



PRETRIAL SERVICES RESOURCE CENTER  
1010 Vermont Avenue, NW, Suite 200  
Washington, D.C. 20005

ASSESSMENT  
OF  
THE NATIONAL SYMPOSIUM ON PRETRIAL SERVICES 1978  
SAN DIEGO, CALIFORNIA  
APRIL 3-5, 1978

52201

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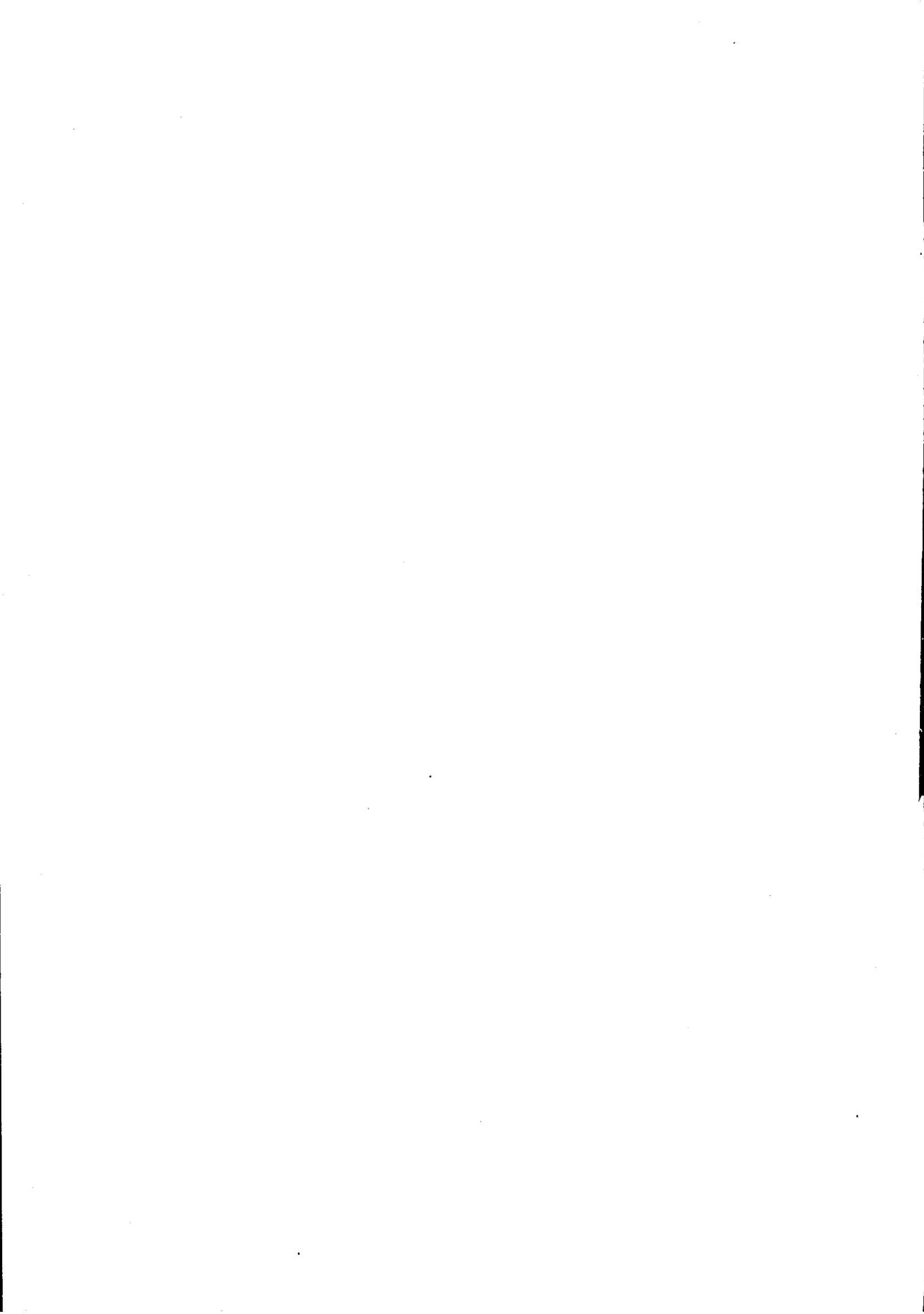
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ACQUISITIONS



PROGRAM PLANNING



## PROGRAM PLANNING

Several factors were significant in shaping the approach to the 1978 program. The San Diego Symposium was the sixth annual national conference on release and diversion (excluding the 1972 NAPSA organizational meeting in San Francisco and the National Conference on Pretrial diversion held in Atlanta in 1973.) It was the second such effort in which the Resource Center had been involved. However, the 1978 Symposium was strikingly different from its predecessors in a couple of important ways:

- In addition to the input of NAPSA as in past years, the Symposium Consultant had the ongoing assistance of the entire Resource Center Staff. At the time of the 1977 Symposium, the Resource Center had been in existence for less than 3 months and only included a Director, an Administrative Assistant, and one consultant. By the 1978 Symposium, the Resource Center had been operational and in contact with the pretrial field for approximately nine months. The perspective that the staff had acquired was important in shaping the Symposium. It was the first time that current knowledge about the developments affecting pretrial were centralized. An analysis of requests for technical assistance and of the national phone survey also contributed to the conceptualization of the program.
- The commitment to a training focus for the Symposium was stronger than ever. The need for training has been expressed repeatedly by pretrial practitioners. Furthermore, LEAA reiterated its unwillingness to fund "conferences" for purposes other than training. Therefore, the National Conference on Pretrial Release and Diversion was retitled the National Symposium on Pretrial Services and, to an extent, reformulated.

There were other special factors about the 1978 Symposium. San Diego is completely across the country from the Resource Center. In previous years there has been a strong local contingent of NAPSA members to assist in doing the necessary groundwork for a conference. This was not the case in San Diego where there are few pretrial service agencies. Further, the site was distant from even the concentration of programs in California and in the West generally. This had an impact on attendance and on the availability of known local faculty persons.

It may be helpful to describe briefly some of the thinking behind the program format. We tried to identify and address the interests of a diverse audience. Attention was given to the differences and the commonalities of special audiences:

- release and diversion;
- juvenile and adult;
- urban and rural;

- geographic regions;
- administrative, supervisory, and line staff; and
- basic and advanced knowledge levels.

Through reviewing the Resource Center files of requests for information, notes on the national phone survey, our knowledge of developments and needs, and input from the NAPSA Board and other Resource Center advisors, we were able to identify the issues and subject areas of broadest interest.

- Five major topics seemed to be significant to the entire audience. These were chosen as topics for plenary sessions and, as such, designated as the core curricula.
- Workshop topics were identified in much the same way as the plenary topics, i.e., based on an analysis of interest and of relevance. However, some topics were chosen specifically to expand on plenary sessions, and others were to supplement the core curricula.

Workshops were designated as introductory, general, or advanced to further define the intended audience and to assist the faculty in focusing their presentations.

- Six skill areas were identified for special Professional Development Seminars:
  - Two with a special focus for administrative staff—Pretrial Administrators and the Criminal Justice System: Management Concepts, and Personnel Management: Understanding and Dealing Effectively with Today's Employees;
  - One for supervisory staff—Styles of Supervision for Line Staff and Managers;
  - Two for line staff—Needs Assessment and Case Planning Using Service Contracts, and Categorizing the Dangerous Defendant and Developing Release Recommendation Schemes; and
  - One for a special audience interested in Cost Analysis.

These sessions were conducted by professional trainers and were limited to pre-registrants for each Seminar.

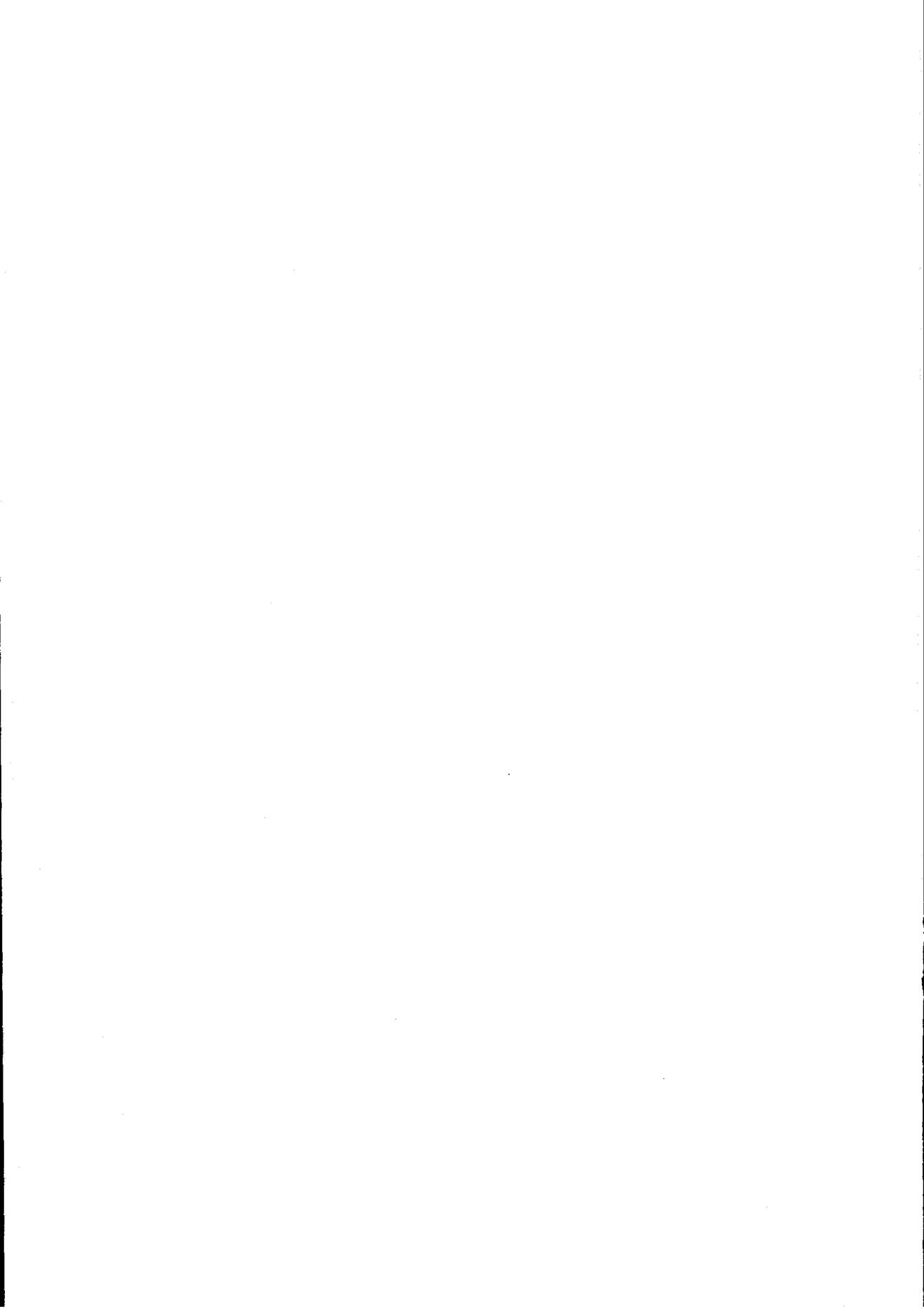
- Attention was also given to scheduling free time and time for informal information sharing—the Exchange, the cash bar, the boat ride, and the luncheon.

After the original selection of subjects, pre-registration material was sent out to verify interest in workshop topics before inviting faculty and actually scheduling sessions. On this basis, some workshops were cut (e.g., Developing Pretrial Services in a Rural Jurisdiction, Management Information Systems) and others were repeated (e.g., Ethics for Restitution and Community Service Programs, Funding Alternatives).

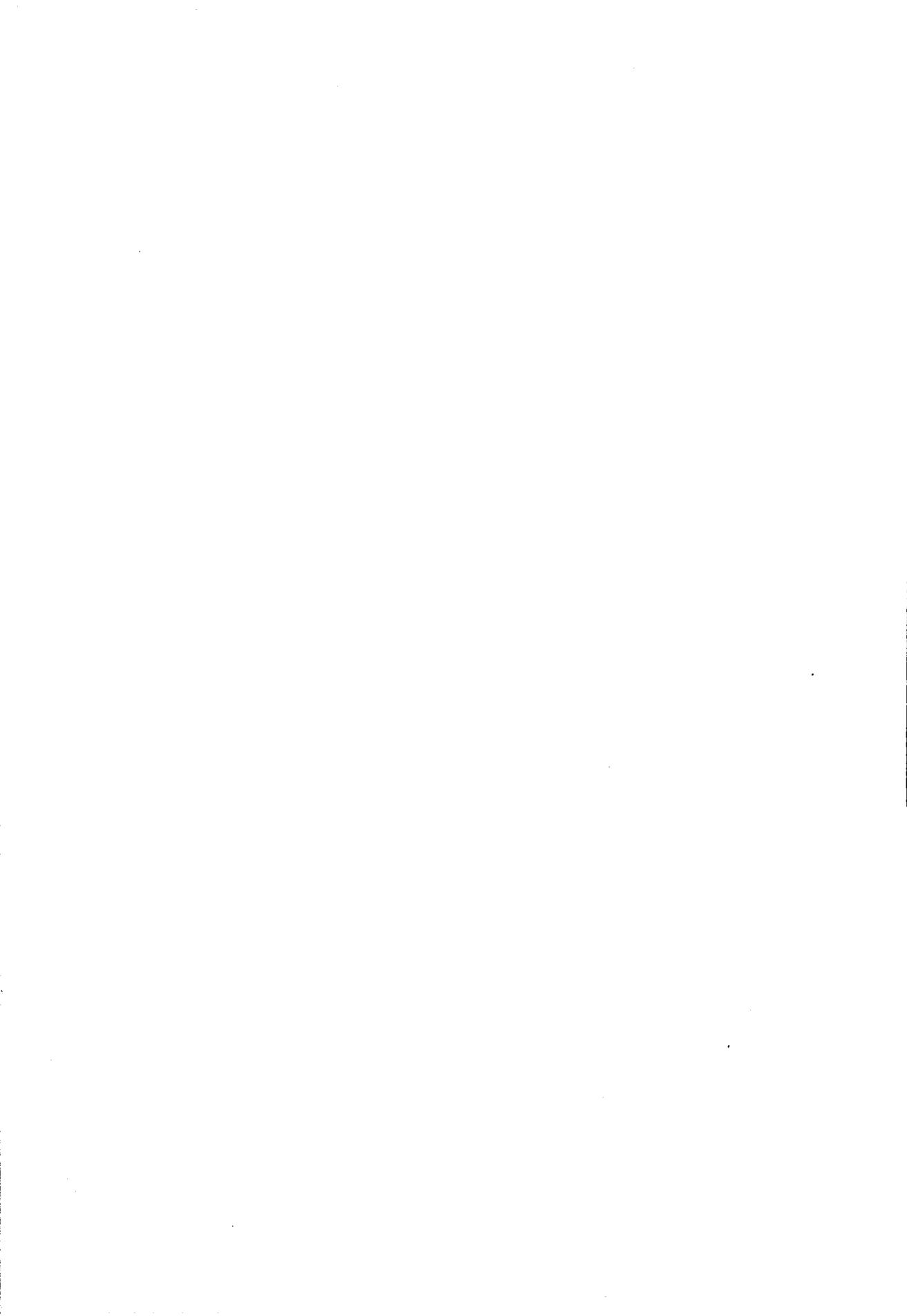
When the final schedule was formulated, two things were kept in mind:

- To capitalize on lessons of the past—incorporating a reasonable starting time, sufficient break time, etc.; and
- More ambitiously, to ensure to the greatest extent possible that each time segment offered something for the major groups represented at the Symposium, e.g., administrators and line personnel, advanced and basic audiences. Further, anticipating that some attendees would have a particular interest in one subject area, an effort was made to schedule a topic relevant to each major curriculum area (e.g., legislation and legal issues, evaluation, etc.) during each time segment.

Following through on suggestions made at earlier conferences, a special attempt was made to integrate people from outside the pretrial discipline into the faculty. Faculty and attendees were encouraged to explore the commonality and to better define the differences within the discipline. This integration was felt to be important to developing further the professionalism of the discipline.



ATTENDEE PROFILE



## ATTENDEE PROFILE

The attendees of the 1978 National Symposium on Pretrial Services were, in many ways, very similar to attendees of previous national pretrial conferences. There were some key differences, too, which may forecast trends of interest to planners of future symposia and to commentators on the discipline. Characteristics of the attendees will be briefly highlighted here and are reflected in more detail in the tables which follow.

A total of 251 persons attended the 1978 Symposium in San Diego. This number includes faculty members and those judges attending the Special National Workshop on Pretrial Release (April 2-4) who stayed especially to participate in segments of the Symposium.

This is a smaller number than the 369 that attended the 1977 conference in Arlington, Virginia. Some reasons for this difference are apparent: Few pretrial services programs are located in southern California, therefore the local draw was considerably less than in previous years. Further, San Diego is located in the far southwestern corner of the United States and transportation costs were high for many programs' budgets, particularly in this period of fiscal restraint. In fact, despite the fact that the Symposium was held in the West, the distribution of attendees by region was similar to previous years. The majority came from the East (45%), followed by the West (29%), and the Central region (23%). (3% were from the Virgin Islands and Canada.)

This year showed a close balance between those working in the release and diversion aspects of the discipline: 27% in release, 24% in diversion, and 8% in combined programs. The most dramatic difference in the 1978 Symposium attendees related to their professional affiliation. In 1974, 75% of the attendees were pretrial practitioners. In 1978, only 59% worked in release and diversion. The balance of the attendees were researchers, evaluators, judges and prosecutors, and from victim/witness, mediation/arbitration, and juvenile programs.

Tallies of the registration forms and of the evaluations indicate that a substantial portion of the attendees have attended one or more previous national conferences. This continues to be a trend which should be considered in planning future symposia.

• Total Attendance

1978	1977	1976	1975	1974	1973
San Diego 251	Arlington 369	New Orleans 376	Chicago 292	San Francisco 259	D.C.* 150

\*Attendee characteristics not available for 1973.

• Percent of Attendees by Region

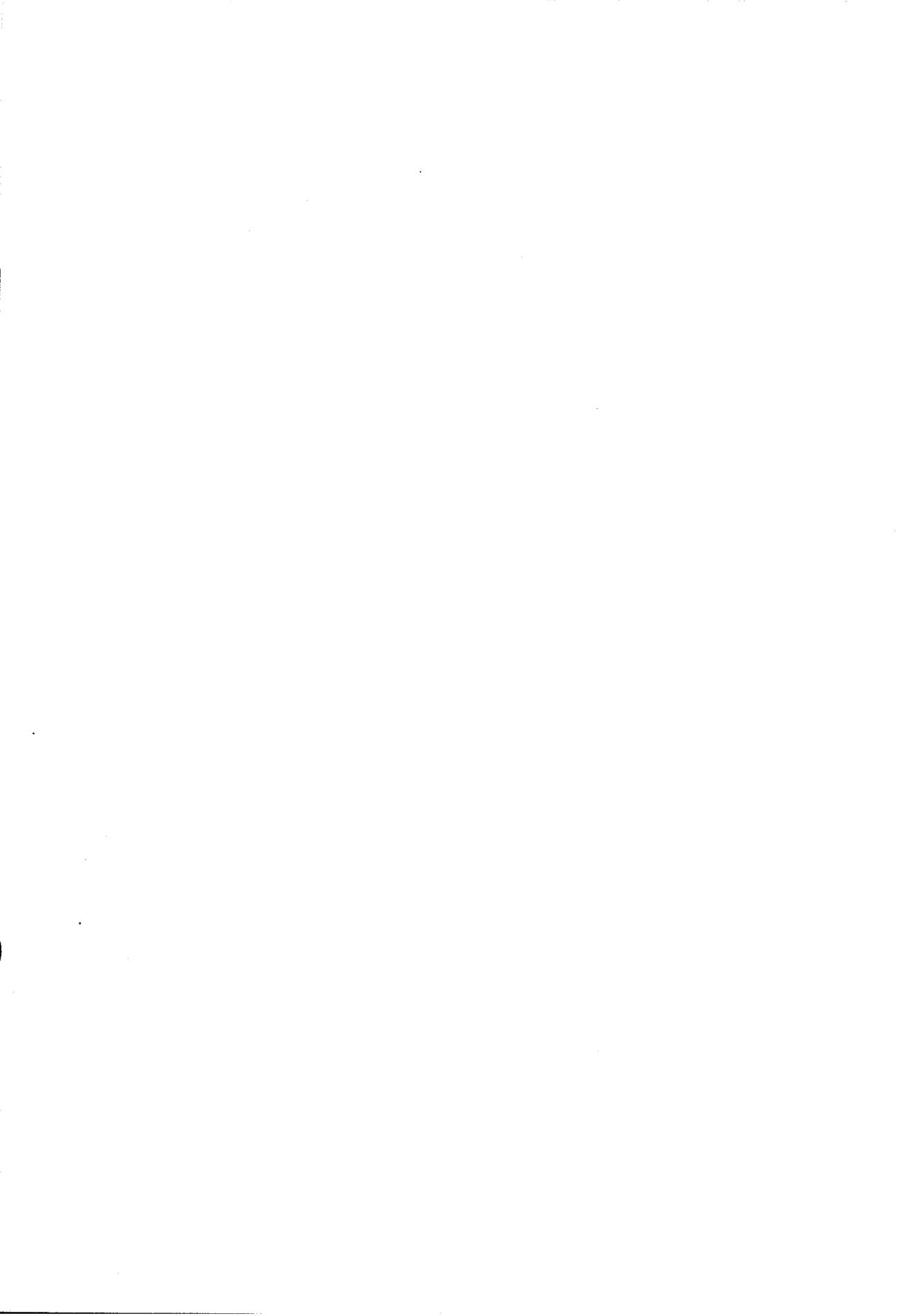
	<u>1978</u>	<u>1977</u>	
Eastern	45%	66%	
Central	23%	21%	
Western	29%	13%	Other years not available
Other	3%		

• Percent of Attendees by Program Affiliation

	<u>1978</u>	<u>1977</u>	<u>1976</u>	<u>1975</u>	<u>1974</u>
Release	27%	41%	29%	25%	37%
Diversion	24%	30%	24%	31%	38%
Combined Programs*	8%		17%	12%	
Others	41%	29%	30%	32%	25%

\*Not reflected in the data for 1977 and 1974.

SYMPOSIUM EVALUATION



## SYMPOSIUM EVALUATION

Attendee evaluations are important from several perspectives. Conference organizers have to rely on feedback in order to re-evaluate their decisions. It is based on that growing body of experience that future decisions on program, faculty, etc., are made. Further, attendee evaluations are important to funding sources considering making commitments to future training activities.

1978 Symposium attendees were asked to complete two kinds of evaluation forms:

- A general evaluation that was collected on the last day of the Symposium (or later mailed to the Resource Center); and
- Individual evaluations on each Workshop and Professional Development Seminar. These were collected at the end of each session.

Attendees were asked to assess the quality of Symposium organization and management. Also rated were the quality of information and the presentation of each program segment in general and for individual faculty members. A simplified rating system was used: +1 = positive rating, 0 = neutral or fair, -1 = negative, poor or worse, N/R indicates no response.

A higher percentage of attendees participated in the evaluation effort than in the past. A total of 52 general evaluations were received,\* representing about 20% of the attendees registered. This is in contrast to the less than 10% of attendees who responded at the 1977 conference. Additionally, 223 individual workshop and 63 Professional Development Seminar evaluations were submitted.

Many people took considerable time in writing comments which were, perhaps, the most helpful aspect of the evaluations. It should be noted, however, that the feedback is frequently puzzling for the conference organizer looking for definitive answers about what was good/bad, what worked and what did not. That is to say that the ratings and comments on specifics are frequently contradictory. For example, there are several cases where the comments on a particular panelist range from high praise to condemnation. Over a period of years it has become obvious that there is truth in the old adage that you can't please everyone. The evaluations, however, make it clear that persons come to the Symposium with a wide range of experience and of expectations. They frequently view what happens there very differently.

The evaluations were generally very positive. In each of the general assessment categories the largest number of responses were +1. However, it can be seen that there was more attendee dissatisfaction with the program structure and the social environment than with other aspects of the Symposium organization. In particular, the price of the luncheon was high. One attendee noted that never again would (s)he attend a conference in a hotel without a dance floor. Others suggested familiarity exercises and more social activities would help in meeting people. From the Resource Center perspective, there

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\* Only 45 of these were received in time to be included in the statistical summaries.

were certainly fewer logistical problems than before. The interface between NAPSA and Symposium activities was, on the whole, complementary.

Some problems arose with the requirements of video taping. Upon reflection, it was probably too ambitious to attempt to record so many sessions. The LEAA video tape team had to set up their equipment hours in advance and had to make quick changes moving cameras during the short breaks between sessions. Although local university students were used to help with the taping, the professional crew was probably overextended between the two, and sometimes three, things being simultaneously taped. Better orientation of faculty to the requirements of taping might also have eased some of the strain.

Management of the Symposium was complicated unexpectedly by the Special National Workshop on Pretrial Release held in conjunction with the NAPSA and Resource Center activities. The Resource Center was responsible only for the development of the program content for the Workshop. However, as the situation developed, it became necessary for the Symposium Consultant to become involved in coordination of some of the logistics and arrangements for the judges to avoid possible negative repercussions on the credibility of the field, NAPSA, or the Resource Center.

Unfortunately, time constraints on advance planning\* took their toll. Pre-registration material did not go out as early as desirable, and information on the program was not available to potential attendees sufficiently in advance of the Symposium. Faculty were somewhat at a disadvantage in preparing for the Symposium within a short time frame. It should also be noted that, although much attention was put into having a balanced faculty (considering race, sex, regional, and ideological representation), many of the persons invited were not able to attend.

GENERAL IMPRESSIONS				
	+1	0	-1	N/R
Program structure/schedule	19	17	7	2
/topics	27	10	4	4
Materials provided	26	13	5	1
Faculty selected	28	13	3	1
Social environment	20	16	6	13
Facility	32	5	6	2
Exchange	27	14	3	1

\*Formulation of the 1978 Symposium was held up for several weeks until authorization was received from LEAA to utilize Resource Center Phase I monies to support the event.

PLENARY SESSIONS

Differences in attendee opinions were most apparent in the evaluations of the plenary sessions. It had been anticipated that some attendees would not see the relevance of some of the subjects to their work or would feel that they already knew enough about the topic areas. This resistance was reflected to an extent in the evaluations, but much less so than expected.

The first plenary, Pretrial in Perspective, received the strongest feedback. The response to individuals on this panel was the most mixed. Plenaries II and III (Legislation and Danger) were the most highly rated. The last two plenaries (Mediation/Arbitration and Pretrial: An Update) were included in the program on the rationale that they were important areas with which practitioners should be familiar. They were, however, not well attended and received neutral or indifferent ratings (predominately 0). Unfortunately, poor attendance is usually a problem on the last day, particularly if only half a day is scheduled. Many attendees seem to be trying to get a head start on returning home.

GENERAL EVALUATION												
Name of Plenary	# Respondants that attended N=45	Quality of Information				Quality of Presentation				Comments		
		+1	0	-1	N/R	+1	0	-1	N/R			
Pretrial in Perspective	42	25	13	2	2	14	14	1	13	<i>Very thought provoking A good introduction Simplistic, lacked imagination A poor kickoff</i>		
Legislation	26	13	7	0	6	8	7	1	10	<i>Best plenary Except for Rogow, too vague Good learning experience Esoteric, mostly irrelevant</i>		
Pretrial and the Issue of Danger	36	21	10	1	5	12	12	0	12	<i>Excellent, good issues raised Poorly done, no real issues addressed Well thought out Issues were skirted</i>		
Mediation/ Arbitration: Its Interface with Pretrial Services	26	9	12	1	4	7	13	1	5	<i>Probably the best plenary So? More appropriate as a workshop Very informative</i>		
Pretrial: An Update	20	4	9	0	7	3	7	1	9	<i>Important ground covered We need to look ahead, not always backward Nothing new Should have been kickoff</i>		

## WORKSHOPS

Workshops were consistently well attended and highly rated. Eighteen workshops were held, four of those were held twice. With the exception of a couple of sessions being videotaped, most workshops started on time. Individual evaluation forms stated repeatedly that the strength of the workshops was the level of audience participation and interaction with the faculty. The lack of handouts and visual aids were the most frequently mentioned weaknesses.

WORKSHOP OVERVIEW				
	+1	0	-1	N/R
Relevance of topics selected	29	10	1	5
Qualifications of faculty	34	8	1	2
Quality of information	26	14	2	3
Quality of presentation	21	19	2	3

It is interesting and somewhat ironic that the division of topics into introductory (basic) and advanced sessions was largely ignored by attendees. Many persons with considerable experience and knowledge of the subject attended the basic "Fundamentals" workshops and Demystifying Evaluation.

Another calculated decision that met with mixed success was the combination of release and diversion personnel in some topic areas. This was done because some people work in projects that provide both services, because it was thought that the blend might increase attendees' knowledge of the other aspect of the discipline, and because it frankly was not known whether the heterogeneity would interfere with or enhance the coverage of the topic. Particularly in Demystifying Evaluation and Cost Analysis (a Professional Development Seminar), many felt the sessions would have been better if separate diversion and release sections were conducted.

Individual workshop evaluation forms requested attendees to indicate how much they knew about the workshop topic before attending the session: nothing, a little, the basics, a lot. Based on this information, Symposium planners are able to understand a little better the choices attendees make and to see whether the introductory/advanced distinction was observed.

POINT SYSTEMS V.  
SUBJECTIVE DETERMINATIONS

	+1	0	-1	N/R
RATINGS				
General quality	4	4	6	0
Organization	4	5	5	0
Content	4	3	6	1
Visual aids/handouts	1	2	7	4
Response to audience	4	5	3	2
Audience involvement	6	3	5	0
GENERAL RELEVANCE	5	4	5	0

MONDAY, APRIL 3, 1978 — 2:45-5:00

No. of evaluations — 14

Knowledge level of audience:  
Nothing 0 Basics 6  
Little 0 Lot 8

*A lecture, not a workshop.  
Presentation of origin of Vera  
Scale helpful. Too crowded.*

	+1	0	-1	N/R
RATINGS				
General quality	13	1	0	0
Organization	12	2	0	0
Content	12	2	0	0
Visual aids/handouts	0	3	5	6
Response to audience	10	3	0	1
Audience involvement	11	2	0	1
GENERAL RELEVANCE	11	2	0	1

TUESDAY, APRIL 4, 1978 — 2:45-5:00

No. of evaluations — 14

Knowledge level of audience:  
Nothing 1 Basics 2  
Little 0 Lot 11

*Needed an advanced session on the  
topic. Rural points not addressed.  
Good overview.*

SUBSIDIES: A BETTER  
SOURCE OF FUNDING (Advanced)

	+1	0	-1	N/R
RATINGS				
General quality	2	4	2	0
Organization	4	3	1	0
Content	2	5	2	0
Visual aids/handouts	4	2	1	1
Response to audience	4	3	1	0
Audience involvement	1	5	2	0
GENERAL RELEVANCE	1	2	5	0

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 8

Knowledge level of audience:  
Nothing 3 Basics 3  
Little 2 Lot 0

*The subject centered on one state; not  
conceptual enough. Panelists should  
limit discussions, allow more Q&A.*

## FUNDING ALTERNATIVES

	+1	0	-1	N/R
RATINGS				
General quality	12	0	0	0
Organization	11	1	0	0
Content	11	1	0	0
Visual aids/handouts	3	6	3	0
Response to audience	12	0	0	0
Audience involvement	11	1	0	0
GENERAL RELEVANCE	11	1	0	0

MONDAY, APRIL 3, 1978 — 2:45-5:00

No. of evaluations — 12

Knowledge level of audience:  
 Nothing 1 Basics 6  
 Little 4 Lot 1

*Excellent, well organized and practical*

	+1	0	-1	N/R
RATINGS				
General quality	5	0	0	0
Organization	5	0	0	0
Content	5	0	0	0
Visual aids/handouts	2	1	2	0
Response to audience	5	0	0	0
Audience involvement	5	0	0	0
GENERAL RELEVANCE	5	0	0	0

TUESDAY, APRIL 4, 1978 — 2:45-5:00

No. of evaluations — 5

Knowledge level of audience:  
 Nothing 0 Basics 4  
 Little 1 Lot 0

*Outstanding workshop. Needed handouts.  
 Should be a follow-up session on grant writing*

## FUNDAMENTALS OF VICTIM/WITNESS SERVICES (Introductory)

	+1	0	-1	N/R
RATINGS				
General quality	8	1	0	0
Organization	8	1	0	0
Content	8	0	0	1
Visual aids/handouts	4	5	0	0
Response to audience	8	1	0	0
Audience involvement	8	1	0	0
GENERAL RELEVANCE	6	3	0	0

MONDAY, APRIL 3, 1978 — 2:45-5:00

No. of evaluations — 9

Knowledge level of audience:  
 Nothing 1 Basics 2  
 Little 4 Lot 2

*Tait was prepared and knowledgeable.  
 One speaker didn't show.*

ETHICS FOR RESTITUTION AND  
COMMUNITY SERVICE PROGRAMS\*

	+1	0	-1	N/R
RATINGS				
General quality	17	9	0	0
Organization	16	9	0	1
Content	17	9	0	0
Visual aids/handouts	2	12	9	3
Response to audience	23	2	1	0
Audience involvement	23	3	0	0
GENERAL RELEVANCE	12	11	1	2

MONDAY, APRIL 3, 1978 — 2:45-5:00

No. of evaluations — 26

Knowledge level of audience:  
Nothing 2 Basics 4  
Little 7 Lot 13

*Organized and informative  
Good audience participation  
Lack of seats*

	+1	0	-1	N/R
RATINGS				
General quality	12	2	0	0
Organization	10	3	0	1
Content	11	3	0	0
Visual aids/handouts	5	8	0	1
Response to audience	11	2	1	0
Audience involvement	12	2	0	0
GENERAL RELEVANCE	9	4	0	1

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 14

Knowledge level of audience:  
Nothing 2 Basics 5  
Little 3 Lot 4

*Not enough time. Too much emphasis  
on "what we do" and not enough on  
"why we do it".*

\*NOTE: It was the decision of the Symposium organizers to limit the topic to Restitution after the title had been announced — regrets to any one who was inconvenienced.

FUNDAMENTALS OF RELEASE (Introductory)

	+1	0	-1	N/R
RATINGS				
General quality	12	3	0	0
Organization	12	3	0	0
Content	12	3	0	0
Visual aids/handouts	13	2	0	0
Response to audience	14	1	0	0
Audience involvement	15	0	0	0
GENERAL RELEVANCE	7	6	0	2

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 15

Knowledge level of audience:  
Nothing 1 Basics 4  
Little 3 Lot 8

*Relaxed approach, interaction excellent.  
Panelists well chosen  
Practical cases cited*

PRETRIAL AND THE SUBSTANCE ABUSER

	+1	0	-1	N/R
RATINGS				
General quality	7	5	0	0
Organization	10	2	0	0
Content	5	6	1	0
Visual aids/handouts	2	6	3	1
Response to audience	10	2	0	0
Audience involvement	8	4	0	0
GENERAL RELEVANCE	7	5	0	0

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 12

Knowledge level of audience:

Nothing 0 Basics 3  
Little 2 Lot 7

*Good organization  
Lack of specifics  
All were responsive to audience*

DEMYSTIFYING EVALUATION (Introductory)

	+1	0	-1	N/R
RATINGS				
General quality	15	2	0	0
Organization	12	5	0	0
Content	13	4	0	0
Visual aids/handouts	12	5	0	0
Response to audience	13	3	1	0
Audience involvement	17	0	0	0
GENERAL RELEVANCE	13	3	1	0

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 17

Knowledge level of audience:

Nothing 0 Basics 5  
Little 4 Lot 8

*Still mystified. Mixed audience required too much explanation. Lists and specific examples helpful. Good discussion.*

FUNDAMENTALS OF DIVERSION (Introductory)

	+1	0	-1	N/R
RATINGS				
General quality	10	2	2	0
Organization	7	5	2	0
Content	10	2	2	0
Visual aids/handouts	1	4	4	5
Response to audience	11	1	1	1
Audience involvement	12	0	1	1
GENERAL RELEVANCE	6	2	2	4

TUESDAY, APRIL 4, 1978 — 2:45-5:00

No. of evaluations — 14

Knowledge level of audience:

Nothing 0 Basics 2  
Little 3 Lot 8 N/R 1

*Total participation. Frankness appreciated. Content and organization weak, people strong.*

AFFECTING CHANGE IN DIVERSION:  
CASE LAW, LEGISLATION, COURT RULE (Advanced)

	+1	0	-1	N/R
RATINGS				
General quality	7	3	0	0
Organization	7	3	0	0
Content	8	2	0	0
Visual aids/handouts	1	5	2	2
Response to audience	8	2	0	0
Audience involvement	9	1	0	0
GENERAL RELEVANCE	6	3	0	1

TUESDAY, APRIL 4, 1978 — 2:45-5:00

No. of evaluations — 10

Knowledge level of audience:

Nothing 0 Basics 5  
Little 2 Lot 3

*An honor to have someone the stature of  
Judge Hughes  
Speaker was informed and responsive*

IMPLEMENTATION OF 10%  
CASH DEPOSIT SYSTEMS

	+1	0	-1	N/R
RATINGS				
General quality	4	3	1	1
Organization	4	3	1	1
Content	5	3	0	1
Visual aids/handouts	3	3	1	2
Response to audience	8	0	0	1
Audience involvement	8	0	0	1
GENERAL RELEVANCE	5	1	2	1

TUESDAY, APRIL 4, 1978 — 2:45-5:00

No. of evaluations — 9

Knowledge level of audience:

Nothing 0 Basics 2  
Little 2 Lot 3

*Good basic course in 10%  
Not enough on "implementation"  
Good discussion*

INTAKE CENTER CONCEPT

	+1	0	-1	N/R
RATINGS				
General quality	6	1	0	0
Organization	6	1	0	0
Content	6	1	0	0
Visual aids/handouts	0	3	4	0
Response to audience	7	0	0	0
Audience involvement	6	1	0	0
GENERAL RELEVANCE	3	2	1	1

WEDNESDAY, APRIL 5, 1978 — 10:45-12:00

No. of evaluations — 7

Knowledge level of audience:

Nothing 2 Basics 1  
Little 4 Lot 0

*Good information on getting money and  
starting a center. Too little explora-  
tion of theory and potential problems.*

LOBBYING, USING THE MEDIA AND  
DEVELOPING COMMUNITY SUPPORT (Advanced)

	+1	0	-1	N/R
RATINGS				
General quality	8	3	1	0
Organization	9	3	0	0
Content	8	3	1	0
Visual aids/handouts	4	4	3	1
Response to audience	9	3	0	0
Audience involvement	11	1	0	0
GENERAL RELEVANCE	4	4	1	3

WEDNESDAY, APRIL 5, 1978 — 10:45-12:00

No. of evaluations — 12

Knowledge level of audience:

Nothing 0 Basics 6  
Little 5 Lot 1

*Good 'brass tacks' techniques  
Too much time on a couple of problems*

AFFECTING CHANGE IN RELEASE:  
CASE LAW, LEGISLATION, COURT RULE (Advanced)

	+1	0	-1	N/R
RATINGS				
General quality	5	2	0	0
Organization	2	5	0	0
Content	3	4	0	0
Visual aids/handouts	0	2	2	3
Response to audience	7	0	0	0
Audience involvement	7	0	0	0
GENERAL RELEVANCE	4	1	1	1

WEDNESDAY, APRIL 5, 1978 — 10:45-12:00

No. of evaluations — 7

Knowledge level of audience:

Nothing 0 Basics 0  
Little 4 Lot 3

*Not enough time. Appreciated being  
able to talk to the judge.  
Faculty was good, alert and informed*

FUNDAMENTALS OF  
MEDIATION/ARBITRATION (Introductory)

	+1	0	-1	N/R
RATINGS				
General quality	7	1	0	0
Organization	4	4	0	0
Content	7	1	0	0
Visual aids/handouts	8	0	0	0
Response to audience	8	0	0	0
Audience involvement	8	0	0	0
GENERAL RELEVANCE	6	1	1	0

WEDNESDAY, APRIL 5, 1978 — 10:45-12:00

No. of evaluations — 8

Knowledge level of audience:

Nothing 2 Basics 2  
Little 3 Lot 1

*Good visual aids and involvement  
Exciting topic  
Informal and relaxed*

TITLE XXVIII: PRIVACY  
AND SECURITY ACT (Advanced)

	+1	0	-1	N/R
RATINGS				
General quality	2	1	0	0
Organization	2	1	0	0
Content	2	1	0	0
Visual aids/handouts	3	0	0	0
Response to audience	3	0	0	0
Audience involvement	2	1	0	0
GENERAL RELEVANCE	2	0	0	1

WEDNESDAY, APRIL 5, 1978 — 10:45-12:00\*

No. of evaluations — 3

Knowledge level of audience:  
Nothing 0 Basics 2  
Little 1 Lot 0

*Good session, relevant to everyone*

*\*This workshop was also held on Monday, April 3, 1978 — 2:45-5:00. Due to a staff error, evaluation forms were not distributed to attendees.*

FEDERAL LEGISLATION: S.1437, S.1819

	+1	0	-1	N/R
RATINGS				
General quality	5	1	0	0
Organization	4	1	1	0
Content	4	1	1	0
Visual aids/handouts	4	1	1	0
Response to audience	5	0	1	0
Audience involvement	5	0	1	0
GENERAL RELEVANCE	5	1	0	0

MONDAY, APRIL 3, 1978 —

No. of evaluations — 6

Knowledge level of audience:  
Nothing 0 Basics 3  
Little 2 Lot 1

*McPike well prepared and extremely knowledgeable  
Not enough people knew of workshop*

PROFESSIONAL DEVELOPMENT SEMINARS

These more formalized training seminars were well received by the 1978 Symposium attendees. Because pre-registration was required and the number of participants was limited, some did not get their first choice. Several persons assigned to their second choice were dissatisfied and did not attend, reducing the actual number of participants to fewer than targeted. Others expressed some frustration that seminars were scheduled in conflict with other parts of the program (a plenary and workshops). Although this was unavoidable, care had been taken to repeat popular workshops in time slots not in opposition with the seminar.

Most persons completing the evaluation forms indicated that the content of the seminars was relevant to their own work situations. A few commented that it would have been helpful if the faculty were more approachable and available for consultation. Evaluation forms requested participants to assess:

- Organization, presentation, etc., using the +1 0 -1 rating system;
- The proportion of information presented that was applicable to the rater's job (using percentages); and
- The overall quality of the Professional Development Seminar: high (H), very good (VG), satisfactory (S), and poor (P).

### STYLES OF SUPERVISION FOR LINE STAFF AND MANAGERS

	+1	0	-1	N/R
RATINGS				
Organization	8	0	0	0
Presentation	8	0	0	0
Visual aids/handouts	8	0	0	0
Response to audience	7	1	0	0
Audience involvement	7	1	0	0

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 8

Applicability to job:      100% 75% 50% 25%  
   6    2    0    0

Rating of session:                    H    VG    S    P  
   6    2    0    0

*Applicable to staff back home  
Well organized*

### NEEDS ASSESSMENT AND CASE PLANNING USING SERVICE CONTRACTS

	+1	0	-1	N/R
RATINGS				
Organization	4	2	0	0
Presentation	6	0	0	0
Visual aids/handouts	5	1	0	0
Response to audience	6	0	0	0
Audience involvement	5	1	0	0

WEDNESDAY, APRIL 5, 1978 — 9:00-12:00

No. of evaluations — 6

Applicability to job:      100% 75% 50% 25%  
   4    1    0    1

Rating of session:                    H    VG    S    P  
   5    0    1    0

*Trainer knowledgeable of release and diversion  
Very realistic approach to counseling*

CATEGORIZING THE DANGEROUS DEFENDANT AND DEVELOPING RELEASE RECOMMENDATION SCHEMES

	+1	0	-1	N/R
RATINGS				
Organization	8	3	0	0
Presentation	7	4	0	0
Visual aids/handouts	8	3	0	0
Response to audience	9	2	0	0
Audience involvement	7	4	0	0

WEDNESDAY, APRIL 5, 1978 — 9:00-12:00

No. of evaluations — 11

Applicability to job: 100% 75% 50% 25%  
3 5 3 0

Rating of session: H VG S P  
4 3 3 1

*Not enough time  
Session dealt with realistic problems, not just philosophical  
Trainers talked down to participants*

COST ANALYSIS

	+1	0	-1	N/R
RATINGS				
Organization	8	2	0	0
Presentation	7	3	0	0
Visual aids/handouts	7	3	0	0
Response to audience	7	3	0	0
Audience involvement	7	3	0	0

MONDAY, APRIL 3, 1978 — 2:45-5:30

No. of evaluations — 10

Applicability to job: 100% 75% 50% 25%  
1 3 2 4

Rating of session: H VG S P  
1 5 3 1

*Too broad a topic for limited time  
Some participants not qualified for advanced session  
Excellent organization and materials*

PRETRIAL ADMINISTRATORS AND THE CRIMINAL JUSTICE SYSTEM: MANAGEMENT CONCEPTS

	+1	0	-1	N/R
RATINGS				
Organization	16	0	0	0
Presentation	16	0	0	0
Visual aids/handouts	16	0	0	0
Response to audience	15	1	0	0
Audience involvement	11	5	0	0

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 16

Applicability to job: 100% 75% 50% 25%  
5 7 4 0

Rating of session: H VG S P  
6 9 1 0

*Related more to courts than pretrial services  
Trainer clear and provocative  
Excellent!*

PERSONNEL MANAGEMENT: UNDERSTANDING AND DEALING EFFECTIVELY WITH TODAY'S EMPLOYEES

	+1	0	-1	N/R
RATINGS				
Organization	12	0	0	0
Presentation	11	1	0	0
Visual aids/handouts	12	0	0	0
Response to audience	10	2	0	0
Audience involvement	10	2	0	0

TUESDAY, APRIL 4, 1978 — 10:45-12:45

No. of evaluations — 12

Applicability to job: 100% 75% 50% 25%  
 5 5 2 0

Rating of session: H VG S P  
 7 4 1 0

*Good presentations, good visuals, excellent exchange  
 Some subtle sexism existed*

SUMMARY

In addition to the practices previously mentioned which should be continued or changed, there are some lessons reinforced by the 1978 experience which will help shape future symposia.

Most basically, the move toward a more specific and more clearly defined audience should continue. The annual national conference can not be all things to all people but is best suited as a forum for pretrial administrators, other primary criminal justice system actors (judges, prosecutors, defense attorneys), and legislators. The Resource Center will assist in the development of complementary training efforts more appropriate for line and supervisory staff (e.g., local and regional seminars).

Work on the Symposium needs to start further in advance of the program than has ever been possible. This will result in a better structured program and more adequately oriented faculty. The faculty should probably be smaller and more closely coordinated.

Potential attendees need to be notified of the Symposium sufficiently in advance and with more information on the program to enable them to intelligently decide whether they want to attend and to make the necessary arrangements (budgetary, etc.).

The number of plenaries should be carefully limited. More emphasis should be put on workshops and Professional Development Seminars. Increased use of handouts and visual aids should be encouraged.

Through cooperation with NAPSA and the local pretrial community, more social activities should be planned.



**END**