

HOW PRC APPLIES THE 10-KEY COMPONENTS

Key Component #1 – Reentry Courts integrate alcohol and other drug treatment services with justice system case processing:

The focus of this key component is on the integration of treatment services with traditional court case processing. The PRC Program is dedicated to the mission of eliminating substance abuse and related criminal activity. The PRC Program employs a team approach in making decisions to determine the participant's eligibility, overall progress, and how each individual advances through the graduated phases of the PRC Program. Each PRC Team member sees the participant from a different perspective. Participation from all partners contributes to the strength of this model and is one of the reasons it is successful at engaging participants and changing behavior. It is important to keep PRC Team members engaged in the process by ensuring they have input on PRC policies and feel their roles and contributions are valued.

The PRC Team is composed of a judge, a federal probation officer (who also serves as the PRC coordinator), a federal probation administrative assistant, an AUSA, an AFPD, a federal public defender legal assistant, 2 treatment representatives, a representative from the NW Regional Reentry Center, and a courtroom deputy clerk. Currently, two judges work on the PRC Team.

Staffing sessions, where participant progress is discussed, are held twice per month on Thursday mornings and generally last 2 hours. Those who regularly attend staffings include both judges, PO, federal probation administrative assistant, AUSA, AFPD, federal public defender legal assistant, two treatment representatives, representative from the NW Regional Reentry Center, and the courtroom deputy clerk.

Every participant scheduled for court that day is discussed in staffing. The discussions center on employment, home visits, phase advancement, engagement in treatment, drug testing, and responding to participants positive and negative behaviors. The PO typically offers recommendations for a court response, and the rest of the PRC Team provides feedback before a consensus is reached. The judges have the authority to make the final decision (or to implement responses that differ from the PRC Team recommendations).

PRC sessions are held on Thursday afternoons (on the same day as staffing), twice per month and generally last 1-2 hours, with an average of 15-18 participants being seen by the judge. PRC Team members who participate in staffing also attend court sessions. Court security officers are always present in the courtroom but are not members of the PRC Team. Community supporters and family and friends of participants are welcome and encouraged to attend.

The PRC works directly with Lifeworks Northwest to provide treatment services to participants. Lifeworks is contracted with the federal probation office to provide treatment services to anyone under supervision (which includes PRC participants) and provides services for the majority of participants in the PRC. The PRC also uses inpatient treatment providers from time to time. The contract for treatment services is put out for bid every 3 years by the federal probation office, with the contract being awarded to the lowest bidder of services. Contract renewals then occur annually. Participants with private or other insurance coverage may receive services from other providers. In these situations, the PO maintains contact with the providers, mostly by phone. They do not regularly provide written progress

reports, but may advise the PO of missed sessions or other issues.

The regular treatment provider representatives communicate with the PO via written progress reports prior to staffing sessions. The probation office's contract with Lifeworks requires that monthly written progress reports be sent in for billing purposes. Once this information has been received by the appropriate personnel at the probation office, it is forwarded to the PRC PO to be used in staffings. The treatment provider also provides updates verbally during staffings (and in court sessions as needed). Additionally, treatment provider representatives regularly communicate via email and telephone with the PO (as well the entire PRC Team) between court sessions for issues that need immediate attention.

The PRC Team has a formal policy committee that meets regularly outside of staffing on an as-needed, or at least quarterly, basis to discuss PRC Program issues. The committee consists of all active PRC Team members (those who attend staffing and court). Additional staff such as the chief of probation, deputy chief PO, attorney advisor or chief judge may also attend.

Case management is primarily provided by the PO. However, the assistant federal defender, federal public defender's legal assistant, and treatment representatives will occasionally provide case management services in certain situations or when requested.

This team approach is based on providing ongoing communication, which insures the immediate response needed to effectively handle the needs of each individual participant in the PRC Program.

Key Component #2 - Using a non-adversarial approach, prosecution and defense counsel promote public safety while protecting participants' due process rights:

This key component is concerned with the balance of three important issues. The first issue is the nature of the relationship between the prosecution and defense counsel in PRC. Unlike traditional case processing, PRC case processing favors a non-adversarial approach. The second issue is to ensure the PRC remains responsible for promoting public safety. The third issue is to ensure the protection of participants' due process rights.

A dedicated AFPD and AUSA have been permanently assigned to the PRC Team. These professionals are familiar with the mission and intent of the PRC Program and actively participate in all staffing and court sessions. Both the prosecution and defense counsel shed their adversarial courtroom relationship; preserve the responsibility of upholding public safety while protecting the due process of the participant; and, maintain focus on the participant's recovery process and law-abiding behavior. The prosecution and defense counsel work together, in conjunction with the PRC Team, to determine the eligibility of a participant, as well as making decisions regarding the actions taken during the course of the individual's participation in the PRC Program. Before and during the individual's participation in the PRC Program, the prosecution and defense counsel help the participant understand the PRC philosophy, the programs rules and requirements, and any other options available to the individual.

Since the PRC Program only accepts post-conviction cases, the PRC assistant U.S attorney typically confers with those in his office that prosecuted cases the PRC Team has under consideration. This allows the AUSA to provide input and ultimately give approval to anyone entering the PRC Program.

The AFPD maintains close contact with participants during their time in the PRC Program. The participants can contact the federal defender at any time with questions or to discuss any ongoing

issues. The federal defender generally does not represent participants after they have been terminated from the PRC Program.

The AFPD and AUSA are included on all PRC policy-related matters. The currently-assigned AFPD has attended national drug court conferences and received drug court-specific training. The currently-assigned AUSA has not received drug court-specific training. Both attorneys are typically contacted and aware when a PRC participant is sanctioned to jail for noncompliant behavior.

Key Component #3 - Eligible participants are identified early and promptly placed in the Reentry Court program:

The focus of this component is on the development and effectiveness of the eligibility criteria and referral process. The PRC Program has established measures to ensure that the future PRC participant is identified and referred to the PRC Program in the shortest time possible following the individual's release from custody and/or probation/supervised release violation.

In the case of the post-plea deferred sentencing track, the prosecution, defense counsel and the assigned case judge work with the participant to determine eligibility and file the necessary paperwork to begin the referral process.

In the case of the probation/supervised release track, the Pre-Sentencing Investigator makes a recommendation of eligibility to the sentencing Judge, who then makes a special condition of probation/supervised release that the individual observe the PRC Program (unless the participant consents to apply for the PRC Program, in which case, the special condition will include application to the PRC Program).

In either case, once eligibility is established, in either case, the PRC Team initiates the assessment process. The potential PRC participant is then assigned an interview date with the PRC Team and is either offered an opportunity to participate in the PRC Program or informed that they are not eligible for participation. The goal is to implement an expedient process because expedient admission of an individual into the PRC Program plays an essential role in the success of the participant.

The target population of the PRC consists of people who were previously convicted and/or sentenced to prison or probation in a United States District Court. The PRC Program accepts substance abusers, as well as those that are substance dependent, and participants always enter the PRC Program in post-conviction status. Most candidates are moderate to high risk, based on their Post-Conviction Risk Assessment (PCRA) score. However, a multitude of other factors are also considered before admission including participant history, treatment needs, PRC Team member opinions of suitability (PRC Team member opinion of what makes them a good candidate, severity of substance use, etc.), and amenability to treatment services.

Individuals who have committed sex offenses, and those individuals under the jurisdiction of the U.S. Parole Commission, are not eligible for admission into the PRC Program. Individuals using certain narcotic medications (such as methadone), and those with severe mental illness, violent offenses, etc., are not necessarily disqualified from the PRC Program, but those factors are considered "red flags" that the PRC Team would have to discuss and come to consensus on prior to admission of the individual.

The PRC eligibility requirements are written and referring agencies have copies of the eligibility criteria.

Program referrals are primarily from the federal probation office. Any federal PO in the district can identify a high-risk client who is having issues on supervision (such as relapse), and refer him or her to the PRC. New supervision cases are also assigned to the PRC PO if the individual could potentially be a candidate for PRC. Referrals may also come from defense attorneys, treatment providers, or by self-referral.

After being referred to the PRC Program, the PRC PO will complete an interview with individuals using an in-house screening form that collects noncompliance/revocation history, drug testing history, employment information, and any potential mental health or medical issues. The PO will then explain the PRC Program requirements and expectations to participants. Information gathered from the interview, the pre-sentence investigation (PSI), and other documentation (as applicable) such as probation violation reports are then brought to the PRC Team for consideration for entry to the PRC Program during staffing. The PRC Team discusses this information along with their history, appropriateness for PRC Program, and many other factors before deciding as a team to accept them into the PRC Program.

Participants then meet directly with the PRC Team prior to their first court session. A brief discussion occurs with the PRC Team regarding such topics as their interest or motivation in coming to the PRC Program before they are officially accepted to the PRC Program.

The estimated time between referral and PRC Program entry is 31 to 60 days.

The PRC Program assesses participants for risk through the Post-Conviction Risk Assessment (PCRA), as all potential participants have one completed by the probation office within 60 days of their release from federal prison.

Lifeworks Northwest or another provider ensures that a full behavior health assessment has been performed on each offender. An individualized treatment plan is developed from the assessment, including group and individual therapy sessions.

Incentives for entering the PRC Program include a 1-year reduction of an individual's term of supervision upon graduation, avoidance of a probation violation hearing that may result in probation revocation, the direct interaction with the judges, and the support/guidance received from PRC Team members and treatment.

The PRC's capacity is currently 30 participants.

Key Component #4 – Reentry Courts provide access to a continuum of alcohol, drug, and other related treatment and rehabilitation services:

The focus of this key component is on the PRC's ability to provide participants with a range of treatment services appropriate to their clinical needs. Success under this component is highly dependent on success under the first component (i.e., ability to integrate treatment services within the PRC Program). The PRC Program provides the most comprehensive treatment services available for each individual participant within the PRC Program. Each individual is assessed for the appropriate level of service when they begin the PRC Program, as well as being periodically assessed by both the treatment provider(s) and the PRC Team throughout their participation. The PRC Team meets twice a month to respond to the strengths and weaknesses of the participants. The PRC Team is also in constant email

contact as issues with participants arise.

This contact provides the PRC Team with the ability to develop action plans that allow for each individual participant to have the best chance to succeed. The PRC Program provides a variety of services ranging from residential, intensive outpatient, and aftercare services. Additionally, the PRC Program offers assistance with housing, educational and vocational services, and mental health services. The PRC Program currently has the ability to deal with participants with co-occurring disorders. The PRC Program also has the ability to accommodate participants with physical disabilities.

The PRC is intended to last 12 months and has four phases, with PRC Program requirements progressively reduced over time. Participants typically spend an average of 13 months in the PRC Program. An individualized treatment plan is developed for each participant. On average, they attend group treatment twice a week. Individual sessions average 1-2 times per month at the beginning of the PRC Program as well. The amount of treatment/number of sessions is continually evaluated by the treatment provider and gradually decreases as participants progress through the PRC Program.

Participants are also required to attend self-help meetings throughout the PRC Program. In the first two phases of the PRC Program, participants must attend two verified meetings per week. This increases to four meetings per week in the last two phases of the PRC Program. The PRC requires both substance abusers and those substance dependent to attend self-help meetings. However, many of these meetings may not focus on substance dependence but instead provide substance abusers with an additional support system. AA/NA meetings are prominent, but participants may also attend meetings centered around overeating, co-dependency, family relationships, and cognitive thinking.

The treatment provider, Lifeworks Northwest, works with individuals in two separate capacities within the agency. The first is the *addictions-alcohol and drug program*. The second is the *mental health-dual diagnosis program*. While each program has a specific focus and may work exclusively with certain participants, treatment counselors noted that overlap occurs within the curriculum and some participants will work with both programs if necessary. Participants are always screened by Lifeworks for co-occurring mental disorders as well as suicidal ideation after being admitted to the PRC Program. For those found to have co-occurring disorders, mental health treatment is required as part of their PRC Program-related treatment.

Lifeworks Northwest completes an in-house assessment called the Behavioral Health Assessment on participants that determines their area(s) of need. The *addictions-alcohol and drug program* also uses American Society of Addiction Medicine (ASAM) criteria to determine level of care, while the *mental health-dual diagnosis program* uses the Level of Care Utilization System (LOCUS). This information is then used to create an individualized treatment plan that must be consistent with participant needs and adjusted as appropriate during the PRC Program.

Services required for some participants are based on assessed level of care and include: outpatient individual treatment sessions, outpatient group treatment sessions, self-help meetings, gender-specific treatment, residential treatment, mental health counseling, detox, referral-based psychotropic medication services, parenting classes/support, prenatal program, anger management/violence prevention, job/vocational training, employment assistance, GED/education assistance, housing/homelessness assistance, Moral Reconciliation Therapy, Living in Balance, Motivation Interviewing, and Recovery Training/Self Help.

Services offered to some participants, but not required include: health care, dental care, transportation.

Aftercare services are available through Lifeworks if a participant continues to be on federal supervision after being discharged from the PRC Program. For those who continue on supervision, any and all services that are normally provided are available.

Limited child care services are available for participants with children through the Multnomah County CourtCare program. Child care is provided during court proceedings to any individual with a scheduled court appearance, including PRC participants.

TriMet passes may be given to participants who are experiencing transportation difficulties, although a lack of funding greatly limits the number of passes provided.

Transitional housing may be provided for men and women through the Northwest Regional Reentry Center.

No fees are required or collected for the PRC, as funding from the District of Oregon U.S. Probation Department funds services for those on federal supervision.

Key Component #5 - Abstinence is monitored by frequent alcohol and other drug testing:

The focus of this key component is on the use of alcohol and other drug testing as a part of the PRC Program. Drug testing is important both for court supervision and for participant accountability.

Drug testing is randomized using a color code call-in system. Participants are required to call in every day to a recorded message that states the color for the day. The message is set each day at 12:01a.m., and participants may call in at any point after it is set. If the message states a participant's assigned color, they have from 8:00 a.m. – 8:00 p.m. to submit a urinalysis test. A participant's drug test color may change (to increase or decrease testing frequency) while participating in the PRC Program.

Drug test collection is performed for the PRC primarily by a halfway house, Northwest Regional Reentry Center, which is contracted with the federal probation office to collect the drug tests. The halfway house is always staffed by a male and female, and tests are fully observed by a same-sex employee. The probation office also collects participant drug tests in their office and follows the same procedures.

Frequency of drug testing ranges from approximately 1-2 times per week in Phase I to once every 2 weeks during the last phase of the PRC Program. Drug testing is also done for cause (if there is suspicion or someone appears under the influence). Probation supervision conditions state that a participant may receive a maximum of eight drug tests per month (based on an appeals court ruling).

Drug testing at the halfway house is mainly performed with a 8-panel on-site instant test cup, though breathalyzers are utilized on occasion. The probation office utilizes breathalyzers, alcohol monitoring bracelets, and sweat patches, when appropriate. The probation office also sends samples out to a lab for special testing (diluted tests, synthetic testing, EtG, etc.).

Negative test results are tracked by the PO and reported to the PRC Team at each PRC staffing. Staff at the halfway house report non-negative drug test results (positives, missed, etc.) to the PO, who then updates the rest of the PRC Team via email to determine if an immediate response is necessary. Non-

negative results are also tracked and reported to the PRC Team during each staffing session.

Participants are required to have a minimum of 180 days sober (negative drug tests) before graduation.

Key Component #6 - A coordinated strategy governs Reentry Court responses to participant's compliance:

The focus of this component is on how the PRC Team responds to participant behavior during PRC Program participation, including how the PRC Team works together to determine an effective, coordinated response. PRC has established a system of rewards and sanctions that determine the program's response to acts of both noncompliance and compliance with PRC Program requirements.

Case management is primarily performed by the PRC PO. Participants have contact with their PO on a regular basis, with the frequency of contact set by requirements of the federal district. The majority of contacts made by the PO occur during office visits and court sessions, while in-home visits occur occasionally. Meetings with the PO consist of reviewing progress, confirming PRC Program requirements (such as self-help meetings), discussing drug test results, and performing case management with participants (transportation needs, employment issues, etc.).

The PO will communicate with a participant's employer, (if the employer is aware of the participant's court involvement), primarily by phone to confirm employment or communicate about PRC Program requirements. They complete in-person visits to employers as needed.

Incentives to enter the PRC Program include early termination from probation (up to 1 year), PRC Team and peer group support, and access to more resources than standard probation.

Charges that led participants to PRC are not dismissed upon graduation, but some participants may avoid a probation violation hearing or have it deferred while participating in the PRC Program.

The participants are given a participant handbook upon entry into the PRC Program, and all participants sign a contract (and receive a copy) that outlines PRC Program requirements and expectations. The contract lists a number of possible sanctions a participant may receive for noncompliance.

This policy and procedure manual, as well as the Reentry Court Memorandum of Understanding, guide PRC Team members regarding the use of incentives and sanctions (see Sanction and Incentive Guide attached). Decisions are made during staffing meetings on a case-by-case basis. Participants are given a list of incentives and sanctions upon entering the PRC Program. The PO tracks rewards and sanctions given to each participant over the course of the PRC Program.

The PRC provides incentives in a standardized manner, so participants know what kinds of behaviors lead to incentives. For example, participants receive a gift card each time they phase up in the PRC Program or a candy bar (Kudos) for 30 days of continued sobriety.

Participants receive intangible incentives (praise from the judge, applause,) and tangible rewards (gift cards, candy bars) through the court. Tangible rewards are given out by various PRC Team members (including the judge, AFPD and AUSA) during court sessions.

One of the most common incentives the PRC Team utilizes is the “A-team.” Participants who have met all PRC Program requirements since their last court date are recognized at the beginning of the court session by the PRC Team and sit in the front row of the jury box. These participants are called upon first during the court session. The PRC holds a drawing for the A-Team participants which results in additional rewards being given.

Sanctions are graduated so that the severity increases with more frequent or more serious infractions. They are typically imposed at the next court session for noncompliant behavior, but depending on the severity of the behavior, the judges may issue orders for sanctions to be imposed immediately by the PO.

Participants are not given a written list of behaviors that lead to sanctions, but are given a list of possible sanctions. Sanctions range from community service to jail time. Jail sanctions are not to exceed 7 days.

Treatment plans are continuously evaluated throughout the PRC Program, and treatment responses may include residential treatment or increased treatment sessions involving relapse prevention and aftercare.

Due to the PRC being a voluntary program, participants may choose to voluntarily withdraw from the PRC Program at any time, or the PRC Team may jointly decide that the PRC Program is not effectively working for an individual. In this situation, the participant can be transferred back to standard probation to continue their original term of supervision. If an individual was referred to the PRC while a probation violation was pending, the individual will be referred back for a hearing on the probation violation upon exiting the PRC Program.

A participant who is unsuccessfully terminated (and does not withdraw) from the PRC Program may be charged with a formal violation of probation upon exiting the PRC Program.

Major PRC Program violations that may result in a participant being removed from the PRC Program include: any new arrest, failure to appear in court with no excuse/multiple failures to appear, missing treatment sessions, multiple positive drug tests, continued substance use, lack of progress in the PRC Program, lack of progress in treatment, not reporting to the PO, and leaving the jurisdiction without permission and not returning. However, these are not automatic termination criteria; instead, all circumstances and issues would be considered by the PRC Team before anyone would be officially terminated from the PRC Program.

Participants must complete the requirements for each phase, prepare and present a relapse prevention plan, be employed (or enrolled in school), be current on court-ordered financial obligations, maintain stable housing and be involved with a support group for at least 90 days before progressing to graduation. Participants must also have at least 180 days sober (as evidenced by negative drug tests) before graduating.

Graduation occurs after regularly scheduled PRC sessions. All participants are required to attend graduation ceremonies when they occur. Multiple PRC Team members speak about participants and present gifts such as a letters from political figures, a \$25 gift card, a card signed by all PRC Team members, and sobriety medallions. And finally, the graduates (and any family/friends in attendance) have a chance to address the court.

Participants typically continue on supervision for a period of time upon graduating from the PRC Program, depending on their original length of supervision. Individuals may be discharged completely if their remaining term of supervision is 1 year or less.

Key Component #7 - Ongoing judicial interaction with each PRC participant is essential:

The focus of this component is on the judge's role in PRC. The judge has an extremely important function for PRC in monitoring participant progress and using the court's authority to promote positive outcomes.

One of the key roles of the PRC Judge is to provide the authority to ensure that appropriate treatment recommendations from trained treatment providers are followed.

There are two judges currently assigned to the PRC (an Article III judge and a magistrate judge). Each judge presides over one of the two court sessions held each month. In the event of one judge's absence, the other is typically available to cover any needed judicial duties; however, both judges participate in staffing and court on a regular basis. Both PRC Judges are assigned to the PRC Program indefinitely. Both judges have cases and dockets outside of the PRC. In between the time spent in staffing and court, the judges receive communication from PRC Team members about participants and other administrative matters.

PRC participants typically attend court sessions once every 2 weeks in Phase I (minimum of 90 days). Court attendance is then reduced to once per month for the remainder of the PRC Program (Phase II, III, and IV), but can be increased based upon participant progress.

Staffing begins at 8:30 a.m. and typically last 1½-2 hours, with the PRC Team discussing an average of 15 participants and any new potential admissions.

Staffing is primarily facilitated by the PO, along with the presiding judge for that day's session. However, all PRC Team members are actively engaged in discussions during the staffing, and the PRC Team displays excellent communication. Staffing typically begins by discussing any new participants (if any) for admission to the PRC Program, followed by updates on participants scheduled to appear in court. Staffing notes are thorough and comprehensive, covering all other relevant topics such as history of sanctions/incentives, drug test results, and participant fees owed.

Participants are required to stay for the entire PRC session, although exceptions can be made for participants on occasion (those who need to return to work or have been excused for pre-approved reasons).

At each session, the judge stands at a podium placed in front of the jury box where participants are seated during the session. When the court session begins, the judge recognizes participants who are on the "A-team" by naming them individually and having them sit in the front row of the jury box while the courtroom applauds.

After acknowledging the "A-team," the judge directs the rest of the participants to the back rows of the jury box. Each participant then stands up in the jury box when their name is called and speaks with the judge directly.

The judge asks many questions specific to each participant and his or her situation. The judge encourages participants who were doing well to share what they think is working for them. The judges are active listeners. The judges remain respectful but authoritative throughout the session as they address participants about the program's expectations and requirements. The judge also follows recommendations provided by PRC Team members during staffing. The judge is clear and direct with participants who are not doing well. The judge will state how the PRC Team perceives the participant's progress and frequently explains that lying is the one thing the PRC Team will not tolerate.

All PRC Team members are actively engaged during court -- speaking speak up when necessary to clarify issues such as phase dates, treatment schedules or next appointments, as well as to reinforce ideas or add details to subjects the judge is addressing with the participant. The AUSA and the PO hand out incentives to those phasing up, the AFPD hands out candy bars for those with clean date milestones, and the federal defender's legal assistant confirms next court dates, upcoming requirements, and phase dates.

Multiple PRC Team members (including the judges) will engage in discussions with participants after the court session to confirm appointments, offer encouragement, or just to continue conversations that occurred in court.

Key Component #8 - Monitoring and evaluation measures the achievement of program goals and gauge effectiveness:

This component encourages the PRC Program to monitor progress toward goals and evaluate the effectiveness of practices. The purpose is to establish PRC Program accountability to funding agencies and policymakers as well as to the PRC Team and the participants. Further, regular monitoring and evaluation provides the PRC Program with the feedback needed to make adjustments in PRC Program practices that will increase effectiveness. Finally, programs that collect data and are able to document success can use that information to gain additional funding and community support.

Monitoring and evaluation require the collection of thorough and accurate records. The PRC collects data both electronically and manually for participant tracking. The data collected by PRC includes some limited information from the treatment providers. There is no central database specifically for PRC that stores all relevant participant information. Treatment providers, probation and the court all have separate databases that are utilized.

The PO uses the database PACTS (Probation and Pretrial Services Automated Case Tracking System) to document some PRC participant information. This database is operated by the federal probation office, and includes all offenders on supervision (not just PRC). Only the PO and their administrative staff utilize this database, which tracks information such as visits with probationers, employment, and general case notes. Although a sufficient amount of information is entered, staff reported that the ability to retrieve this information from the system on PRC participants is limited.

The PRC keeps track of key information on all PRC participants (drug testing, PRC Program outcomes, sanctions, etc.) in an Excel spreadsheet that is maintained by a federal probation office administrative assistant. A report created from this spreadsheet and sent out to PRC Team members each month contains information on all currently active PRC participants. The monthly reports display static information (such as their PCRA score or PACTS ID) as well as updates on the number of drug tests since

the last report and date of last positive test.

The PRC has had an outside process and outcome evaluation by the U.S. District Court for the District of Oregon and the University of Oregon in 2010. The PRC has also had another process evaluation by NPC Research, Portland, Oregon in June 2013.

Key Component #9 - Continuing interdisciplinary education promotes effective PRC planning, implementation and operations:

This component encourages ongoing professional development and training of PRC staff. PRC Team members need to be updated on new procedures and maintain a high level of professional and technical knowledge. PRC must decide who receives this training and how often.

The PO and AFPD have received training and education specifically on the drug court model through the National Association of Drug Court Professionals (NADCP).

Some PRC Team members have also received training specifically related to the target population of the court and the use of rewards/sanctions.

PRC staff members occasionally bring new information on drug court practices, including drug addiction and treatment, to staffing meetings.

Not all team members have received formal drug court training or training on the use of sanctions and rewards (outside of on-the-job training); however, almost all PRC Team members have observed other programs in operation. Currently, the PRC Team identifies areas of training interest and then the PRC Team, either as a whole or as individuals, attends training workshops presented in-house, in the community, or online.

The current system for new PRC staff members is to shadow their predecessor and receive on-the-job training on the PRC model before or soon after starting work with the PRC Team.

Key Component #10 – Forging partnerships among Reentry Court, public agencies, and community-based organizations generates local support and enhances Reentry Court program effectiveness:

This component encourages PRC to develop partnerships with other criminal justice service, nonprofit and commercial agencies. For these collaborations to be true “partnerships,” regular meetings and collaborations with the partners should occur. If successful, PRC will benefit from the expertise that resides in all of the partner agencies and participants will enjoy greater access to a variety of services.

The PRC has developed and maintained relationships with organizations that can provide services for participants in the community and refers participants to those services when appropriate. Some of these services include employment assistance/job training, food, clothing, healthcare, transportation, housing assistance, and educational services. A greater number of community partnerships with the PRC must be established to secure additional resources, so PRC must still determine what additional partners are available and able to provide needed resources to the participants. Other important factors to weigh include who will be considered as part of the main PRC Team, who will provide input primarily through policymaking, and what types of services will be available to participants through

these additional partnerships.

There is a federal PO (not assigned to the PRC Team) who works with the offender workforce development Program. This PRC Program specializes in job skills that can provide participants with job leads and employment skills training. Participants may have to be placed on a waiting list prior to receiving these services, and typically receive these services for approximately three months on average.

