

Showcasing "PPP"

Law Enforcement Officers Hall of Fame Exhibit

By Peter O'Boyle, Public Information Director

The South Carolina Department of Probation, Parole and Pardon Services opened its first-ever exhibit at the Law Enforcement Officers Hall of Fame February 15th with numerous dignitaries and the media in attendance.



The exhibit was the result of a committee of PPP staff formed in 2006 to work closely with Hall of Fame Director Marsha Ardila in reviewing current and historical material to create a display representative of our Department's law enforcement responsibilities.



The 10-foot by 8-foot SCDPPPS exhibit illustrates many of the functions performed by the agency, including probation and parole supervision and rehabilitation. Included in the display are photos and documents illustrating the history of the Department, including a 1947 letter signed by then-Governor J. Strom Thurmond, that created the SC Probation & Parole Board, forerunner of the current state agency. "It is only fitting that the South Carolina Department of Probation, Parole and Pardon Services joins the other law enforcement agencies in this state, at this institution. Our Department has accomplished much in its 66-year history," according to SCDPPPS Director Samuel Glover.

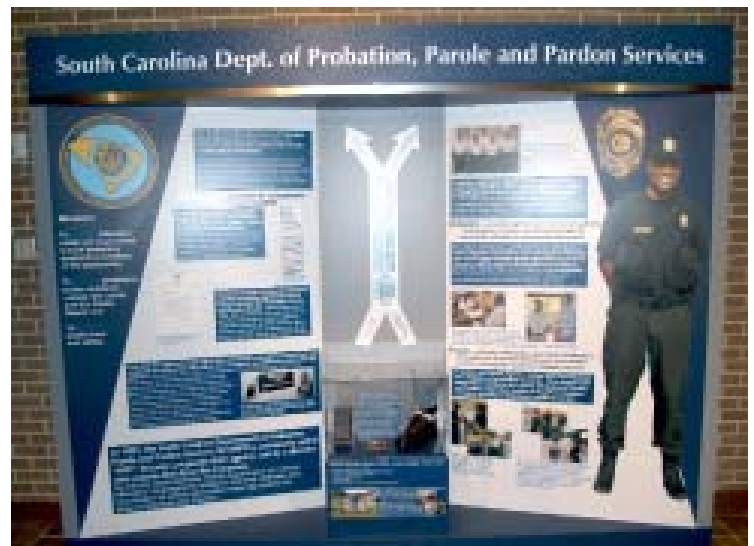


One modern feature of the display is a Global Positioning Satellite monitoring ankle bracelet used by the Department to keep track of sex offenders.

"They have an outstanding record of achievement and we are thankful today that we have a way of showing the rest of the world some of those accomplishments," Glover said.



During the unveiling ceremony, comments were offered by Hall of Fame Director Ardila as well as by James K. Schweitzer, Director of the SC Department of Public Safety. The SCDPPPS exhibit joins exhibits from the state's other law enforcement agencies, that focus directly on law enforcement officers, featuring representative officers and their uniforms and a restored 1955 SC Highway Patrol cruiser. The exhibit is open every day of the year except state holidays and is free. It is located at 5400 Broad River Road in Columbia, next to the Criminal Justice Academy.





2007 started out at a fast pace and seems to have accelerated from there! In addition to the ongoing and new initiatives we have underway at PPP, this year's legislative session is sure to encompass issues with critical impact to this organization.

Our agency's most recent budget request included a continued focus on protecting the children of our state through requesting 2nd year funding for Jessie's Law. It also included a request for funds that would allow us to immediately place the most dangerous sex predators on GPS monitoring and would apply the same supervision options to select CDV offenders. This is necessary to ensure that our sex offender management program continues to be a comprehensive, proactive and responsive initiative. Our request would also provide money to target homeless sex offenders toward the goal of ensuring public safety and facilitating our ability to effectively supervise this subset of the overall sex offender population. In addition, our budget request included our need to invest in additional 800 mhz radios for the field.

Another topic you may continue to read about over the course of this legislative year is "alcohol monitoring" of offenders. Legislation is being drafted that could provide the inclusion of on demand or continuous alcohol monitoring technologies into our repertoire of supervision strategies.

Current developments within the Department reach to every area of agency operations. PPP is actively conducting a comprehensive field test of the GPS equipment of each of the three systems available through the recently awarded GPS state contract. This is being done with the goal of ensuring that the monitoring devices utilized to supervise targeted offenders will meet all identified specifications and are responsive to the state's needs. A PPP Training Council has been formed to coordinate staff input into the development of enhancements to existing staff professional development and training offerings. Also, the Department is in the process of communicating components of the newly finalized Strategic Plan to all staff.

The Office of Community Affairs is focusing efforts to improve marketing of the Department's mission and its important work. The Recruitment, Hiring and Retention Team is presenting recommendations for improvements in these areas. Another team finalized work on changes to offender closure codes and the process by which the Department closes offenders with the goal of providing accurate and more detailed information about the circumstances under which an offender is terminated. A 2007 SC Reentry and Mentoring Summit is being planned for the fall of this year and technical assistance has been requested through the National Institute of Corrections (NIC) to assist in this endeavor. Finally, a cross-section of field staff will meet over the next few months to review information and offer input associated with our processes of receiving offenders at intake and referring them for services.

For those who regularly come to Columbia, you know that finding parking over the past several months has been a real

challenge. The parking deck renovations at the central office are coming to a close which should serve to bring some greater stability with planning for meetings and hearings. In addition, a group has convened to discuss utilizing the space outside the headquarters training room to showcase agency achievements and highlight PPP award recipients. Along with the PPP display on the first floor of the Central Office, these will be excellent avenues for acknowledging contributions of staff to our organization and highlighting organizational success.



With the work handled on a daily basis and the fact that change is around every corner, it's sure to continue to be a busy time of the year leading into the summer. If we can continue to stay focused and work together, I'm confident we can achieve all of our goals!

Sam Glover

Remember Our Deployed Colleagues

PPP currently has five employees on active military leave:



**Stephen Gunnels
Greenwood County**

**Mike Lee
Charleston County**

**Franklin Myers
Berkeley County**

**Hardy Paschal
Greenville County**

**Antonio Vaught
Dillon County**

Our colleagues are away from their families and homes for an undetermined period of time. They are living in difficult conditions to accomplish many missions and face challenges on a daily basis.

Our troops are encouraged by every act of support from friends and families back home. Please remember, they need our expressed continuous support.

County Highlight

What's Going on in Anderson County

Staff from Anderson County have been active in their communities with various projects that have brought them awards and great publicity for the Department.

Spreading Holiday Cheer



The Anderson County office made the 2006 holiday season much more joyful for one Anderson family. Through the coordinating efforts of AIC Gerald Black, Supervisor Auburn Walker and Senior Agent Jean Stutler, the office adopted a family with three children ages 8, 5 and 2 who would not otherwise have had Christmas presents under the tree. The office received the names of the 8-year-old and 5-year-old from Varennes Elementary School. Supervisor Walker and Agent Stutler worked with Marion Tarrant of the Anderson Housing Authority and Rev. Kurt Stutler (Agent Stutler's husband) of Partners for a Healthy Community to discern the family's needs and facilitate the deliver of nearly \$400 worth of gifts donated by office staff.



Mothers Against Drunk Driving

VSC Wanda Johnson was interviewed by WYFF (Greenville) reporter Keisha Foster on her work in setting up MADD panels in the Anderson County office. Wanda heads up the MADD panel in Anderson County with assistance from the 10th

Judicial Solicitors Office. The meetings are held at the county office. As part of the program it makes people aware of what drunk driving can cause in the life of others. Wanda coordinates by finding guest speakers for the panel. Her work includes having high school students attend for information and awareness. The reporter asked questions that included the origin of the panels along with the perception of the program and the impact on victims.

Stutler Honored at Banquet



Agent Stutler received an Appreciation Award at the 2007 Anderson County Law Enforcement Banquet. This award was sponsored by Anderson University and George Ducworth, former 10th Circuit Solicitor and current Criminal Justice Department Professor. An Annual award will be given by the

University for a Probation and Parole staff member.

Talking About PPP

Agent Travis Holcombe spoke to a group of first graders at Cedar Grove Elementary School on March 7th. He gave a brief overview of the Department's mission and Agent job duties. Holcombe was invited to speak by his son Jonah, seated on his left. In April, he will participate in a career fair for Clemson University alumni.



Probation and Parole in South Carolina: Then and Now

By Sam Glover, SCDPPPS Director

Reprinted from the LECC Today Newsletter, Vol. 7, No. 1, Winter 2007

In 1941, the **SC Department of Probation, Parole and Pardon Services** was created to monitor offenders in the community. A few agents had the tremendous challenge of forging a path for the future of an emerging profession, and who among them could have imagined the work as it is accomplished today.

Today, the agency has **475 probation and parole agents** who supervise **33,000 offenders** in South Carolina's communities. Of those, approximately **1200 are registered sex offenders**. Males comprise 80% of the active offender population and younger offenders (24 years old and younger) comprise about 21%.

If you compare the work of present-day probation and parole agents in SC to that of agents in the early 40's, the fundamentals are much the same. Agents are present in the courtroom, they visit offenders in their homes and places of employment, they refer offenders for services, they conduct surveillance, perform investigations and when the conditions of supervision are not met, they effect revocations of probation or parole. Even though the basic work of the profession is in place, yesterday's agents and administrators would be surprised at the strides made in developing new strategies to accomplish probation and parole work.

Through the 80's and the 90's, the agency sought to perfect a more "automated" approach to accomplishing its many missions: **preparing** offenders under supervision toward becoming productive members of the community; **providing** assistance to the victims of crimes, the courts and the Parole Board; and **protecting** public trust and safety. In the 80's, the technology that emerged included word processing

equipment to ease the production of correspondence, forms, reports and investigations. Computers came on the scene to manage not only the automated offender data, but also the support systems of the agency such as accounting, personnel and training functions. It was the 90's that saw computers placed in probation and parole county offices statewide with training on how systems could be reengineered to increase efficiency. Agent time was freed up to work in a more focused way with offenders. Administrative staff tied to the typewriters of old, adapted to the change in business routine taking more of a paraprofessional role over time in the local offices. **Communication solutions** were realized for agents working in the field including pagers, 800 MHZ radios, and cell phones. In the late 90's, the SC Board of Parole and Pardons began conducting its hearings via real-time high speed phone lines. Board members, who met Columbia, were able to observe inmates present their testimony from prison. This video-conferencing technology continues to be employed today.

In 2000, probation and parole agents were given the power and authority to enforce the criminal laws of the state and they transitioned from Class-2 to Class-1 Law Enforcement Officers following completion of requisite training and certification. The Department began **collaborative efforts** with other law enforcement entities in the Palmetto State to provide security at special events such as Bike Week to provide traffic control, crowd control, response to accidents, response to calls for assistance, and individual dispute resolution. In addition, the Department developed standard response protocols to provide security at all evacuation centers throughout the state in

emergency situations and to conduct lane reversals for low country evacuations due to hurricanes. Probation and parole agents further support the state's general security and safety force through deployments with other law enforcement organizations when there is a need for enhanced law enforcement presence. Readiness drills are conducted regularly to ensure a responsive and coordinated statewide effort.

As the agency prepared to move into the 21st century, it identified other viable technology options for use in supervising offenders. Access to the Internet opened new doors for the agency, for field staff and also for the central field support functions of research and information sharing. Agents recognized the need to be able to better identify offenders on their caseloads. Agents now utilize digital cameras and personal computers to capture high-quality, color images of each offender under the agency's jurisdiction.

The agency built on its system further in undertaking its **Courtroom Technology** initiative with the goal of providing immediate access to live offender information databases in courtrooms throughout the state via laptops. During the agency's "technology evolution", the electronic monitoring of offenders was implemented utilizing radio frequency technology linking a transmitter attached to the offender's ankle. This has expanded into the use of state-of-the-art **Global Positioning Satellite (GPS) technology** into the supervision of high-risk sex offenders, in conjunction with the implementation of updated protocols for the management of the sex offender population on probation and parole.

Because much of an agent's work of supervising offenders is

in the community, it has been important for agency management to promote new methodologies that support greater mobility for its supervising agents. The agency installed computer systems that function like a desk-top computer when the agent is in the office, but allow a component of the system to function as a portable computer tablet for use when the agent is in the field.

This **mobile technology** allows the agent to enter field notes in the community which sync this information with the offender information system when the agent returns to the office. It also allows the agent to download, transport and access offender information and pictures for reference while doing field work. As the agency moved into 2006, it began implementing **electronic fingerprinting** which enables staff to electronically transmit offender prints to the state's central repository at the State Law Enforcement Division.

In addition to the focus on strengthening "business systems" to improve efficiency and productivity the Department recognizes the importance of bolstering partnerships with key stakeholders within the criminal justice system and also with service providers. The agency learned from experience that **strategic partnerships** enabled staff to tap into and share resources in ways that make the entire justice system more capable and efficient. These partners include sister state government agencies, local and federal agencies, service referral organizations, victim organization, and others.

The Department of Probation, Parole and Pardon Services and the US Attorney's Office for the District of South Carolina brought a new emphasis to their partnership to implement activities associated with the national **Project Safe Neighborhood** initiative. Project CeaseFire is South Carolina's implementa-

See Then and Now, p. 12



2007 SC Reentry and Mentoring Summit: Mobilizing Mentors through Faith-Based Initiatives

Coming Fall of 2007

Targeting members of the criminal justice community, faith & community leaders

For additional information contact:
George Whitehead, Mentoring Program Director
Phone: 803-734-9214
E-mail: gwhitehead@ppp.state.sc.us

SCDPPPS Training Council

By Melissa Ray, HRD Director

This is a great opportunity to share some exciting information concerning the formation of the SCDPPPS Training Council. The Training Council is comprised of Department staff who have demonstrated a personal commitment to developing and/or delivering meaningful and professional training. The first meeting was held on November 14, 2006, and the members will continue to meet on the last Wednesday of each month.

The purpose of the Training Council is to monitor and assist in the development of a comprehensive training program that will be pertinent to all staff in the areas of Career Development, Law Enforcement, Leadership, and Professional Development. In addition, the Training Council will play an active role in the Department's efforts to improve services by coordinating input in training best practices, continuing to review training modalities, and evaluating the training catalog to ensure it is responsive to staff needs.

The Training Council will utilize a broad range of feedback from across the agency to provide guidance and direction in the implementation of an innovative and comprehensive training program for all SCDPPPS staff.

Training Council Members

Patrice Boyd - Assistant Deputy Director for Administration
Randy Bumgarner - Special Operations Supervisor
Cheryl Cooper - Richland County Assistant Agent-In-Charge
Jodi Gallman - Director of Community Affairs
Michael Glover - Richland County Agent
David O'Berry - Director of ITSS
Melissa Ray - Director of Human Resources Development
Mitchell Ray - Aiken Agent-In-Charge
Schwann Scott - Regional Director
Debbie Shoemaker - HRD Training Coordinator
Jacob Wilson - Williamsburg County Agent-In-Charge

Say Hello to

The Human Resources Development section is pleased to introduce you to a monthly email entitled **TAMI**. The name **TAMI** stands for Training Announcements and Monthly Information.

We began sending out **TAMI** messages in January. The purpose and goal of these messages is to assist the Human Resources Development section in keeping all Department employees aware of upcoming training opportunities in a convenient and timely manner.

In addition, we also will strive to share pertinent monthly information related to training issues. Future announcements will feature suggested reading materials to include books and articles on current training topics. As we expand our library of resources, we will include videos and other materials that will be available for checkout by staff.

Be on the lookout for the **TAMI** messages on the 16th of each month. We hope that you will find the information shared to be helpful and productive as we keep you informed about upcoming training opportunities and related topics.

Residential Employee of the Year

Derek Brown, Director of the Charleston Restitution Center, was the Residential Employee of the Year. Brown has been an SCDPPPS employee for nine years. He is a graduate of Summerville High School and South Carolina State University. Pictured below are (l-r) Director Glover, Derek Brown and Director of Residential Services Thomas Scott .



Agent Basic Graduation

Congratulations to the February 2007 Agent Basic Skills graduates. The three-week training is designed to teach the skills necessary to supervise offenders successfully. This course is in addition to the nine-week C-1 certification course at the Criminal Justice Academy.



Back Row L-R: Anthony Moffatt-York; Larry Patton, Jr.-York; Matthew Deas-Oconee; Justin Price-Lexington; Albert Smith-Marlboro; Bryan Simon-Orangeburg; Jonathan Harper-Aiken; Antwan Williams-Oconee; Charles Haynesworth-Barnwell.

Front Row L-R: Franklin Fluker-Anderson; Travis Wilson-York; Stacy Weil-Richland; Tara Tyler-Greenville (Mr. Glover); Miranda Ware-Greenville; Toni Kaminsky-Beaufort; Karen Noffsinger-Aiken; Jameelah Bailey-Cherokee; Jonathan Simmons-Greenville.

AIMS SYSTEM: SUPPLY ORDERING PROCEDURES

By: Judy Kennerly, Procurement Manager






Aims.exe

If you have the responsibility in your office for ordering **stocked** supplies from Procurement using the AIMS system, please follow the procedures below:

- Submit all orders by the **5th** of each month using the AIMS system.
- If you are unable to meet this deadline due to special circumstances, please notify Procurement via e-mail before sending the order through AIMS.
- If during the month, after the deadline you have an emergency situation, please e-mail or call Procurement before sending any order through AIMS.
- Please do not re-order a back-ordered item. Back-ordered items will be shipped when received.

TIPS

-  You must highlight each item in the "Place Order" window and select the "Send Order to Procurement" button to send your order to Procurement.
-  Non-highlighted items **will not** become part of your order that is sent to Procurement and will be sent to a Pending file. Items not highlighted will stay on your screen and will never be sent to Procurement.
-  "Save/Exit Order" **does not** send the order to Procurement.

If you have any problems or additional questions concerning these AIMS ordering procedures, contact Judy Kennerly in Procurement.



PPP Agent Badging Ceremonies

Receiving their badges on December 22 were (from left): Brent J. Blackwell, Greenville (Deputy Director for Field Operations Jeff Cogdill) and Marion E. Mack, Jr., Richland.

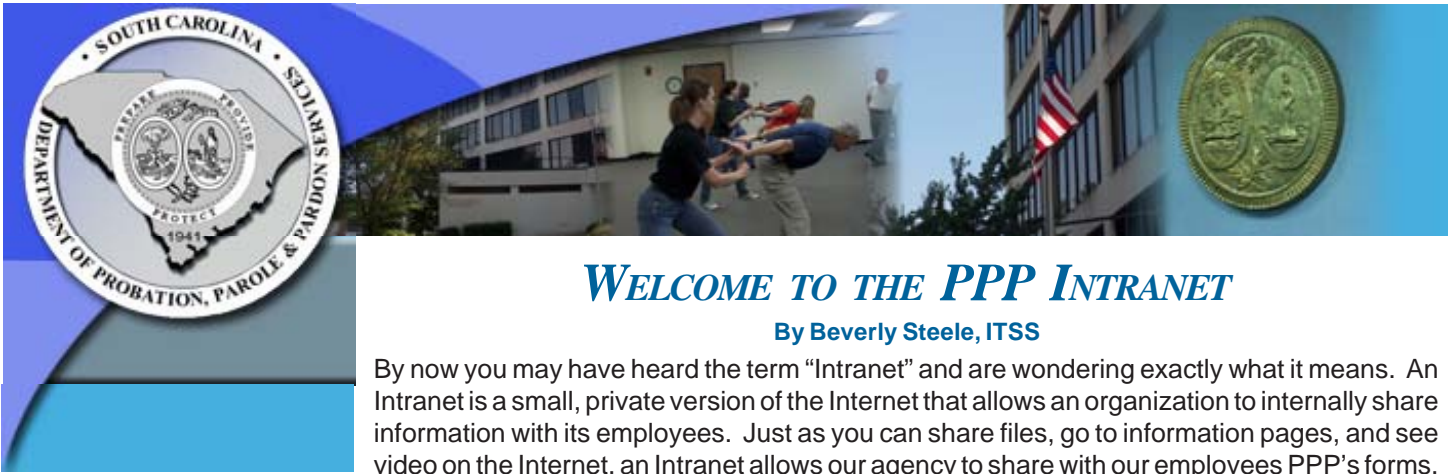


Joining SCDPPPS as new agents on January 19 were (from left): William M. Freestate II, Anderson County; Kathleen L. Nadobny, Charleston; (PPP Director Sam Glover) Condie W. Johnson, Jr., Richland; and John J. Fontes, Charleston. Freestate and Nadobny were Distinguished Graduates.

Receiving their badges as new Agents on February 9 were (from left): (RD Robert Mitchell), Wesley S. Hunter, Aiken; Lugos Daza Salomon, Lexington; LaTonya N. Williams, Aiken; Shaun C. Insley, Richland; Reggie A. German, Marlboro; Larry L. Davis, York; Shannon P. Nelmes, York; and Kristen D. Brown, Florence.



Receiving their badges after the March 2 Criminal Justice Academy graduation were, (left to right) Bryan S. Barber, Lancaster; James H. Donnan, Charleston; (Jeff Cogdill) and Michael A. Thrasher, II, Richland.



WELCOME TO THE PPP INTRANET

By Beverly Steele, ITSS

By now you may have heard the term “Intranet” and are wondering exactly what it means. An Intranet is a small, private version of the Internet that allows an organization to internally share information with its employees. Just as you can share files, go to information pages, and see video on the Internet, an Intranet allows our agency to share with our employees PPP’s forms, announcements, training materials, resource information, etc.

Currently, our Intranet holds web pages with our form templates and stock forms, as well as information and a link to the Dell Learning Center (which is a self-paced training resource). It has a page with PPP office locations and AIC information, and also a page with useful links such as Google Maps, the SLED Sex Offender Registry, and the National Hurricane Center. In the future, it will include the Human Resources Development Training Catalog, a PPP activities calendar and a link to a Self Service Desk for the ITSS Help Desk.

Right now, the Intranet is in an early deployment, user acceptance testing stage. That means that it has passed the preliminary testing and is being tested by the Department at-large to look for bugs. With that in mind, it is now open for everyone and we would like you to take some time and look it over! To access the Intranet, click on the Internet icon on your computer and type “pppnet” into the address line. Once you have taken an opportunity to get familiar with PPP’s new Intranet, please let the Help Desk know if you have any feedback or suggestions for change.

Thanks to each of you who have taken the time to give us input so far – your continued support means so much as we work to consistently improve PPP’s IT systems and services. We believe the Intranet is something that will grow and evolve, and that it will be a vital resource to all Department employees in the future.

Agent Eric Reed Alerts Rotarians of Sex Offenders in County

By Craddock Morris

Courtesy of The Calhoun Times

Eric Reed, Agent-In-Charge in the SCDPPPS Calhoun County office, was guest speaker Monday, November 27, at the Rotary Club of St. Matthews. He was introduced by Rotarian Robbie Lake.

Agent Reed gave a presentation on the impact of Jessica’s Law, Global Positioning Satellite technology and other sex offender management strategies used to promote public safety and offender accountability in South Carolina.

Reed said Calhoun County currently has 32 sex offenders required to register every six months on the SC Sex Offender Registry. The Department presently supervises approximately 33,000 criminal offenders on probation and parole living in South Carolina. Of this number, over 1,200 are classified as sex offenders.

In addition to Reed, the Calhoun County team is staffed by Agent Joe Strickland and Human Resource Specialist Andrea Fogle.



Eric Reed (right), Calhoun County AIC, was guest speaker at the Rotary Club of St. Matthews. He was introduced by Rotarian Robbie Lake (left).

National Wear Red Day

National Wear Red Day was celebrated on February 2, 2007. SCDPPPS employees' along with millions of Americans wore red and/or made a monetary donation to show their commitment to fight against heart disease in women.

Far too many Americans still don't know that heart disease is the No. 1 killer of women in the United States or what can be done to prevent this disease. Participating in this national event allowed SCDPPPS the opportunity to get the word out to employees within the workplace and take action against heart disease.

It's not hard to reduce your risk for heart disease. Start today with small, simple actions like these:

Celebrate with a checkup. Let each birthday remind you that it's time for your yearly checkup and a talk with your doctor about how you can reduce your risk for heart disease.

Get off the couch. Step, march or jog in place for at least 30 minutes most days of the week — you can even do it while watching TV.

Quit smoking in four steps. Can't go "cold turkey"? Cut the number of cigarettes you smoke each day in half; then cut that number in half; cut it in half again; finally, cut down to zero!

Drop a pound or two. Cutting out just 200 to 300 calories a day — about one candy bar's worth — can help you lose up to two pounds per week and gradually bring you closer to a heart-healthy weight.

Become a salt detective. Check out the nutrition facts panel on packaged foods to see how much sodium (salt) they contain. Aim for a total intake of no more than 2,300 milligrams (about a teaspoon of salt) per day.



Education and Preparation are the Keys: Pandemic Flu

By Patrice Boyd, Assistant Deputy Director for Administrative Services

(Adapted from materials made available by the US Dept of Health and Human Services)

What is a pandemic? An influenza pandemic is a global outbreak of disease that occurs when four conditions are met:

- A new type of influenza virus appears in the population;
- It causes serious illness in people;
- It can be spread easily from person to person and there is little or no natural immunity;
- No vaccine available.

Historically, the 20th century saw three pandemics of influenza.

- 1918 influenza pandemic caused at least 500,000 U.S. deaths and up to 40 million deaths world-wide
- 1957 influenza pandemic caused at least 70,000 U.S. deaths and 1-2 million deaths world-wide
- 1968 influenza pandemic caused about 34,000 U.S. deaths and 700,000 deaths world-wide

In an influenza pandemic, its global spread is considered inevitable. It causes healthcare systems to become overloaded, medical supplies become inadequate, and the need for the vaccine is likely to outstrip supply. There also would be economic and social disruption directly related to the pandemic. Care for sick family members and fear of exposure would result in significant worker absenteeism.

A world-wide pandemic could occur if the Bird Flu virus were to change so that it could be easily passed from person to person. Experts around the world are watching for changes in Bird Flu viruses that could lead to an influenza pandemic. In that a new influenza pandemic has already begun to impact other parts of the world, experts predict that another pandemic in the United States could emerge. Being prepared and having a plan is paramount.

A pandemic would eventually impact everyone in the state in some way. Within the Human Resources Management Office, we will be working with state level professionals to plan for the impact on our organization; plan to protect our employees; establish policies and protocols; allocate resources; communicate to and educate staff; and coordinate response plans and recovery.

More information will come in our effort to keep all informed and invest in the health and safety of our staff.

Mark Your Calendar and Plan to Attend...!!!!!!

2007 SC Criminal Justice Training Conference

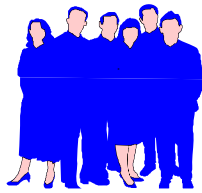
Co-Sponsored by
The SC Correctional Association
and
The SC Probation & Parole Association

November 4 – 7, 2007
The Ocean Drive Resort
North Myrtle Beach, South Carolina

For more information contact:
Rhonda Grant @ 803-734-9241 or
rgrant@ppp.state.sc.us

Please Welcome

OUR NEW EMPLOYEES



DECEMBER 2006 - MARCH 2007

PAUL J. ANGUS
TROYESHI BRAILEY
BOBBIE COOKSEY
REENA FIRETAG
FRANKLIN E. FLUKER
JONATHAN W. HARPER
CHARLES J. HAYNESWORTH
JYOTI NAIR
KAREN J. NOFFSINGER
LARRY R. PATTON, JR.
JUSTIN D. PRICE
JONATHAN M. SIMMONS
BRYAN T. SIMON
MIRANDA B. WARE
STACY N. WEIL
TINA L. WILLIAMS

CENTRAL/HRM
FLORENCE
OCONEE
CHARLESTON
ANDERSON
AIKEN
BARNWELL
CENTRAL/HRM
AIKEN
YORK
LEXINGTON
GREENVILLE
ORANGEBURG
GREENVILLE
RICHLAND
SPARTANBURG RESTITUTION CTR

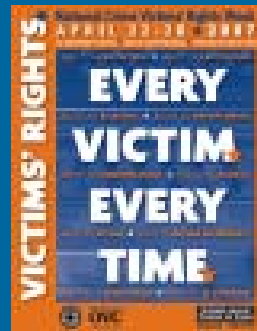
Victims' Rights Week

Every Victim. Every Time.

April 22- 27, 2007

PPP is proud to partner with the US Department of Justice Office for Victims of Crime in promoting National Crime Victims' Rights Week. This effort is embraced to raise the public awareness about victims' rights, protections, and services. This year's theme is "Every Victim. Every Time."

Reaching this goal will be another important step in protecting the citizens of South Carolina. The path to serving all victims is long and challenging. Yet by reaching out and striving to keep victims safe, we evoke their rights, and we seek to serve every victim, every time.



Strategic Planning Update

By Garry Monjo, Office of Executive Programs

It is exciting to report that our Department's Strategic Plan has been completed and approved by our Executive Managers. We have initiated the first portion of our Communications Plan—sharing the strategic plan's various components with all of our employees. The plan's key components—our mission, our vision for the future, the strategic goals, strategies, supporting action plans, linkages to the EPMS process, employee training, and linkages to our annual accountability report were all briefed at our most recent Divisional Managers meeting.

Although our strategic plan is now available for viewing on our Department's website, our communications plan includes divisional and office meetings with employees to explain the strategic plan and its components. It also includes overview sessions in several recurring training programs including New Employee Orientation and Agent Basic training. We are, in addition, exploring the production of a video for viewing by our county offices. We hope this video will preclude the number of meetings that would otherwise be necessary to communicate the plan.

One additional step we have recently taken is to distribute to all county offices a framed copy depicting a summary of the organizational values. These values depict principles and expectations of how we should conduct everyday business. Please be sure to visit our website at www.dppps.sc.gov/about_ppp.html for a more detailed listing of our values. You will find them on page five of our strategic plan.

The term "values" refers to the guiding principles and behaviors that embody how your organization and its people are expected to operate. Values reflect and reinforce the desired culture of an organization. Values support and guide the decision making of every workforce member, helping the organization accomplish its mission and attain its vision in an appropriate manner. Examples of values might include demonstrating integrity and fairness in all interactions, exceeding customer expectations, valuing individuals and diversity, protecting the environment, and striving for performance excellence every day."



ITSS Update

By David O'Berry

Director of Information Technology Systems and Services

TiBA - What's a TiBA?

By now, everyone has heard some vague rumor concerning "TiBA", but not everyone knows what it is.

TiBA (Turning Information into Business Assets) is actually TiBA Solutions, and they are a private consulting firm, based in Greenville, that is working with the Department to rewrite the OIS system.



While the original OIS has served us well and works for much of the agency business that has been conducted in the past, its client server platform had some limitations. We wanted to be able to give it better scalability and provide a standard web interface to the application, making it portable across many different operating systems. That means that it will be easier for the system to grow and change, and being portable means that it can be used on any computer type that can open a web browser. The system will literally be accessible anywhere there is an Internet connected computer that has a secured VPN connection back to the central office.

Along with making things portable, this new version also has some really strong changes, like having warrants and citations included in the system. No more keeping the warrant numbers in Paradox or in a book somewhere. The entire violation process, including issuance of legal process, has been automated.

Other significant changes include a new "Gang" section, which allows you to associate offenders to gangs at various involvement levels. You will also have the ability to assign photographs of physical features such as scars and tattoos to gang members or to any offender. On top of that, the mobile synchronization piece has been completely overhauled to make it easier to use while adding additional functionality at the same time. The "Victim" section also was revised and updated. We have expanded the concept of "collective victims" in hopes of utilizing that more often and have revamped the joint and severally process so that victims and offenders can be tied together across multiple accounts. Additionally, reports can be exported into a PDF file and saved, as well as exported into different file formats to use in Quattro or Excel reports.

The new system will have a different look and feel from what you are used to, but 95% of the functionality is the same so we think the transition will be easy. Like anything new, it'll take some getting used to, but we think you're going to like being able to access your system from any secured browser connection.

The new system and all its changes are undergoing final testing, and will be out soon. Keep an eye out for a new look to your OIS!

Law Enforcement Torch Run

By Peter O'Boyle, Public Information Director

You can help the Special Olympics two ways: Buy a t-shirt, hat or button, and run in the Annual Law Enforcement Torch Run for Special Olympics. The Torch Run takes place the first week of May all over the state of South Carolina. Law enforcement runners will carry the torch through their home towns and counties to Columbia. There, the torch will be carried to Fort Jackson for the Special Olympics May 5.



There, thousands of special kids will compete to Olympic-type events for medals. They have a great time and you can too. If you don't want to run, however, you can still help the kids. Order a shirt, hat or button from Pete O'Boyle: poboyle@ppp.state.sc.us. (803) 734-9267.



Hats and shirts are \$10 each and buttons are only \$1. Samples are available in Pete's office, Central Office, Room 636. Tank tops are available by special order. T-shirts are available in sizes S - 4XL.

For more information about participating in the Torch Run, contact Sam Alexander at 803-397-6303 or samsagt2004@aol.com.

Upcoming Events



During the month of May, we will celebrate National Public Service Recognition Week in conjunction with State Employees Recognition Day. This is a special time to express appreciation and gratitude to state employees for their commitment and dedication to making the quality of lives better for the citizens of South Carolina.

May is also Military Appreciation Month. As we honor all serving in the military, a special tribute will be given to staff who are currently away on active duty. More details to follow.



June has been proclaimed as Fatherhood Initiative Month. In support of this initiative, the Department will focus on strategies for non-custodial fathers to get appropriate skills training, parenting education, and support programs to strengthen family relationships.

More details will be sent via e-mail.

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tion of this national undertaking which aggressively prosecutes firearms offenses to reduce firearm violence in communities through education and information-sharing about federal gun laws.

The partnership between USAO and staff from PPP encompassed the development and delivery of mandatory in-service training for the state's probation and parole agents on the topic of federal gun laws and Project CeaseFire; the distribution of important supplemental information to all agents statewide about enforcement of federal gun laws and the goals of Project CeaseFire in SC; and a revised probation and parole intake process to ensure that offenders under supervision are advised of federal gun laws at the onset of their supervision in the community. The agency has also continued to work on a number of research and evaluation projects (Anti-Gun and Anti-Gangs) with the SC Department of Public Safety, Statistical Analysis Center (SAC), which is the US Attorney's Office Research Partner for Project CeaseFire in South Carolina.

The world is moving at a fast pace and our predecessors may not have predicted that the probation and parole profession would progress in so many arenas to keep pace with advances in technology. As advancements are made in science and industry, capacities will be developed to go far beyond the current technological achievements and we can be sure that future practitioners in criminal justice will explore even more compelling methods for getting the job done in the years to come. Arthur C. Clarke said, "Any sufficiently advanced technology is indistinguishable from magic." If that is true, we can look forward to the next generation of community corrections "magicians" to inspire even more innovations in the field of community justice.

Mark Your Calendar!!!
SCPPA Spring Training
Conference
MAY 3-4, 2007

The SCPPA Spring Training Conference will be held at the Columbia Metropolitan Convention Center in Columbia, SC. The golf tournament will be on Thursday, May 3rd starting at noon with a "Meet and Greet" on Thursday evening.

Conference registration begins at 9:00am on Friday morning and the opening session follows at 9:30am.

Go online at www.scppa.net for registration, conference schedule of events and hotel information.



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ADMINISTRATIVE PROFESSIONALS DAY
APRIL 25, 2007

Administrative Professionals Day recognizes and celebrates the work of secretaries, administrative assistants, and other office professionals for their growing and diverse contributions to the workplace.

Administrative Professionals Week is always the last full week of April, with Wednesday of that week being designated Administrative Professionals Day. It was organized as "National Secretaries Week" by the International Association of Administrative Professionals (IAAP) in 1952.

The 2007 Administrative Professionals Week theme is "Shaping the Future." IAAP recommends that employers observe the week by providing education and training to administrative staff through seminars, continuing education and self-study materials.



AGENCY MISSION

To **prepare** offenders under our supervision toward becoming productive members of the community;
to **provide** assistance to the victims of crimes, the courts and the Parole Board; and
to **protect** public trust and safety.

AGENCY MOTTO

PREPARE, PROVIDE AND PROTECT