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**President's Message**  
**Steve King**  
**2016 MCA President**

Greetings MCA Members and Happy Spring!

Easter is in the books and I'm certain we've all had our share of spiral cut ham, green Jell-O with floating slices of bananas, and slightly chunky mashed potatoes. With Spring break in the rearview mirror it's back to the grind with a desk top full of the kids Easter candy scattered about. This year's crop is particularly delicious...especially the purple Peeps and the flavored malted milk balls in all their lip staining glory.

I hope you all had a delightful and relaxing holiday and are back to work rejuvenated and ready to do the good work of corrections professionals. For many of us in this line of work, we may not have had a traditional holiday or time off. Many correctional officers and institution staff were working hard during this Easter weekend and probation officers in the field were answering late night phone calls responding to law enforcement and dealing with offenders in our charge. I thank you for your commitment.

Our work is certainly challenging as we weed through the brokenness, addiction, violence and mental illness that causes our lives to intersect with the offenders and victims that we serve each day. The challenges are great and the rewards few but never let the lopsided scorecard sour your attitude. We all need to rally around each other and show support to our co-workers daily. It's largely through this support that we are able to make a career in this business.

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A great way to demonstrate such support is through this fine organization. MCA membership (829 strong and growing) is an excellent way to support all corrections professionals. Whether your support is shown through attendance at MCA sponsored training events, volunteering on one of our many committees, or joining a friend or six while singing karaoke to Wham's "Wake Me Up Before You Go Go" at MCA's Fall Institute. Your involvement will certainly pay dividends with career-long support and life-long friendships.

I implore you all to help continue to grow our membership by encouraging your fellow employees to join MCA so they can witness the benefits of this supportive and fun-filled environment.

Take care,  
Steve



## **Legislative Affairs**

**Cal Saari**

**MCA Legislative Liaison**

My hope is you all enjoyed the Easter Holiday with family and had an opportunity to reflect on what's important in your life. Easter break is always an enjoyable time to me as it's a real sign that spring can't be far behind.

As I write this article, the Legislature is finishing its short Easter break and will return to Session and Committee work again tomorrow. In fact I plan to testify on HF 3260 Tomorrow (3/29) before the House Public Safety and Crime Prevention Policy and Finance Committee. This bill authored by Rep. Newberger, would allow local governing boards to restrict and regulate residency of level III offenders in their areas. This is a specific item on our current legislative agenda. The problem is this: Communities are enacting sweeping, geographical residency and zoning restrictions against sex offenders which restrict or eliminate access to support systems, transitional housing and rehabilitative services. The loss of these systems and services negatively impacts public safety and increases the risk of re-offense by creating a situation wherein the offender becomes isolated. Also, these restrictions have not been shown to reduce recidivism or have any public safety basis.

New bills continue to be introduced every week. As of March 24th, the Public Safety Committee has 262 bills that have been referred to it. Chairman Tony Cornish has been very selective in choosing which bills get a hearing, but it is a very active Committee. This is an important week as the first legislative deadline approaches on April 1st which means new bills must clear at least one committee in order to remain alive for this Session.

We currently have 42 bills on our legislative tracker system which I try to closely monitor and those interested can find updates on the MCA website. A new Update Report will be filed on April 1st. By this time we will have a good idea exactly what bills the Legislature will consider for action this year. There are now seven weeks left in the Legislative Session as the Legislature must adjourn on May 23rd.

I do want to comment on one bill in this writing for obvious reasons. Last week, on March 22nd, HF 3223, of which Rep. Miller is the Chief Author, was heard in the Public Safety Committee chaired by Rep. Cornish. This bill is intended to re-open the privately owned Prairie Correctional Facility in Appleton. What happened at this hearing is something that I have never experienced before at the Legislature and I have around that environment for the past 47 years. Opponents to the bill disrupted the hearing and protesters created such a disruptive environment that Rep. Cornish had to recess the Committee and have everyone cleared from the room. "Black Lives Matter" was often heard from the protesters who continued their disruption throughout the State Office Building. I joined most others in shock at the lack of respect and proper demeanor for the legislative process. After about a 45 minute break, the hearing was continued, proponents and opponents heard, and eventually the bill was approved on a totally partisan vote, 10-7, and sent to the House Committee on Ways and Means.

The bill is controversial and the Senate leadership does not favor this approach and Governor Dayton has indicated he will veto the bill if it gets to his desk. This is one of the more popular debates taking place this year so I'm sure we'll be making further comments as the Session progresses.

That bill is one of several discussions that has taken place at the hearings during the interim of the Prison Population Task Force, co-chaired by Rep. Cornish and Senator Ron Latz. Another major discussion point centered on the recommendations passed in December by the Sentencing Guidelines Commission. Their findings become law as of August 1, 2016, unless the Legislature changes it. Rep. Cornish has introduced HF 2888 which totally rejects the recommendations of the Guidelines Commission. His bill has been approved by his Committee on 3/15 on a strictly party vote, 10-7 and was sent on the General Register where it can be called for full floor actions. The Senate, with Senator Latz as Chair of the Senate Judiciary Division, accepts the Guidelines work and proposes even further steps to be considered. In this scenario it is likely that even a Conference Committee would not reach resolution, so there is a very good chance that the Sentencing Guidelines changes will in fact become effective August 1st.

I do want to mention the success of our Corrections Capitol Day event which we conducted on March 1st at the DOC Central Office. We had about 100 people participate and heard from Rep.'s Sheldon Johnson, John Lesch, Dan Schoen, and Brian Johnson. Their presentations were very well received and covered a wide area of topics. All of our

Corrections organizations again partnered with us and fully supported this effort. Our thanks to them and also to Mark Groves, Mark Bliven and the DOC's Kathleen Lonergan for their assistance to putting this program together. We have had great success over the years to having this event and it's a great opportunity to meet many of the Legislators who support us.

You can be assured it's going to be a very busy seven weeks as we head toward adjournment. There will be more to report on so watch for our legislative update reports. Also, we want our membership to know that there is always room on the Legislative Committee for your involvement. If interested, feel free to contact any of the Committee members. I welcome your comments and questions. It is a real pleasure to work for MCA!

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**Tech Talk**  
**David Heath**  
**Technology Committee Chair**

While researching for new technologies in the Public Safety arena, I stumbled across an interesting new technology. A company is making Security Guard Robots, a technology we might see more of in the future.

These robots are being developed by a startup company called Knight Scope, and are currently being used in some businesses and malls in Silicon Valley, California. They rent them for \$6.25 per hour, less than minimum wage, and see them as assistants to human security guards in the future. For example, the robots will help a human security guard do their job better, providing information and alerts to a human security guard's mobile device. They also create an authoritative presence where a criminal may move along, as they know they are being monitored. They allow the human guard more coverage patrolling a large area too.

These robots are designed to roam around open public spaces and report suspicious activity. They have built in 360 degree infra red cameras and upload information to a backend security network. They also have built in microphones, so they can speak to people around them if needed. Another feature is an audio alert system, which can detect things like breaking glass and send security alerts to the network. The developer says a sophisticated behind the scene network is being created that could even help in violent situations, like mass shootings in the future.

I could see these robots patrolling skywalks, dark parking lots and places like that in the future. It will be interesting to see if they can keep renting them for \$ 6.25 per hour if criminal activity begins to damage them. They stand 5 feet tall and weigh 300 lbs. If

someone attempts to push them over or damage them, they will be captured on video, authorities alerted, and the robot can talk back to them.

It makes me wonder if they will ever make them capable of spraying mace, shooting taser darts, emitting blinding strobe lights or ear piercing sound waves, and other non-lethal technologies. Hopefully bullets will never be part of that upgrade. If you ever saw the beginning of the movie Robo Cop, where it shoots up the board room, you know what I mean. Here is the link to the article with a video:

<http://techcrunch.com/2015/12/31/meet-knightscopes-crime-fighting-robots/>

## **Training and Education Committee**

### **Jon Rowe and Ryan Busch, Co-Chairs**

#### **Spring Workshop**

The Spring Workshop on March 31, 2016, was a great success! The training had a full attendance with positive feedback by attendees throughout the day. The topics presented on *Emerging Drug Trends - What's Happening from Use to Treatment* had been very well received and the diversity of topics included current drug trends, medical marijuana, and chemical dependency techniques. We had 17 vendors' exhibits that signed up for the training and the opportunity to collaborate with each other in our corrections field was appreciated. The hosting facility at Rasmussen College in Mankato was a very good fit this year and I would like to thank them and the Education and Training Committee members for helping making this event run smoothly. Thank you for attending the conference and we look forward to next year!

*Thank you to our Event Sponsors*

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## **Meet Your Committee Chairpersons**



### **Ryan Busch, Co-Chair of the Education and Training Committee**

Ryan Busch began his corrections career in 1998 at MCF-Lino Lakes as a Corrections Officer II and in 2004 he began employment as a case aide/agent with Wright County Court Services. In the nearly twelve years of service in Wright County he has held positions with the DWI Intensive Supervision Program (ISP) and Traditional Supervision. In 2015, he created a domestic violence specific caseload Domestic Violence-Intensive Supervision Program (DV-ISP). He also co-facilitates the Batterer's Intervention Program (BIP) in Wright County and created BIP extended care for DV-ISP offenders. BIP extended care meets on a monthly basis and is facilitated by Ryan and other BIP trained agents within Wright County Court Services. This expanded role has allowed Ryan to provide regular contact with offenders and victims of domestic violence. Ryan has been very active with the MCA Education and Training Committee for the last few

years and appreciates the committees support and hard work. Personally, Ryan has been married for the last four years, is in care of his two bright eyed nephews full time, has a dog named Kota a Siberian Husky, and has been crazy about baseball since he can remember!



### **Jon Rowe, Co-Chair of the Education and Training Committee**

I have been a Corrections Agent with the MN Department of Corrections since 2001. I have been a MCA member and active with the MCA Education and Training Committee since 2005. I was the chair of this committee from 2010 – 2013 and am currently the co-chair of the committee. MCA has provided some great opportunities for me and would encourage others to become involved with this great organization.



### **Michelle Smith, Chair of Awards Committee**

Hello MCA Members. I am happy to be serving the board this year as the Awards Committee Chair. This position has been filled by the outgoing President in the by-laws. I find the opportunity rewarding to remain so involved with the Association and to be available to our President in a transition capacity. As I have said many times last year, MCA is made up of great members doing a lot of great correctional best practices across MN. With that said please remember that **award nominations are due July 1<sup>st</sup>**. See the Award Committee article below for more information on categories. Nominee forms are available on the MCA home page.

## **Award Committee**

### **Michele Smith, Chairperson**

MCA will be accepting Award Nominations for 2016 until July 1, 2016.  
Awards will be presented at the Annual Training Institute in October at Grand View Lodge.

For Nomination Form visit the MCA website Awards page: [www.mn-ca.org/page-1284478](http://www.mn-ca.org/page-1284478)

**Corrections Person of the Year** This award is given for outstanding contribution in the field of corrections in Minnesota by an individual in any employment. It could be clergy, judge, legislator, group home parent, etc., as well as a correctional professional.

**Professional Achievement Awards** This award is given to two correctional staff persons (field services and correctional facilities) who have demonstrated achievement over a period of time, but shall not exclude professionals new to the field who have displayed outstanding achievement.

**President's Award** This award is given to programs, resources or facilities working in the broad field of corrections and criminal justice, which demonstrate creativity, resourcefulness, effectiveness and innovation.

**Technology Award** This award is given to individuals, programs, resources or facilities working with technology in the broad field of corrections and criminal justice, which demonstrate creativity, resourcefulness, effectiveness and innovation.

**Board of Directors' Award** (chosen and voted by Board of Directors)

This award recognizes exemplary service to MCA members through participation in association activities.

## **Student Services Committee**

### **Mary Oberstar, Chairperson**

#### **Upcoming Career Fairs**

Minnesota Corrections Association will be represented at two career fairs on Wednesday, April 13, one in the metro and one in northern Minnesota.

Fond du Lac Tribal and Community College, Cloquet  
Wednesday, April 13 from 10 a.m. - 2 p.m.  
A booth will be set up with a variety of materials for attendees.

Law Enforcement Opportunities (LEO)  
Law Enforcement & Criminal Justice Education Center  
9110 Brooklyn Blvd, Brooklyn Park  
Wednesday, April 13 from 10 a.m. - 3 p.m.



## **Sponsorship Committee**

### **Mark Groves**

#### **Second Order Change**

Okay. Let's talk about "change" here for a moment. This is going to get complicated rather quickly, thus . . . you'll need to have your trusty thinking cap atop your noggin and . . . its best if you're sitting comfortably. So! Let's dive in. Change. What, exactly, is it and how the heck do we know when it is occurring? Do we know it when I see it? We always hear that change is always occurring . . . but what the heck does that mean? It's like . . . automatic? That certainly doesn't make much sense. Of course I don't need to tell you that behavior change is quite complex and difficult. Let's begin by taking a look at what Merriam Webster says about it: *Change: To become different.* (Well *THAT* certainly makes sense.) *To make someone or something different.* (Ahhhh, an interesting twist.) *To become something else.* (Now we're talkin'.)

Let's see how we might use "change" in a sentence:

- Her mood *changes* every hour.
- He *changed* from an optimist to a pessimist.
- These events have *changed* me in my attitude to life.
- You can't *change* human nature.
- The leaves *change* color from green to red in the fall.
- *Change* the channel on the TV.

We all realize that it's hard to change ourselves, much less anyone else! I'm betting that you probably already understand that: *We are designed to resist change.* This is because we are self-regulating systems. We all have a silent sentry that is ever vigilant guarding against radical change prospects. Next time your spouse or boss tells you to do something different than what you prefer, you'll see this little guy waking up in a hurry! *En garde!*



Since self-regulating systems prefer stability, our self-regulation response automatically resists change. This can be quite tricky when we're dealing with chemically dependent and/or criminal justice populations: the point of which, of course, is for us to facilitate change! Thankfully, Motivational Interviewing (MI) is there to help us with this process. I'm assuming all of us have been to an MI training or two and understand it is a collaborative, goal-oriented practice of "dancing with our clients" while paying particular attention to change language. MI intensifies the client's motivation for and movement toward a specific goal by stimulating and exploring their own arguments for change.

Because our families and our primary peer groups are a system of interdependent members, it tends to interfere with changes attempted by individual members. Any significant change to an individual family member or peer group member means change for that whole system. No big reveal here.....we already know it's tough to change! Thus.....the reason this element is one of the *BIG FOUR* (antisocial associates).

Motivational Interviewing allows us to connect with these change-resistant, self-regulating dimensions of the individual sitting in front of us. Systematically speaking, persistence and change need to be thought of as a unit rather than two separate things. We'll find this to be especially challenging because when we focus on one, the other recedes into the background.

### **Three types of change**

I'd like to start by distinguishing between three very different types of change. Let's call them first, second, and third order change. During my graduate school studies in marriage and family therapy, I was introduced to thinking differently about change through the family systems change lens. A book titled: *Change: Principles of Problem Formation and Problem Resolution* by Paul Watzlawick, John Weakland and Richard Fisch really opened my eyes to the change process. These three fellows explained why some people can successfully change their lives and others cannot. Their primary assertion is: *The solutions to our problems are inherently embedded in the problems themselves*. Tackling the age-old questions surrounding persistence and change, they expanded on why problems arise and are perpetuated in some instances but easily resolved in others.

### **Difficulties vs. Problems**

So . . . is it a difficulty . . . or is it a problem? There is a clear distinction between the terms *difficulties* and *problems*. When thinking about difficulties, we are simply talking about an undesirable state of affairs that can be resolved through some common-sense action (usually of the first-order change type, e.g. adding heat when cold) for which no special problem solving skills are necessary. On the other hand, problems refers to impasses, deadlocks, knots, and binds which are created and maintained through the mishandling of difficulties. Let's take a look at the three ways in which this mishandling can occur:

1. A solution is attempted by denying that a problem is a problem; *action is necessary, but is not taken.*
2. Change is attempted regarding a difficulty which for all practical purposes is either unchangeable (e.g. the generation gap or a certain percentage of incurable drug addicts in the general population) or nonexistent; *action is taken when it should not be.*
3. An error in logical thinking is committed and a *Game without End* is established. This may occur either by attempting a first-order change in a situation which can only be changed from the next higher logical level or, conversely, by attempting second-order change when a first-order change would be appropriate (e.g. when people demand changes of 'attitude' and are not content with changes of behavior); *action is taken at the wrong level.*

As a rule, the longer we've had a problem the more likely it is that the way we try to remedy it maintains and/or intensifies it. Does this make sense? Let's turn our attention to the most common kinds of unproductive remedies/solutions.

### **When more of the same doesn't work.**

Going on yet another diet, or seeking out yet another primary relationship. We continue to do 'it' by doing 'it' more intensely, and/or more often. This works well for problems that can be remedied with a first-order change, but it compounds problems that require a second-order change. For example, when an alcoholic drinks to relieve stress, drinking more has serious unwanted side effects, and our body adapts to the extra alcohol so the same amount of drink has less effect and the original problem is intensified. Here are a few other examples that may look familiar to you:

- Oversimplifying a complex situation (and vice versa). For example, assuming there is a "root cause" which, when removed, will solve everything. For example, *If I could only understand all of it, then I could solve it.*
- Not seeing a problem when there is one (and vice versa). A client presents with a "problem" that isn't one, while denying something that is a problem. For example, *"I could stop drinking if I wanted to."*
- Setting grandiose, esoteric or utopian outcomes. We are wary of goal-setting processes that insist on the goal being "realistic" (realistic according to whom?). A grandiose desired outcome becomes an unproductive remedy if the person beats themselves up when they don't achieve the outcome within a ridiculously short time – and they don't learn from their experience.
- Attempting to solve paradoxes at the same level of thinking. For example, keep flipping between the two sides of a dilemma and thinking that one or the other must be the answer; or wanting another person not only to change but to want to change.

Other examples of when remedies are the problem include:

- Fixing the wrong problem.
- Delaying solving the problem, thereby making it worse.
- Solving the problem too quickly, thereby making it worse.
- Solving the problem but only temporarily (e.g. yo-yo dieting).
- Attempting to resolve an unsolvable problem.
- Assuming there is a 'root cause' which, when removed will solve everything.
- Self-defeating remedies (e.g. attempting to remember not to forget).
- Needing to know 'why?'

**“For every complicated problem  
there is a solution that is simple, direct, understandable ... and wrong.”  
H.L. Mencken**

### **First-order and Second-order Change**

So, what is all this first and second order change stuff? Maybe you haven't heard these terms before? There are two different types of change: One which occurs within a given system which itself remains unchanged, and one whose occurrence changes the system itself. To illustrate this distinction in more behavioral terms.

**First order change is a change in behavior that is consistent with our existing worldview, our existing beliefs, our existing “creation” (who we think you are).** Let's look at an example. If you believe exercise is good and you like to exercise and you have beliefs that lead you to exercise regularly—and then you learn about a different exercise routine that would be better for your health—you probably would start using the new routine.

First order change is a change in behavior that does not require a change in one's beliefs, in one's view of oneself, in one's “creation.” It only requires information you didn't know before.

**Second order change is a change in who we think we are in order to implement a change that is inconsistent with who we think we are.**

I'm hoping that you already realize that information and motivation usually do not result in change because often information is inconsistent with our belief system. In the long run, it is difficult to act inconsistently with our beliefs.

So if we believe exercise is not necessary, that we don't have time for it—because it is way down on our list of values—and that it is not fun, then learning about a new exercise or even learning that exercise is good for our health probably will not result in us using the new information we have gotten about exercising.

In order for that to happen, we need to change something about ourselves, our *beliefs* about exercise.

**Second order change is a shift in our worldview, our beliefs, and our “creation” that opens up new possibilities for new actions that weren’t possible before.**

**If second order change is changing from one creation—our overall view of who we think we are—to a different creation, then third order change is being able to distinguish ourselves as *the creator of your creation*. As such you have the ability to create a new creation at any time, which would create new possibilities and make any new information useable. If, and when, third order change occurs, we’ve moved beyond our “problem” and we’ve been transformed.**

A primary reason our clients remain unchanged is that the reforms or changes have been superficial in nature and/or arbitrary in their adoption. Our clients often just go through the motions of adopting the new procedures taught to them—but the changes were neither deep nor long-lasting. In other words, the outward indicators of the changes were present, but the ideas or philosophy behind the changes were either not understood, misunderstood, or rejected. Consequently, any substantive change in our client’s experience or culture failed to take root. The illusion of change is created through a variety of activities, but the qualitative experience for our clients remains unchanged when the ideas driving daily practice remain unchanged.

## **Second Order Change**

The shift to integrating deep change is *Second Order Change*. It requires a shift in the way we think about the nature of teaching and learning. This shift asks us to reexamine the foundations of traditional teaching methods. Rather than asking our clients to memorize by rote, to accumulate facts and figures, our approach calls for nuanced understanding, applicable to real-world problems. It is essential to analyze, to generate and test their hypotheses. We want our clients to think like mathematicians rather than just do math. To think like writers rather than just churn out five-paragraph essays. More pointedly . . . we want our clients to think like clinicians—to come up with a strategy or process that indicates deeper understanding. When we see them using their complex cognitive skills to analyze the complex problems they face, or will face, as they transition from prison to community, we’ll know they’re in second order change territory.

Most of us intuitively understand the argument for deeper learning (at least I hope we do!). Anyone can go through the motions. But the cognitive skill to analyze and generate complex arguments or useful scenarios must be learned with help from us. When corrections professionals and clients buy into the philosophical shift Second Order Change requires, they will see the value of change and, quite possibly, stop resisting change.

## Four-Step Procedure

To summarize what we've learned so far, here's a quick and dirty four-step procedure to get us rolling in the right direction:

1. Help our clients develop a clear definition of the problem in concrete terms.
2. Execute an investigation of the solutions attempted so far.
3. Develop a clear definition of the concrete change to be achieved.
4. Construct the formulation and implementation of a plan to produce this change.

With reference to the *first step*, it's obvious that in order to be solved, a problem first of all has to be a problem. What this means is that the translation of a vaguely stated problem must be transformed into concrete terms allowing the crucial separation of problems from pseudo-problems. In the case of the latter, explanation produces not a solution, but a dissolution of the complaint. If the complaint is not based on a pseudo-problem, successful completion of the first step reveals the problem in as concrete terms as possible. This is an obvious precondition in the search for its resolution.

In the *second step*, a careful exploration of these attempted solutions not only shows what kind of change must *not* be attempted, but also reveals what maintains the situation that is to be changed and where change has to be applied.

The *third step*, with its implicit demand for a concretely definable and practically reachable goal, safeguards the problem-solver against getting caught up in wrong solutions and compounding rather than resolving the problem. The astute practitioner who introduces, or who accepts from the client, a utopian or otherwise vague goal unwittingly ends up addressing a behavior that the practitioner helped create and is then maintained every time they meet to review progress.

Many people seeking help for a problem describe the desired change in seemingly meaningful but actually useless terms: they want to be happier or communicate better with their spouses, get more out of life, worry less, etc. It is the very vagueness of these goals which makes their attainment impossible. If pressed for an answer as to what *specifically* would have to happen (or stop happening) so that they would then be happier, or communicate better, etc. they are very often at a loss. This bewilderment is not primarily due to the fact that they have not yet found an answer to their problem, but rather that they are asking the wrong question in the first place.

This brings us to *step four*. The first three steps are necessarily preliminaries that in most cases can be accomplished rather quickly; the actual process of change takes place in the fourth.

Although the Watzlawick team talks about goals in the third stage, this procedure is considered as problem-solving, in contrast that is to an [outcome-orientated](#) approach. The two approaches are not mutually exclusive. The inability of most practitioners to distinguish between the two approaches is a significant driver in the creation of an Evidence-Based, Cognitive-Behavioral Therapy approach to behavior change.



Whew! I'm guessing this is a lot of new information; maybe a bit overwhelming; or . . . a bit deeper than you cared to venture. However . . . if, or when, we decide to develop a relationship with our clients to help them desist from criminal behavior and instead, engage in prosocial behavior, I think this stuff will come in handy. Not to mention how essential it is to understand the difference between first- and second-order change. Capisce?

Let's conclude with a simple example.

### **First-Order Change**

- John and Mary fight all the time.
- Tired of all the fighting, they decide to just stop talking altogether.
- Now they are no longer fighting, but they have not changed the underlying dynamic, or "rule," of hostility that governs their relationship. They just don't yell at each other anymore, but the dysfunction is still there.

### **Second-Order Change**

- John and Mary fight all the time.
- Next time they fight, John does a silly dance.
- By engaging Mary in a somewhat ridiculous and unexpected manner, John has broken the rule of hostility (at least temporarily) and disrupted this habitual negative dynamic of fighting. The hostility that is at the root of their fighting is itself interrupted.

While approaches like behavior modification primarily seek first-order change, second-order change is the deeper change process. While the road to change may be fraught with systemic resistance, take heart. By acknowledging this normal systemic resistance to change and outwitting it, we can help revise even the most entrenched behaviors. It just takes some time, persistence, and maybe a little silly dancing.



**180 Degrees, Inc.**  
[www.180degrees.org](http://www.180degrees.org)

### **Charting a course for the future**

*New CEO Dan Pfarr takes the helm at 180 Degrees, Inc., while maintaining a vision to be a multi-cultural organization, providing comprehensive, culturally specific services.*

For the better part of 45 years, 180 Degrees, Inc., has worked tirelessly to help improve the lives of people facing adversity in our communities. At its inception in 1971, the focus was on providing re-entry services for recently incarcerated men. Since that time, the organization has added a range of youth serving programs including; a shelter for sexually-exploited girls, a multitude of youth intervention programs, mental health, along with 3 group homes and foster care.

With the addition of Dan Pfarr, who became CEO/President this past September, the organization's commitment to expanding upon its vision to be a “multi-cultural organization which provides comprehensive, culturally specific services” has only gotten stronger.

“We'll continue to focus on the people who need help because there are a lot of barriers that society puts up, particularly for people of color,” said Pfarr, who replaced retiring CEO Richard Gardell this past fall.

Pfarr was the Executive Director of The Bridge for Youth since 2010 and prior to that held leadership positions with Bolder Options and Catholic Charities of St. Paul and Minneapolis. He has a MSW in Clinical Social Work from the University of St. Thomas/College of St. Catherine and B.A. in social Work from University of St. Thomas.

Pfarr is keenly aware that in our current economic and cultural climate there are plenty of needs still not being met. The organization's mission as a multicultural organization is an important piece of meeting those needs. We have a very diverse staff and we are continuing to expand our services to communities of color.”

180 Degrees is in a unique role to accomplish this mission because of its culturally-specific counseling services which focus on African American, Latino and Arabic communities.

“Right now we are building a three-year operational plan to look very closely at our mission, our values, and what ties us together as a community,” said Pfarr.

“We're going to look at the systems we have in place going forward, making sure our practices are equitable and fair,” said Pfarr. “We're looking at strengthening our work and expanding what we do. Because, in the end, we want to make sure that those resources are available to the community.”

With approximately \$6.5 to \$7 million in annual revenue to work with and an extremely ambitious programmatic schedule, 180 Degrees is clearly working toward providing a 360-degree support network for the community.

“We're a very broad organization,” said Pfarr. “We're multifaceted and looking for innovative ways to impact our community.”

Pfarr said he is excited to see the progress that the organization is making in the community at large and predicts a bright future ahead.

Currently, 180 Degrees Inc., encompasses a multitude of programs:

- **Brittany's Place** – Brittany's Place offers a “safe and sound” shelter for sexually exploited girls between the ages of 10-17. (651) 332-5539
- **Adult Residential Program** – The program supports men re-entering the community after incarceration by providing short-term housing and services to help them secure stable employment, maintain sobriety and establish new living arrangements to help ease the transition back into society. (612) 813-5000

- **Behavioral health** (St. Paul and Minneapolis clinics) – Dedicated wellness programs for African American and Latino communities with an added emphasis of providing services to the Twin Cities Arabic population. (651) 332-5500
- **Group homes and foster care** – Focusing on 10- to 17-year-old children in Rochester, Albert Lee, St. Cloud and southern Minnesota, 180 Degrees works to provide both short- and long-term placement as well as encouraging the addition of new foster families to participate in the program. (507) 351-1481
- **Youth enrichment programs** – An array of programs that offer support to youth who are involved in the juvenile justice system, schools, and the community. 180 Degrees offers supports that focus on restorative practices, mentoring, and intervention.



New 180 Degrees Inc., CEO Dan Pfarr stands in front of Brittany's Place, a facility that offers a “safe and sound” shelter for girls experiencing sexual exploitation.



## **National Correctional Officers and Corrections Employees Week - Sunday, May 1 through Saturday, May 7, 2016**

In 1984, President Ronald Reagan signed Proclamation 5187, creating "National Correctional Officers' Week." Each year, the first full week in May is recognized as National Correctional Officers and Employees Week, commemorating the contributions of correctional officers and personnel who work in jails, prisons, and community corrections

across the country.

In 1996, Congress officially changed the name of the week to National Correctional Officers and Employees Week. The names of more than 580 correctional officers are engraved on the National Law Enforcement Officers Memorial. These courageous heroes are forever remembered, and their light continues to shine through their memory, and through the selfless men and women who continue to serve each day.

To recognize the contributions made by corrections personnel, NCJRS presents this compilation of resources related to correctional facilities and staff within the facilities. Please select a topic from the following list or from the section at the right under the heading "Correctional Resources" to learn more:

- [Equipment and Technology](#)
- [Officer Stress](#)
- [Public Safety Officers' Benefits Programs](#)
- [Training](#)
- [Violence in Facilities](#)

To learn more: [https://www.ncjrs.gov/correctional\\_officers\\_week/index.html](https://www.ncjrs.gov/correctional_officers_week/index.html)

## **Corrections Capitol Hill Day – A Huge Success**

As you all know, we had a very successful Corrections Capitol Day conducted at the DOC on March 1st, with over 100 people participating as well as four Legislators who spent the morning with us, in addition to Commissioner Tom Roy. Feedback from the Legislators has been very positive and we can be assured that they left that day with a better understanding of our legislative concerns. Here are some of the highlights of the DAY!!!!!!

**Thank you to the following Organizations that  
Collaborated with us again this year for the Capitol Hill Day Event:**  
**Minnesota Association of Community Corrections Act Counties**  
**Minnesota Association of County Probation Officers**  
**Minnesota Community Corrections Association**  
**Volunteers of America-Minnesota**



















## Save the Date October 26-28 2016 MCA Annual Training Institute Grand View Lodge



**Check it out!**

### **MCA Annual Training Institute**

AMY MOECKEL/DAN RADEN/SHANNON FETTE  
MCA Annual Training Institute Chairs  
Ramsey County Community Corrections

The Minnesota Corrections Association (MCA) Annual Training Institute Committee is doing a phenomenal job at preparing for the 2016 Annual Training Institute. Please join us in celebrating 83 years of MCA at the Annual Training Institute located this year at the Grand View Lodge Nisswa, Minnesota.



\*\*\* Watch for notification on the opening of registration and the program schedule. You can also check out the MCA website at [www.mn-ca.org](http://www.mn-ca.org) . There will be an Early Bird option for conference registration you won't want to miss out on!

The mission and highlights of this year's Annual Training Institute Committee includes the following:

- Cutting edge training at the front of the latest trends in corrections
- Provide a top location for networking with fellow peers in corrections from all over the state
- 2 ½ day training



- Provide training that will attract a diverse population of participants
- Offer a conference with quality programming at a low cost to agencies/participants
- Provide a venue for the annual Association business meeting
- Awards recognition of staff that show exemplary service to the field
- Connect resources/vendors with agencies to meet their needs and include an excellent opportunity for sponsorships as well as the popular resource fair venue

### **Conference Highlights**

The conference will be kicked off each day with relevant inspirational Keynote speakers:

#### **Patty Wetterling - Keynote**

- Very dynamic speaker
- Will draw from her personal experience, and her fight for a world where children can grow up safe
- **The Cooler Bandits– Keynote – Film Screening and Discussion with film director and two released individuals featured in film**
- Winner best documentary Harlem International Film Festival 2014, Winner Urban Film Festival 2014
- “Poor choices don’t have to be final choices”
- <http://coolerbandits.com/>

#### **Allen Law – General Session**

- The “Sandwich Man”
- Honored by Minneapolis Rotary for efforts on behalf of the MN homeless population
- Each night and with 17 freezers in his own apartment, he makes and delivers items to homeless (700,000 sandwiches, 7,000 pairs of socks, 75,000 bus tokens)

#### **Michael Dowd – General Session**

- 1994 conviction of corruption as an NYPD officer
- Spent almost 12 years in prison
- Featured in documentary *The Seven Five*
- Will discuss ethics, and corruption

**\*\*\*Stay tuned for networking events to occur on Wednesday and Thursday evening\*\***

Annual Training Institute Committee:

- **Dan Raden/Amy Moeckel/Shannon Fette** – Co-Chairs
- **Tom Redmond/Tom Jungman** – Arrangements
- **Jolene Rebertus/Sherry Bohn**– Program
- **Vicki Lanners/Jean Wipper** – Registration
- **Jason Mereness/Tom Paitich** – Resource Fair
- **Christine Schweich**-Hospitality-Networking

***If you have interest in being a sponsor for the Annual Training Institute – contact the MCA office at [mca-mn@hotmail.com](mailto:mca-mn@hotmail.com) or 651-462-8320***

Please join us for what is sure to be a top notch memorable training at Grand View Lodge!



#### **About the MCA FORUM**

*FORUM* is published six times a year by the Minnesota Corrections Association, a nonprofit professional association incorporated in Minnesota. Articles submitted by our membership do not express the views of MCA or the board of directors.

Articles may be submitted to the 2016 *FORUM* editor Connie Hartwig [connie.hartwig@state.mn.us](mailto:connie.hartwig@state.mn.us)  
Articles should not be of the nature of a commercial solicitation of products or services; rather, they should be informative on topics of interest to MCA membership at large.

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