soft, then puree squash in the food processor until smooth. You can weigh out 10 ounces of puree if you like, or simply measure 1 ½ cups. The end result is a beautiful, smooth puree, but honestly, you're going to get the same result in much less time by using a pre-made puree.

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### RECIPE

**YIELDS:**  
4 - 6 serving(s)

**PREP TIME:**  
15 mins

**TOTAL TIME:**  
2 hrs 5 mins

**CAL/SERV:**  
792



- **Parmesan:** Parmesan cheese is a pasta hero. It has a rich nutty, almost fruity flavor that adds so much more depth to a recipe. It couples especially well here with the sweetness of the butternut squash, adding extra nutty, savory notes.
- **Ricotta:** Ricotta is light and fluffy with a very mild taste. It is the perfect way to add cream to a dish while keeping it light. For this reason I use ricotta in many of my pasta dishes. Its light, slightly sweet flavor lends well to both sweet and savory dishes, and since this dish touches on both of those notes, ricotta is a no-brainer.
- **Brown Sugar:** Brown sugar and butternut squash are both ubiquitous fall flavors for a good reason. The sweet, molasses heavy notes of brown sugar perfectly compliment the slightly sweet, nutty flavor of the squash. When I think of any classic fall veg, I think too of brown sugar. The combination just feels like a warm, dry house on a cool and dreary day.
- **Butter:** I am using brown butter as the base of my sauce here. It is an incredibly simple sauce where I am really looking to bring out the savory, fatty, nutty notes of butter in conjecture with the herbs and aromatics added after the butter browns.
- **Garlic:** Punchy and slightly spicy, garlic is a classic aromatic that has something to add to almost every dish. I am using it here to add that extra little bit of bite and warmth to the dish that really takes it to the next level.
- **Sage:** Sage is such an interesting herb, and a classic for fall dishes. As part of the mint family, it does have some minty undertones, while also being earthy, almost piney, and a little peppery. It is a very complex flavor, but works so well with fall flavors. Aside from its delicious and instantly recognizable aroma, it is readily available and easy to use.
- **Thyme:** Thyme is another classic fall herb in the mint family. It has a stronger minty, peppery, flavor than sage, but more than anything it is just super herbaceous. The two in tandem create a beautiful, warm flavor and aroma that add so much to the sauce and the ravioli as a whole.

### STEP-BY-STEP INSTRUCTIONS

Start by whisking together flour and salt in a medium bowl, then pour the combined ingredients onto a clean surface so that you have a mound of flour. Then in the center of the flour mound, use your hands or the bottom of the bowl to create a well. Essentially we are creating a “bowl” inside the flour to mix the eggs. Crack the eggs into the well and use a fork to break the yolks and mix the eggs, taking care not to knock in the flour walls just yet, until the egg yolks and whites are one. Once they have become homogeneous, begin gently whisking the flour into the eggs—taking care to ensure the

liquid doesn't run out through the flour mound—until a shaggy dough forms. Then use your hands to knead the dough until it is smooth and no longer sticky, adding flour to the surface as necessary to keep the dough from sticking. This should take about 5 minutes. Once you have your smooth dough ball forms, gently form it into a square—this will help us make the best use of the dough later—and wrap it tightly in plastic wrap and pop it into the refrigerator for at least 1 hour and up to 2 days to cool.

When you are ready to roll the pasta out, remove the dough from the fridge and use a bench scraper, or other edge, to cut it into 4 equal quarters. Wrap all but 1 of the quarters back in plastic wrap and return them to the fridge.

Lightly flour a clean surface and begin rolling out the uncovered dough into a long rectangle that is about ¼" thick. Set your pasta maker to the widest setting and pass the rolled out dough through 2 times, before folding the short ends of the dough in to meet each other in the center and then folding in half again to create quarters. Then roll the dough out again so that it is ¼" thick and pass it back through the pasta maker another 2 times.

After you've passed the dough through both times, reduce the pasta maker setting by one degree and repeat the folding process before passing through the machine 2 to 3 times, before reducing the setting one more step and repeating the folding and rolling process. Continue repeating this process through the pasta maker's thinnest setting. If the sheet becomes too long to work with, feel free to cut it in half. Repeat this process with remaining quarters of dough in the refrigerator, taking care to keep your rolled out dough covered with a clean kitchen towel as you work.

Then create the filling by combining the butternut squash puree, Parmesan, ricotta, and brown sugar in a large bowl and seasoning with salt and pepper to taste.

Once both the dough and filling are prepared, lay one piece of dough out on a lightly floured surface and spoon about 1 tablespoon of filling for every 1 inch of pasta dough. If your pasta sheet is wide enough, make sure to create 2 rows of filling to maximize the end product. Then, using your finger and a bowl of water, lightly wet a square border in between each pile of filling. This is going to help create a seal so that when we next lay the second piece of dough over the top of the first sheet, taking care to press in between each filling pile, the seal will better hold—we wouldn't want our ravioli to burst open during cooking. When creating each individual ravioli, make sure that you are leaving as little air in the pockets as possible. Once you are happy with your raviolis, use a pasta cutter or pizza wheel and cut in between each pocket to cut out the individual ravioli. Repeat this process

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with the remaining dough and filling and cover and refrigerate the ravioli until you are ready to cook.

When ready, start a large skillet over medium heat and add in the butter to melt. Melt and cook the butter until it starts to foam, and then reduce the heat to medium-low and allow it to cook until the butter starts to smell nutty and turns golden brown, about 4 minutes. This brown butter has so much more flavor than its pre-browned counterpart. Add in the garlic, sage, and thyme and let them cook until fragrant, about 1 minute, before removing the pan from the heat and setting aside.

At the same time, bring a large pot of salted water to boil and, working in batches, add in the ravioli and cook for about 1 ½ minutes until tender. Once tender, use a spider, or other tool with holes for drainage, to remove the ravioli from the water, and place them directly into the skillet with brown butter. Gently toss the ravioli to coat them in the sauce.

Once all the ravioli is cooked and coated the brown butter herb sauce, plate and serve them with Parmesan.

Full list of ingredients and directions can be found in the recipe below.

#### **RECIPE TIPS**

- Plan ahead. You can make the dough and keep it, tightly wrapped, in the refrigerator for 2-3 days before you roll and shape it. Once made, the ravioli can be wrapped and frozen in an airtight container for up to 3 months. There's no reason to be making the pasta dough from scratch, assembling the ravioli, and cooking it off for dinner all in the same day– unless you really want to!
- Do I have to make my own pasta? Absolutely not! If you don't have a pasta roller or simply don't have the time or desire to make your pasta from scratch, you can use wonton wrappers instead. Sandwich the filling between two wrappers and seal together with a little water. Cook in boiling water for 2 to 3 minutes.

#### **STORAGE**

If you're taking the time to make pasta from scratch, you should definitely make extra to freeze. After assembling the ravioli, place on a flat surface (a baking sheet works great) and freeze. Once the ravioli are frozen solid, store in an airtight container and keep in the freezer for up to 3 months. You can cook the ravioli directly from frozen– they'll take about 2 minutes in boiling water to reach al dente.

#### **WHAT TO SERVE WITH BUTTERNUT SQUASH RAVIOLI**

Since you're going to the effort of making the pasta, we suggest keeping the sides simple. Try a nice light spinach salad or this awesome easy garlic bread. Looking for more inspo? Check out our favorite fall side dishes. We love serving this dish as a vegetarian main, but if you're craving some protein, add in some prepared chicken breasts or chicken thighs.

#### **INGREDIENTS**

##### **PASTA**

- 2 1/4 c. all-purpose flour, plus more for surface
- 1/2 tsp. kosher salt
- 4 large eggs

##### **FILLING**

- 1 (10-oz.) container butternut squash puree
- 1 c. freshly grated Parmesan
- 1/2 c. ricotta
- 1 Tbsp. packed brown sugar
- Kosher salt
- Freshly ground black pepper

##### **SAUCE AND ASSEMBLY**

- 1/2 c. (1 stick) butter
- 2 cloves garlic, minced
- 1 Tbsp. freshly chopped sage
- 2 tsp. freshly chopped thyme
- Freshly grated Parmesan, for serving



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