

November 2025

# Newsletter

## From Reactive to Predictive: *How Vector by averAI is Transforming Drug Testing and Supervision*

On November 13, 2025, NAPE hosted a webinar introducing Averhealth's predictive analytics tool, Vector.

[The presentation slides are now available and are linked at the end of the newsletter.](#)

Inside the slides you'll see how Vector, powered by 500,000+ data points, predicts drug test outcomes, supports earlier intervention, and strengthens decision-making directly with Aversys Mobile.

## Measuring What Matters: Defining Success in Probation

Join the Center for Effective Public Policy (CEPP) for a free webinar, Measuring What Matters: Defining Success in Probation, to explore how agencies can design and implement performance measures that reflect meaningful progress for clients, staff, and organizations.

Date: Wed, 12/03/2025  
Time: 2:00–3:30 PM ET

Presenters:  
Troy Hatfield,  
CEPP Senior Manager

Melissa Stephenson  
Director Grant County Court Services in Indiana

[Please see the registration link at the end of the newsletter.](#)

During this interactive session, you'll examine:

- Limitations of traditional recidivism-focused measures.
- Alternative indicators that capture supervision quality, client progress, and staff effectiveness.
- Practical steps to develop and test new performance measures in your agency.
- Ways to use performance data to promote learning, improvement, and accountability.

All participants will receive CEPP's newly released [Probation Performance Measures Resource Guide \(linked at the end of the newsletter\)](#), which offers step-by-step guidance and sample measures to help you put these ideas into practice.

Don't miss this opportunity to explore how your agency can measure what truly matters—and tell a more complete story of supervision success.

## Pathways to Pretrial Advancement

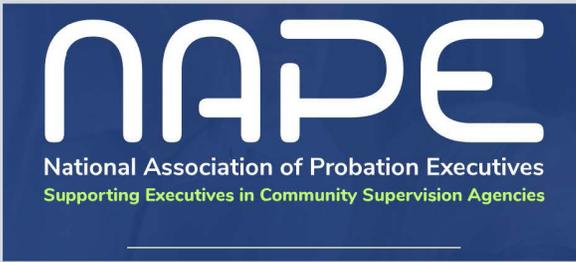


Municipal, county, and tribal jurisdictions are invited to apply for an innovative 12-month strategic planning process to evaluate their current system and create an actionable plan to improve pretrial outcomes and enhance community safety and well-being.

[Learn more by clicking the link at the end of the newsletter!](#)

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## An Executive Guide to Strategic AI Implementation in Community Supervision

### Jack Martin, Former Probation and Parole Chief, Current Client Executive, Tyler Technologies



Raise your hand if you're feeling inundated with artificial intelligence (AI). Everywhere we turn, AI is sneaking up on us. It has seemingly turned how we work upside down, providing new layers of efficiency, accuracy, and intelligence gains that were previously unimaginable.

If you are feeling uncertain or hesitant about AI, I'm here to tell you that's okay. Standing still, however, is not an option.

Because the reality is this: workloads are rising, resources are not. We're asking officers to take on multiple roles — social workers, data entry clerks, analysts, and enforcers — all at once.

But with the emergence of AI, it can be a powerful tool for officers on the ground, automating routine tasks such as reporting, providing data-driven insights for cases that require attention, or using Natural Language Processing (NLP) to summarize notes and highlight actionable takeaways.

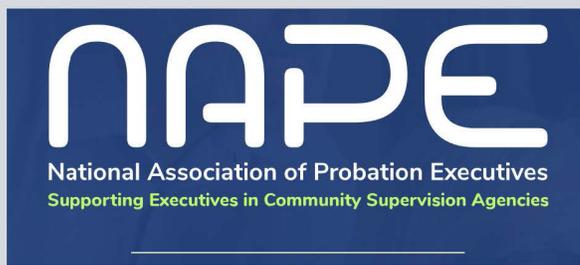
Bottom line: AI is a digital partner, surfacing what matters most and enabling officers to prioritize and work faster.

Whether you're already heavily engaged in AI discussions or just beginning to explore its possibilities, this is your strategic roadmap to a successful transformation, from implementation to adoption and beyond.

### 1. Conduct Comprehensive Needs Assessments

This is the most essential piece of any project: Your solution must serve a clear purpose. Before implementing any new technology, agencies must thoroughly assess their current capabilities, identify pain points, and clarify long-term objectives. I have seen too many departments rush into adopting new systems without fully understanding their specific needs or the root issues that need to be addressed. Without this understanding, agencies risk missing the mark and hindering their success.

Example: A small rural probation department I advised was considering a sophisticated AI system used by larger urban agencies. After a careful needs assessment, we concluded that a simpler, more user-friendly system with basic predictive capabilities would be more appropriate for their scale and resources.



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## 2. Engage With Stakeholders

Maintain open communication with all stakeholders, including staff, partners, and the public. This approach builds trust and addresses concerns about new technologies.

Example: To increase adoption rates and effectiveness, involve line officers early in the vendor selection process and customization of new systems. Ensuring their direct technology requirements are met serves the ultimate goal: making their job easier as they work to rehabilitate clients, reduce recidivism, and promote public safety.

## 3. Foster Interdisciplinary Collaboration

Encourage collaboration between supervision professionals, data scientists, ethicists, and legal experts. This ensures a holistic approach to system development and implementation.

Example: One successful AI implementation brought together a team that included probation officers, computer scientists from a local university, a civil rights attorney, and a criminologist. In observing this diverse group, they were able to anticipate and address a wide range of potential issues.

## 4. Develop Clear Ethical Guidelines

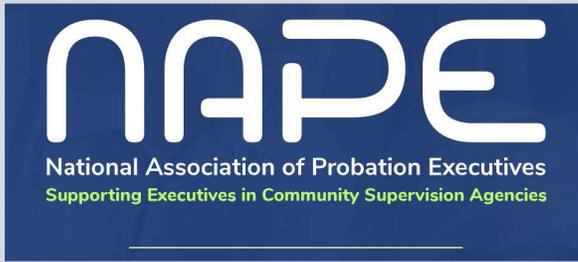
Establish robust ethical guidelines for the use of AI and data analytics in community supervision to ensure responsible and effective implementation. These guidelines should address issues of fairness, transparency, and privacy. Numerous research studies serve as a starting point for developing these guidelines. I'm happy to connect you with the literature resources I have found informative in my experience as both a chief and consultant.

## 5. Prioritize Data Quality and Integration

High-quality, well-integrated data is crucial during any justice project. Invest in data cleaning, standardization, and integration efforts to enhance data quality and accuracy. Even the most advanced tools are only as good as the data on which they are based.

## 6. Uphold Privacy and Security Standards

As we collect and analyze more data, robust privacy protections and cybersecurity measures become increasingly important. Ensure compliance with relevant regulations and invest in a secure infrastructure.



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## 7. Invest in Staff Training and Change Management

The success of any new system depends on effective staff training and change management. Develop comprehensive training programs that cover not only the technical aspects but also address the “why” or rationale behind new technologies

Example: In one agency where I oversaw the implementation of a new risk assessment tool, we found that officers who understood the research behind the tool were much more likely to use it effectively and consistently.

## 8. Implement Pilot Programs

Before full-scale implementation, conduct pilot programs to test new technologies and approaches. This allows for adjustments based on real-world feedback and helps build trust with staff, ultimately earning their buy-in.

## 9. Evaluate and Update Systems Regularly

Implement processes for ongoing evaluation and updates of both traditional and AI-driven systems. This is essential for maintaining system effectiveness and ensuring technology aligns with evolving agency objectives and best practices.

## 10. Plan for Scalability and Interoperability

Design systems with scalability in mind, allowing for future expansion and integration with other criminal justice and social service systems. This foresight can save significant resources in the long run.

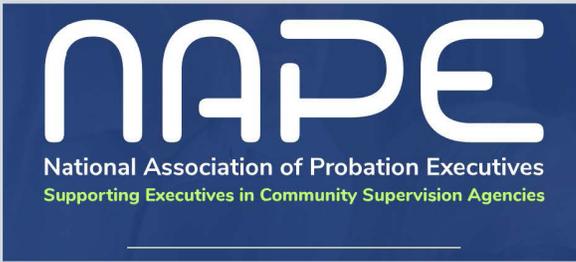
## 11. Consider Cost-Effectiveness

While AI and advanced analytics can offer significant benefits, they also come with substantial costs. Carefully evaluate the return on investment, considering both immediate expenses and long-term savings from improved outcomes.

Example: In one jurisdiction, we found that a moderately priced risk assessment tool, when combined with targeted officer training, produced better results than a more expensive AI system.

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## 12. By All Means, Maintain Human Oversight

While embracing technological advancements, it is crucial to maintain meaningful human oversight in decision-making processes. As professionals working in supervision, no one understands better than we do how gut instinct and human perception are at the core of what we do. Stand firm in the value your officers bring to clients and use that principle as a guide for determining where AI is applicable and where it is not. AI should be viewed as a tool to enhance, not replace, professional judgment.

## Final Thoughts

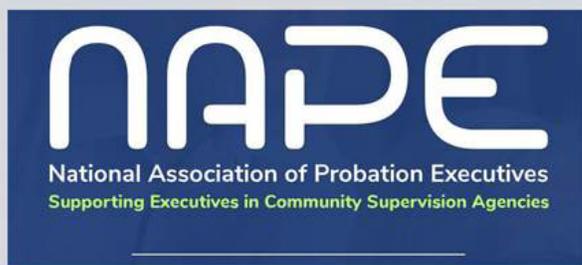
By following these recommendations and staying abreast of emerging trends, leaders can effectively navigate the transition from traditional supervision to advanced AI-driven approaches. The key is to move through this evolution thoughtfully, always keeping our core mission of public safety and rehabilitation in mind.

Technology is a powerful tool, but it is the dedicated professionals in our field who truly make the difference. Our goal should be to leverage technological advancements, including AI, to enhance decision-making, allocate resources effectively, and ultimately improve outcomes for the individuals and communities we serve.

## About Jack:

Jack Martin, former director of the Clark County Department of Juvenile Justice Services, has served more than 30 years in law enforcement, ranging in adult, juvenile, and parole services.

Martin began his career rebuilding troubled correctional systems experiencing civil rights violations. Over time, he succeeded in speaking nationally about operational issues surrounding cultural change initiatives and designing and teaching classes for all working in the justice system.



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We invite members to share information about NAPE with other community supervision executives to help expand our Network and strengthen our opportunities, data, and expertise. Affordable individual, retired, organizational, and corporate NAPE membership options are available and can be purchased or renewed at [napehome.org](http://napehome.org).

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NAPE is dedicated to enhancing the professionalism and effectiveness in the community corrections field by creating a national network for executives bringing about positive change in the field, and making available a pool of experts in the community corrections management, program development, training, and research. Learn more at [napehome.org](http://napehome.org).

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## November 2025 Newsletter Links

### **From Reactive to Predictive: How Vector by averAI is Transforming Drug Testing and Supervision**

<https://newsletter.averhealth.com/hubfs/NOV%202025%20-%20Averhealth%20+%20NAPE%20From%20Reactive%20to%20Preactive%20Webinar.pdf>

### **Pathways to Pretrial Advancement - Advancing Pretrial Policy & Research (APPR)**

<https://www.advancingpretrial.org/our-work/pathways-to-pretrial-advancement/>

### **Register for CEPP's Measuring What Matters: Defining Success in Probation free webinar**

[https://cepp.zoom.us/webinar/register/WN\\_9HwePBRfRAGo9yTqwk9aYQ#/registration](https://cepp.zoom.us/webinar/register/WN_9HwePBRfRAGo9yTqwk9aYQ#/registration)

### **Access CEPP's Probation Performance Measures Resource Guide**

<https://cepp.com/wp-content/uploads/2025/10/CEPP-Probation-Performance-Measures-October-2025.pdf>