



MULTIDISCIPLINARY TEAM





STANDARD VII

A Dedicated Multidisciplinary Team of Professionals that...

- ✓ Manages the day-to-day operations
- ✓ Reviews participant progress
- ✓ Contributes observations & recommendations based on expertise
- ✓ Delivers & oversees the delivery of legal, treatment, and supervision services

OBJECTIVES

Composition
& Training

Sharing
Information

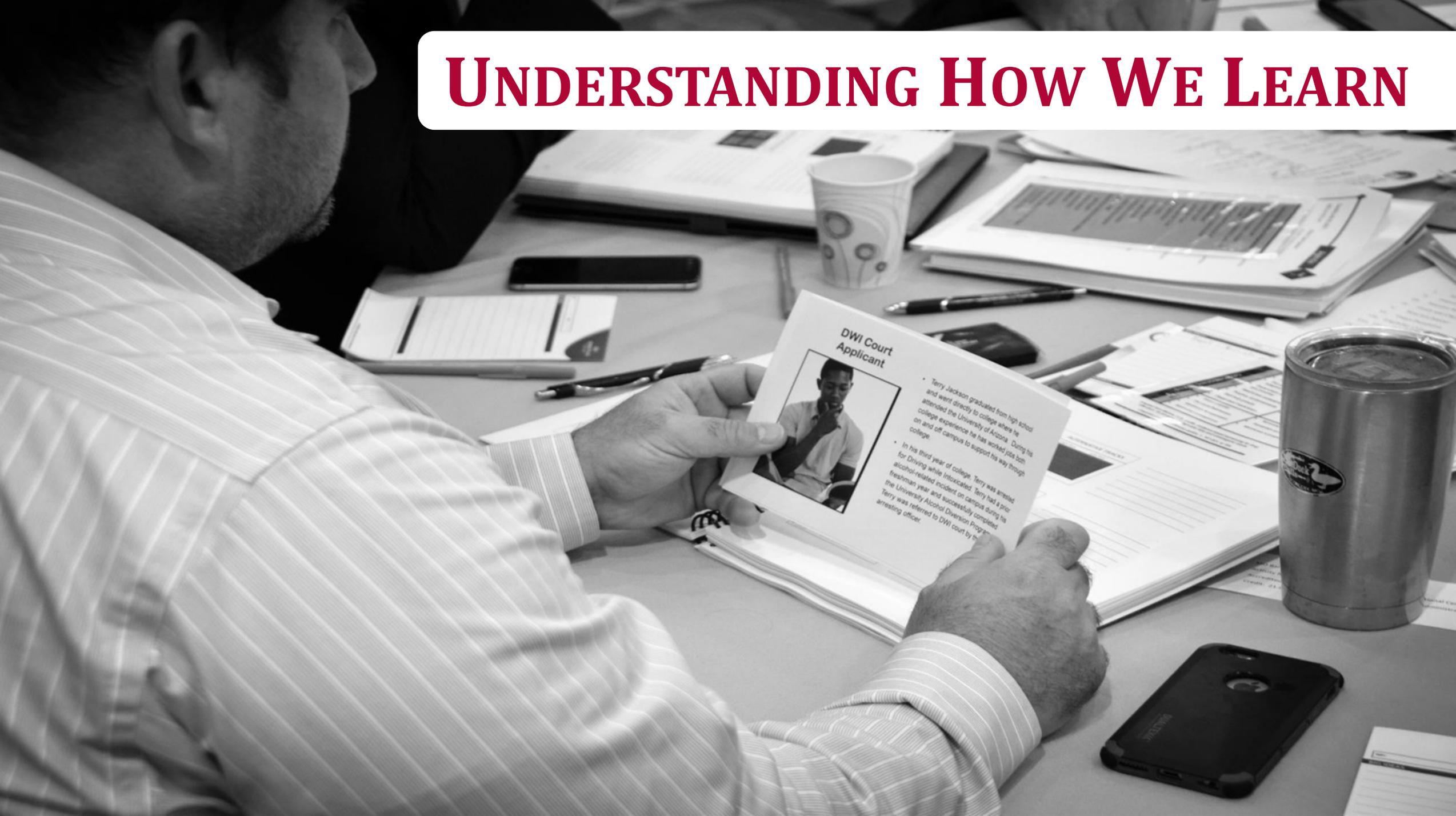
TEAM

Communication
and
Decision
Making

Pre-Court
Staffing &
Status Hearings



UNDERSTANDING HOW WE LEARN

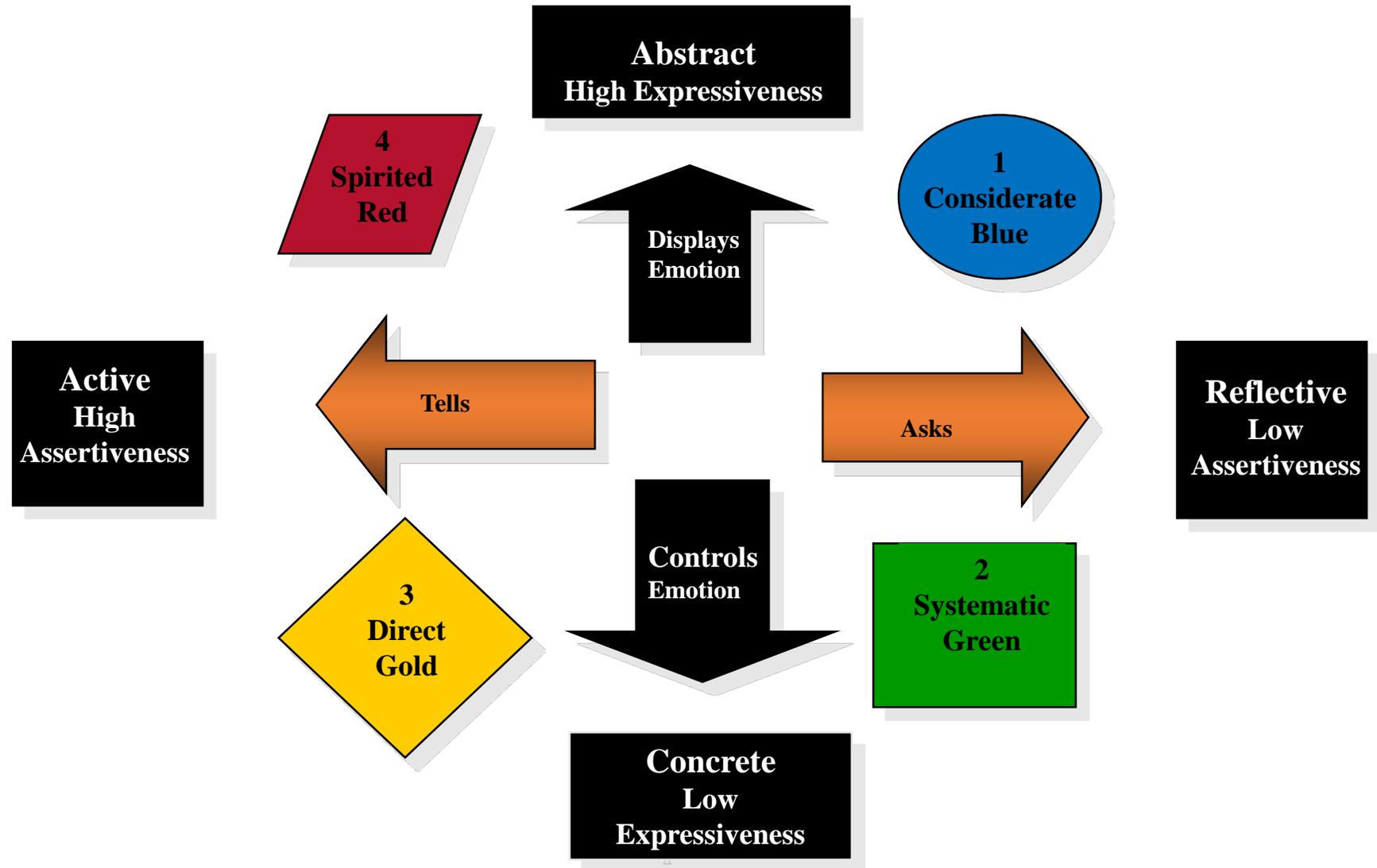


DWI Court Applicant



- Terry Jackson graduated from high school and went directly to college where he attended the University of Arizona. During his college experience he has worked jobs both on and off campus to support his way through college.
- In his third year of college, Terry was arrested for Driving while Intoxicated. Terry had a prior alcohol-related incident on campus during his freshman year and successfully completed the University Alcohol Diversion Program. Terry was referred to DWI court by the arresting officer.

OVERVIEW OF LEARNING STYLE THEORY



LEARNING STYLE ASSESSMENT

1

Rank order the 4 words across each horizontal line. The word that most describes you would get a ranking of 4. The word that next most describes you would get a 3 and on down to the word that least describes you with a ranking of 1

2

After you have ranked all of the words, add up the numerical values vertically. You should have a total of four scores.

3

Your score will probably indicate an assortment of styles.

4

The highest score represents your dominant style.

5

Your dominant style is that style with which you are most comfortable.



BLUE – TYPE 1... WHY?

Motto: "Why can't we all just get along?"

Type 1's look for relationships to known information and like to attach meaning. They are interpersonally sensitive and capable of identifying topics that cause conflict within the team. They are good at understanding differing points of view and will only share their point of view, in the meeting or discussion, when they trust the team.



GREEN – TYPE 2... WHAT?

Motto: "Would you like some facts to sprinkle with your conclusions?"

Type 2's prefer references, data and concrete factual information. Remember to provide them with the time to assimilate information into meaningful conclusions. They are logical and like to take time to get to the correct conclusion. They are less concerned with the speed of a decision and more concerned with the accuracy of the decision. They can be irritated by people who "don't think."



GOLD – TYPE 3... HOW DOES THIS WORK?

Motto: "Is it done yet?"

Type 3's like to get tasks completed on time. They like for meetings to begin and end on time. Efforts made to keep the material presented topical and applicable and the team environment efficient and effective will be greatly appreciated. They are valuable team members at developing time/task schedules as well as valuing and monitoring task completion.



RED – TYPE 4... WHAT IF?

Motto: "Wheee!, Get out of my way and let me try?"

Type 4 team members are highly interactive. They like to look at the "big picture" and expand it or make it apply to the topic at hand. They are great visionaries, always capable of seeing the big picture and developing innovative methods of obtaining the vision state.

They often arrive at the appropriate conclusion in the absence of empirical data. They do not enjoy repetitive tasks.



A grayscale photograph of a person with long dark hair, wearing a light-colored top, writing on a whiteboard. The whiteboard has some handwritten text, including the word 'Commitment' and 'Type'. The person is holding a pen and is focused on their work.

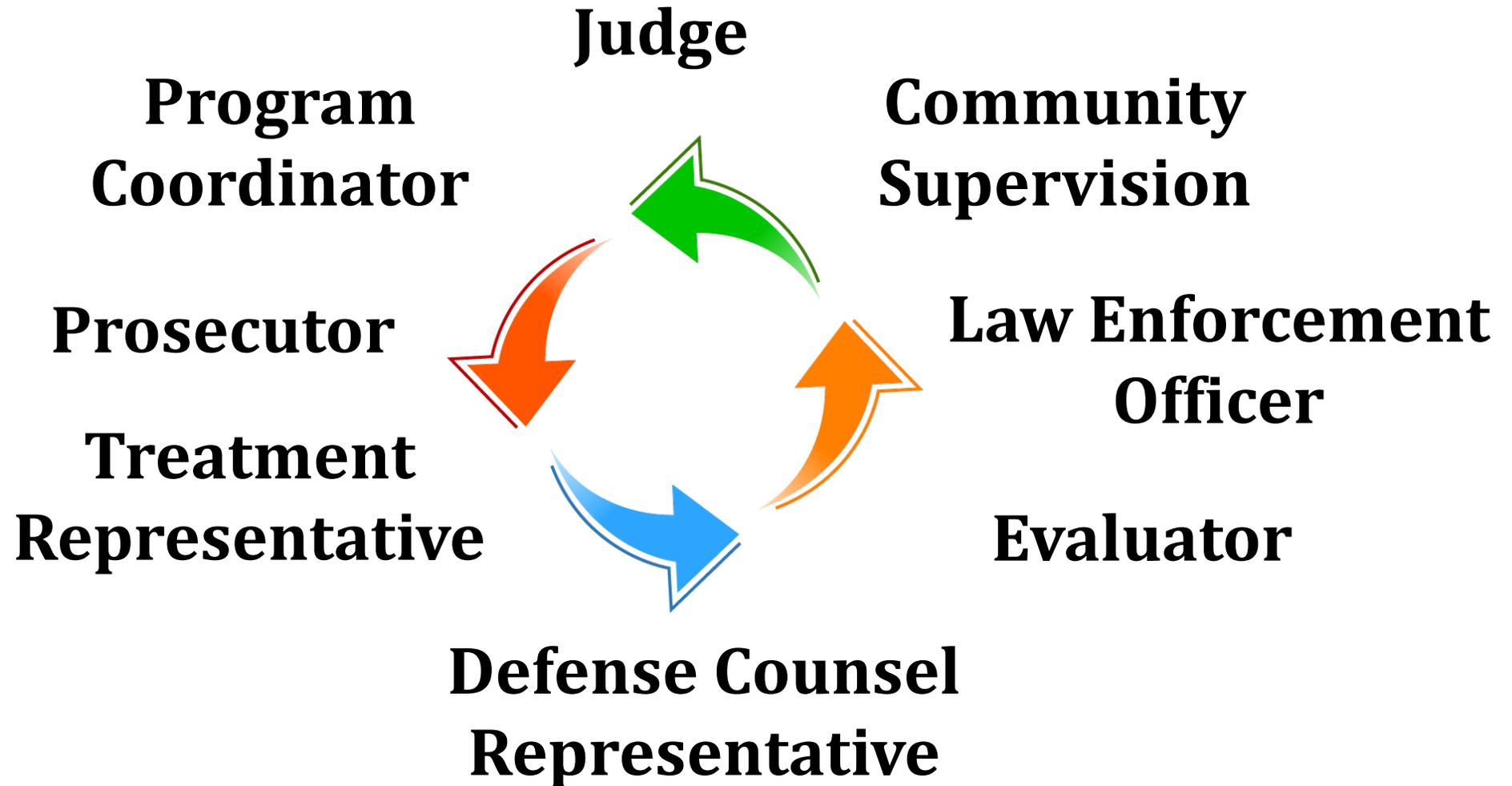
TEAM-BUILDING TIPS FOR SPECIFIC LEARNING STYLES

- ✓ Know your own style preference
- ✓ Remember that we are each a combination of styles
- ✓ Know the learning style preferences of your teammates
- ✓ Utilize information about their styles to tailor communication and information to them
- ✓ Remember that your tendency will be to view the teams progress and your teammates through your style



YOUR TEAM

TEAM COMPOSITION



JUDGE

Message: "Someone in authority cares."

Typically, a trial court judge leads the Treatment court team; however, in some jurisdictions a nonjudicial officer such as a magistrate or commissioner may preside over the Treatment court.



JUDGE - RESEARCH

Judge spends an average of 3 minutes or greater per participant during status review hearings

Recidivism ↓ 153% Costs Savings ↑ 36%

The judge was assigned to Treatment court on a voluntary basis

Recidivism ↓ 84% Costs Savings ↑ 4%

The judge's term is indefinite

Recidivism ↓ 35%
Costs Savings ↑ 17%



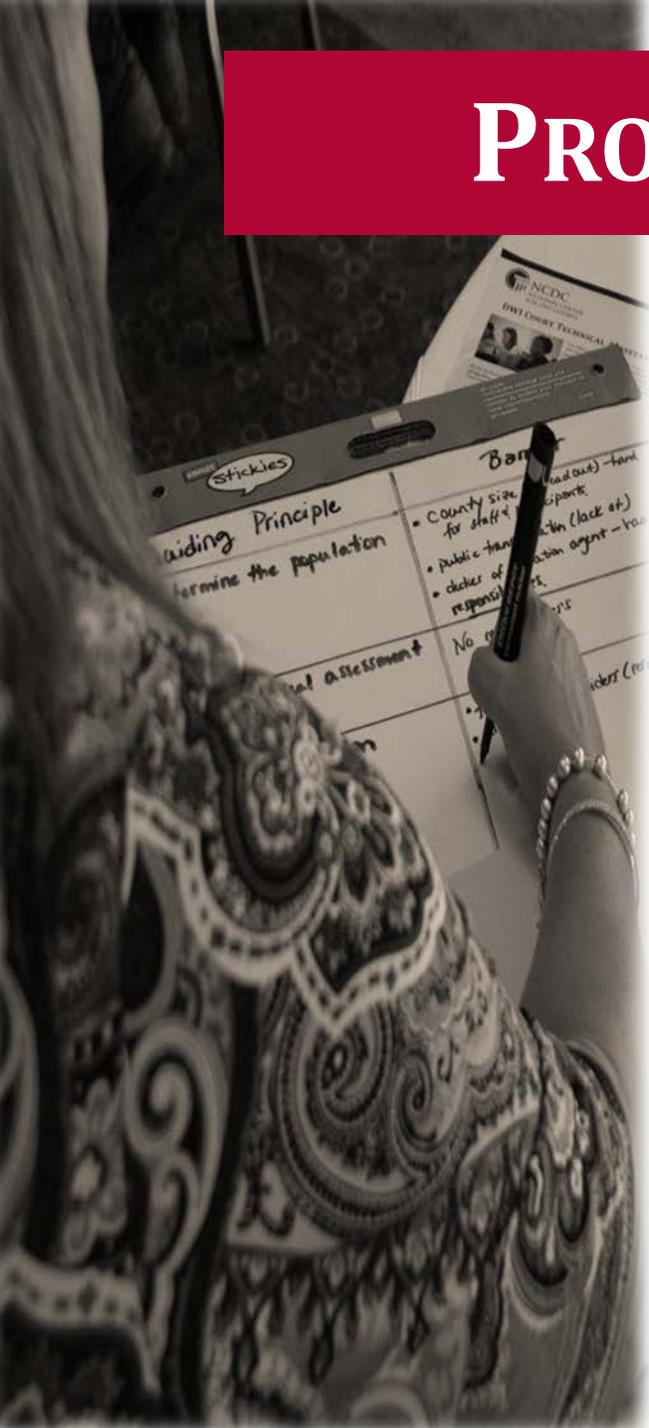
JUDGE - DUTIES

- ✓ Leader of the team
- ✓ Knowledgeable about policies & procedures
- ✓ Knowledgeable of client's case
- ✓ Know them by name
- ✓ Encourage them to succeed
- ✓ Emphasize treatment
- ✓ Not intimidating
- ✓ Approachable
- ✓ Let them tell their story
- ✓ Treat them fairly and with respect
- ✓ Impartial – do not prejudge

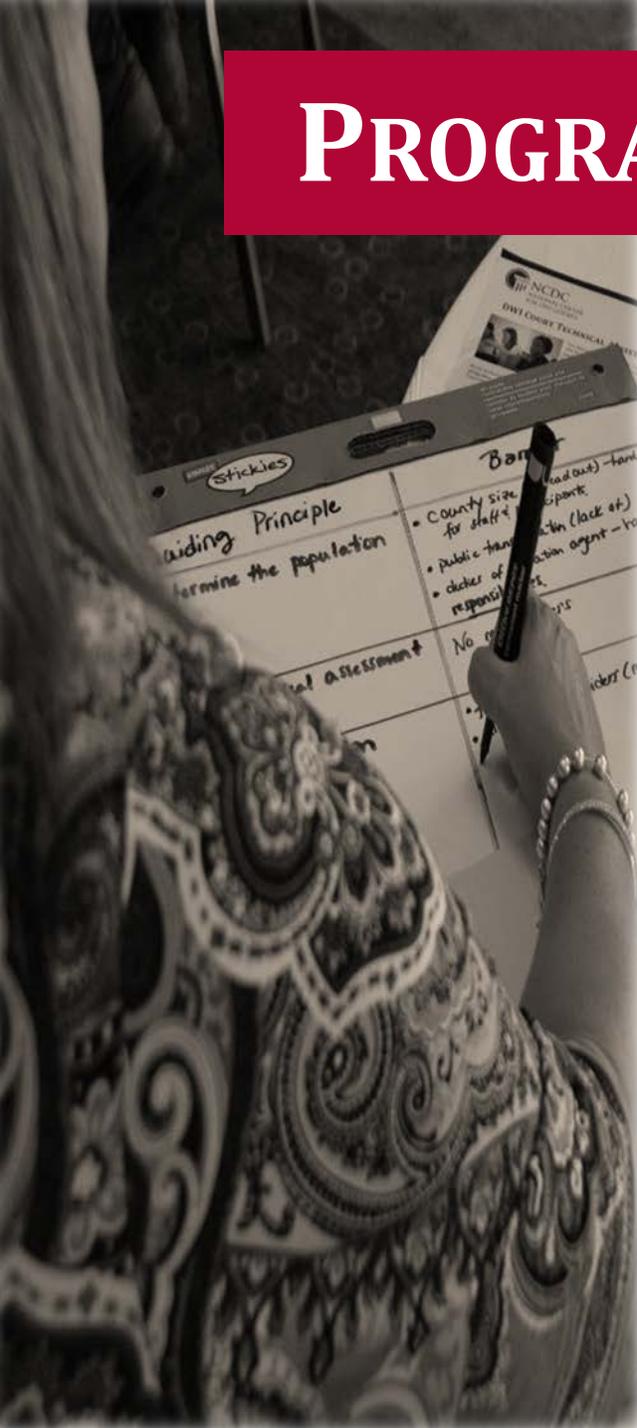


PROGRAM COORDINATOR

- ✓ Court Administrator
- ✓ Senior Probation Officer
- ✓ Case Manager
- ✓ Clinician



PROGRAM COORDINATOR - DUTIES

- 
- ✓ Maintaining accurate and timely records
 - ✓ Overseeing fiscal and contractual obligations
 - ✓ Facilitating communication between team members and partner agencies
 - ✓ Ensuring policy and procedures are followed
 - ✓ Overseeing collection of performance and outcome data
 - ✓ Scheduling court sessions and staff meetings
 - ✓ Orienting new hires



PROSECUTOR

“NON-ADVERSARIAL APPROACH”

Typically an assistant district attorney

- ✓ Advocates for public safety
- ✓ Advocates for victim interest
- ✓ Holding participants accountable for meeting their obligations
- ✓ May help resolve other pending legal cases that impact participants' legal status or eligibility

PROSECUTOR - RESEARCH

Prosecutor attends staffing

Costs Savings ↑ 171%

Prosecutor attends court sessions

Recidivism ↓ 35%





DEFENSE ATTORNEY

“NON-ADVERSARIAL APPROACH”

Typically an assistant public defender or private defense attorney specializing in treatment court cases

- ✓ Ensures constitutional rights are protected
- ✓ Advocates for participant’s stated interests
- ✓ Handles day to day issues related to participants in the treatment court
- ✓ Must define their role as “defense attorney” on the team

DEFENSE ATTORNEY - RESEARCH

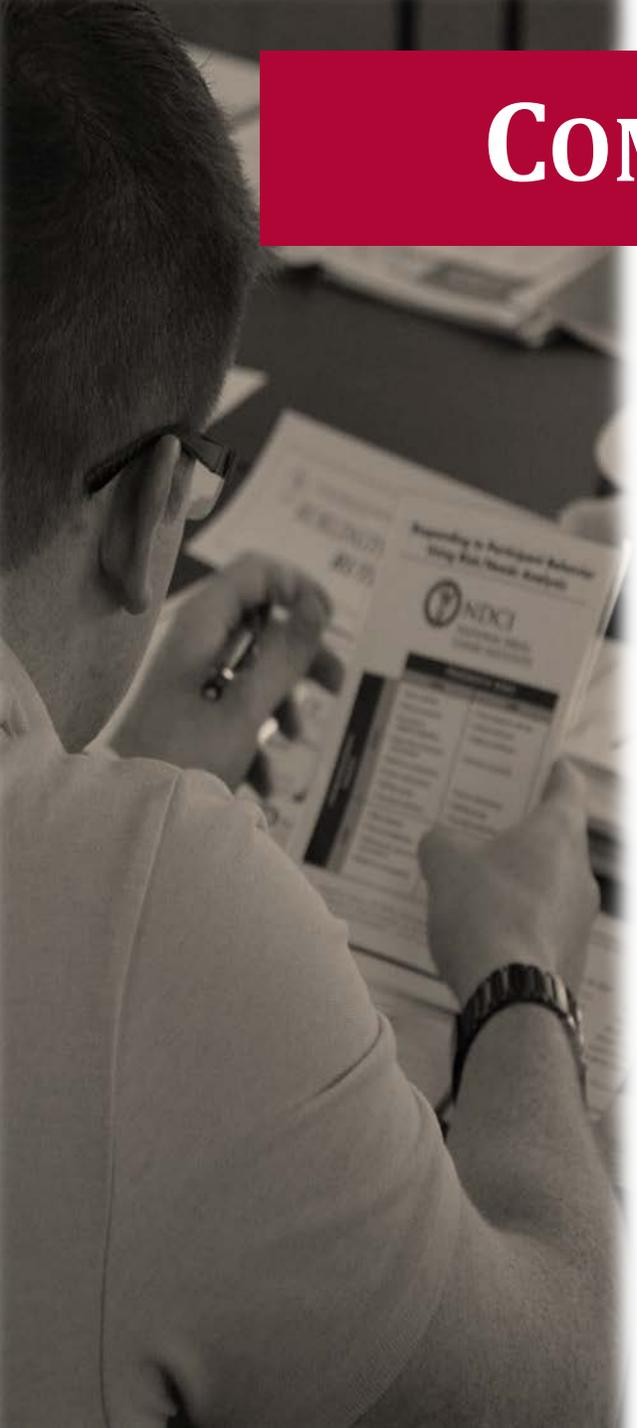
**Defense Attorney
attends staffing**

Costs Savings ↑ 93%

**Defense Attorney attends
court sessions**

Recidivism ↓ 35%



A person wearing glasses and a light-colored shirt is looking at a document. The document has a logo that says "NDCI" and some text that is partially legible, including "According to Participant Behavior" and "Long Risk Assessment".

COMMUNITY SUPERVISION

**Typically a probation officer or
pretrial services officer**

- ✓ Performing drug and alcohol testing
- ✓ Conducting home and/or employment visits
- ✓ Enforcing curfews and travel restrictions
- ✓ Delivering cognitive-behavioral interventions

TREATMENT REPRESENTATIVE

Typically an addiction counselor,
social worker, psychologist, or
clinical case manager

CHANGE



TREATMENT REPRESENTATIVE RESEARCH

Treatment communicates with court via email

Recidivism ↓ 119%

**Treatment court works with two
or fewer treatment agencies**

Recidivism ↓ 76

**Treatment court offers
mental health treatment**

Recidivism ↓ 80%

**3x greater savings when
Treatment includes a phase
on relapse prevention**

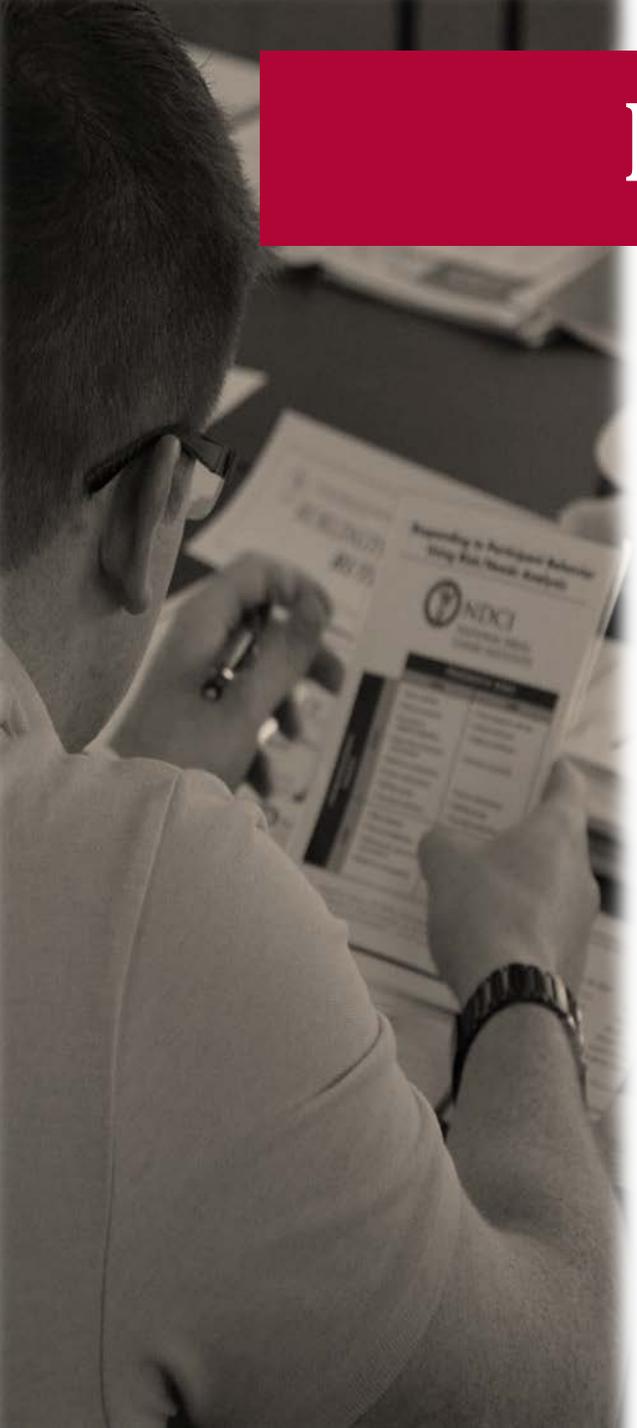
**Treatment attends
court sessions**

Recidivism ↓ 100%

A woman with long dark hair and glasses, wearing a grey polo shirt with a name tag that says "NCD" and "The Kiosk", is seated at a table. She is looking down and writing in a spiral notebook. There are other papers and a pen on the table in front of her.

TREATMENT REPRESENTATIVE DUTIES – REFER TO STANDARD V – VOL. I

- ✓ Responsible for managing delivery of treatment services
- ✓ Administer behavioral or cognitive-behavioral treatments that are documented in **manuals and have been demonstrated to improve outcomes**
- ✓ Responsible for providing **clinical case management** at least one individual session per week during the first phase of the program
- ✓ Provide relapse prevention and continuing care
- ✓ Develop a continuing care plan with participants



LAW ENFORCEMENT

Typically a police officer, deputy sheriff, highway patrol officer, or jail official serves on the team

- ✓ Assist with home or employment visits
- ✓ Observe participants in the community – “Eyes and Ears of team”
- ✓ Liaison between treatment court and police department, sheriff’s office, jail and correctional system

LAW ENFORCEMENT - RESEARCH

**Law Enforcement is a member of
the treatment court team**

Recidivism ↓ 88%

**Law enforcement attends
court sessions**

Recidivism ↓ 83%



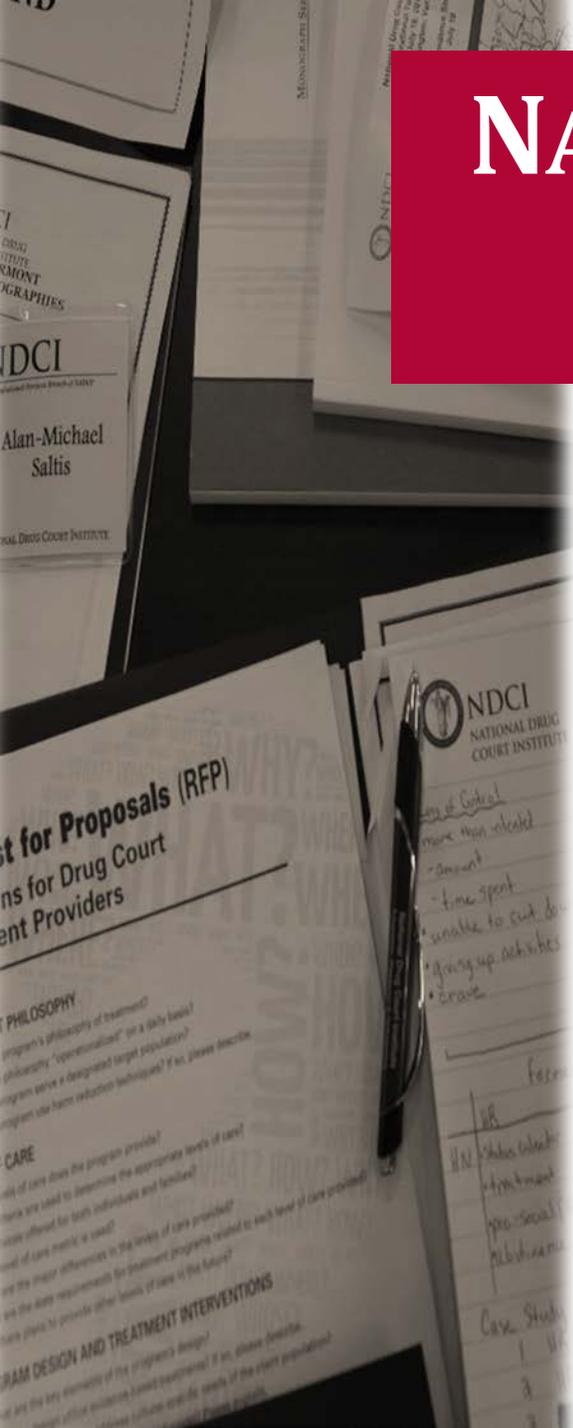
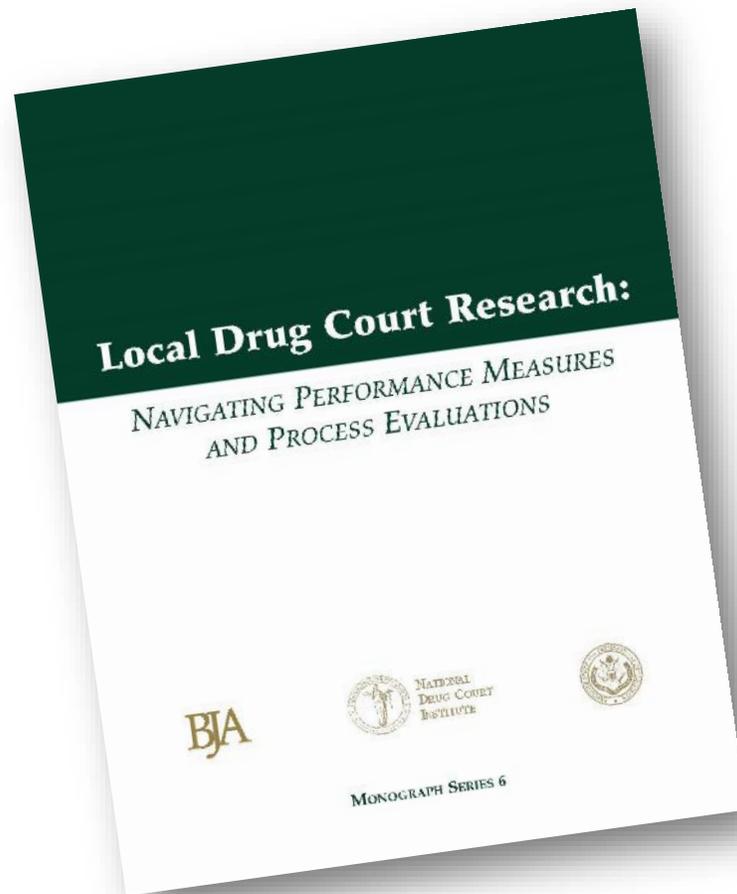
EVALUATOR

Typically an independent skilled evaluator or professor from a local college, college student, statewide evaluator or local county evaluator

- ✓ Examines if the treatment court is adhering to best practices and participant outcomes no less that every 5 years
- ✓ Helps the team identify the performance data elements to be collected
- ✓ Identifies a comparison group for the evaluation



NAVIGATING PERFORMANCE MEASURES AND PROCESS EVALUATIONS



WHAT ARE WE DISCUSSING AT THE STAFFING?



DRUG COURT STAFFING / PRE-CASE CONFERENCING

What

- ✓ The purpose of staffing is to present a coordinated response to offender behavior

Who

- ✓ Judge
- ✓ Coordinator
- ✓ Prosecutor
- ✓ Defense Counsel
- ✓ Treatment
- ✓ Probation
- ✓ Law Enforcement

When

Anytime prior to seeing the participant

- ✓ Eligibility
- ✓ Arraignment
- ✓ Progress Report
- ✓ Probation Revocation / Termination
- ✓ Regression / Advancement
- ✓ Return on Warrant
- ✓ Pre-Graduation / Graduation

Why

- ✓ Shared Decision Making
- ✓ Docket Control
- ✓ Informed Approach
- ✓ Empowerment of Team



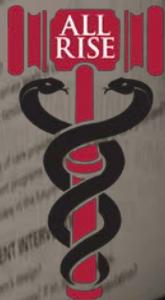
PRE-COURT STAFF MEETINGS

- ✓ Review participants progress
- ✓ Develop a plan to improve outcomes
- ✓ Prepares for court hearings
- ✓ Held in conjunction with Treatment court status hearings
- ✓ Consistent attendance by all team members
- ✓ Staffing's are presumptively closed



SHARING INFORMATION – STAFF MEETINGS

- ✓ Assessment results pertaining to a participant's eligibility to include treatment and supervision needs
- ✓ Attendance at scheduled appointments
- ✓ Drug and alcohol test results
- ✓ Attainment of treatment plan goals, such as completion of required counseling regimen
- ✓ Evidence of symptom resolution, such as reduction in drug cravings or withdrawal symptoms



SHARING INFORMATION – STAFF MEETINGS

- ✓ Evidence of treatment-related attitudinal improvements, such as increased insight or motivation for change
- ✓ Attainment of Treatment court phase requirements, such as obtaining and maintaining employment or enrolling in an educational program
- ✓ Compliance with electronic monitoring, home curfews, travel limitations, and geographic or association restrictions



SHARING INFORMATION – STAFF MEETINGS

- ✓ Adherence to legally prescribed and authorized medically assisted treatments
- ✓ Procurement of unauthorized prescriptions for addictive or intoxicating medications
- ✓ Commission of or arrest for new offenses
- ✓ Menacing, threatening, or disruptive behavior directed at staff members, participants or other persons



SHARING INFORMATION

✓ Must have a legally valid, an informed consent document that specifies what data elements may be shared, with whom, and for what authorized period of time

✓ For additional information watch or re-watch the **Confidentiality and Ethics** webinar



STATUS HEARINGS

Held bi-weekly at minimum

Recidivism ↓ 48%

All team members in attendance

Recidivism ↓ 35%

- ✓ Team members may report on participant's progress, offer praise or answer additional questions from the judge
- ✓ Court room as **"THEATER"** – *colloquially*
- ✓ Mike your participants
- ✓ Ask open ended and skill building questions

TEAM TRAINING

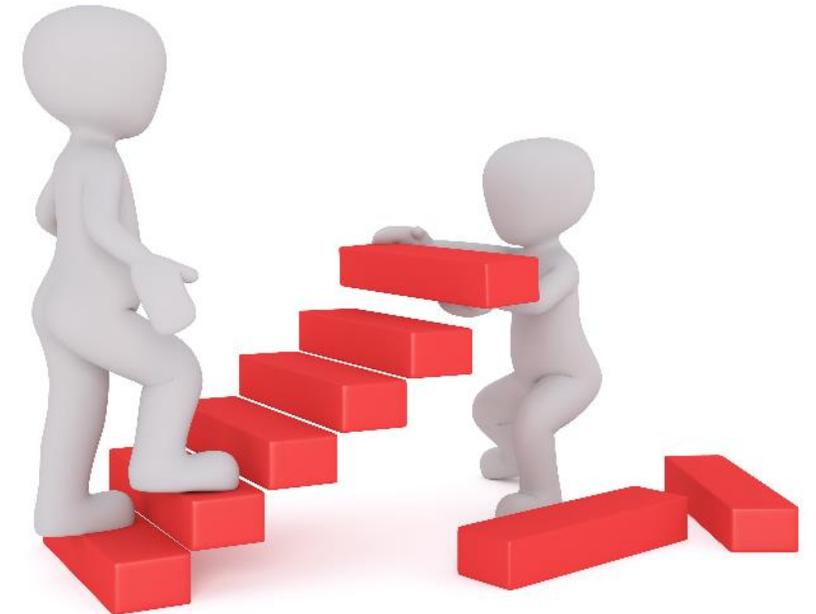
New hires complete a formal training or orientation

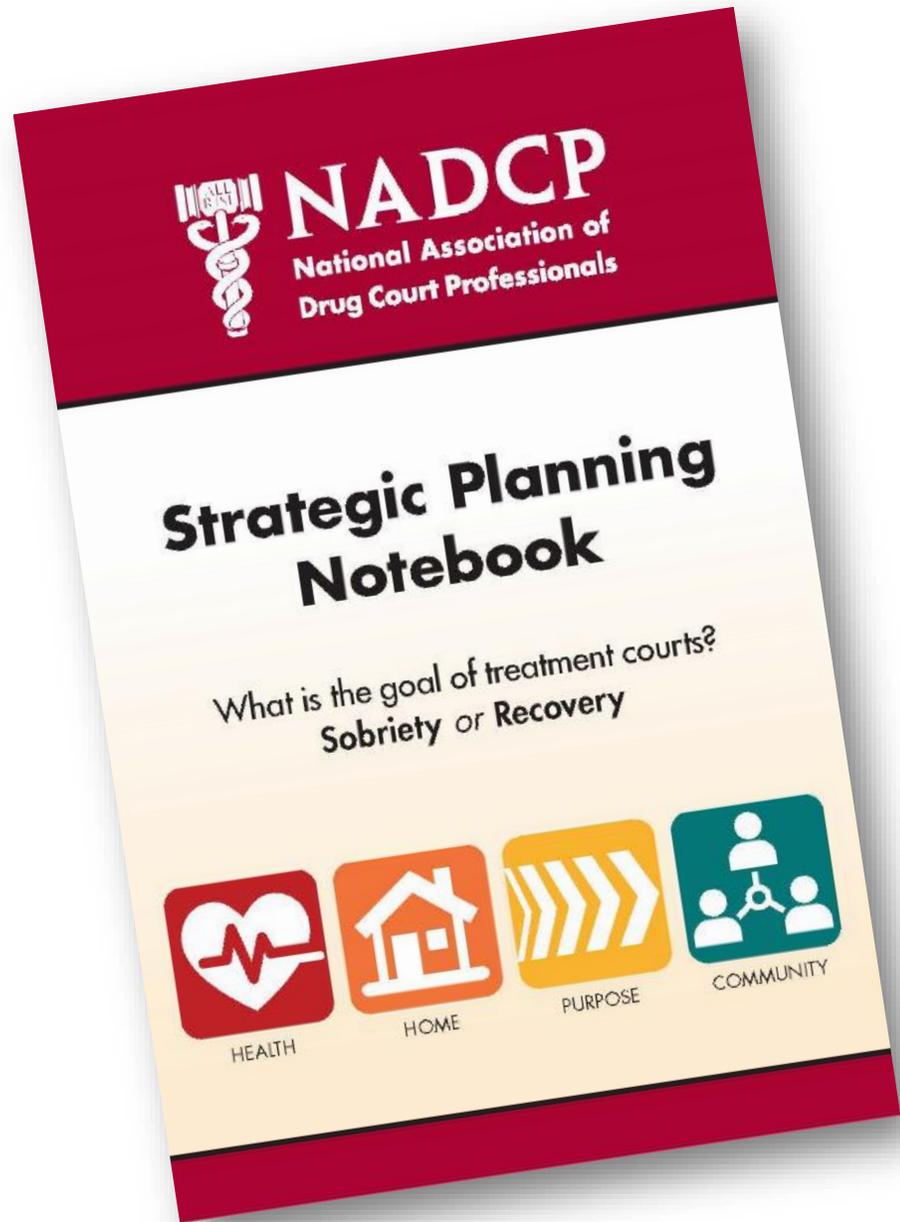
Recidivism ↓ 57%

All team members received training prior to implementation

Cost Savings ↑ 238%

- ✓ Pre-implementation Training
- ✓ Continuing Education Workshops
- ✓ Tutorials for New Staff
 - ✓ Orientation
 - ✓ Online training at www.ndci.org





Strategic Planning Notebook

Connect how the topic relates to recovery

Write down these connections to recovery

Share ideas how to incorporate the topic into
your program





SPEAKER EVALUATIONS

**Please fill out our online
speaker evaluations!**

✓ <http://bit.ly/2qR37MR>