



MID-ATLANTIC ASSOCIATION FOR COURT MANAGEMENT

www.maacm.org

29th Annual Conference

**A Beacon of Hope and Possibilities:
Shining a Light into the Past to Illuminate the
Future**

Harrah's Casino & Resort
Atlantic City, NJ 08401

OCTOBER 2 – OCTOBER 5, 2022

AGENDA

SUNDAY, OCTOBER 2, 2022

| | | |
|----------------|-------------------------------|--|
| 3:00 – 4:00 pm | Sea Isle Room | Pre-Conference Board Meeting |
| 4:00 – 8:00 pm | Avalon Registration Center | Conference Registration |
| 6:00 – 7:00 pm | Avalon 10 | First Time Attendees and ICM Fellows Mix and Mingle Sponsor: ICM/National Center for State Courts |
| 7:00 – 9:00 pm | Avalon 28 | Welcome Reception- Come Meet the Vendors |

MONDAY, OCTOBER 3, 2022

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|----------------|-------------------------------|--|
| 7:00 – noon | Avalon Registration Center | Conference Registration |
| 7:00 – 8:30 am | Avalon 28 | Breakfast |
| 8:00 – 4:00 pm | Avalon Registration Office | “The Doctor Is In” National Center for State Courts (NCSC) |
| 8:30 – 9:00 am | Avalon 28 | Welcome <i>Ellen Procida, MAACM President</i> |
| | | Opening Remarks Glenn A. Grant <i>Administrative Director of the New Jersey Courts</i> |

9:00 – 10:00 am Avalon 28 Keynote: Purposeful Identity: Critical Thinking
Presenter: Lee Rouson

In keeping with the mission of MAACM, this presentation will serve as an inspirational voice fueled with hope based on continuing to learn, grow, and feed the strengths, understanding the weaknesses, develop the passion and brand, and know what and why we believe what we believe of its members!

10:00 – 10:30 am Avalon 28 Break- Meet with the Vendors

10:30 – noon Concurrent Workshops

Avalon 1 FISH! Philosophy as a Beacon Shining Light to Possibilities
Presenter: Frank Carr

Fish! philosophy is used by many Fortune 500 companies and has been successfully used in court and other government agencies. In this workshop Frank will guide us through the 4 tenants and illustrate how they've been used in court settings, and will actually experience Play, Be There, Make Their Day, Choose Your Attitude and so much more. You can give court personnel Fish! or you can teach them to implement Fish! for a positive impact in their work.

Avalon 6 Kinetic Leadership in Unprecedented Times
Presenter: Raschelle Demshock

The courts are facing a new volatile era with accelerated timelines for adoption of digital tech platforms. Kinetic Leaders are key to successful transitions. These leaders transfer their energy and "infect" their followers with the same types of enthusiasm and work ethic they model. Kinetic Leaders possess benchmark leadership skills that even in times of turmoil, never lose sight of the mission, vision, and drive to thrive.

Avalon 8 High Performance Court Leadership
Presenter: Janet G. Cornell

This workshop presents information about how court leaders can achieve high performance. It will include discussions about what high performance consists of, and how leaders can tap into strategies for that performance. It will review concepts and increase awareness about high performance, link concepts to court leader roles, the High-Performance Court Framework (National Center for State Courts) and share proven high-performance traits. 60-minute breakout, Mon 10/3/22.

Avalon 10 Blueprint for Racial Justice
Presenters: Edwin Bell and Jennifer Elek

Launched by the National Center for State Courts in 2021 in response to action from the Conference of Chief Justices and the Conference of State Court Administrators, the Blueprint for Racial Justice is examining the systemic change needed to make equal justice under law an enduring reality for all. This interactive workshop will introduce the Racial Justice Organizational Assessment Toolkit for Courts, a project of the Blueprint initiative; engage participants in components of an organizational review process; and facilitate peer-to-peer discussion, reflection, planning, and information- and resource-sharing.

Avalon 12 Court Futures: What's in Store for the Next Ten Years
Presenters: Peter Kiefer & Phillip Knox

Phil and Peter apply a highly interactive participant format grounded by electronic voting using the "PollEverywhere" remote voting app. This format fully engages the audience in active discussion. The audience electronically votes on various scenarios of the future. After revealing the polling results, Phil and Peter engage the audience in a question-and-answer exchange. This allows attendees to fully examine the concepts and their implications of potential scenarios that could affect the courts within the next ten years. We will also look at what court leaders and court staff are thinking when faced with various future scenarios. Finally, we will talk about building solid and

collaborative relationships within the court family and within our justice community in order to both face and create the future the courts want to see.

Noon – 1:30 pm Avalon 28 Lunch with the Vendors

1:30 – 3:00 pm Concurrent Workshops

Avalon 1 The Brain Architecture Game
Presenters: Tanya Warner & Daiquiri Anderson

This 75–90-minute tabletop game experience is designed to engage policymakers, community and business leaders, health and education service providers, and government officials in understanding the science of early brain development. This hands-on activity is the perfect way to provide a tangible representation of the importance of healthy brain development during early childhood.

***Due to the nature of this workshop, attendance will be capped at 78 attendees.**

Avalon 6 Kinetic Courts: Moving into the Future
Presenter: Cyril W. Miller, Jr. PhD

Courts are changing; they are changing fast. How do we keep up? How must we adapt to societal changes and still fulfill our responsibilities to our communities? This workshop explores "the kinetic court," a court that is agile, responsive, and yet builds within it a community of committed professionals dedicated to high performance and public service, all the while promoting individual exploration and development.

Avalon 8 COVID19 and Caseflow Management-Catastrophe or Catalyst
Presenter: Janet G. Cornell

The coronavirus created many changes in court operations. Courts pivoted to accommodate change and continue operations. This session will review caseflow management best practices, illustrate COVID19 related changes, and suggest strategies for court leaders to learn from experience, leverage those changes, and redouble attention to proven caseflow management techniques. 60-minute breakout, Mon 10/3/22.

Avalon 10 Recruiting and Retaining Employees
Presenters: Crystal Young & Nancy Kline

Do you think you've been a victim of the great resignation? Do you have questions about how to attract and retain employees? In this session, we'll explore topics such as: Recruiting smarter and putting the right people in the right jobs at the right times; Hiring for potential, not necessarily experience; Generating more innovative, creative, and modern strategies for sourcing; Creating a data system, collecting the results, and acting on them; Identifying and addressing the factors that cause top performers to leave; and Developing strategies to increase employee engagement.

Avalon 12 Protecting the Rights of People with Developmental Disabilities
Presenters: Jessica S. Oppenheim, Esq.

People with Developmental Disabilities, such as intellectual disability and autism, and other disabilities that effect cognitive ability, become involved in the justice system as defendants, plaintiffs, witnesses, and victims. Though often difficult to identify, these developmental disabilities can impact on how individuals communicate and comprehend. They are entitled by law to equal access to all aspects of the justice system. Participants will learn to identify disabilities, understand the needs of people with disabilities and ways to accommodate, ensuring that rights are protected.

3:00 – 3:15 pm Avalon 28 Break – Meet with the Vendors

3:15 – 4:15 pm

Concurrent Workshops

Avalon 1

Trends in State Courts: Trending Topics, New Innovations
Presenter: Bill Raftery

Each year NCSC leads dozens of projects and programs regarding court management and operations. This presentation provides an overview of just some of these projects, their results, and how court managers can access this information. It will also focus on trends in the courts and provide an outline of some of the resources available to the courts.

Avalon 6

2021 Neufeld Award: Developing a Judicial Security Management Enterprise
Presenter: Robert Granzow

This presentation will provide attendees with information related to Pennsylvania's development of a Judicial District Security Management Enterprise. The program will further describe Pennsylvania's transition from a traditional security management model to a security risk management enterprise.

Topics include:

- How to facilitate improvement in the safety and security postures of judicial district courts
- Ways and means to identify essential program components for a security management enterprise
- Ways to incorporate new or enhance existing technologies
- Innovative strategies to provide a greater understanding of safety and security measures
- Leveraging synergies inherent amongst the various enterprise component programs

Avalon 8

Developing a Core Curriculum Program
Presenters: Kerri Lynn Walsh-Wood & Kelly Johnston

Do you want to establish a core curriculum program but have no idea how to begin the process? This session provides a "how to" guide on developing and implementing a successful program. Core curriculum is so important in every jurisdiction. Learn how to make it part of yours.

5:00 – 8:00 pm

Monday Night Social at the Ducktown Tavern
(Jitney shuttle service provided)

TUESDAY, OCTOBER 4, 2022

7:00 am – noon

**Avalon
Registration
Center**

Conference Registration

7:30 – 8:30 am

Avalon 28

Breakfast

8:00 – 4:00 pm

**Avalon Registration
Office**

"The Doctor Is In"
National Center for State Courts (NCSC)

8:30 – 8:45 am

Avalon 28

MAACM Business Meeting
Election of MAACM Officers 2022-2023
(All MAACM members encouraged to attend)

Prize Drawing - MUST BE PRESENT TO WIN!

9:00 – Noon **Avalon 28** **Plenary: Implicit Bias**
1 20-minute break
Halfway through **Presenter: David D'Amico**

Bias, Prejudice & Stereotypes, how do they affect us?
Prejudice and discrimination often are root causes of human conflict, which explains how strangers come to hate one another. Prejudice and discrimination affect everyone. In this inter- active workshop, we will examine the definitions of prejudice and discrimination, discuss examples of these concepts, and causes of these biases. Our perception is how we view, respond, and react to every experience. This workshop is designed to understand what stereotypes and biases are. We will discuss how to recognize our own biases and how to move beyond them to a more balanced ability to evaluate and understand people.

Noon – 1:30 pm **Avalon 28** **Awards Luncheon**
Presentation of Neufeld Award
State Basket Drawing
Meet the Vendors

1:30 – 3:00 pm **Concurrent Workshops**

Avalon 1 **The Future of the Workplace**
Presenter: Carmella Glover

This interactive session redefines diversity, equity, and inclusion and walks attendees through a brief history of workplace diversity initiatives, current day practices, and a pathway to accelerated advancement informed by data and expert study. The cases reviewed are applicable to the public, private, governmental, and NGO sectors. The session will end with an activity. Attendees will leave with role-specific action plan.

Avalon 6 **Problem Solving Courts: What Court Managers Need to Know**
Presenters: Anne SanGiovanni & Gray Barton

Problem-Solving Courts are effective interventions in addressing societal issues such as substance use, mental health, truant behavior and homelessness. Though effective, sometimes these programs can raise havoc on the inner workings of the courthouse structure. This session will address how a Court Manager, problem-solving court staff, and stakeholders can work together.

Avalon 8 **Becoming an Employer of Choice Despite Limited Budgets**
Presenter: Allison Gallo

As a government organization the courts are not always able to pay out employees what we would like. This can make recruiting efforts difficult, and it could result in employee attrition as out best employees migrate to other organizations that can pay a higher salary. Join us to discuss how you can still be an employer of choice by focusing on employee engagement and workplace pride.

Avalon 10 **Intergenerational Collaboration: In Diversity, We Trust!**
Presenter: Ellen Procida

The five generations that are currently represented in the workforce have their own world view and attitude toward work and life. Oftentimes, each generation's unique approach and/or generational stereotypes create friction among individuals and teams. This fun, interactive workshop will explore the how unique views of each generation may impact an individual's approach to work, discuss the harmful effects of generational stereotypes, and identify leadership strategies to leverage the collective strength in generational diversity.

Avalon 12 **How Leaders Can Promote and Sustain Respect in the Workplace**
Presenters: Julie Procopiow Todd, Esq.

Training addresses role of leadership in creating an environment that promotes and sustains respect in the Judiciary workplace. Focus is on acceptable workplace conduct and the types of behavior that contribute to a respectful workplace. Designed to equip managers and supervisors to respond to harassing conduct; create a respectful workplace; and empower bystanders on knowing how to intervene.

3:00 – 3:15 pm Avalon 28 Break

3:15 – 4:15 pm Concurrent Workshops

Avalon 1 Physical v. Digital Security
Presenter: Sajed Naseem

This workshop will discuss security of the virtual and physical environments, how they intersect, and what should attendees look for in this complex world. Additionally, we will discuss practical steps attendees can take in their environment and future trends in this area. This session will be interactive.

Avalon 6 Artificial Intelligence
Presenter: Robb Wilmot

Does GPS navigation count as Artificial Intelligence (AI)? How about Siri, Alexa, or Cortana; are they AI? Judicial educators, court staff and decision-makers must gain the knowledge associated with AI to keep the Courts ahead of a fast-moving game changer. On the surface, artificial intelligence is a simple recipe consisting of data, algorithms, and computing power. However, like all recipes, the ingredients are only part of the equation. Understanding how machines learn can provide knowledge about how machines discriminate. This workshop will give educators, court staff, and decision makers a foundation to identify critical issues, concerns, fears, and benefits of using or being exposed to AI in a court environment. Knowing the difference between Strong AI and Narrow AI is critical for the judiciary. Also, how do the Rules of Evidence and the Constitution affect the evaluation of AI?

3:15 – 4:15 pm Avalon 13 MAACM Communications Committee Meeting

3:15 – 4:15 pm Billiards Suite MAACM Past Presidents' Meeting

7:00 – 10:00 pm The Pool Endless Summer

WEDNESDAY, OCTOBER 5, 2022

7:00 – 9:00 am Avalon 28 Breakfast

9:00 – 9:30 am Avalon 28 Swearing-in of Officers

**9:30 – 10:30 am Avalon 28 Endnote: The Whole Language – The Power of Extravagant
Tenderness
Speaker: Father Gregory Boyle**

Father Gregory Boyle will share what he has learned in three decades working with marginalized populations at Homeboy Industries in Los Angeles, Calif.—that love is the answer, community is the context, and tenderness is the connective tissue. Tenderness reflects the foundational notion that there are no us and them, only us. Homeboy seeks to be what the world is invited to become. Kinship cannot happen without tenderness.

10:30 am – 10:45 am Avalon 28 Grand Prize Drawing - MUST BE PRESENT TO WIN!

Post-Conference MAACM Board Meeting
Avalon 1

Executive Board, Advisory Board, Committee Chairs