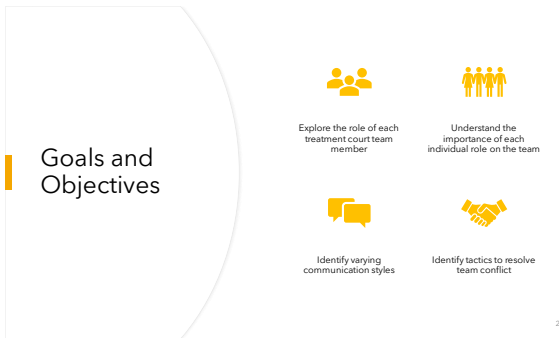




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All Rise, 2024

Judge/Judicial Officer

- Leader of the team
- Ensuring due process rights are protected
- Relies on team members for service adjustments
- Upholds procedural fairness

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All Rise, 2024

Program Coordinator

- Updates to program materials including policies, handbooks and MOUs
- Oversees fiscal obligations
- Schedules and maintains notes on advisory/steering committees
- Outreach to partner agencies
- Orientation of new team members
- Data tracking
- Timely evaluations completed
- Incentive and sanctions development
- Represents the team to media and outside partners

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Defense Counsel

- Obtaining informed consent for program participation
- Encourages success
- Safeguards due process
- Protects confidentiality
- Advances equal protection
- Protects use immunity

All Rise, 2024



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All Rise, 2024

Prosecutor

- Confirmation of eligibility
- Ensuring confirmed consent
- Safeguarding due process
- Advancing equal protection
- Advocating public interests
- Encouraging success

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All Rise, 2024

Treatment

- Clinical case management
- Therapeutic Alliance
- Appraise direct care providers
- Assess psychosocial stability, clinical stability and early remission
- Avoid ineffective and harmful sanctions
- Ensure culturally appropriate treatment

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Community Supervision

- Supervision case planning
- Working alliance
- Encourage success
- Office visits
- Assess participant's recovery environment
- Drug and alcohol testing
- Monitor community service, curfews, home detention, and travel restrictions
- CBT Interventions

All Rise, 2024

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Law Enforcement

- Eyes and ears of the team
- Community supervision assistance
- Referral source
- Office visits
- Information assistance
- Graduation participation

All Rise, 2024



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Evaluator

- Publish reports for stakeholders
- Run reports on data collected
- Involved in meetings to present findings of program outcomes

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Note on Peer Recovery Support Specialists

- Ethical standards make their allegiance to the client and for this reason, they should not be considered a core team member however they provide valuable assistance to participants

All Rise, 2024



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Communication

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Why is team communication important in treatment courts?



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Theory in Communication

Carl Jung's work indicated there are eight personality types:

- Extraverted Thinking
Principled, idealistic, objective, rational.
- Introverted Thinking
Influenced by ideas, independent, often fearful of intimacy.
- Extraverted Feeling
Adaptive, relating well to the external.
- Introverted Feeling
Sympathetic, pleases others, may be dependent, reserved.
- Extraverted Sensation
Realistic, concrete, pleasant and friendly.
- Introverted Sensation
Calm and passive, restrained, controlled and controlling.
- Extraverted Intuition
Enterprising, outgoing, can be irresponsible.
- Introverted Intuition
Mystical, dreamer and artist. Can be obsessive.

Ross, 2024

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Communication and Leadership Styles



Orange



Gold



Green



Blue

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Orange: Enthusiastic, Dynamic, Persuasive

Communication Do's

- Ask questions
- Positive reassurance
- Transparency is key
- Dynamic
- Needs to be engaged and involved

Communication Do Not's

- Does not need details
- Explain misunderstandings
- Be pessimistic
- Give curt responses

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Gold: Competitive, Determined, Purposeful

Communication Do's

- Goal focused
- Follow an Agenda
- Action Oriented
- Concise but contextual
- Business focused
- Focus on the bottom line

Communication Do Nots

- Don't talk over people
- Come to a conversation unfocused
- Schedule something last minute
- Take things personally
- Move too slowly

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Green: Cautious, Fact-based, Precise

Communication Do's

- Give time to prepare
- Be clear in communication
- Functions with agenda and meeting summary
- Asks a lot of questions
- Have supporting information for decisions
- Processes detail in writing
- Needs time to process information

Communication Don'ts

- Jump to conclusions
- Waste time
- Make emotional decisions
- Does not like being put on the spot

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Blue: Caring, Encouraging, Relaxed

Communication Do's

- Why decisions are made
- Advance notice
- Allow for feedback and discussion
- Use appropriate tone and listening skills
- Be caring, genuine and attentive
- Informed regarding team

Communication Don'ts

- Don't micromanage
- Be aggressive
- Make rushed decisions
- Disingenuous behavior
- No surprises

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How does the way we process and provide communication play a role in staffing?



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Team Communication Take-A-Ways

Key Take-A-Ways:

- Understanding each person's role and what their role is not is important in staying in your lane
- Communication is not limited to speaking in person
- How we process communication varies from person to person

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"Disagreements are an inevitable, normal, and healthy part of relating to other people. There is no such thing as a conflict-free work environment. And you shouldn't want to work in one."

-Harvard Business Review

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Conflict Creates Stronger Teams



Better Work Outcomes



Opportunities to Learn and Grow



Improved Relationships



Increases Inclusivity



Big Picture

Gallo, 2018

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Strategies to Resolve Conflict

Accommodating

- Accommodating is when you recognize that the relationship is more important than the goal.

Word of Caution: Do not fall back on accommodation to the point you are avoiding

Compromising

- Compromising is when you and other parties involved in the conflict forfeit some of your needs to reach an agreement to reach a goal.

Collaborating

- Collaboration is when the relationship and goal are both equally as important and all parties work together to come to a solution.

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What Doesn't Resolve Conflict in Treatment Courts?



Avoiding a conflict is when a relationship and goal are of low importance



Competing is when you say your goal is more important than others and the relationship is not of value



In treatment courts, multidisciplinary teams should have an overall collaborative approach

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Thank you



Danielle Young, MPA



dyoung@ncsc.org

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