

# 42nd Annual InterCourt Conference



Session 1E: Probation 101:  
Your Keys to Success as a  
Juvenile Probation Officer

March 12, 2026  
Hilton Columbus at  
Easton Town Center  
Columbus, OH

## FACULTY BIOGRAPHIES

**ANTHONY GOFF, M.A., CCM**, has been with Lake County Juvenile Court since November of 2009. He was originally hired as an Intake Officer and currently serves as the Chief Probation Officer. Anthony also supervises the court's Intensive Community Rehabilitation Program as well as coordinates evening risk assessment program. He obtained his Master's degree from Edinboro University in Clinical Psychology 1996. In 2016, Anthony was certified by the National Center for State Courts as a Certified Court Manager. He is currently an active member of the Ohio Chief Probation Officers association and sits on the Ohio Intercourt Conference Committee. Prior to serving the court, Anthony worked as a clinician helping children, teenagers and families across various levels of treatment interventions.

**RACHEL YOUNG** is the Chief Probation Officer for Clinton County Juvenile Court where she has served in multiple roles for 26 years. She currently oversees a number of department and programs including probation, mediation, Community Service, and all programs at their Resource Center. In 2010 she won the George W. Farmer Line Officer of the Year award from the Ohio Chief Probation Officer's Association. She graduated from Miami University in 1999 with a degree in sociology and minors in criminal justice and Spanish. She has a passion for continuing education and training the next generation of officers and staff.

# **Probation 101: Your Keys to Success as a Juvenile Probation Officer**

**Anthony Goff**

*Director of Administration  
Lake County Juvenile Court*

**Rachel Young**

*Chief Probation Officer  
Clinton County Juvenile Court*



# **PROBATION 101: YOUR KEYS TO SUCCESS AS A JUVENILE PROBATION OFFICER**

ANTHONY GOFF, COURT ADMINISTRATOR, LAKE COUNTY JUVENILE COURT  
RACHEL YOUNG, CHIEF PROBATION OFFICER, CLINTON COUNTY JUVENILE COURT



## **DISCUSSION -**

**Q: WHAT IS THE PURPOSE OF  
PROBATION AND YOUR ROLE AS A  
PO?**

## **DISCUSSION -**

**Q: WHAT ARE THE EXPECTATIONS OF PROBATION FROM THE JUDGE?**

**Q: WHAT ARE THE EXPECTATIONS OF PROBATION FROM THE COMMUNITY?**

**Q: WHAT ARE THE EXPECTATIONS OF PROBATION FROM THE FAMILIES WE WORK WITH?**

## **DISCUSSION -**

**Q: COMPLIANCE VERSUS CHANGE, IS THERE A DIFFERENCE?**

**Q: IF SO, WHAT IS IT?**

**Q: WHICH IS MORE IMPORTANT?**

## **A DAY IN THE LIFE...**

**NAME SOME OF THE COMMON ISSUES  
OUR YOUTH EXPERIENCE EVERYDAY**

## **DISCUSSION -**

**Q: GIVEN YOUR ROLE, THE EXPECTATIONS OF THIS JOB, THE FACT WE ARE WORKING TOWARD \_\_\_\_\_, AND GIVEN ALL THE ISSUES OUR YOUTH ARE EXPERIENCING, WHAT KNOWLEDGE, SKILLS AND ABILITIES (ATTRIBUTES) ARE NEEDED TO BE SUCCESSFUL AS A MODERN JUVENILE PROBATION OFFICER?**

**COMMON GROUND-**

**“RISK REDUCTION”**



## **R-N-R**

- **RISK – WHO** MEDIUM TO HIGHER RISK OFFENDERS WILL BENEFIT MOST FROM TREATMENT
- **NEED – WHAT** TARGETED BEHAVIORS SHOULD BE BASED ON DYNAMIC CRIMINOGENIC FACTORS.
- **RESPONSIVITY – HOW** INTERVENTIONS AND STAFF SHOULD BE MATCHED TO OFFENDER CHARACTERISTICS AND LEARNING STYLES.

## **RISK FACTORS – (NEEDS)**

- **ATTITUDES**
- **PEER ASSOCIATIONS**
- **PERSONALITY**
- **CRIMINAL HISTORY**
- **EDUCATION/EMPLOYMENT**
- **FAMILY**
- **SUBSTANCE ABUSE**
- **LEISURE/RECREATION**

## **OUR GOAL IS:**

- **TO GIVE THE RIGHT PEOPLE,**
- **THE RIGHT INTERVENTION,**
- **IN THE RIGHT AMOUNT**
- **IN THE RIGHT WAY FOR THEM.**
- **AND FOR THEM TO HAVE AS LITTLE CONTACT WITH THE SYSTEM AS POSSIBLE.**

## **FAMILY ENGAGEMENT**

**“THE TITANIC WAS BUILT BY  
PROFESSIONALS AND  
THE ARK WAS BUILT BY AMATEURS”**



## **STRENGTHS AND NATURAL SUPPORTS**

**IDENTIFY AND BUILD ON STRENGTHS  
TO ADDRESS RISK FACTORS**

**SUPPORT TEAMS – SCHOOL, COACH,  
CHURCHES, BOSS, FAMILY, ...**



## **IDENTIFYING AND REWARDING PROGRESS**

### **STAGES OF CHANGE –**

- 1. PRE-CONTEMPLATION**
- 2. CONTEMPLATION**
- 3. PREPARATION**
- 4. ACTION**
- 5. MAINTENANCE**



## **SKILL BUILDING**

- **TEACH, PRACTICE, REVIEW AND MODEL**
- **A GOOD RELATIONSHIP WITH THE CLIENT IS CRITICAL FOR SUCCESS.**
- **BE CONSISTENT AND BE PRO-SOCIAL**

## **DETENTION -**

**WHO IS DETENTION FOR?**

**WHEN SHOULD YOU USE DETENTION?**



## **SAFETY -**

**PROBATION WORK IS DANGEROUS. NEARLY HALF OF YOU WILL...**

**YOU HAVE AN IMPORTANT JOB BUT...**

**COMPLACENCY...**

**WHAT IS YOUR COMMITMENT TO YOUR SAFETY? YOUR SURVIVAL?**

**HOW ARE MOST OFFICERS HURT? KILLED?**

**SELF CARE / PROFESSIONAL RESILIENCE**

## **Q & A:**

**WHAT QUESTIONS DO YOU HAVE ABOUT PROBATION,  
OR ABOUT WHAT WE HAVE COVERED TODAY?**

## **INVEST IN YOURSELF**

- **INTERCOURT CONFERENCE**
- **SUPREME COURT OF OHIO JUDICIAL COLLEGE COURSES**
- **OHIO CHIEF PROBATION OFFICER'S ASSOCIATION – LINE OFFICER'S CONFERENCE**
- **AMERICAN PROBATION AND PAROLE ASSOCIATION (APPA) - NATIONAL CONFERENCES**
- **NIC ONLINE RESOURCES**
- **LOCAL TRAINING –**

## **IN CLOSING -**

**BE BRAVE ENOUGH TO ASK WHY ARE WE DOING IT THIS WAY? AND IS THE STILL THE BEST WAY TO DO IT?**

**REMEMBER - RELATIONSHIPS CHANGE PEOPLE, NOT PUNISHMENTS**

**PROBATION IS A GREAT JOB – IT CAN BE CHALLENGING, WITH LITTLE THANKS, BUT STILL A GREAT JOB.**

## **CONTACT INFORMATION:**

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## Common Ground

One thing parents and POs can agree on is \_\_\_\_\_.

## R-N-R

Risk = \_\_\_\_\_ Need = \_\_\_\_\_ Responsivity = \_\_\_\_\_

Over supervising youth can \_\_\_\_\_ their risk to reoffend.

## RISK FACTORS

Anti-Social \_\_\_\_\_ manifest themselves through all the other risk factors so they should be a key target.

Static Risk factors are important but cannot be \_\_\_\_\_, therefore we should spend our time focuses on the \_\_\_\_\_ risk factors.

\_\_\_\_\_ for appointments is key to getting the most of your time with youth and meeting the expectations of the judge, community and family.

## Our goal is

To give \_\_\_\_\_

The right \_\_\_\_\_

In the right \_\_\_\_\_

In the right way for \_\_\_\_\_

And for the youth to have as little contact with \_\_\_\_\_ as possible.



## FAMILY ENGAGEMENT

Parents are the \_\_\_\_\_ on their kids.

Case plans should be developed \_\_\_\_\_ them and not \_\_\_\_\_ them.

Another example of parental engagement could be \_\_\_\_\_.

## STRENGTHS AND NATURAL SUPPORTS

It is important to identify \_\_\_\_\_ the youth and family have and to build on them to facilitate the hard work of \_\_\_\_\_.

Creating a network of \_\_\_\_\_ for the youth that they can depend on after they are released from probation and make it less likely they will \_\_\_\_\_.

## IDENTIFYING AND REWARDING PROGRESS

1. Pre-contemplation -

2. Contemplation -

3. Preparation -

4. Action -

5. Maintenance -

Verbal praise costs \_\_\_\_\_ and not recognizing progress may cost \_\_\_\_\_.

Use of incentives versus sanctions should be at least \_\_\_\_\_ : \_\_\_\_\_ ratio.



## SKILL BUILDING

It is critical we help youth and parents \_\_\_\_\_ to handle the problems in their lives. If we don't, the most likely will \_\_\_\_\_.

We are always \_\_\_\_\_ for our youth and parents.

Your \_\_\_\_\_ as a model is increased or diminished based on the quality of your \_\_\_\_\_ with the client and their family.

Make sure you are \_\_\_\_\_ and your words match your actions.

You may be the only person in their life modeling \_\_\_\_\_.

## DETENTION

Should be used only with \_\_\_\_\_ youth and then only as a last resort. Research has shown the effect to be \_\_\_\_\_.

Try not to use detention for \_\_\_\_\_ violations.

## SAFETY

Over 40% of all Ohio officers will experience \_\_\_\_\_

Your most important goal is to \_\_\_\_\_ each night

\_\_\_\_\_ is crucial because we know that more officers die by \_\_\_\_\_ than by \_\_\_\_\_.



## QUESTIONS???

## INVEST IN YOURSELF

Other Places I can access professional development are:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

I am the \_\_\_\_\_ of \_\_\_\_\_ in Ohio.

## IN CLOSING

BE BRAVE ENOUGH TO ASK \_\_\_\_\_  
\_\_\_\_\_.

REMEMBER \_\_\_\_\_ CHANGE PEOPLE NOT \_\_\_\_\_.

LOOK FOR AND \_\_\_\_\_ EVEN SMALL \_\_\_\_\_.

SELF \_\_\_\_\_ IS CRITICAL OR MY LONG TERM \_\_\_\_\_ AND EFFECTIVENESS.

You are in the business of saving lives.

Thank you for all you do for youth and families, and welcome to the field!



