

California Association of Probation Services Administrators

36th Annual Training Conference

Tuesday, January 27, 2026, through Friday January 30, 2026

24 hours of STC Certified Training

Innovate, Integrate, Inspire: Shaping the Future of Probation

Conference Location

The Cliffs Hotel
2757 Shell Beach Rd, Pismo Beach, CA
(805) 773-5000 (Do not call for hotel for
reservations- Link provided separately)

Conference Cost

\$525
Includes lunch Tuesday through Thursday

Tentative Conference Agenda:

Tuesday, January 27th:

- Registration and Partner Engagement, Introduction, Welcoming Comments, General Membership Meeting, Board introduction, Awards, General Partner presentation/lineup
- Chiefs Panel/CPOC Update

Wednesday, January 28th: Tamara Thomas- Edge Consulting and Training

Shaping the Future of Probation: Building Talent, Engagement, and Performance Excellence

- Probation is entering a transformational era—shifting expectations, evolving communities, rising retirements, and a new generation of officers preparing to lead. This full-day, interactive workshop equips managers and administrators with practical, future-ready strategies to strengthen their talent pipeline, elevate engagement, and build a high-performance culture rooted in purpose and accountability. Participants will explore succession planning tools tailored to probation, design a compelling Employee Value Proposition (EVP) that attracts and retains top talent, and practice coaching and communication techniques—including a framework—for both motivating staff and navigating difficult conversations. Using realistic probation scenarios, hands-on activities, and leadership-focused discussions, attendees will leave with clear, actionable approaches they can begin applying immediately.

Thursday, January 29th: Marcy Porus-Gottlieb- Executive Coach, Marcy Porus-Gottlieb Consulting

Building the Top 5 Ingredients of Exceptional Leadership

- Building great leadership, in these volatile, uncertain, complex, and ambiguous times is critically important in today's world. Being an effective, strong, and kind leader is not an easy task and can present challenges ranging from managing people effectively, building successful and productive teams, modeling direct and constructive communication, managing employee turnover, burnout, and generational differences, and navigating organizational change. In our workshop, we will be discussing 5 key ingredients of great leadership and doing hands-on experiments with techniques crafted to help you as leaders execute this challenging job with greater ease, knowledge, and joy.

Friday, January 30th: Alsender Miller - Public Safety Training Supervisor for Georgia Department of Juvenile Justice

INSPIRE: Changing Your Agency's Culture from the Inside Out

- The objective of this course is to equip California probation managers with leadership mindsets that inspire their teams and to provide them with the skills and tools necessary to promote safer communities, facilitate effective rehabilitation, and cultivate ethical, high-performing teams. Participants will be able to clearly articulate a shared vision for probation leadership, aligned with the priorities of the state and county. They will learn to translate policy, data, and partnerships into practical leadership actions. Additionally, the course emphasizes fostering a trauma-informed, ethical, and culturally responsive workplace that prioritizes officer safety, client well-being, and community trust. It also aims to enhance coaching, delegation, and performance management capabilities to develop high-performing teams.