



CHIEF PROBATION OFFICERS OF CALIFORNIA FOUNDATION 2023-2024 TRAINING CATALOG



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IMPORTANT INFORMATION!

- All trainings are for probation staff ONLY unless otherwise noted.
- All information in this training catalog, including course descriptions, costs, and STC hours are subject to change.

2023-2024 CALENDAR YEAR AT A GLANCE

July 2023

10 SB 823 Series: Module #6: Engaging Youth, Families and MDT Partners
25-28 **Juvenile Probation Placement Core: San Mateo - Week One**

August 2023

2-3 CWS/CMS New User 1.5 Day
7-11 **Supervisor Leadership Academy: Contra Costa - Week One**
8 **CA Integrated Core Practice Model for Children & Youth: San Diego**
14 SB 823 Series: Module #7: Working with Transition Age Youth
23 Basic Felony Sentencing
29-31 **Juvenile Probation Placement Core: San Mateo - Week Two**

September 2023

11 SB 823 Series: Module #8: Positive Incentive Behavior Programs
11-15 **Managers Leadership Academy: Sacramento - Week One**
11-15 **Supervisor Leadership Academy: Contra Costa - Week Two**
19-20 **Domestic Violence Core Training for Probation Officers: Sacramento**
21 **Best Practices for Batterer Intervention Program (BIP): Sacramento**
26 Pretrial Justice Communications
26-28 **Child and Family Team Meetings - Facilitation Training: Sacramento**
19 STRTPS as Part of an Integrated Trauma-Informed Systems

October 2023

2-6 **Supervisor Leadership Academy: Tehama - Week One**
3-5 **Juvenile Probation Supervisor Placement Core: Riverside**
11 **POBR: Tehama**
16-20 **Managers Leadership Academy: Sacramento - Week Two**
17 Calculating Custody Credits
19 Concurrent Planning
24-27 **Juvenile Probation Placement Core: San Diego - Week One**
25 Advanced Felony Sentencing

November 2023

7-9 **Juvenile Placement Booster Course: Sacramento**
13-17 **Supervisor Leadership Academy: Tehama - Week Two**
14 Implementation Overview of New Laws – Juvenile
15 Implementation Overview of New Laws – Adult
14-16 **Juvenile Probation Placement Core: San Diego - Week Two**
28-30 **Child and Family Team Meetings - Facilitation Training: Tulare**

December 2023

5 Calculating Custody Credits
13 **Family Finding and Engagement – San Bernardino**
14 Emotional Intelligence

January 2024

8-12 **Supervisor Leadership Academy: San Bernardino - Week One**
9-11 **Project Management for Probation: Tulare**
16 Quality Matters: Enhancing Caseworker Visits
17 Practicing Self Care
18 Basic Felony Sentencing
23-25 **Project Management for Probation: Sacramento**

February 2024

5-9 **Managers Leadership Academy: Orange County - Week One**
6-9 **Placement Core: Shasta - Week One**
13-15 **Child and Family Team Meetings - Facilitation Training: Santa Barbara**
14 Advanced Felony Sentencing
20-22 **Juvenile Supervisor Placement Core: Sacramento**
21-22 **Practical Management in Probation: Tulare**
27 **Integrated Core Practice Model: Sacramento**
TBD **Conducting IA Investigation: Tulare**

March 2024

5-7 **Placement Core: Shasta – Week Two**
11-15 **Supervisor Leadership Academy: Sacramento – Week One**
18-22 **Manager Leadership Academy: Orange County – Week Two**
19-21 **Supervisor Leadership Academy Booster: Sacramento**
26 Concurrent Planning
26-28 **Managers Leadership Academy Booster: Sacramento**

April 2024

2 **POBR Training: Sacramento**
3 **California Public Record Act: Sacramento**
2-4 **Child and Family Team Meetings - Facilitation Training: Tehama**
8-11 **Seconds in Command Leadership Academy – Week One**
8-12 **Supervisor Leadership Academy: San Luis Obispo – Week One**
23-25 **Supervisor Leadership Academy Booster: Sacramento**
30-May 2 **Juvenile Placement Booster Course: San Bernardino**
29-May 3 **Supervisor Leadership Academy: Sacramento – Week Two**

May 2024

7-10 **Probation Placement Core: Sacramento – Week One**
13-17 **Seconds in Command Leadership Academy – Week Two**
13-17 **Supervisor Leadership Academy: San Luis Obispo – Week Two**

June 2024

4-6 **Juvenile Probation Placement Core: Sacramento - Week Two**
24-27 **CPOC Statewide Conference**

****Bold courses indicate In-Person Training**





CPOC FOUNDATION ON-DEMAND COURSES

ADOLESCENT BRAIN SCIENCE

Adolescent brain development expert Dr. Laurence Steinberg discusses the emerging adult brain science that should inform our approach to juveniles and young adults in the justice system. Probation Officers have an important role in expanding opportunities for young people to develop in positive ways. Dr. Steinberg's discussion focuses on facilitating positive development of young people to help them become successful and competent adults.

STC Credit: 2 Hours

Cost: \$30

APPLYING THE RULES OF COURT TO SENTENCING ISSUES

This course teaches probation officers the proper application of the California Rules of Court (ROC) in preparing sentencing reports for the court. The ROC have recently undergone substantial revision to incorporate legislative changes to criminal sentencing statutes. The class addresses the basic rules for applying sentencing factors in the context of the new statutory law.

STC Credit: 2 Hours

Cost: \$45

CALIFORNIA LEGISLATIVE PROCESS

This training focuses on "how a bill becomes a law" but also why it's important to probation planning. It covers the basic process as well as strategic historical concepts and legislative trends that matter to the industry. This training aims to peel back some of the layers how and why things impact day-to-day probation work. It covers both legislation as well as the state budget process using probation issues as the focus. The course is designed for anyone in probation but most useful for those involved in implementing laws or conducting legislative reviews.

STC Credit: 2 Hours

Cost: \$45

CHANGES IN CRIMINAL PROCEDURE EFFECTIVE 2022: WHAT PROBATION OFFICERS NEED TO KNOW

This training reviews the most important 2021 legislation changing California felony procedural rules relevant to probation officers and will emphasize those changes that will be reflected in reports to the court. Probation officers should be aware of new legislative changes as they relate to SB567, AB518, SB81, SB317, SB483, AB333, and SB73, and identify new statutes on release of probationers after arrest on a violation of probation.

STC Credit: 2 hours

Cost: \$45

CRISIS INTERVENTION SKILLS AND FOSTERING RESILIENCE IN CORRECTIONS

This training introduces participants to conflict resolution techniques to assist in de-escalating situations with clients and how to identify potentially triggering situations to intervene before escalation. Additionally, officers will learn about resilience and the important role they play in fostering resilience in their clients.

STC Credit: 2 Hours

Cost: \$45

CALIFORNIA PRETRIAL TRAINING: INTRODUCTION TO PRETRIAL

This training provides foundational knowledge about pretrial services, and lays the groundwork for future, more in-depth training sessions. This course covers the roles pretrial services may play throughout the pretrial phase, the legal and evidence-based principles underlying the pretrial phase, issues of racial equity within pretrial services, and the key distinctions between probation supervision and pretrial services.

STC Credit: 2 Hours

Cost: \$60

CALIFORNIA PRETRIAL TRAINING: BEFORE ARRAIGNMENT

This training goes over the role a pretrial services program may play during the pre-arraignment time period. Participants will learn about how pretrial services may provide information to help judicial officers make the pre-arraignment release decisions. This covers the basics on pretrial risk assessment tools, an overview of the most commonly used tools, the role of the assessor, and the importance of quality assurance. Faculty will address the needs and ways to assess a person's ability to meet a financial release condition.

STC Credit: 2 Hours

Cost: \$60

IMPORTANT INFORMATION!

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- All information in this training catalog, including course descriptions, costs, and STC hours are subject to change.
- All On-Demand trainings are self-paced learning courses that can be completed at the participant's convenience.
- STC certified On-Demand courses have a cost associated, while CCR recordings are free for viewing, and no STC credit will be awarded.
- New users must register with a package code. Contact your county Training Manager or CPOC to request the code.
- For technical assistance please refer to the [User Guide](#) located on the CPOC website.



CHIEF PROBATION OFFICERS OF CALIFORNIA FOUNDATION 2023-2024 TRAINING CATALOG



CPOC FOUNDATION ON-DEMAND COURSES

CALIFORNIA PRETRIAL TRAINING: ARRAIGNMENT HEARING

This training reviews the role that a pretrial services program may play during the arraignment hearing. Faculty review the legal principles of a meaningful arraignment and the importance of the pretrial assessment report that a pretrial services officer may provide to the court and other stakeholders. The training discusses the value of pretrial services attending the court hearing. Faculty present on the distinction between court-ordered release conditions and voluntary services.

STC Credit: 2 Hours

Cost: \$60

CALIFORNIA PRETRIAL TRAINING: PRETRIAL SUPPORT, PART I

This training reviews the evidence-based and practical ways a pretrial services program can promote pretrial success. The methods discussed honor the presumption of innocence, the requirement of “least restrictive means,” and the principle of human dignity. Faculty cover in detail the research on pretrial strategies (such as court notification, supervision, and electronic monitoring) and the material includes best practices on assessing needs, the frequency and intensity of contacts, and how to respond to both compliant and non-compliant behavior.

STC Credit: 2 Hours

Cost: \$60

CALIFORNIA PRETRIAL TRAINING: SUPPORTIVE SERVICES, PART II

Justice system and community partners increasingly recognize that most people released pretrial appear for their court hearings and remain law-abiding. Many pretrial services agencies have wisely shifted their supervision model to prioritize and focus on supportive services rather than surveillance. This training provides participants with evidence-based ways to support people with need-based services, covers person-focused supervision, how to engage community, obtain client feedback, and use collaborative approaches to review the detained population.

STC Credit: 2 Hours

Cost: \$60

CALIFORNIA PRETRIAL TRAINING: MEASURING PERFORMANCE

Performance measures enable justice agencies to more objectively understand and evaluate the extent to which important pretrial goals, such as fairness, effectiveness, and efficiency, are being achieved. Common pretrial performance measures include, a jurisdiction’s release rate, arrest-free rate, and court appearance rate. Benefits of good performance measures include evaluating the effectiveness of new practices, tracking changes over time, and communicating with all stakeholders, including the public and media. This course assists participants with increasing their capacity to use local data to better understand and improve their pretrial system. It also covers the importance of quality assurance and strategies to build sustainability using continuous learning and onboarding new staff.

STC Credit: 2 Hours

Cost: \$60

FELONY SENTENCING 101

This training teaches probation officers the introductory basics of felony sentencing. The class is designed for a person having little or no exposure to the felony sentencing system. Students will learn basic terminology, the basic rules governing eligibility for probation, the structure of a probation sentence, and a sentence to state prison or under PC § 1170(h). Attendees do not need to have any prior experience with felony sentencing.

STC Credit: 2 Hours

Cost: \$45

IMPLEMENTATION OVERVIEW OF NEW LAWS 2023 - ADULT

This two-hour course focuses on 2023 laws affecting adults in corrections, new legislation, interpretation of laws, responsibilities, implication in putting laws into practice, and problem resolution. This course is intended for probation professionals at all levels.

STC Credit: 2 hours

Cost: \$45

IMPLEMENTATION OVERVIEW OF NEW LAWS 2023 - JUVENILE

This two-hour course focuses on 26 new laws implemented in 2023 which affect juveniles in California probation, new legislation, interpretation of laws, responsibilities, implication in putting laws into practice, and problem resolution. This course is intended for probation professionals at all levels.

STC Credit: 2 hours

Cost: \$45

INTRODUCTION TO CALIFORNIA PUBLIC RECORDS ACT (PRA)

This introductory training provides the origin of the Public Records Act, overview of policy objectives, procedural requirements, freedom of information act (FOIA), and history of the California PRA.

NOTE: may be required as a prerequisite to an in-person class, which will incur no additional fee.

STC Credit: 1 hour

Cost: \$30

INTRODUCTION TO CONDUCTING AND SUPERVISING INTERNAL AFFAIRS INVESTIGATIONS (IA)

This introductory training provides attendees factors to consider when performing an Internal Affairs (IA) investigation. Root causes of misconduct are explored, along with explanation of why conducting a good and thorough investigation is beneficial to the organization.

NOTE: may be required as a prerequisite to an in-person class, which will incur no additional fee.

STC Credit: 1 hour

Cost: \$30



CHIEF PROBATION OFFICERS OF CALIFORNIA FOUNDATION 2023-2024 TRAINING CATALOG



CPOC FOUNDATION ON-DEMAND COURSES

INTRODUCTION TO PEACE OFFICER BILL OF RIGHTS ACT (POBR)

This training provides an overview of the origins of the Peace Officer Bill of Rights Act. This session focuses on the origins, various provisions and application of the Act, including policy objectives, procedural requirements, and remedies for violations of the Act. Emphasis is on taking the time to get things right in the first instance.

NOTE: may be required as a prerequisite to an in-person class, which will incur no additional fee.

STC Credit: 1 hour

Cost: \$30

SB 823 TRAINING SERIES: IMPLEMENTATION OF SB 823 AND SB 92

This module provides an overview of the key best practices in the field of youth justice in order to promote awareness and change at all levels of policy, practice and service continuum. The training provides an opportunity for participants to collectively learn about research informed practices that incorporate the understanding and application of brain science into case planning and case management. The training provides the foundation for the adoption of SB 823 and SB 92 and how they align with national best practices that can improve both youth outcomes and system performance.

STC Credit: 2 Hours

Cost: \$75

SB 823 TRAINING SERIES: SECURE YOUTH TREATMENT PROGRAM (SYTF) CORE ELEMENTS FOR COURT ORDERS AND COURT REPORTS

This module presents practical steps and considerations that guide youth justice professionals in developing core elements for SYTF court reports to inform court orders. Participants learn how to incorporate multidisciplinary input from educational and behavioral health partners, as well as youth and families, into SYTF recommendations to the court. Participants learn of methods to identify implicit bias that may impact recommendations to the court.

STC Credit: 2 Hours

Cost: \$75

SB 823 TRAINING SERIES: THE INDIVIDUAL REHABILITATION PLAN

This module presents practical steps and considerations that will guide youth justice professionals in developing the Individual Rehabilitation Plan. Participants will learn how to incorporate formal and informal assessments and input from youth, families and multidisciplinary partners into the IRP. Participants will learn about comprehensive behavioral health screening approaches, inclusive of trauma, mental health, and substance use to inform a comprehensive and targeted IRP.

STC Credit: 2 Hours

Cost: \$75

SB 823 TRAINING SERIES: STATUS REVIEW HEARINGS

This module will present practical steps and considerations that will guide youth justice professionals in reporting progress on elements of the IRP. Participants will learn what factors to consider when determining whether or not to recommend reduction in a baseline term and when to make a recommendation for a less restrictive program or release into community on probation. Participants will learn to effectively use the case management system to track relevant information for reporting progress in the hearing.

STC Credit: 2 Hours

Cost: \$75

SB 823 TRAINING SERIES: PREPARING FOR RE-ENTRY

This module will identify the best practice methodology for developing reentry and transition case plans. Participants will learn the core elements of a comprehensive plan to determine reasonable conditions of probation, treatment and program options to meet the developmental needs of youth to increase the likelihood of successful reentry into the community. This module will explore effective practices that involve the youth and family in developing the plan for reentry. Participants will gain the skill of communicating expectations for the youth's behavior aligned with the collaboratively developed plan for reentry.

STC Credit: 2 Hours

Cost: \$75

SB 823 TRAINING SERIES: ENGAGING YOUTH, FAMILIES & MDT PARTNERS

This module will present practical steps and considerations for effective family engagement and involvement practices which contribute to increased positive outcomes for youth and families within youth justice systems. Research reflects that working together with families to reach agreement on case plans reduces court time and costs and families more rapidly avail themselves to services. Participants will learn effective family engagement strategies that produce desistance from future criminal acts.

STC Credit: 2 Hours

Cost: \$75

SB 823 TRAINING SERIES: WORKING WITH TRANSITION AGE YOUTH

This module will feature brain science research, innovation in policy and practice, and explore what it means to "get it right" with system-involved young adults. Participants will learn effective strategies for motivating transition age youth. Participants will also explore techniques and strategies for de-escalating older youth within the secure setting.

STC Credit: 2 Hours

Cost: \$75

SB 823 TRAINING SERIES: POSITIVE INCENTIVE BEHAVIOR PROGRAMS

This module will present research informed principles and tenets that will guide youth justice professionals in the implementation of positive youth development (PYD) and incentive based behavior change practices. Participants will learn about the innovative Growth Focused Case Management approach to achieve desistance from offending and positive behavior change. Participants will learn methods of utilizing positive incentives, both tangible and intrinsic, to measurably reduce their risk that may result in a downward deviation from their baseline term.

STC Credit: 2 Hours

Cost: \$75



CPOC FOUNDATION ON-DEMAND COURSES

TITLE IV-E CANDIDACY POLICIES AND PROCEDURES

AVAILABLE FALL 2023. This course provides probation officers with an overview of Title IV-E Candidacy policies and procedures with a focus on the CDSS/CPOC approved Title IV-E Pre-Placement Case Plan and Evaluation of Imminent Risk Tool. A portion of the training focuses on how to complete a time study and allowable and unallowable activities.

STC Credit: TBD

Cost: TBD

THE HISTORY OF REALIGNMENT – PAVING THE WAY TO 2011

This presentation covers history of the state-county relationship starting with the passage of proposition 13 in 1978. This includes the state's response to Proposition 13 and how that affected the relationship between the state and counties as well as how it led to certain state budget decisions that affected counties and, therefore, the budgets for probation. 1991 Realignment is discussed with an eye to the impact on counties and counties' budgets. The content also covers the shift in focus of the state to public safety and the incremental steps leading up to 2011 Public Safety Realignment.

STC Credit: 1.5 hours

Cost: \$40

UNDERSTANDING AND ADDRESSING IMPLICIT BIAS IN THE JUSTICE SYSTEM

Implicit bias is the automatic association we make between groups of people and stereotypes about those groups. None of us are immune to this and under certain conditions, these automatic associations can influence behavior, making people respond in biased ways even when they are not explicitly prejudiced. This training demonstrates that it is possible to mend the harm that racial stereotypes do to our minds and our public safety while offering ways to address it.

STC Credit: 2 hours

Cost: \$45

IMPLEMENTATION OVERVIEW OF NEW LAWS 2024 – ADULT

This course will summarize and provide information on laws, newly signed by the Governor in October 2023, pertaining to adult probation and will be implemented in 2024. This session will discuss considerations and implications in implementing recently enacted legislation impacting probation departments and related state and local systems. This course is intended for probation professionals at all levels.

STC Credit: 2.5 hours

Cost: \$50

IMPLEMENTATION OVERVIEW OF NEW LAWS 2024 – JUVENILE

This course will summarize and provide an overview of the new laws that were signed by the Governor in October 2023, which pertain to juvenile probation and will be implemented in 2024. The session will cover the considerations and implications of implementing recently enacted legislation that impacts probation departments and related state and local systems. This course is intended for probation professionals at all levels.

STC Credit: 2.5 hours

Cost: \$50

UNDERSTANDING MENTAL ILLNESS IN CORRECTIONS

Participants are required to complete a set of tests to fulfill the course requirement. The intersection of mental health and the behaviors leading to the justice system are at times difficult to distinguish. As a result, more and more officers working in communities and detention centers are often faced with individuals diagnosed with mental illnesses. This training is for officers and personnel in the criminal justice system in anticipation of the range of psychological challenges, diagnosed and undiagnosed, they'll likely encounter in their daily work.

STC Credit: 2 hours

Cost: \$45

VICARIOUS TRAUMA: LEARNING THE IMPORTANCE OF SELF CARE

This training assists officers with understanding the impact working with traumatized justice involved youth has on their minds and bodies. Officers will examine the sources of their stress and learn how to identify ways to reduce that stress. Additionally, officers will examine ways they can be exposed to trauma vicariously and recognize the importance of self-care to combat burnout.

STC Credit: 2 Hours

Cost: \$45

PRETRIAL JUSTICE COMMUNICATIONS

The course will explain the deeply held assumptions people make about crime and the criminal legal system, then identify strategic framing principles to support more productive conversations about pretrial justice. It will help participants consider who they want to reach to increase their understanding of their pretrial system and provide examples of proactive communication activities to inform different audiences, including system stakeholders, community members, and the media.

STC Credit: 3 Hours

Cost: \$100

JUVENILE PROBATION OVERVIEW

Available Spring 2024. This course provides an overview of juvenile probation practices for new probation officers or experienced probation officers transitioning from adult to juvenile probation assignments. Content includes brief history highlighting landmark events and trends as well as Criminal vs Juvenile Justice System, Juvenile Justice Continuum, Legal Foundations & Requirements, Key Practice Elements & Considerations, Juvenile Justice Stakeholders & Oversight Entities, State Planning Requirements and Groups (Annual Comprehensive Juvenile Justice Plan, Realignment Block Grant Plan, Title 15 and 24, etc.) and key funding sources (Title IVE, JJCPA, YOBB, JPCF, JPAF, SB 823).

STC Credit: 3 Hours

Cost: \$60



CHIEF PROBATION OFFICERS OF CALIFORNIA FOUNDATION 2023-2024 TRAINING CATALOG



CPOC ON-DEMAND COURSES

(No Cost or STC Credit for CCR previously recorded Trainings)

CCR NMD HOUSING RESOURCES TOOLKIT

CPOC partnered with the John Burton Advocates for Youth (JBAY) to develop a non-minor dependent (NMD) housing resources toolkit. This 1.5-hour previously recorded webinar, presented by JBAY, covers information on the released toolkit about the various foster care placements available to NMDs, along with practice tips on how to assist NMDs with identifying and selecting a placement and maintaining their housing. Participants learn how to assist NMDs transitioning out of care, including how to access housing programs for former foster and probation youth, identify housing vouchers and become familiar with the homelessness response system. This recording also includes information about the extended foster care and THP-Plus extensions made available in the FY 2020-21 budget to protect current and former NMDs during the COVID-19 pandemic.

CWS/CMS TRAINING AIDS

These previously recorded Training aids consist of short video instructions on how to enter several of the state and federal data reporting mandates. The child welfare services case management system (CWS/CMS) is utilized to document state and federal data reporting requirements, AFCARS (adoption foster care analysis reporting system) and NYTD (national youth in transition data) for all youth placed in foster care. CWS/CMS also provides outcomes and accountability towards achieving safety, permanency and well-being for foster youth. These videos are meant for visual training aids and do not take the place of formal CWS/CMS training.

FAMILY FINDING LEGAL REQUIREMENTS

This previously recorded session focuses on the current Federal and State requirements for Relative Placement Preference as well as Family Finding and Engagement (FFE) mandates for a youth who has come into foster care or is at risk of placement into foster care. Strategies to adhere to the legislative intent and research supporting “kinship” placements and involvement are discussed. Additional “family focused mandates” are provided, including reasonable efforts, family preservation services which lead to better outcomes for youth. The FFE approach is described along with an overview of the Child and Family Team development and facilitation to engage as many family and important network members as possible. Strategies to locate “family” through internet searches and strategies to engage “family” in supporting the youth are discussed.

FFPSA PART 1

The California Department of Social Services (CDSS) released [ACL 22-23](#) and [CFL 21/22-84](#) outlining the framework and requirements for developing a comprehensive prevention planning process along with funding details to assist county probation and child welfare departments with preparing for Family First Prevention Services Act (FFPSA) Part I implementation. This webinar is intended to outline those requirements, highlight key considerations when making a decision to opt-in and offer some suggestions to assist in the planning process. This previously recorded webinar was tailored to assisting probation departments in making their decision as well as providing a discussion forum with CDSS staff addressing state specific questions.

NAVIGATING THE STRTP PROCESS TO ENSURE SUCCESSFUL PLACEMENTS OF FOSTER YOUTH WEBINAR

When considering residential placement for a foster care youth, it is important to find a good fit to assist in the youth’s success. This two hour previously recorded webinar will provide a high-level overview to participants about the Short-Term Residential Treatment Program (STRTP) referral and admissions process, steps on what to do prior to sending a referral packet, what should happen when a provider receives a referral packet, and the steps that can be taken to preserve existing placements. Additionally, this webinar will cover how to ensure that specialty mental health services (SMHS) are provided to youth placed in a provisionally licensed STRTP.

SESSION 1: CSEC FUNDING OPPORTUNITIES

Has your department ever experienced any problems determining what expenses are claimable under SB 794? In 2015, SB 794 was enacted. This bill requires child welfare and probation departments to identify, document, and determine appropriate services for youth at risk for, or a victim of, commercial sexual exploitation (CSE), as well as implement protocols to expeditiously locate youth missing from care. Each year a portion of funds are allocated to probation to assist in these efforts. This 1.5-hour previously recorded webinar was presented by the California Department of Social Services (CDSS) fiscal staff and the Child Trafficking Response Unit. This webinar provides an overview of the various funding opportunities and provide guidance on what is considered claimable under SB 794. SB 855, which is a child welfare county opt-in program, is briefly covered in this webinar.

SESSION 2: SB 794 IDENTIFYING AT RISK YOUTH/CSE VICTIMS

Sometimes there may be signs that a youth is at risk of or is a victim of commercial sexual exploitation (CSE). If these signs go undetected, an opportunity might be missed in preventing and/or providing safety and support to these youth. In 2015, SB 794 passed in California, which enacted key provisions of the federal Preventing Sex Trafficking and Strengthening Families Act. This three hour previously recorded webinar will encompass probation staff mandates and practices under state law SB 794 that assist in the prevention of CSE children (CSEC). It covers CSEC identification, mandated reporting, documentation, service delivery for youth, or a victim of, CSE, as well as implementing protocols to expeditiously locate youth missing from care.

Target Audience: Probation CSEC coordinators and all juvenile probation staff levels.

SESSION 3: CSEC HARM REDUCTION

The use of a harm reduction approach has been identified as a promising practice in engaging with youth who have been abused through commercial sexual exploitation. This approach aims to reduce the impact of risky behaviors over time and to assist the youth in their long-term safety and stability. This 2-hour previously recorded webinar was presented by the California Department of Social Services (CDSS) Child Trafficking Response Unit. The webinar identifies the historical context of harm reduction, its application to commercially sexually exploited youth and provide strategies for how to use harm reduction in your practice as probation officers.

Target Audience: Probation CSEC coordinators and probation staff at all levels.

SSI WEBINAR

This course provides an overview of juvenile probation practices for new probation officers or experienced probation officers transitioning from adult to juvenile probation assignments. Content includes brief history highlighting landmark events and trends as well as Criminal vs Juvenile Justice System, Juvenile Justice Continuum, Legal Foundations & Requirements, Key Practice Elements & Considerations, Juvenile Justice Stakeholders & Oversight Entities, State Planning Requirements and Groups (Annual Comprehensive Juvenile Justice Plan, Realignment Block Grant Plan, Title 15 and 24, etc.) and key funding sources (Title IVE, JJCPA, YOBG, JPCF, JPAF, SB 823).



IN-PERSON TRAININGS

CONDUCTING AND SUPERVISING INTERNAL AFFAIRS INVESTIGATIONS

This course will discuss the root causes of employee misconduct, and the Internal Affairs process/workflow, including complaint intact through investigation, reporting, disposition, pre-disciplinary rights and post-discipline appeal. Target Audience: Supervisors to mid-level Managers

STC Credit: 6 Hours
Cost: \$200

Class Locations and Dates:

- Visalia, CA
 - April 9, 2024
- Winter - TBD

CALIFORNIA PUBLIC RECORDS ACT

An overview of the origins of the Public Records Act, with a study of the various provisions and application of the Act in response to public requests for records; records exempt from disclosure; prohibition against selective disclosure; disclosures to victims and other interested parties; subpoenas and subpoenas duces tecum; and disclosures under recent Acts regarding specified types of officer-involved incidents. Target Audience: This class is intended for first level of formal supervision to the executive level.

STC Credit: 6 Hours
Cost: \$180

Class Locations and Dates:

- Sacramento, CA
 - April 3, 2024

PROJECT MANAGEMENT IN PROBATION

This three-day course will focus on the concepts of Project Management to include an in-depth review of strategies designed to implement projects effectively. The training will be based on a combination of discussion, lecture, and group exercises. Topics covered in the training include identifying characteristics of a successful project manager, developing a project charter, reviewing the nine knowledge areas of Project Management, and the communication plan used to ensure that stakeholders are aware of the nature of the project. Participants will be required to complete a Project Charter and Stakeholder Analysis and present the information to the group. This highly interactive course is designed for any staff who handles project management activities in their role, and/or would like to further expand their knowledge to be effective in project teams.

STC Credit: 18 Hours
Cost: \$500

Class Locations and Dates:

- Visalia, CA
 - January 9-11, 2024
- Sacramento, CA
 - January 23-25, 2024

PUBLIC SAFETY OFFICER'S PROCEDURAL BILL OF RIGHTS ACT (POBR)

This class will provide students with a contextual understanding of the origin of the Act and the statewide purpose. Students will learn the various facets of the Act, noting where and how it may arise and apply or not apply to hypothetical scenarios. The teaching objective is to have students leave the course understanding this body of law and with confidence in their ability to properly administer it. Review and analysis of the Public Safety Officers' Procedural Bill of Rights Act (Gov Code sec. 3300-3312), including statutory modifications, court decisions impacting on the statute, and how the Act is applied.

STC Credit: 6 Hours
Cost: \$180

Class Locations and Dates:

- Tehama
 - October 11, 2023
- Sacramento, CA
 - April 2, 2024

PRACTICAL MANAGEMENT IN PROBATION

This course will provide management level staff with pragmatic solutions to real world issues faced in their leadership roles. Topics will include leadership vs. management, thinking like a Chief, implementation of new processes, dealing with personnel issues, overcoming challenges, running productive meetings and systems, and effective team building.

STC Credit: 14 Hours
Cost: \$500

Class Locations and Dates:

- Visalia, CA
 - February 21 & 22, 2024

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WEBINAR TRAININGS

ADVANCED FELONY SENTENCING

This training covers important aspects of sentencing of sex crimes and crimes punished under the Three Strikes law after the enactment of Proposition 36. Participants will learn about eligible crimes, eligibility for probation, rules regarding second and third strike sentencing, the One Strike law regarding violent sex crimes, and consecutive sentencing. While this course can be taken by any probation officer, it will assume the participants have an understanding of the fundamentals of felony sentencing. It is recommended that participants take the Basic Felony Sentencing class prior to the Advanced Felony Sentencing class. The class is taught with a combination of lecture, PowerPoint, hypothetical case problems and written text materials.

STC Credit: 6 Hours
Cost: \$150

Webinar Dates:

- October 25, 2023
- February 14, 2024

PRETRIAL JUSTICE COMMUNICATION

This course will provide a foundation for effective and strategic communications focused on communicating about pretrial systems and building support for pretrial improvement. The course will explain the deeply held assumptions people make about crime and the criminal legal system, then identify strategic framing principles to support more productive conversations about pretrial justice. It will help participants consider who they want to reach to increase their understanding of their pretrial system and provide examples of proactive communication activities to inform different audiences, including system stakeholders, community members, and media.

STC Credit: 3.5 Hours
Cost: \$100

Webinar Dates:

- September 26, 2023

BASIC FELONY SENTENCING

This class provides probation officers with an understanding of basic felony sentencing. The class consists of a discussion of the fundamentals of evidence-based sentencing, the probation sentence, the appropriateness and conditions of supervision, basic rules of felony sentencing after realignment under Penal Code, section 1170(h), the changes in the sentencing rules after January 1, 2022, the strategies of sentencing after realignment, introduction to custody credits, and sentencing of multiple counts and cases. The class will be taught with a combination of lecture, PowerPoint, hypothetical case problems, and written text materials.

STC Credit: 6 Hours
Cost: \$150

Webinar Dates:

- August 23, 2023
- January 18, 2024

PRACTICING SELF-CARE AND PREVENTING BURNOUT

This training will not only articulate the definition of self-care, but will also feature the emotional, physical, and psychological impact of self-care and burnout. Various techniques for lowering stress and increasing self-care will be discussed, along with how to set healthy boundaries both at work and home. Participants will learn resilience strategies and how to effectively set healthy goals. Participants will learn how to recognize and mitigate being burnout.

STC Credit: 4 Hours
Cost: \$100

Webinar Dates:

- January 17, 2024

CALCULATING CUSTODY CREDITS

This training provides a detailed review of the law concerning entitlement to actual time and conduct custody credits, including statutory limits on credits and the attributability of credits in multiple-case sentencing. The training includes instruction on post-sentence procedures for parole eligibility and custody credit for prison sentences under Proposition 57 and conversion of fines to custody time. This training is presented through a combination of written text, exercise materials, lecture with PowerPoint, and class participation in hypothetical sentencing situations. This class is intended for probation officers at all levels.

STC Credit: 6 Hours
Cost: \$150

Webinar Dates:

- October 17, 2023
- December 5, 2023
- Spring 2024

IMPLEMENTATION OVERVIEW OF NEW LAWS 2024 – JUVENILE LAW

This webinar is designed to provide an overview of the new laws that were signed by the Governor in October 2023, which pertain to juvenile probation and will be implemented in 2024. The session will cover the considerations and implications of implementing recently enacted legislation that impacts probation departments and related state and local systems. This course is intended for probation professionals at all levels.

STC Credit: 3 Hours
Cost: \$50

Webinar Dates:

- November 14, 2024

EMOTIONAL INTELLIGENCE

Numerous research suggests emotional intelligence (EQ) is a factor in predicting job performance. This training assists participants in assessing their own emotional intelligence while learning to mitigate the impact of stress while improving interpersonal communication in both their professional and personal lives. Attendees will learn 10 traits of an emotional intelligence characteristics to help them react diligently to physical and psychological reactions of others. This class is intended for probation staff at all levels.

STC Credit: 4 Hours
Cost: \$100

Webinar Dates:

- December 14, 2024

IMPLEMENTATION OVERVIEW OF NEW LAWS 2024 – ADULT LAW

This 3-hour webinar will summarize and provide information on laws, newly signed by the Governor in October 2023, pertaining to adult probation and will be implemented in 2024. This session will discuss considerations and implications in implementing recently enacted legislation impacting probation departments and related state and local systems. This course is intended for probation professionals at all levels.

STC Credit: 3 Hours
Cost: \$50

Webinar Dates:

- November 15, 2024



LEADERSHIP ACADEMIES

SUPERVISOR LEADERSHIP ACADEMY (SLA)

The Supervisors Leadership Academy (SLA) is designed to prepare first line Probation Department supervisors for their new role as change leaders. Leadership can be defined as a process whereby an individual influences a group of individuals to achieve a common goal. Whether this is your definition or not, being an effective leader is key for any supervisor. This SLA program is designed to take participants to the next level as a leader in their department. Topics that will be covered in week one include Real Colors temperament tool, leadership roles, organizational culture, learning organization, Evidence-Based Practices (EBP), Leading and Managing Change, understanding cycle of conflict and workforce diversity. Topics covered in week two include workforce diversity, conflict management, performance measures, data-decision making, reward & recognition, and coaching and mentoring.

STC Credits: 68 hours
Cost: \$1300
Lunch: Not Included

SLA Locations & Dates:

CONTRA COSTA COUNTY

- Week One: August 7-11, 2023
- Week Two: September 11-15, 2023

TEHAMA COUNTY

- Week One: October 2-6, 2023
- Week Two: November 13-17, 2023

SAN BERNARDINO COUNTY

- Week One: January 8-12, 2024
- Week Two: February 26-March 1, 2024

SACRAMENTO COUNTY

- Week One: March 11-15, 2024
- Week Two: April 29-May 3, 2024

SAN LUIS OBISPO COUNTY

- Week One: April 8-12, 2024
- Week Two: May 13-17, 2024

MANAGERS LEADERSHIP ACADEMY (MLA)

This course is designed to prepare mid-level managers for executive positions in California probation departments. This is a two-week academy. Topics covered in week one includes Leadership in Probation, LPI 360 Assessment, Individual Leadership Styles, Leadership Planning, Evidence-Based Practices, Data Driven Decision Making, Strategic Planning, Human Resources and Workforce Planning. Topics to be covered in week two are the following: Project Management, Operational Management, Communications & Media, Collaboration & Interagency Planning, Budget & Fiscal Management. This course meets BSCC's Manager Core Requirement.

STC Credits: 80 hours
Cost: \$1500
Lunch: Included on most days

MLA Locations & Dates:

SACRAMENTO, CA

- Week One: September 11-15, 2023
- Week Two: October 16-20, 2024

ORANGE COUNTY

- Week One: February 5-9, 2024
- Week Two: March 18-22, 2024

SECONDS IN COMMAND LEADERSHIP ACADEMY (SCLA)

The purpose of Seconds in Command Leadership Academy is to aid in 1) succession planning and 2) having chiefs' seconds understand their role and responsibilities in moving the organization forward. Topics include both the role of a second and the chief, leading people and change, business acumen, negotiation, recruiting and retention, and wellness. The academy is designed specifically for individuals who report directly to the Department's Chief Probation Officer.

STC Credits: 50 hours
Cost: \$1500

SCLA Locations & Dates:

SACRAMENTO, CA

- Week 1: April 8-11, 2024
- Week 2: May 13-16, 2024

**Invitation Only*



CHIEF PROBATION OFFICERS

OF CALIFORNIA

2023-2024 TRAINING CATALOG



BOOSTER LEADERSHIP ACADEMIES

MANAGERS LEADERSHIP ACADEMY (MLA) BOOSTER

This three-day training is intended for individuals who have previously completed either CPOC Foundation's Managers Leadership Academy (MLA) or the Manager/Administrator Core Course (MACC). The training will cover a range of topics, including recruiting and succession planning, current challenges and innovations in California Probation, legislative trends, probation branding, and self-care strategies. The facilitators for the training will include representatives from CPOC as well as current chiefs from across the state.

STC Credits: 18 hours
Cost: \$350
Lunch: Included

MLA Booster Locations & Dates:

SACRAMENTO, CA

- March 26-28, 2024

SUPERVISORS LEADERSHIP ACADEMY (SLA) BOOSTER

CPOC Foundation is pleased to announce the introduction of the SLA Booster Course, which has been specifically designed for graduates who have successfully completed the Supervisors Leadership Academy. The course covers a range of topics, including mentoring and coaching, effective delegation, intentional organization, motivation, team building, and self-care practices.

STC Credits: 18 Hours
Cost: \$350
Lunch: TBD

SLA Booster Locations & Dates:

SACRAMENTO, CA

- Offering #1: March 19-21, 2024

SACRAMENTO, CA

- Offering #2: April 23-25, 2024

DOMESTIC VIOLENCE COURSES

DOMESTIC VIOLENCE CORE TRAINING FOR PROBATION OFFICERS (DV)

Probation Officers who supervise individuals convicted of domestic violence offenses encounter issues that are not common in other types of supervision caseloads. This two-day intensive, highly interactive, victim-centered trauma-informed core training is specifically designed to enhance the knowledge and skills of Probation Officers responsible for the supervision of individuals convicted of domestic violence, dating violence, and stalking. This course is designed for Probation Officers responsible for the supervision of individuals convicted of domestic violence, dating violence, stalking and PC290 cases.

STC Credit: 16 Hours
Cost: No Cost to attend
Lunch: NOT Included

DV Locations & Dates:

SACRAMENTO, CA

- September 19-20, 2023

BEST PRACTICES FOR BATTERER INTERVENTION PROGRAM (BIP)

Probation Officers who supervise individuals convicted of domestic violence offenses encounter issues that are not common in other types of supervision caseloads. This two-day intensive, highly interactive, victim-centered trauma-informed core training is specifically designed to enhance the knowledge and skills of Probation Officers responsible for the supervision of individuals convicted of domestic violence, dating violence, and stalking. This course is designed for Probation Officers responsible for the supervision of individuals convicted of domestic violence, dating violence, stalking and PC290 cases.

STC Credit: 8 Hours
Cost: No Cost to attend
Lunch: NOT Included

BIP Locations & Dates:

SACRAMENTO, CA

- September 21, 2023



FOSTER CARE TRAININGS

(No Cost to Attend CCR Foster Care Trainings)

CALIFORNIA'S INTEGRATED CORE PRACTICE MODEL FOR CHILDREN AND YOUTH

This six-hour training is intended to provide attendees with background, history and practice level content about California's Integrated Core Practice Model (ICPM) as it relates to installation of both effective child and family practices, and to support interagency System of Care implementation under AB 2083. Within that System of Care partnership, a multi-agency guide, containing the essential principles and values of all those who seek to serve young people and their families is the cornerstone of implementation. This learning experience, orients attendees to the essential values, principles and practice behaviors of what a System of Care for children and youth and why it has been chosen by the state as the county level structure for integrated services. Attendees further will explore the evidenced-based elements of the ICPM and will have awareness about how the practice model can be used to improve service delivery and support a trauma-informed partnership.

STC Credit: 7 Hours

Class Locations and Dates:

- San Diego - August 8, 2023
- Sacramento - February 27, 2024

CHILD AND FAMILY TEAM MEETINGS: FACILITATION TRAINING

This three-day training provides participants with basic meeting facilitation knowledge and skills. Utilizing the Integrated Core Practice Model (ICPM) as the foundational guide for Child and Family Team Meeting Facilitators, trainees will learn about key elements of team meetings for safety and case planning, procedural basics of team meeting facilitation, the role of the facilitator and structured problem-solving and solution-focused dialogue within team meetings. Trainees have opportunities for hands-on facilitation practice throughout the three-day training and will be equipped to facilitate child and family team meetings across the intervention continuum that address safety, permanency, and well-being. This training is for individuals who will be facilitating Child and Family Team (CFT) meetings or other types of teaming meetings for children/youth involved with juvenile probation. This training and will be equipped to facilitate child and family team meetings across the intervention continuum that address safety, permanency, and well-being. This training is for individuals who will be facilitating Child and Family Team (CFT) meetings or other types of teaming meetings for children/youth involved with juvenile probation.

STC Credit: 20 Hours

Class Locations and Dates:

- Sacramento - September 26-28, 2023
- Tulare - November 28-30, 2023
- Santa Barbara - February 13-15, 2024
- Tehama - March 2-4, 2024

CONCURRENT PLANNING

This course provides a thorough review of concurrent planning practice for probation officers working with foster youth in California including definitions, legal basis, implementation strategies, best practices, and documentation requirements.

STC Credit: 4 Hours

Webinar Dates:

- October 19, 2023 – 4 STC Hours
- March 16, 2024 – STC Hours TBD

FAMILY FINDING AND ENGAGEMENT TRAINING

The Continuum of Care Reform has increased the need for California's juvenile probation departments to find ways to meaningfully engage immediate and extended family members in helping youth to succeed on probation. This eight-hour training is designed for line staff, supervisors, and managers interested in learning new family finding strategies and techniques for locating and effectively engaging family and involving them in case planning activities to benefit the youth. The goal of engagement is to ensure these family members play a supportive role in the youth's life, regardless of where the youth resides. The training will help staff and supervisors develop approaches to integrate this work into their daily activities of case management without becoming an extra burden.

STC Credit: 8 Hours

Class Locations and Dates:

- San Bernardino - December 13, 2024
- Sacramento - May 21, 2024

QUALITY MATTERS: ENHANCING CASEWORKER VISITS FOR FOSTER CARE YOUTH TO SUCCEED

Quality engagement is essential when visiting youth in out-of-home care as this crucial component assist with ensuring positive outcomes for foster care youth. Since the federal passage of the Child and Family Services Improvement Act of 2006, the state of California has upgraded the performance standards for caseworker visits to be in accordance with federal guidelines that includes frequency, location, and quality of caseworker visits. This eight-hour training will assist in understanding the key elements of quality caseworker visits while also incorporating federal/state guidelines with current probation research and practices. The target audience for this webinar is all those working in juvenile placement.

STC Credit: 4 Hours

Webinar Dates:

- January 16, 2024

STRTPS AS PART OF AN INTEGRATED TRAUMA-INFORMED SYSTEMS

This webinar will first begin with reviewing the biological basis of stress and trauma of youth who are in foster care. Participants will understand the behavioral effects of trauma as they consider placement for youth in a Short-Term Residential Therapeutic Program (STRTP). This training will cover different trauma-informed approaches starting from entry, during care, and exiting a STRTP to assist in successful outcomes for youth.

STC Credit: 3 Hours

Webinar Dates:

- September 19, 2023



JUVENILE AND SUPERVISOR PLACEMENT CORE

(No Cost to Attend Placement Trainings)

JUVENILE PROBATION PLACEMENT CORE

Juvenile Probation Placement Officer Core was developed to be consistent with the flow of the placement process once a youth is ordered into a foster care placement all the way through termination of a case, including information about extended foster care. The course will include all aspects of Family First Prevention Services Act (FFPSA) Part IV, pertaining to foster care. Participants who complete this course will have a full understanding of all Division 31 and Title IV-E requirements. The course material is presented in a variety of ways to account for various learning styles with a mix of lecture, short videos and discussion, practical skill building activities and small group discussion exercises. Content is comprised of technical, practical tasks mixed in with some of the adaptive skills needed in a placement probation officer. Below is the breakdown of the course's five modules that are covered in the 6.5 day course. CPOC's Juvenile Placement Officer Core meets the California Department of Social Services (DSS) training requirements for placement staff. It is preferred that placement probation officers complete Probation Officer Core and be working in their placement assignment for at least six months before enrolling in Juvenile Placement Officer Core.

STC Credit: 51 Hours for On-Site trainings

Lunch: Provided *(group discussion topics assigned during this time)*

Juvenile Placement Locations & Dates:

SAN MATEO, CA

- Week One: July 25-28, 2023
- Week Two: August 29-31, 2023

SAN DIEGO, CA

- Week One: October 24-27, 2023
- Week Two: November 14-16, 2023

FRESNO, CA

- Week One: December 5-8, 2023
- Week Two: January 9-11, 2024

REDDING, CA

- Week One: February 6-9, 2024
- Week Two: March 5-7, 2024

SACRAMENTO, CA

- Week One: May 7-10, 2024
- Week Two: June 4-6, 2024

JUVENILE PROBATION PLACEMENT BOOSTER

The Juvenile Placement Booster course was developed to provide updates for placement probation officers and supervisors who have been in their assignment more than two years and who have already completed the Juvenile Placement and or Supervisor Core courses prior

to 2021 or who have left from and returned to a placement assignment. This 2.5-day booster course will focus on recent updates to placement processes, new mandates, and best practices as set forth by the California Department of Social Services (CDSS). The course will be a combination of lecture and engaging, practical activities that will assist participants in the applicability of the training material. Some of the topics covered are Family First Prevention Services Act (FFPSA) Part IV foster care placement and Title IV-E requirements including but not limited to short-term residential therapeutic programs (STRTPs), child and family team meetings, resource family approvals, family finding and other updated processes, mandates, and resources.

STC Credit: 20 Hours

Juvenile Booster Locations & Dates:

SACRAMENTO, CA

- November 7-9, 2023

SAN BERNARDINO, CA

- April 30-May 2, 2024

SUPERVISOR PLACEMENT CORE

The Placement Supervising Probation Officer Course is designed for newly assigned Placement Unit Supervisors and others in a leadership role within probation. This course will encompass all aspects of the Family First Prevention Services Act, Part IV through the lens of the probation placement process. Some of the important aspects would include but not be limited to child and family teaming, case planning, family finding, concurrent planning, resource family approvals, short term residential therapeutic program (STRTP) requirements, permanency, Title IV-E mandates and information required through state and federal mandates such as the Child and Family Services Review. This course is designed to give supervisors the expertise needed to ensure that their placement unit is in compliance with Division 31 requirements. The course material is presented in a variety of ways to account for various learning styles with a mix of lecture, short videos and discussion, practical skill building activities and small group discussion exercises. It is highly recommended that attendees have at least six months of placement experience prior to attending this class.

STC Credit: 24 Hours

Lunch: Provided *(group discussion topics assigned during this time)*

Supervisor Placement Locations & Dates:

RIVERSIDE, CA

- October 3-5, 2023

SACRAMENTO, CA

- February 20-22, 2024



CWS/CMS TRAINING

(No Cost to Attend CWS/CMS Trainings)

CWS/CMS NEW USER 1.5 DAY

This training is an overview and skills practice of the CWS/CMS functionality that relates to the data fields needed to document probation placement outcome data for state and federal government. This course will focus on the state and federal field documentation requirements specific to Probation officers working with youth in placement.

Topics covered Day One: Introduction to CWS/CMS and its functionality, searching CPS history, TILP/90 day, ICPC100A & B, CSEC, Dual Status, SOGIE, Parenting minor/NMD, Family Finding, Education, Credit Reporting and Identity Theft, Mental Health Screening, and recording contacts including CFT meetings and Annual Reassessments of Youth in Group Home Care and closing case.

Day Two: overview of day 1 and creating new cases, entering a foster care, non-foster care, SILP, THP+FC, and RFH placements.

STC Credit: 10.5 Hours

Webinar Dates:

- Trainings will be scheduled throughout the year as needed

CWS/CMS ONE DAY REFRESHER

This training is an overview and skills practice of the CWS/CMS functionality that relates to the data fields needed to document probation placement outcome data for state and federal government. This course focuses on the state and federal field documentation requirements specific to Probation Officers working with youth in placement. This course does not include introduction to navigation of the system and instruction for creating the various types of placements that are included in the new user training.

STC Credit: 5 Hours

Webinar Dates:

- Trainings will be scheduled throughout the year as needed

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Disclaimer:

All information in this training catalog, including course descriptions, costs, and STC hours are subject to change.