

**LANCASTER COUNTY ADULT
PROBATION & PAROLE
SERVICES**



**ANNUAL AGENCY REPORT
2024**

LANCASTER COUNTY COURT OF COMMON
PLEAS



Lancaster County, Pennsylvania

COURT of COMMON PLEAS

*“Providing fair, efficient, and trusted justice by
upholding the law and protecting the community we
serve.”*

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Welcome Message from The Senior Leadership Team

By 2024 APPS had fully returned to its' "normal" business practices after the COVID-19 global pandemic, full force with new ideas and challenges to overcome. As many probation departments in the state of Pennsylvania had moved to the Ohio Risk Assessment System (ORAS) to assess the risk level of their supervised individuals, Lancaster County made the decision to do so as well and began by implementing the training of all officers on this assessment, as well as formulating the ORAS policy and accompanying case plan.

2024 brought the arrival of sentencing reform in Act 44 of 2023, challenging prior long-term incarceration and sentencing practices. APPS met that challenge head on by creating an internal task force to develop protocols, policies and data entry management to follow the parameters set out in this Act. Knowledge gained will be tested in 2025 when the first Status Review Conferences are eligible to begin.

Additionally, 2024 brought the retirement of APPS's long-standing Chief Probation Officer, and the appointment of four of the five APPS Senior Leadership Team members. This transition and learning continued through the end of 2024, with a value placed on training and education for all staff. Despite these changes and challenges, the APPS staff remained positive, dedicated and enthusiastic. The APPS Senior Leadership Team is extremely appreciative of the staff's dedication to teamwork, empathy and professionalism.

Lastly, it should be noted that 2024 brought the end of Judge David L. Ashworth's term as President Judge and the beginning of Judge Leonard G. Brown, III's new term as President Judge. APPS could not continue its endeavors without the support of both Judges as well as District Court Administrator, Mark M. Dalton.

Sincerely,

The APPS Leadership Team

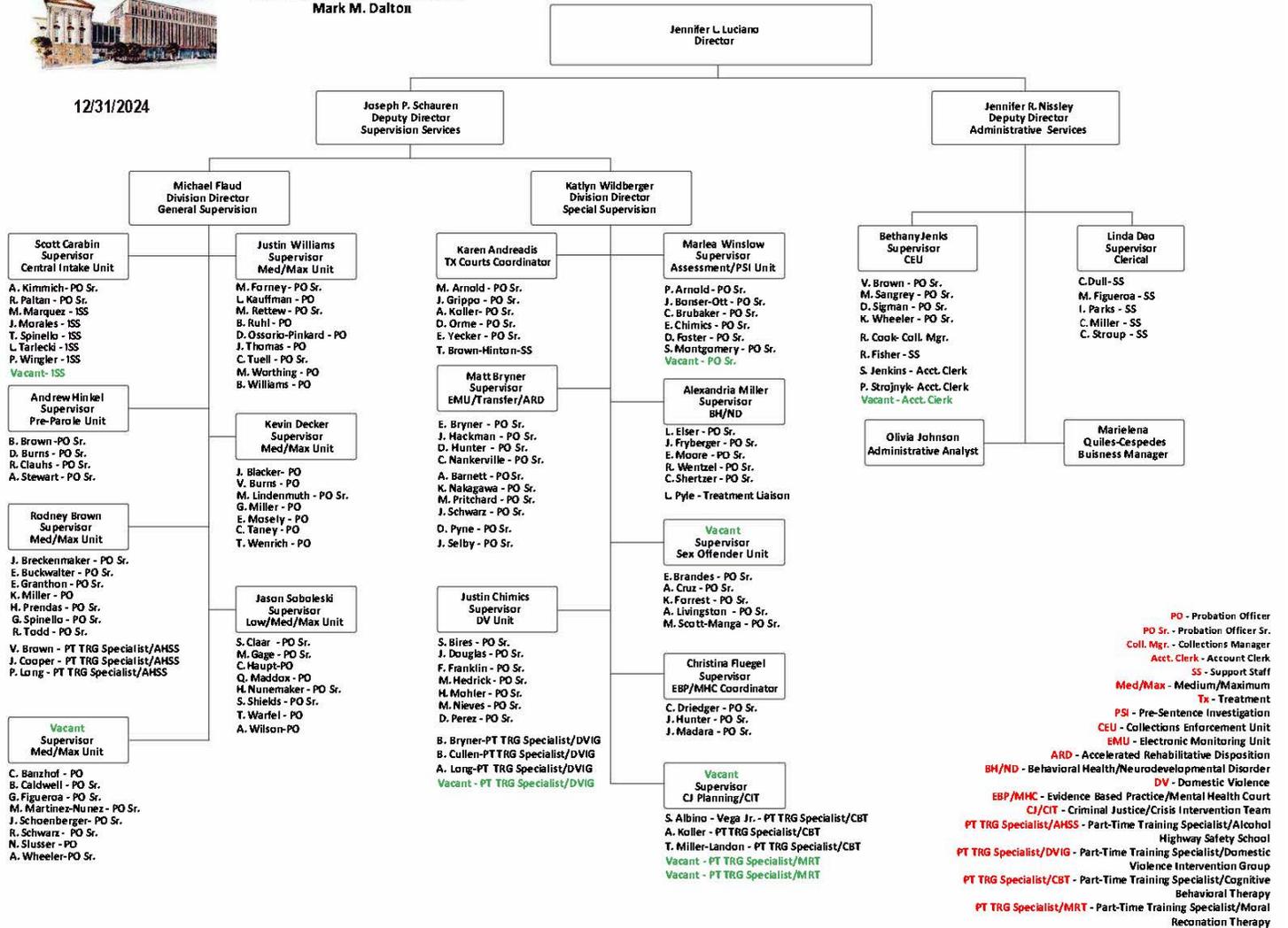
Organizational Chart



12/31/2024

DISTRICT COURT ADMINISTRATOR
Mark M. Dalton

PRESIDENT JUDGE
David L. Ashworth



PO - Probation Officer
 PO Sr. - Probation Officer Sr.
 Coll. Mgr. - Collections Manager
 Acct. Clerk - Account Clerk
 SS - Support Staff
 Med/Max - Medium/Maximum
 Tx - Treatment
 PSI - Pre-Sentence Investigation
 CEU - Collections Enforcement Unit
 EMU - Electronic Monitoring Unit
 ARD - Accelerated Rehabilitative Disposition
 BH/ND - Behavioral Health/Neurodevelopmental Disorder
 DV - Domestic Violence
 EBP/MMC - Evidence Based Practice/Mental Health Court
 CJ/CIT - Criminal Justice/Crisis Intervention Team
 PT TRG Specialist/AHSS - Part-Time Training Specialist/Alcohol Highway Safety School
 PT TRG Specialist/DVIG - Part-Time Training Specialist/Domestic Violence Intervention Group
 PT TRG Specialist/CBT - Part-Time Training Specialist/Cognitive Behavioral Therapy
 PT TRG Specialist/MRT - Part-Time Training Specialist/Moral Reconation Therapy

Section I - Agency Review 2024

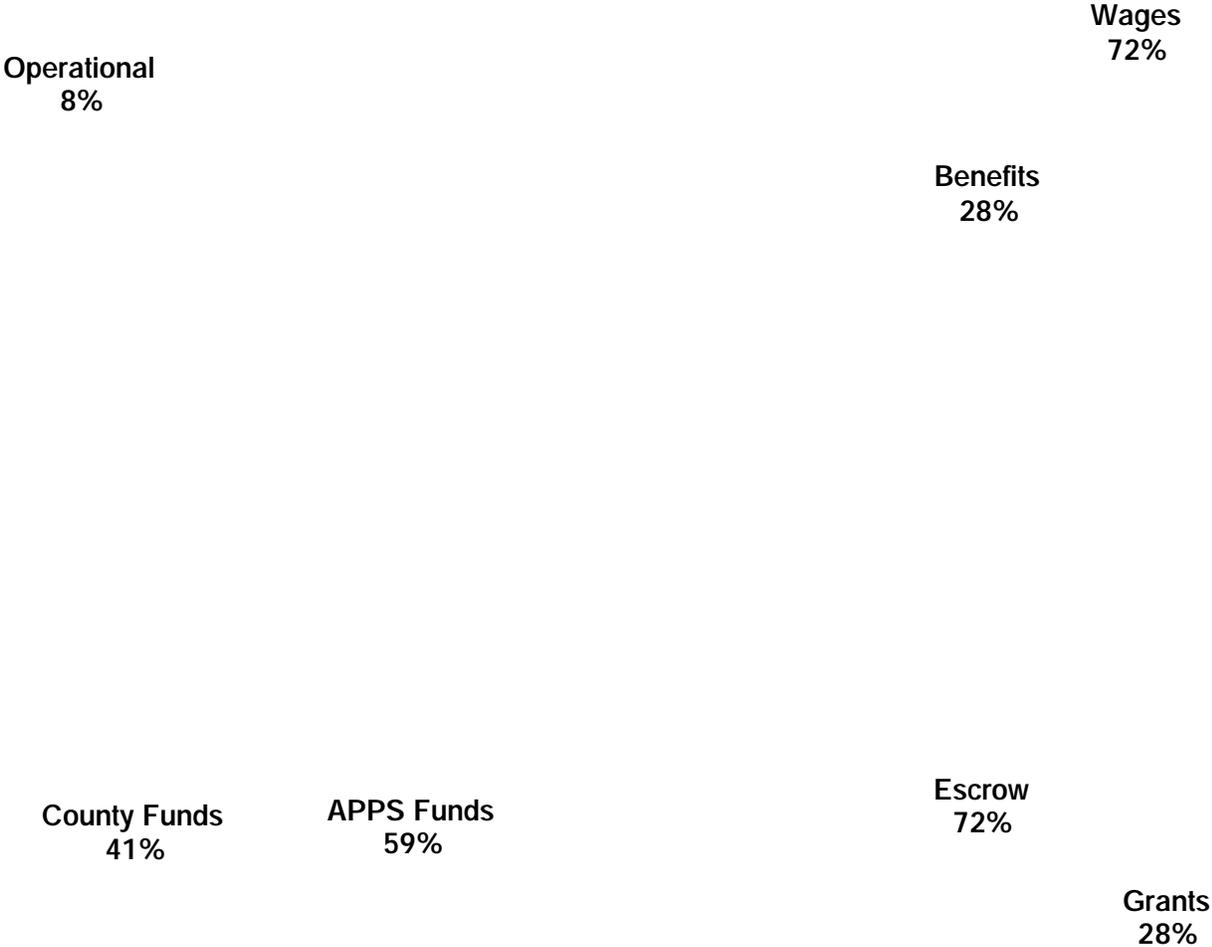
Staff Management

Position Description	Number of Staff
Chief	1
Deputy Director	2
Division Director	2
Administrative Staff	2
Supervisors	14
PO I	18
PO II	71
Support Staff	6
Intake Support Specialist	6
Account Clerks	2
Collections Manager	1
PT Training Specialist	9
Total	134

In 2024, there were 10 promotions, 13 new hires, 11 resignations (includes part-time positions,) and 4 retirements.

Section I – Agency Review 2024

Fiscal Management



Section I – Agency Review 2024 cont.

Staff Training & Development

In 2024, APPS staff logged a total of 12,703 training hours.

The training hours included:

- All mandatory training for each position classification.
- 7 Probation Officers who attended the Pennsylvania Board of Probation & Parole Board Basic Training Academy and the Mentor Trainer sessions.
- Special Intervention Unit Mandatory Training.

Section II – Client Population 2024

As of December 31, 2024, APPS supervised 6,460 clients.

APPS defines recidivism as occurring when an offender under the supervision of APPS is returned to Court based on either the commission of a new criminal offense and/or a technical violation of the rules and regulations of supervision.

In 2024, APPS processed a total of 1,198 probation/parole violations. This represents a 24% increase in recidivism from 2023.

Section II – Client Population 2024 cont.

White	Black/African American	American Indian/Alaska Native	Asian/Pacific Islander	Not Known	Total
5110	1131	9	82	128	6460

Section II – Client Population 2024 cont.

Hispanic	Non-Hispanic	Not Known	Total
1448	4820	192	6460

Female	Male	Total
1688	4772	6460

Section III – Workload & Outcomes 2024

Section III – Workload & Outcomes 2024 cont.

Section III – Workload & Outcomes 2024 cont.

Section III – Workload & Outcomes 2024 cont.

<u>INVESTIGATION OR REPORT</u>	Number Completed
Accelerated Rehabilitative Disposition (ARD)	403
Court Reporting Network (CRN) Evaluations	1,410
Intermediate Punishment Assessments	592
Pre-Parole Intakes without Petitions	1,387
Pre-Sentence Investigations (PSI)	132
Psychiatric/Psychological Evaluations (We do not perform the evaluations; however, we have a determination process for referring clients to have an evaluation)	43
Intakes	3,130
Domestic Violence Group Assessments	0
Level of Service Case Management Inventory (LS-CMI) Risk Assessments	1,240
LS-CMI Re-Assessments	0
Behavioral Health/ Neurodivergent Case Assessments	92
DNA Collection and Fingerprinting	368
Criminal History Record Information	5,463
Total	14,260

Section III – Workload & Outcomes 2024 cont.

Number of substance abuse tests that were administered in 2024: **9,522**

Number of substance abuse tests that were clean in 2024: **7,596** (80% negative)

Number of offenders who were placed on Electronic Monitoring in 2024: **969**

Number of offenders who were placed on SCRAM (Alcohol) monitoring in 2024: **78**

Number of offenders who were placed on GPS monitoring in 2024: **11**

Number of offenders who were placed on Remote Breath monitoring in 2024: **5**

2024 Treatment Court Statistics

	Drug Court	Mental Health Court	Veterans Court
Referred	98	84	21
Admitted	27	21	12
Discharged	6	6	2
Graduated	27	18	5

Section IV – EBP Implementation 2024

Adult Probation and Parole Services' adopted Evidence-Based Practices for community corrections in 2007.

Evidence-Based Practice is a significant trend throughout all human services that emphasize outcomes.

Interventions within community corrections are considered effective when they reduce offender risk and subsequent recidivism; therefore making a positive long-term contribution to public safety. By reducing offender risk and recidivism, an environment is created that cultivates positive behavioral change.

Evidence-Based Practices includes the following eight principles as created by the National Institute of Corrections

1. Actuarial risk/needs assessment – Agency Wide use of the LS-CMI Tool until the end of 2024 when APPS transitioned to the Ohio Risk Assessment System (ORAS).
2. Enhance offenders' intrinsic motivation – Motivational Interviewing Training
3. Target Interventions – Alcohol Highway Safety School, Moral Recognition Therapy Groups, Career Development Specialist, etc.
4. Skill train with directed practice – Cognitive Behavioral Treatment Methods
5. Use of reinforcements – Increase the Use of Positive Reinforcements to clients 4+/1-rule
6. Engage ongoing support in natural communities – Increase the Use of Community Support Agencies
7. Measure relevant processes and practices – Performance and Outcome Measures
8. Provide measurement feedback – Providing Feedback to Shareholders (staff) and Stakeholders (community)

Section IV – EBP Implementation 2024 cont.

Principle #1 – Assess Actuarial Risk/Needs

In 2023, APPS made a switch from the Level of Service Inventory-Revised (LSI-R) to the Level of Service – Case Management Inventory (LS-CMI) as the risk/needs assessment tool.

In 2024, 2706 LS-CMI Assessments/Reassessments were completed.

Principle #2 – Motivational Interview Training

In 2024, APPS implemented a two-year cycle for MI Boosters which includes four phases that are six months each. Phases one and two were completed and included both in-person and written sessions. The boosters continue to be created by the Motivational Interviewing Trainers and Coaches, and the team evaluates the participants responses.

Principle #3 – Targeting Interventions

Based on risk areas shown by the LS-CMI, clients are referred to community providers by their supervising Probation Officer.

Principle #8 – Providing measurement feedback

The agency has held four General Staff Meetings. Divisions and Units continue to hold monthly staff meetings. All pertinent information was made available to all staff on Probation Matters in 2024.

The APPS EBP Leadership Team met monthly to assess internal fidelity business practices and a supervisor on that team audited all caseloads to ensure the completion of risk/needs assessments.

Section V – 2024 Accomplishments

2024 Accomplishments

- Continued implementation of evidence-based practices by moving through Phase One and Phase two of APPS’s four phase 24-month revolving curriculum of Motivational Interviewing booster sessions for all staff.
- Continued to provide monthly statistics to the President Judge detailing the number of individuals that were either incarcerated or had violation hearings processed.
- Finalized the APPS Telecommuting Policy, after piloting the policy for a six-month period.
- Continued to publish the monthly APPS newsletter.
- Created a second Treatment Court Coordinator, specifically to coordinate the Mental Health Treatment Court.
- Implemented “Stop the Bleed” training for all staff in conjunction with the previously required CRP/AED/First Aid trainings.
- Continued to develop APPS’s response to the newly implemented Act 44 of 2023 (previously Senate Bill 838).
- Certified 28 members of the APPS Special Intervention Unit to carry Tasers, to include exposure.
- Made the transition to and trained all members of the APPS Special Intervention Unit on the use of Red Dot sights on their firearms as well as added weapon mounted lighting to each firearm.
- Certified 92 Probation Officers in the Ohio Risk Assessment System (ORAS).
- Hired four of five Senior Leadership Team members due to retirement/resignations.
- Continued running several cognitive behavioral intervention groups, to include day, evening and Saturday options as well as committed to instructing Lancaster County Prison staff to run their own groups.
- Continued to facilitate Crisis Intervention Team training for all county law enforcement officers, to include those employed at the Lancaster County Prison.
- Certified three Domestic Violence facilitators.

Section V – 2025 Goals

2025 Goals

- Continue to focus on evidence-based practices implementation by instructing ongoing Motivational Interviewing Booster sessions for all staff, phases three and four.
- Implement the Ohio Risk Assessment System (ORAS) policy and begin utilizing both the assessment and the interview guide in the APPS case management system, AP.
- Creating an Organizational Manual Committee to update APPS's current policies, procedures and articles.
- Finalize and implement the APPS Conducted Energy Weapon policy to allow APPS Special Intervention Unit Members to begin carrying tasers.
- Finalize polices & procedures surrounding Act 44 of 2023 Status Review Conferences, scheduled to begin in June of 2025.
- Finalize the collection of Act 44 of 2023 data in the APPS case management system, AP.
- Continue to develop and finalize a mentor curriculum for new supervisors, external or internal.
- Continue to focus on organization-wide "culture" to align with the eight principles of Evidence Based Practices for community corrections, specifically during 2025 focus on leadership training for the new APPS Senior Leadership Team.
- Implement the return of Domestic Violence Intervention Groups, run by APPS part-time employees.
- Create a group to revise APPS's Mission/Vision/Operational Goals.
- Finalize the APPS Case Plan and policy to work in conjunction with the ORAS assessment.
- Begin working on the implementations of the Risk and Needs Triage (RANT) within the Lancaster County Treatment Courts.
- Create and provide a full day Active Shooter trainer for all staff to ensure the safety and security of the Adult Probation and Parole Department building-40 East King Street.

CREDITS

LANCASTER COUNTY
COURT OF COMMON PLEAS
ADULT PROBATION AND PAROLE SERVICES

DAVID L. ASHWORTH
PRESIDENT JUDGE - 2024

LEONARD G. BROWN, III
PRESIDENT JUDGE - 2025

MARK M. DALTON
DISTRICT COURT ADMINISTRATOR

JENNIFER L. LUCIANO
DIRECTOR

JOSEPH P. SCHAUREN
DEPUTY DIRECTOR
SUPERVISION SERVICES

JENNIFER R. NISSLEY
DEPUTY DIRECTOR
ADMINISTRATIVE SERVICES

CLOSING STATEMENT

Thank you all for reading the Court of Common Pleas of Lancaster County Adult Probation & Parole Services 2024 Annual Report. Also, thank you to those who contributed the information to make this report possible.

This report is intended for the use of Adult Probation & Parole Staff Members. Unauthorized use or distribution of the material set forth in this document is prohibited without the consent of the Director of Adult Probation & Parole Services.

If you have any further questions regarding the information submitted in this report, please contact Jennifer Luciano, Director of Adult Probation and Parole Services.

Thank you!