

# Investing in People is the **KEY** to Investing in Safety!

*A human-centered approach in probation enhances corrections and communities by improving workplace culture, staff effectiveness, and promoting innovation, collaboration, and transformative rehabilitation.*

CPOC and CPOC Foundation 2025 Statewide Conference  
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Presented by:  
University of Cincinnati Corrections Institute (UCCI) & Focus on the 40

# “WHO” WE ARE

# Meet Mindy!

Myrinda Schweitzer Smith, PhD  
Executive Director,  
University of Cincinnati Corrections  
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# UCCI

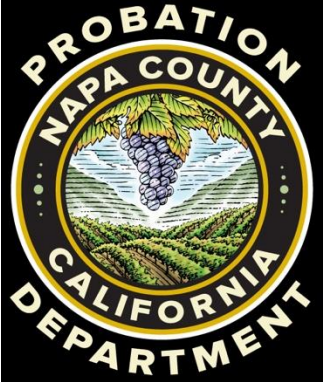


## Meet Anthony!

Anthony Poponi  
CEO & Founder  
Focus on the 40

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# Convergence



# Investing in People

When you invest in people and  
lift them toward their potential,  
they will love you for it.

Jim Rohn

quote fancy

**What would it take for  
you to be the leader  
people talk about 10  
years from now?**

# HUMAN CENTERED BENEFITS

# Human-Centered Benefits

Science supports a shift from punishment to rehabilitation, from control to collaboration, and from isolation to connection.


Well-being, human dignity, and human potential matters for ALL – staff and clients!



“You show your humanity by how you see yourself not as apart from others but from your connection to others.”

— Desmond Tutu





**FOCUS**  
ENGAGED IN LIFE

STRATEGIC DISCOMFORT | CHALLENGE STRESS  
ENGAGEMENT | GOING DEEP  
FLOW



**FRIENDS**  
POSITIVE RELATIONSHIPS

AUTHENTIC | CONNECTION | SUPPORTIVE  
VULNERABLE | ALIGNED



**FULFILLMENT**

LIVING WITH PURPOSE  
MEANING | VALUES | BELONGING  
SERVICE | OTHER-FOCUSED



**FEELINGS**  
EXPANDING POSITIVE EMOTIONS

HAPPINESS | OPTIMISM | ELATION  
CONTENTMENT | PLEASURE



**FORWARD**  
GROWTH AND MASTERY

SELF-GROWTH | AWARENESS | SUCCESS  
ACHIEVEMENT | UNIQUE CONTRIBUTION



**SKILL BUILDING**  
**GRIT**  
**RESILIENCE**  
**VULNERABILITY**  
**DISCOMFORT**  
**MISTAKES**  
**SHIFT IN THINKING**



I will finish my court reports on time....

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# “WHAT” WE ARE HEARING

## From the field...

“We’re taught to be so forgiving to clients but not to each other. When we are taught how to treat our clients, we are instructed to let them talk and use motivational interviewing. We lead with a “can do” and “help you” attitude toward clients and that courtesy isn’t extended internally to our colleagues.”

**CA County Probation Department Manager**

## From the field...

"The best thing the organization has done was invest in us. I have been here 30 years and that investment didn't come until the last 5-7 years, but it's made all the difference in the world."

**Retired Parole Officer**

From the field...



**ON AIR**

# “HOW” TO DO THIS WORK

# Foundations of Corrections

## Principles of Effective Intervention

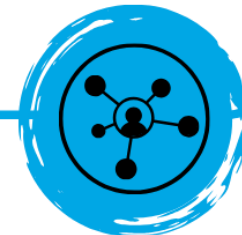
### OVERARCHING PRINCIPLES

- Respect for the Person and the Normative Context
- Psychological Theory
- General Enhancement of Crime Prevention Services



### CORE PRINCIPLES

- Introduce Human Service
- Risk
- Need
- General Responsivity
- Specific Responsivity
- Breadth
- Strength
- Structured Assessments
- Professional Discretion



### ORGANIZATIONAL PRINCIPLES

- Community-Based Setting
- Staff Practices
- Management

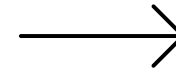


## OVERARCHING PRINCIPLES

- Respect for the Person and the Normative Context
- Psychological Theory
- General Enhancement of Crime Prevention Services



Principles of  
Effective  
Intervention



*Balancing  
humanity with  
accountability.*

Foundations  
of Culture





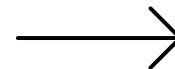
**We treat our employees with dignity while consistently upholding fair, shared standards of behavior and accountability.**

## CORE PRINCIPLES

- Introduce Human Service
- Risk
- Need
- General Responsivity
- Specific Responsivity
- Breadth
- Strength
- Structured Assessments
- Professional Discretion



Principles of  
Effective  
Intervention



*Collective and  
individual needs.*

Foundations  
of Culture



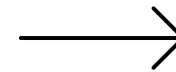
**We use structured assessments and also professional judgment to guide decisions to improve team functionality (morale, culture) and we also tailor support to individual needs, strengths, and personal circumstances.**

## ORGANIZATIONAL PRINCIPLES

- Community-Based Setting
- Staff Practices
- Management



Principles of  
Effective  
Intervention



*Aligned values  
and norms.*

Foundations  
of Culture



**Leaders, systems, and policies consistently align to reinforce shared values, foster a strong sense of community, and support continuous learning and improvement.**

# Recognizing the Gap



From the field...



**ON AIR**

# Call to Action

For field...  
For agencies...  
For leadership...  
For staff...



# Questions?

University of Cincinnati  
Corrections Institute  
(Website)



Focus on the 40  
(Join my email list and  
receive a Freebie!)



Thank You!