

# It is all about leadership

Ethical Leadership

Team Leadership

Program Leadership



# Ethical Leadership



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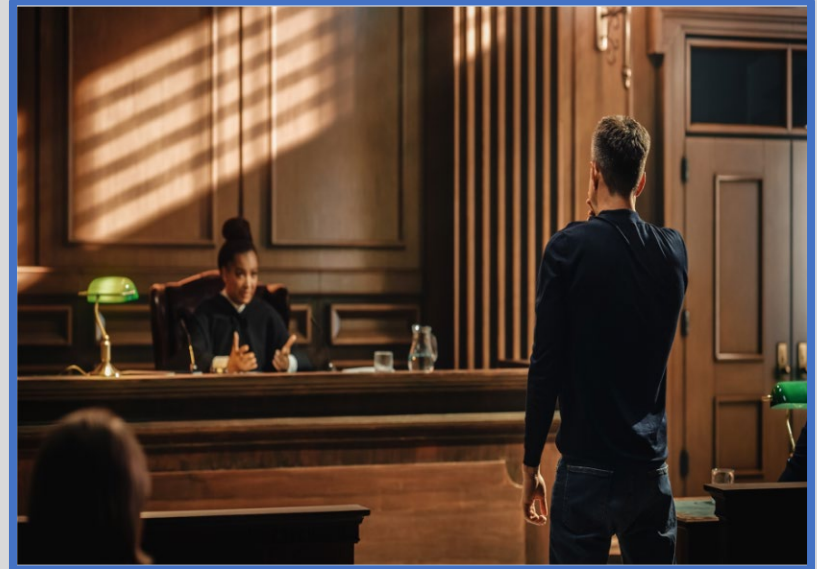


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# Is There A Conflict Between Problem-solving Courts And the Duties Of a Magistrate?

## Key Component # 2:

- “Legal rights such as due process and equal protection are never ‘trumped’ by therapeutic concerns even though the court’s action may be anti-therapeutic.”



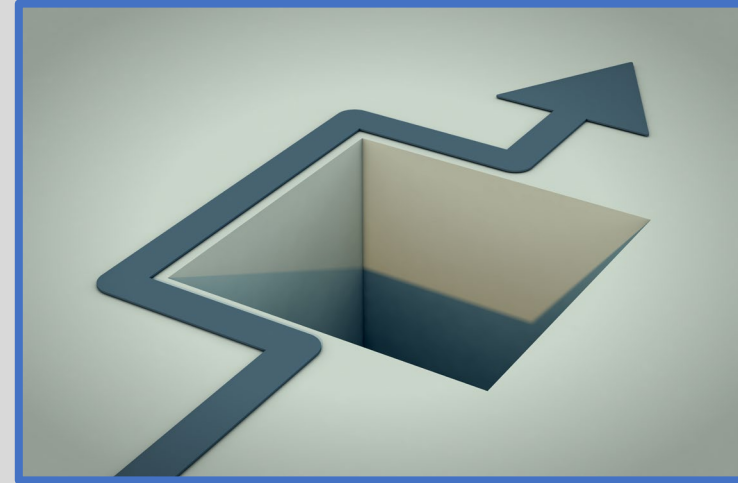
# Sanctions: A Team Decision?

- Team voting in order to determine the appropriate judicial response is prohibited; However,
- Judges may and should consider the recommendations of the experts on the team.



# Avoiding Problems

- Review your Canons and Codes;
- Check for any opinions specific to PS courts;
- Ask for ethics opinions on issues of concern;
- Examine your own prejudices; and,
- Preconceived notions, biases, and stereotypes about people with AOD abuse and/or mental disorders can prevent fairness and impartiality toward those who have them.



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# Team Leadership



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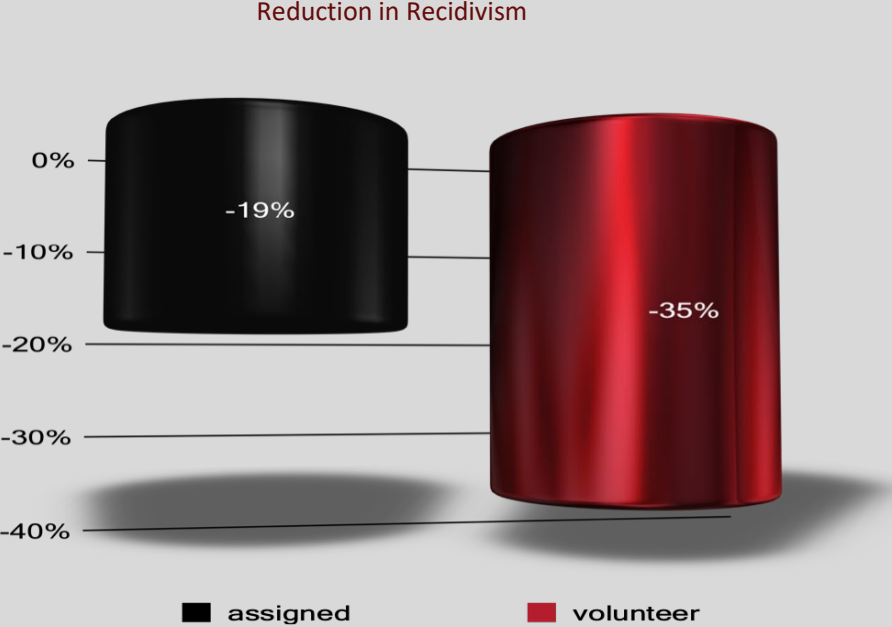
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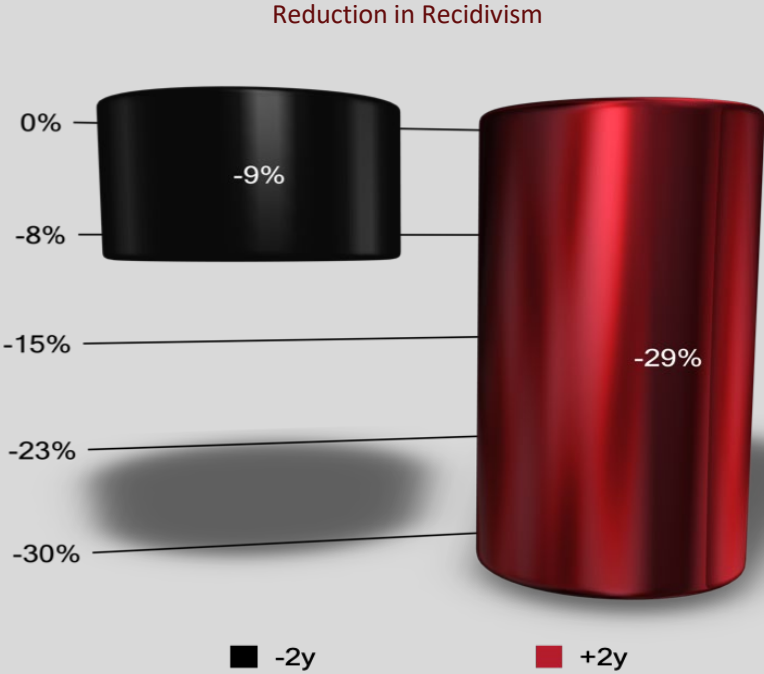
# Volunteers

Greater reductions in recidivism were found in courts where the judges oversaw the drug court on a voluntary basis.



# Stays

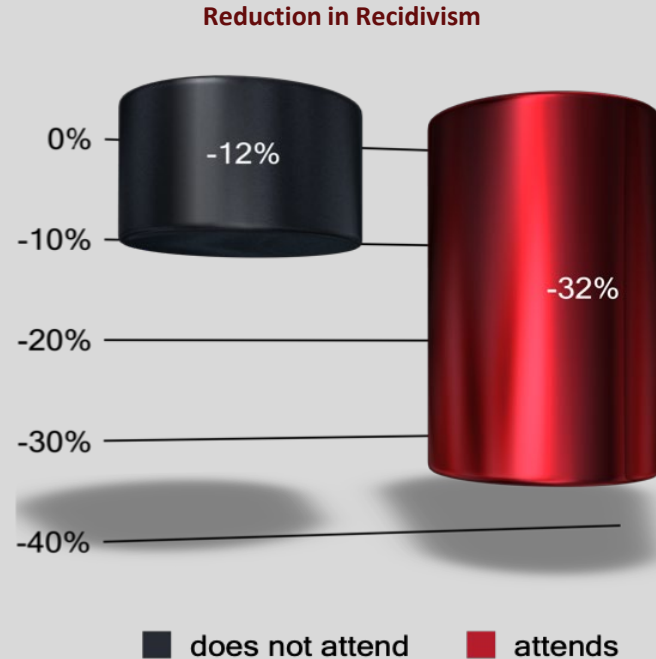
Judges who stayed for at least two years had a lower recidivism rates than judges who presided for a lesser period of time.





# Shows up

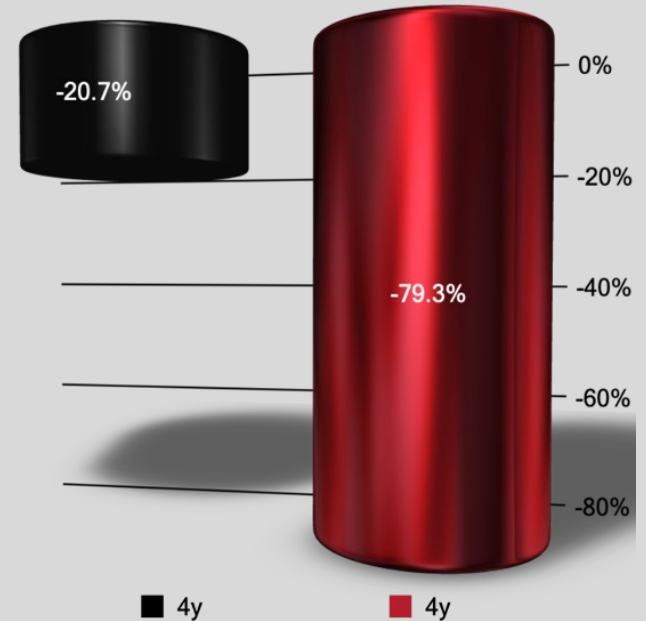
- The judge regularly attends staffing meetings where the recovery court team reviews each participant's progress; and,
- Research has consistently shown that when the drug court judge regularly attends staffing meetings recidivism is reduced.



# Decision Making

The judge is the final arbiter of factual controversies and makes the final decision concerning the imposition of sanctions that affect a participant's legal status or liberty.

4 to 1 incentive to sanction ratio recidivism

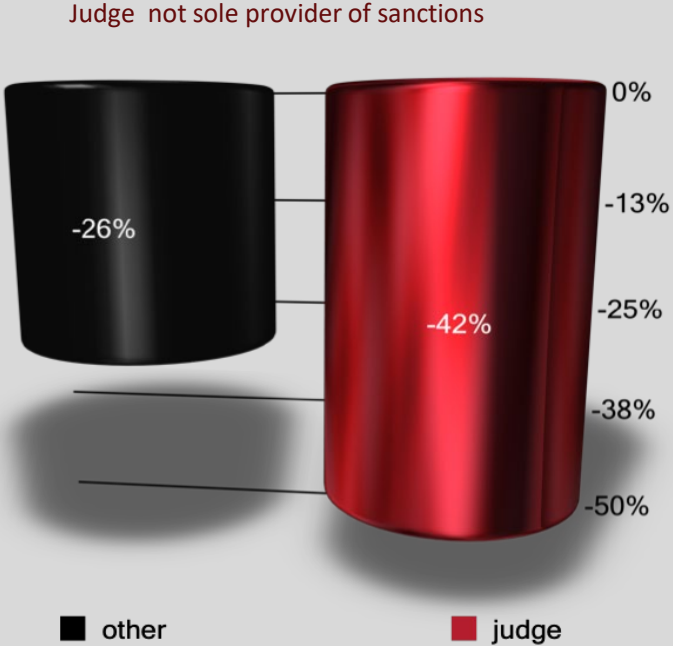


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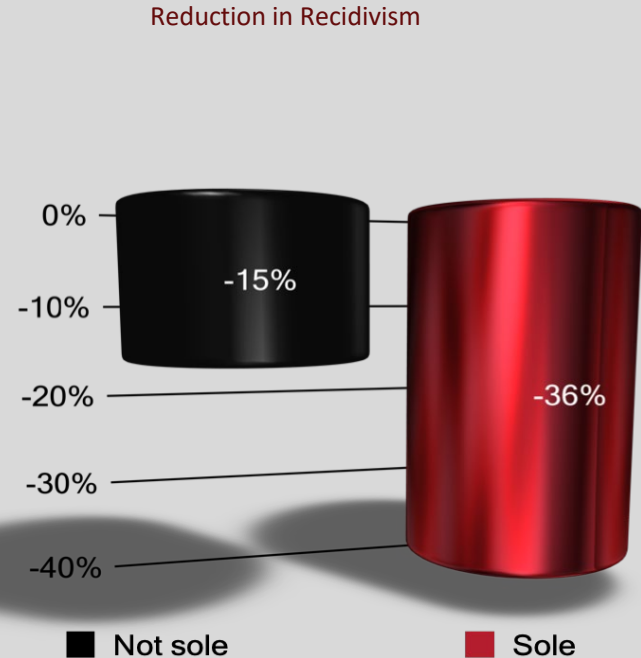
# Sanctions

When team members other than the judge can impose sanctions there is a smaller reduction in recidivism. Don't allow that to become part of the design.



# Rewards

At a review hearing appropriate, graduated and immediate rewards for compliance work better than sanctions. The impact of rewards is enhanced when the judge is the sole provider of those rewards.



# Education

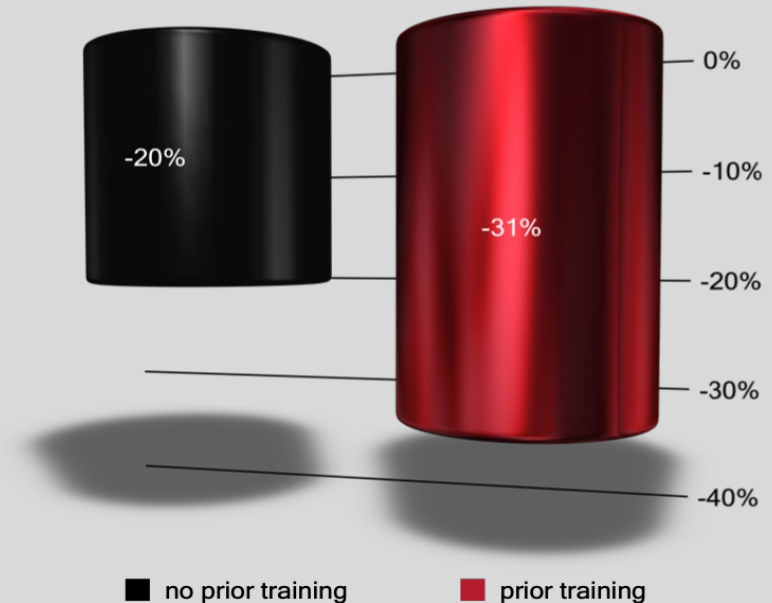
- Judge attends treatment training on judicial ethics, evidence-based practices, substance abuse and mental health treatment, behavior modification, and community supervision; and,
- As judge has such a substantial impact on outcomes, continued training is especially important.



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Reduction in Recidivism



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# Program Leadership



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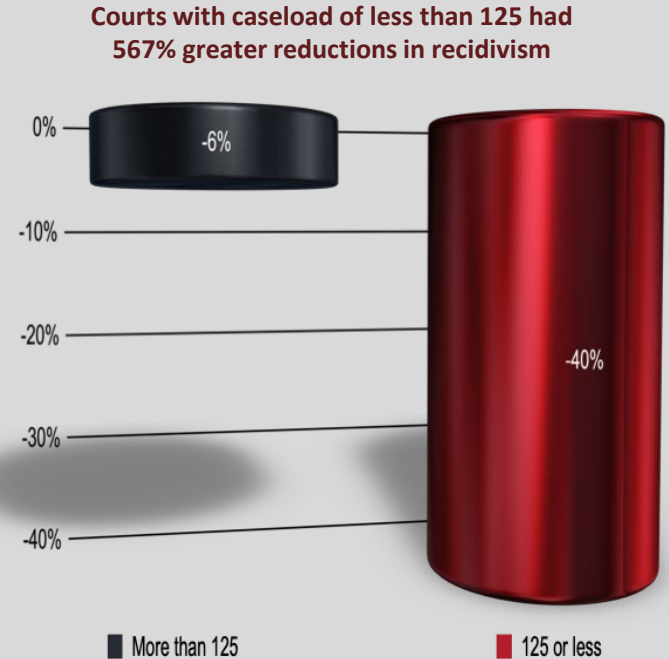
# Develop the Program

- Initiates planning process;
- Bring together agencies/stakeholders to evaluate court processes/procedures;
- Collaborates to coordinate innovative solutions; and,
- Becomes a program advocate to create develop support for the program.



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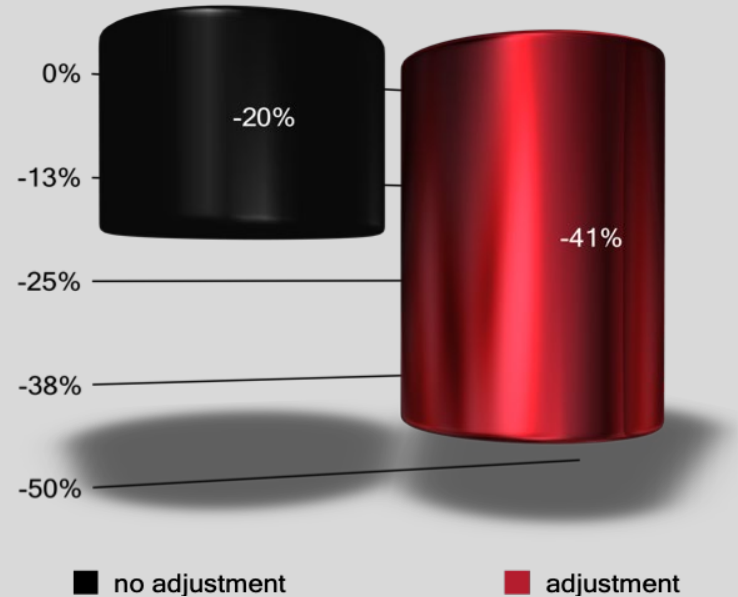
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# Adjust The Program

Review of the data and/or regular reporting of program statistics which results in modifications in recovery court operations leads to reduction of recidivism.



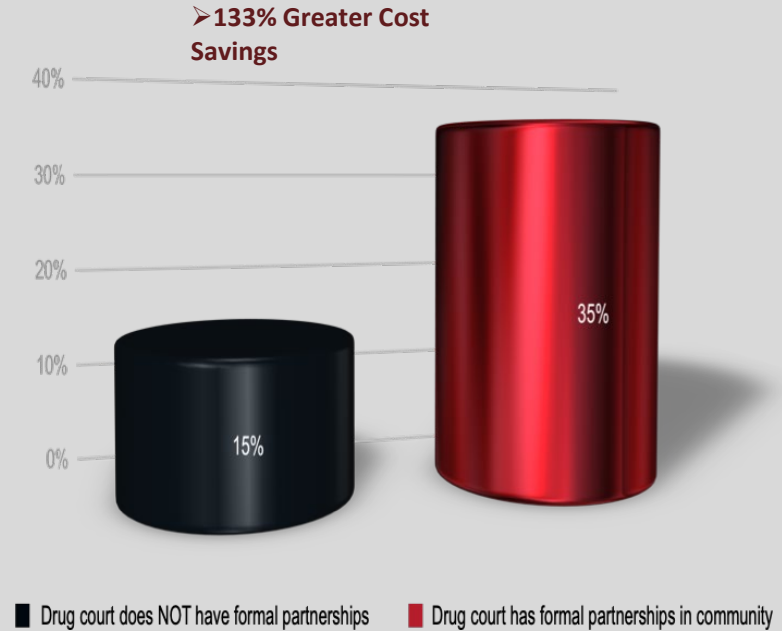
Reduction in Recidivism





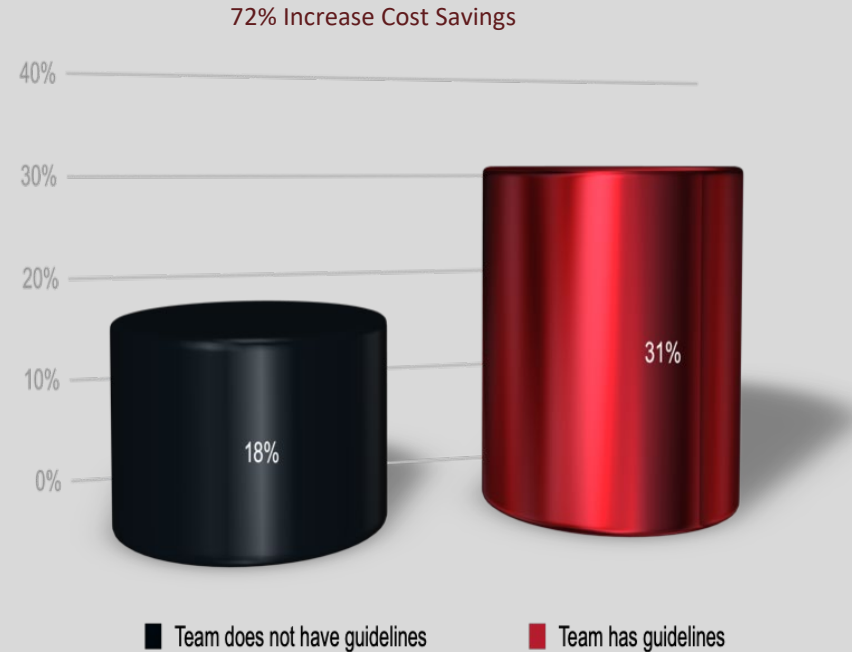
# Continuing Contact With The Community

- Formal Partnerships With Community Organizations: 133% Greater Cost Savings;
- Continue to be in contact with the agencies who worked to set up the court;
- Develop and maintain resources; and,
- Improve interagency linkages.



# Write it Down!

- Written policies and procedures are critical Policy and procedure manual;
- Participant handbook;
- Client contract;
- Releases and orders;
- Incentives, Sanctions and Treatment Adjustments' Lists; and,
- Rules for phase movement.



# Being a Treatment Court judge...



Is the best assignment of your life



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