



THE RAP SHEET

March, 2015
A Quarterly Newsletter

Special Points of Interest !

- ICA Spring Conference is May 6th—8th in Sioux City, Iowa
- Women in Corrections Retreat is September 17th & 18th, 2015
- 2nd World Congress on Community Corrections is in July in Los Angeles, CA

Inside this issue:

Committee Reports	2-3
Professional Development	4-5
PECHA-KUCHA	6-8
Spring Conference Sioux City, IA	9
Spring Conference Schedule	10
Treasurer's Report	11
Board & Committee Members	12-13
APPA and ICCA Conferences	14-16

President's Notes

Dear ICA Membership:

The winter's flying by (finally) and Spring is upon us. With it brings all the excitement of the Spring 2015 Conference. Plans for the conference are being finalized and it's revving up to be another great event.

Nominations have been accepted and voting for your new board members will soon be underway.

The Awards Committee has met earlier this month to select this year's recipient's.

Now all you have to do to get a front row seat to all of this action is be at the Stoney Creek Hotel and Conference Center in Sioux City May 6th – 8th.

Great news for those members that have retired and still want to stay involved. ICA now has a reduced membership rates of \$20 for all retired members.

A big thank you to the ICA members that have taken on the challenge of chairing this Fall's conference!! More details to follow as they become available.

We also have a commitment from a member to take on next year's Spring 2016 conference!!

As the leadership for these two conferences are coming into place, these teams will be looking for assistance. As they say, "It takes a village..." to produce a great conference.

As the details become available, take the opportunity to contact the co-chairs and get involved. I guarantee, you won't regret it.

Bryan Reicks, ICA President

Our mission is to enlighten, educate, serve, and support.

Awards and Memorial Committee

ICA Spring Conference is just around the corner and is held in Sioux City this spring. This is a very exciting time in our profession. If you are involved with ICA you know the feeling and if you are not, you are missing out! ICA is full of powerful information, exciting training sessions and good time to meet some of the amazing people that work in field of corrections. During ICA you will meet people that will inspire you, change you and become your friends. When ICA comes to my mind all I think about it's the Awards Banquet, that magical night when we recognize our co-workers for all of their hard work. This year will be no different. We have a list of amazing award recipients who have done extraordinary work and will be recognized for such.

We would also like to remember those who are no longer with us during the memorial part of our ceremony. You may email those directly to either one of use:

Emma.Dedic@iowa.gov or Becky.Schneider@iowa.gov

As spring is slowly but surely approaching us please look at your schedule and see if you can join us at yet another amazing ICA Conference!!!

Emma Dedic and Becky Schneider



Election Committee

Please don't forget it's that time of year for nominations and volunteering for a great opportunity to join the ICA board. We have 3 At-Large and treasurer positions open. For those of you that are running for a position PLEASE don't forget to get your bios and pictures turned in, in a timely fashion. This way we can get them up and running on the website for members to vote on-line. Our deadlines have not been pinned down yet.

Thanks.

Submitted by Whitney Mann

ICA Vendor Committee

The ICA Vendor Committee is gearing up for the 2015 Spring Conference at the Stoney Creek Hotel and Conference Center in Downtown Sioux City, Iowa May 6th through the 8th. Recently Vendor Coordinator, Teneil Cangas, traveled to the 2015 Winter American Corrections Conference in Long Beach, CA to connect with exhibitors there, and hopefully new business partners for the State of Iowa's Department of Corrections. The trip was a successful, as new vendors have been in contact as potential spring vendors for Iowa. In fact, at this year's spring conference Redwood Toxicology Laboratory, Inc. has donated an iPad Mini as the prize for the winner of "Vendor Bingo."

If you know of a company that might be interested in exhibiting at an ICA conference please contact Teneil at teneil.cangas@iowa.gov with their contact information.

Submitted by Teneil Cangas



Women in Corrections

PLEASE NOTE: There was a scheduling conflict at the Christian Conference in Newton Iowa on September 11th & 12th 2015. As a result the date for the Women in Corrections Retreat has been moved to **September 17th & 18th 2015**. Please note this on your calendars & plan to join us in September! See you then.

Submitted by Arlene Anderson & Julie Brandt

Keeping your Professional Development continuous....

Employees are constantly being assessed on their knowledge and skills. So how can you stay on top of the game?

Whether we like it or not, employees are constantly being judged on their capabilities and benchmarked against their peers. And, unlike studying for a qualification, the goalposts in the workplace keep moving. This might be because of new technology, customer demand, legislation or simply because there is a new chief executive with a different vision. All these changes invariably have implications for the staff.

Some organizations are good at providing learning opportunities when they can see a direct benefit to the organization. So, if you want to protect your employability, you need to take charge of your personal development.

According to the 2012 Learning Survey by [Niace](#), the adult learning organization, there's a strong correlation between learning and sustained employment. Staff who undertake learning activities are more able to adapt to the changing requirements of an organization and gain a competitive edge in the job market. Candidates who demonstrate that they're conscientious about their personal development are likely to be seen as highly motivated and engaged. Their openness to learning also suggests they're flexible, adaptable and will bring a continuous improvement ethos to the workplace – all of which is appealing to an employer.

So, with this in mind, here are some ways to start thinking about your own learning and development:

Enhancing your performance

What areas of your job do you find most difficult or want to improve? For ideas, look at past performance reviews or talk to your manager, colleagues or HR department. Seek advice from those whose skills or career you wish to emulate.

Improving the areas you identify may mean going on a course or workshop, or you may find that mentoring, guided reading, work-shadowing, or online study is more relevant. For instance, if you know that negotiation skills are an increasingly important part of your job, perhaps your manager could arrange for you to shadow someone with exceptional skills in this area, or even coach you themselves through your next negotiation skills project.

Benchmarking the job market

When you're busy at work it's easy to lose sight of the changing needs of the job market. Periodically check out adverts and person specifications for roles that are either similar to yours or are in line with the role you're looking for next. Do you have everything they're looking for? For instance, are your IT skills up to scratch? Could the lack of a professional qualification be an issue if every employer seems to be asking for it?

Knowledge updating

Some professions require a certain amount of [professional development](#) every year to retain your status. Whether this is a requirement or not, make sure you're up-to-date with what's happening in your field, or you could lose credibility and potentially expose your company to risks. You can keep updated by reading professional journals or trade press, attending industry events, conferences, workshops, or your own research. The rise of webinars, e-newsletters and online forums means it's easier than ever to participate in learning from your office desk or at home.

Softer skills

Every role requires soft skills to some degree, whether it's communication skills or handling emotion and conflict in the workplace. If you're looking to climb the career ladder, then developing people management skills should be an absolute priority. Practical training and coaching are particularly effective, especially if the learner is supported when they come to apply those skills, either through one-to-one coaching or via a supervised network.

Different routes to personal development

Although many people equate learning and development with professional qualifications, there are lots of other routes. For instance, voluntary work can be a great way to develop additional skills. I coached an IT technical professional who was keen to move into management. I recommended that he join the charity committee to widen his exposure to strategic and operational management activities. This experience proved to be instrumental in persuading his organization of his ability to jump from a technical route to a management career.

Here are some other professional development ideas:

- Reading professional journals, books, research papers, articles etc.
- Coaching, mentoring, training courses, academic study, conferences and webinars
- Voluntary work, fundraising and event management
- Research activities, blogging and publishing articles
- Training others and giving presentations or speaking at a conference
- Spending time with other departments, customers, suppliers, trade bodies or stakeholders
- Joining committees, professional associations, campaign groups and participating in industry forums
- Apprenticeships, [internships](#) and work shadowing
- Applying for industry awards or scholarships

Learning and development takes time and energy, and it will sometimes take you out of your comfort zone. If you can keep the learning habit throughout your career, however, you're far more likely to extend your career longevity, mitigate any risks and improve your employability.

Corrine Mills, The Guardian-internet site

Submitted by Jason Hute, Membership



PECHA KUCHA

Pecha Who you say..... Is that a person, thing or place?

There are as many ways to pronounce Pecha Kucha as there are ways to design it, but the short story is that a Pecha Kucha, which is Japanese for “chatter” (Avoision, 2015) is basically a PowerPoint presentation that is short, looks pretty or interesting, and the presenter makes his/her point quickly. So if you are tired of the same old PowerPoint you may want to check this out.

Two Tokyo-based architects created the Pecha Kucha several years ago, Mark Dytham and Astrid Klein. The events became so popular that monthly events were held in all types of venues, “there are pecha-nights in 80 cities, from Amsterdam and Atlanta to San Francisco and Shanghai” (Avoision, 2015), and even here in Des Moines, Iowa.

I first discovered the Pecha Kucha when I was attending Drake University for my Master’s program. I looked at my teacher like you are probably thinking now, what the heck is that. He told me to go find some young kid and they will explain it to me. I didn’t have a young kid handy so I googled it and low and behold, my world opened up.

Here are the rules: It is a 20 slide presentation that automatically advances every 20 seconds. That means you have 6 minutes and 40 seconds to deliver your entire presentation succinctly and with images.

Your goal is to put up pictures that reflect what you are talking about, not a bunch of words. Now you can stand up in front of a crowd and deliver your presentation or you may be in a situation where you can upload your voice to the presentation and have it narrated. You can even add music. Either way, when the slide advances, you better be moving on.

I then had the opportunity to create a Pecha Kucha and deliver my presentation. It was a bit stressful at first because I had to figure it out on my own, but now that I understand the process, it is a wonderful tool to present information in a more fun and efficient way. It is a great tool to use if you have to give a short presentation to your boss, for an interview or even a short presentation to the governor’s office. Don’t forget you can hit one of these Pecha nights in Des Moines and see how people are delivering talks on their vacations or whatever is nearest and dearest to their hearts, remember there are no real rules except the time limit and number of slides, so be as creative as you want.

For those of you who are interested, I have attached a step by step process for creating a Pecha Kucha if you would like to try it out.

I’ve also included a link that will help you with your Pecha Kucha as well:

<http://avoision.com/pechakucha>



1. Write out your entire presentation
2. Pick out the pictures ahead of time that you want to represent the theme or point you are making.
3. Place all your pictures in one location.
4. Open up Microsoft power point
5. Click on slide 1
6. Click on layout
7. Click on blank
8. Click on slide show
9. Click on rehearse timings
10. When the timer on the left reaches 19 seconds click on the X to exit that screen.
11. You will receive a message that says, “The total time for the slide show was 20 seconds. Do you want to keep the new slide timings to use when you view the slide show?”
12. Click on yes
13. Click on view
14. Click on slide sorter
15. Right click on your first slide
16. Click on copy
17. Then hit “control v” 19 times and this will give you a total of 20 slides that are all 20 seconds long.
18. Click on normal
19. Scroll back to slide one
20. Highlight slide one
21. Click on Insert
22. Click on picture or on whatever file you are keeping your pictures in.





23. Double click on the picture and it will appear on slide one
24. Highlight slide two
25. Click on insert
26. Click on picture file
27. Double click on the picture you want and it will appear on the next slide
28. Keep doing this until you have all 20 slides filled in.
29. Then click on slide show
30. Click on current slide
31. Watch the show

Want to add narration? Need a microphone: Follow these steps

1. Click on view
2. Click slide sorter
3. Click slide show
4. Click on slide 1
5. Click on Record slide show
6. Click on start recording from current slide
7. Click on start recording
8. You will see timer in top left corner, stop talking by 19 seconds
9. Click on X to exit
10. Click on slide 2 and begin again

Want to add music, basically same as above...

Submitted by Trish Signor, Training



The 2015 ICA Spring Conference ~ ‘Navigating the River of Change’ will be held at the Stoney Creek Inn, Sioux City, IA., **May 6th — 8th.**

CEU’s will be provided upon request and can be used for any other continuing education requirements. There will be a \$15 charge payable at the conference.



May 2015						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6 ICA Spring Conference	7 ICA Spring Conference	8 ICA Spring Conference	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

IOWA CORRECTIONS ASSOCIATION
2015 SPRING CONFERENCE—*Navigating the River of Change*
Stoney Creek Inn and Conference Center
Sioux City, Iowa
May 6-8, 2015

Conference At-A-Glance

Wednesday, May 6th

Registration 11:30 a.m.—12:30 p.m.
Opening Ceremony 12:30 p.m.—1:00 p.m.

Workshops

1:00 p.m.—2:45 p.m.
"Pharmageddon: The Prescription Drug Abuse Crisis" Linda Kalin, Director, Iowa Poison Control
"Surviving and Thriving in Your Career" Kim Wadding

Workshops

3:00 p.m.—4:45 p.m.
"University of Northern Iowa Study" Dr. Gayle Rhineberger
"Coalition for Domestic Violence" Speaker TBD

Thursday, May 7th

General Session 9:00 a.m.—11:30 a.m.
"Victim Panel: A Mother's Perspective" Jill McAleer, Anita Michael and Julie Vander Wel

IBTSA Session

9:00am—4:45 p.m.
"Engaging Resistance" Dr. Charles A. Flinton, Ph.D.

Workshops

1:00 p.m.—2:45 p.m.
"Maintaining Balance: Mediating the Effects of Correctional Fatigue" Dr. Carol Whitehill
"Crisis Intervention Team in Corrections" Shane Woods & Matt VanTrump

Workshops

3:00 p.m.—4:45 p.m.
"Brain Injury in the Corrections System: Tools to identify offenders and helping them elicit positive change"
Megan Hartwig & Ben Woodworth
"Transforming Corrections Culture (LGBTI and Corrections)" Keenen Crow

Friday, May 8th

General Session 9:00 a.m.—11:30 a.m.
"Jamal Dean: Shooting, Capture and Prosecution"

Troy Hansen, Sioux City Police Department, Kevin McCormick, Sioux City Police Department, Todd Monney, Alcohol Tobacco and Firearms, Chad McCormick, United States Marshall and Forde Fairchild, United States Attorney Northern District of Iowa

TO REGISTER: www.iowaica.com

Questions: Contact Jamey.Beltman@iowa.gov or Kelsey.Callens@iowa.gov

Treasurer's Report

Dec 2014 - Feb 2015

Income:

Awards	
Board of Directors	1.46
CEUs	
Credit Card	
Elections	
Fall Conference	
Legislative	
Membership	1,167.10
Multi-Cultural Issues	
Nominations	
Publicity	
Rapsheet	
Registration	541.96
Spring Conference	
Merchandise	423.55
Training & Workshops	
Vendor	1,200.00
Website	
Women In Corrections	
Total Income	\$3,334.07

Expenses:

Awards	
Board of Directors	
CEUs	
Credit Card Fee	26.85
Elections	
Fall Conference	
Legislative	
Membership	
Multi-Cultural Issues	
Nominations	
Publicity	
Rapsheet	
Registration	65.00
Spring Conference	
Merchandise	
Training & Workshops	
Vendor	1,843.88
Website	
Women in Corrections	
Total Expenses	\$1,935.73

Checking Balance **\$8,980.08**

Savings Balance **\$771.14**

Certificate of Deposit **\$6,361.00**

Balance of Accounts **\$16,112.22**

Submitted by Jane Jansen, Treasurer

Board of Directors

President: Bryan Reicks
President-Elect: Chad Cangas
Vice-President: Jen Foltz
Secretary: Tenette Carlson
Treasurer: Jane Jansen



Bryan Reicks
President
2016



Chad Cangas
President-Elect
2016



Jen Foltz
Vice President
2016



Jane Jansen
Treasurer
2015



Tenette Carlson
Secretary
2015

At Large Members: Julie Brandt, Teneil Cangas, Jason Hawkins, Katrina McKibbin, Peggy Maynes, and Trish Signor



Teneil Cangas
At Large
2015



Katrina McKibbin
At Large
2015



Peggy Maynes
At Large
2015



Julie Brandt
At Large
2016



Jason Hawkins
At Large
2016



Trish Signor
At Large
2016

ICA Standing Committee Co-Chairs

Committee	Co-Chair	Co-Chair	Board Liaison
Awards/Memorials	Becky Schneider	Emma Dedic	Chad Cangas
CEUs	Trish Signor	Julie Brandt	Teneil Cangas
Elections	Whitney Mann	LeAnn DeBord	Bryan Reicks
Legislative	Duane Worthy		Katrina McKibbin
Membership	Jason Hute	Jason Hawkins	Peg Maynes
Multi-Cultural Awareness	Melissa O'Brien	Ken Howard	Jen Foltz
Nominations	Orlando Rodriguez	Theresa Lawrence	Chad Cangas
Publicity	Kelly Overton	Don Wolter	Katrina McKibbin
Rap Sheet	Trish Signor		Tenette Carlson
Registration	Julie Vantiger Hicks	Janet Olson	Jason Hawkins
T-Shirts/Merchandise	Jennifer Swihart, Emily Eich	Theresa Coleman	Jen Foltz
Training & Workshop	Todd Roberts	Bryan Reicks	Trish Signor
Vendors	Teneil Cangas		Jane Jansen
Website	Janet Harms		Jane Jansen
Women in Corrections	Arlene Anderson	Julie Brandt	Julie Brandt





SAVE THE DATE
ICCA CONFERENCE
NOVEMBER 8-11, 2015
AT THE BOSTON PARK PLAZA



The ICCA Annual Conference will be in Canada in 2016!

∴ FEATURES ∴

AMERICAN PROBATION AND PAROLE ASSOCIATION



ANNUAL TRAINING INSTITUTE

July 12-15, 2015
Los Angeles, CA



Date: July 12—15, 2015
Lodging: Westin Bonaventure Hotel and Suites, Los Angeles, CA



The American Probation and Parole Association and the International Community Corrections Association are excited to invite you to join us for the **Second World Congress on Community Corrections.**



World Congress on Community Corrections
July 14—16, 2015
Los Angeles, California U.S.A.
Westin Bonaventure Hotel and Suites

www.appa-net.org
<http://www.iccalive.org/icca/>

We're on the Web!!
www.lowalCA.com