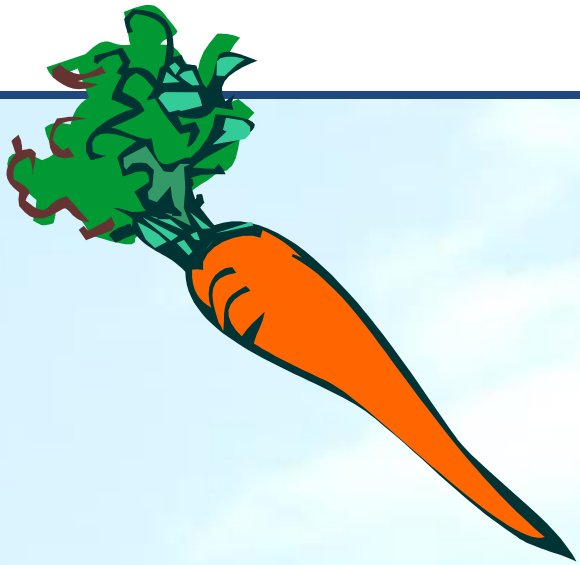
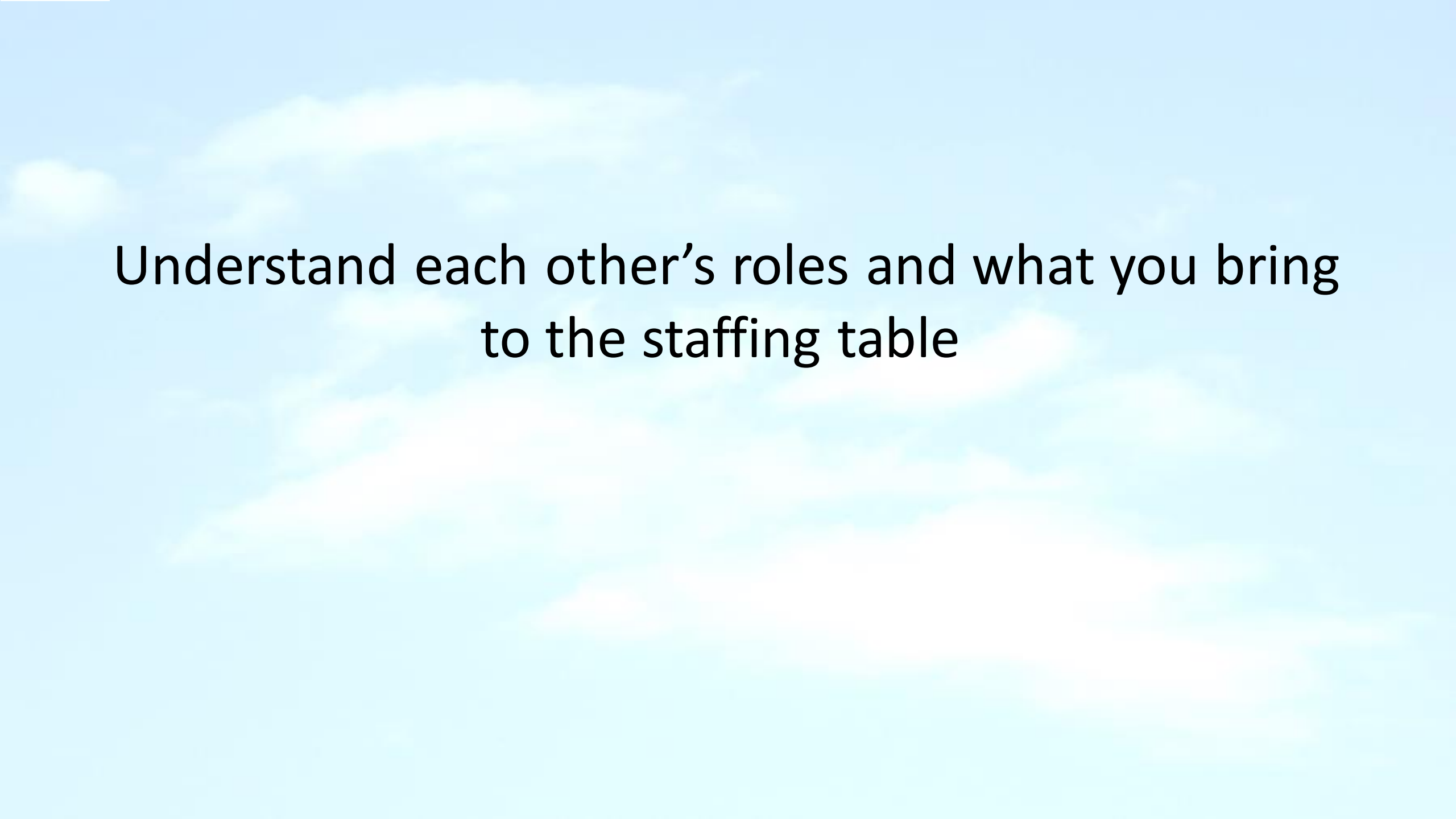


# *Team Roles*



*Shannon Carey, Ph.D.*  
*Helen Harberts, J.D.*



Understand each other's roles and what you bring  
to the staffing table

# The Bench

- Cannot delegate decisions
- Should be the predominant voice in the room in Court.
- Should spend three minutes with each person...good or bad.
- Should focus on teachable moments.
- **MUST HAVE GOOD INFORMATION**

# Lawyers

- Lawyers are there for legal reasons. Protect the record. Protect the Constitution. Motivate positively.
- Prosecutor's are there to assert public safety concerns (with probation, Court and LE)
  - ✓ Share new criminal activity, or old activity just coming in
  - ✓ Associates
  - ✓ Share public safety perspective
- Defense Counsel are there to monitor and ensure due process and may have the hardest job
  - ✓ Share any legal complications
  - ✓ Must negotiate difficult ethical issues
  - ✓ Has a duty to the client that is different than all others

# Lawyers

- Prep for pre-court! Reports matter
- Work together to address legal issues up front

Counsel's job is to make the law meet the needs of the treatment team.

# Supervision and Case Management

- Is responsible for knowing what is happening outside the court and treatment arenas.
- Home visits are paramount
- Report to team on
  - ✓ Assessments,
  - ✓ Testing results, and working with treatment
  - ✓ Information from case management
- Is in constant communication with treatment

**Get your work done up front, meet with treatment, and form consensus, distribute information for rest of team in advance**

# Treatment

- Must assess, and should provide the team with a diagnosis.
- Should provide information regarding
  - ✓ Treatment and case plan
  - ✓ Treatment goals
  - ✓ Steps participant is currently working on
  - ✓ Updated goals (at least every 90 days)
  - ✓ Homework assignments completed or currently working on
  - ✓ Current level in treatment (and what they need to do to move forward)
  - ✓ Any barriers to progress
- Must follow confidentiality standards, but provide sufficient information to help with the message.

**Get your work done up front, meet with supervision and form consensus,  
distribute information for rest of team in advance**

- The people who are doing direct services (probation and treatment) are the ones who know what is going on. **Their recommendations are paramount.**

Unless public safety or due process is compromised, follow their lead.

- If you can live with the consensus, do so.
- Fighting **does not occur** in open court.
- The worst possible thing? The team is wrong and in two weeks, you can fix it.



*In a drug court model, rather than abandoning their roles, the involved disciplines expand them. The disciplines collaborate on a single mission to create a more effective and efficient system.*

*But you never abandon your role, or your ethics.*

# WWYD

## Information for the Team

- Each team member has a specific role
- Disagreement is healthy and needed.
- We all share common goals:
  - Public safety
  - Program completion
- Many of our team members face ethical dilemmas



# COUNSELOR: CHERYL

- Client, Rob, is in trouble yet again after many alcohol and drug violations.
- He has severe anxiety issues, along with a terrible attitude and resistance to treatment.
- Deputy Jones (Sheriff) saw Rob drinking a beer at the rodeo. Rob shot him the bird and chugged it.
- The team unanimously calls for termination.



# Cheryl Gets Rob to Open Up

- Cheryl met with Rob. One of Rob's few redeeming factors is that he is an extremely proud, devoted father who shares custody of his 13-year-old son, Rob, Jr.
- Rob confided days before the incident, was served with papers, where his son's mother was seeking full custody.
- It gets worse...



# Rob's Bad Week

- After a quarrel, his son told him he was a “dope-head loser,” a “horrible father” and he wanted to live with mom.
- Rob's new girlfriend gave him gonorrhea.
- All of this happened a week after he had finally weaned himself off of his anxiety meds.
- **Rob insisted she must not tell the judge and team.**
- Rob expects termination and doesn't really want to fight it.

**PLEASE  
DON'T  
TELL.**

# Rob Gives Up. Cheryl Doesn't.

- Cheryl firmly believes Rob needs to remain in the program to get him through this rough patch.
- These troubling events could be the catalyst for a long-awaited breakthrough for Rob.
- Though clients sign confidentiality waivers, Cheryl is not sure how much she should share.





# What would you do?

- A. Tell the team everything; advocate for treatment.
- B. Tell the team about everything except the STD. The team doesn't need to know that.
- C. Don't disclose any confidential info. Say, "There are some big issues that I'm not at liberty to disclose, but please trust me on this one."
- D. Urge the client to be honest with the team and not give up. Say little at staffing, but urge all to reconsider termination.

# TEAM DEFENSE

## ATTORNEY: SANDRA

- One of her clients, Amy, has confessed to her that she smoked “K-2/ Spice,” a substance that Sandra knows is not routinely tested for.
- Amy deeply regrets the decision and wants to know if she should be honest and tell the judge.
- The team judge routinely sanctions this type of behavior with 3 days of jail.
- Without Amy’s confession, no one would ever know.





## **What would you do?**

- A. Encourage honesty. Warn her jail is likely. Don't mention the truth about K-2 testing. Seek permission to disclose to team/advocate.**
- B. Tell all to Amy: K-2 won't show up on a drug test. If she's silent, no one will know. Don't tell team.**
- C. Encourage honesty. Don't tell her about testing and the jail. Ask permission to disclose to team. Advocate hard for lesser sanction.**
- D. Disclose the K-2 use even if client objects. Advocate for sanction reduction.**

Remember: The enemy is a difficult opponent  
We're in this for the long run!

