



**The Treatment Court
Coordinator:
Fostering Consensus, Conflict, or
Capitulation**

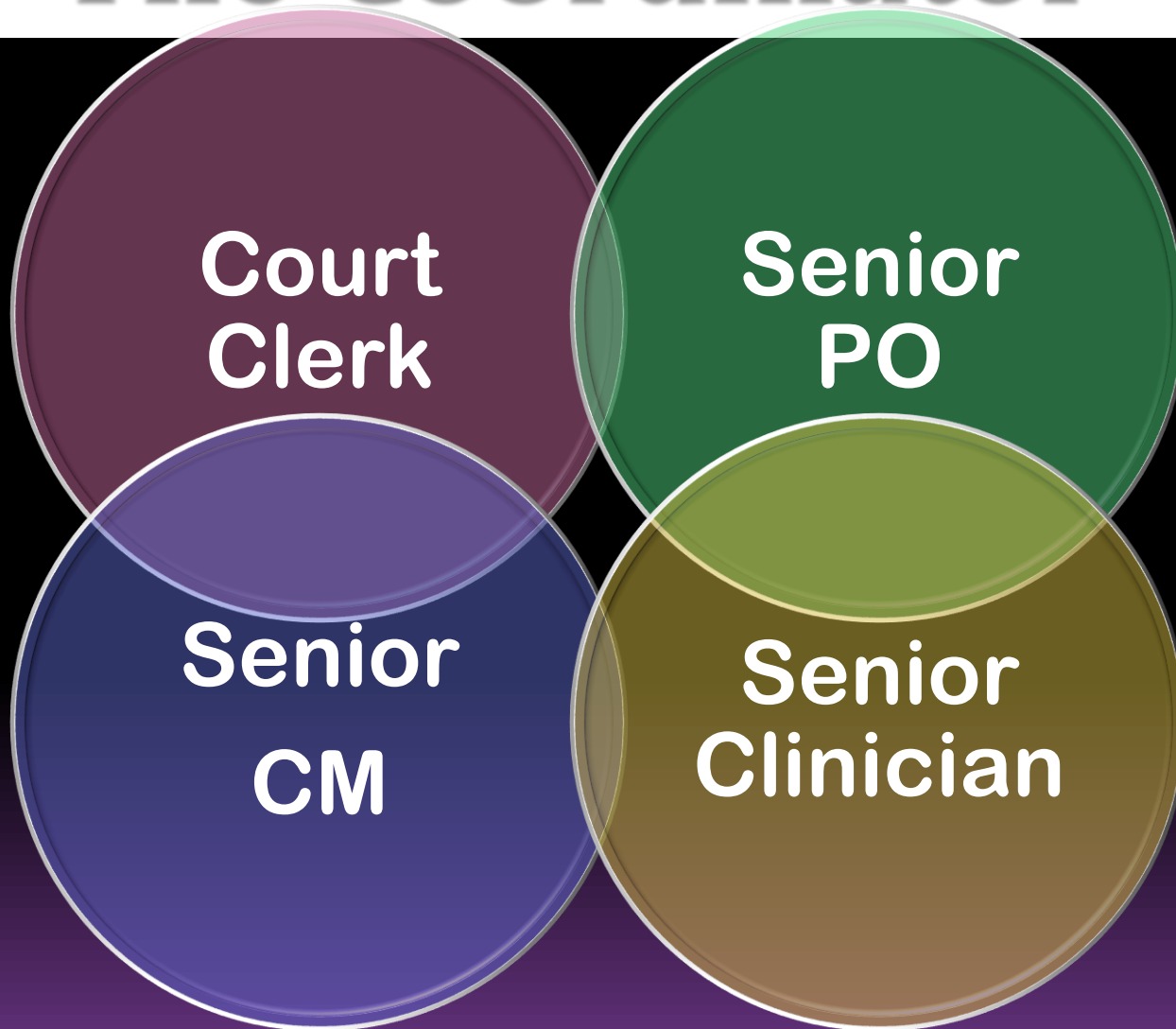
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Chief of Standards

National Association of Drug Court Professionals

Power Players?

- ▣ Prosecutor
- ▣ Defense Attorney
- ▣ Coordinator
- ▣ Judge
- ▣ Treatment Provider
- ▣ Other

The Coordinator



The Coordinator

- 1) Maintaining records and documentation
- 2) Overseeing fiscal and contractual matters
- 3) Ensuring policies and procedures are followed
- 4) Overseeing the collection of performance and outcome data

The Coordinator

- 5) Scheduling court session and staffing
- 6) Orienting new hires
- 7) Case management activities for participants
- 8) Facilitating coordination and communication between team members and partner agencies

Qualifications

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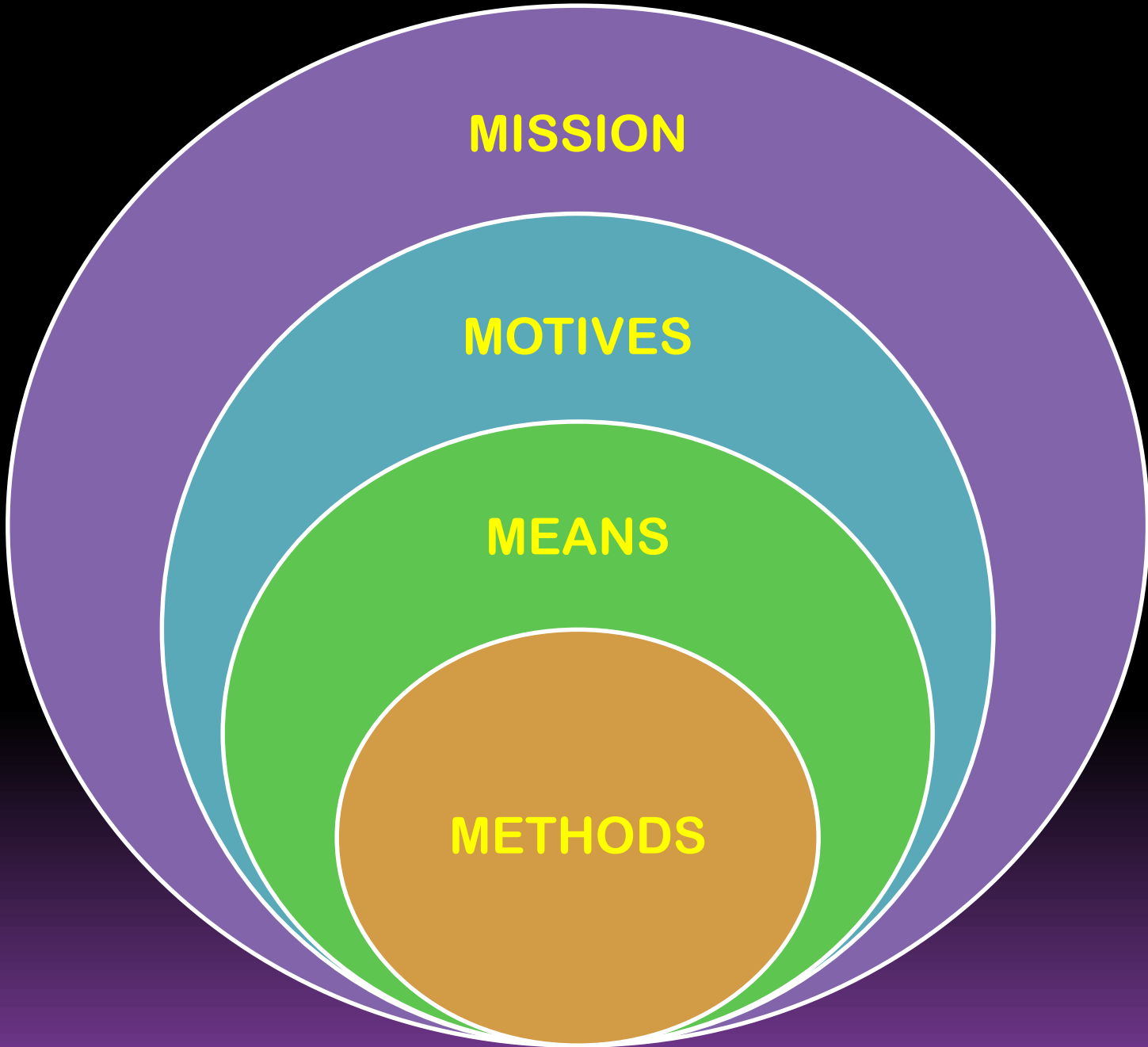
Qualities



Effectiveness



**UNDERSTANDING
MY TREATMENT
COURT PROGRAM**



**UNDERSTANDING
MY TEAM
MEMBERS**

Priority and Perspective



Essential Components

1. Respect Roles and Boundaries
2. Professional Ethics
3. Team Power Dynamics
4. Decisions Making Protocol
5. Participant Best Interests
6. Program Best Interests
7. Public Best Interests

The image features two silhouetted figures standing on a dark horizon, high-fiving their hands against a vibrant sunset sky. The sky transitions from a deep orange near the horizon to a lighter, hazy yellow at the top. The figures are positioned on the left side of the frame, with their arms raised and hands meeting in the center. The overall mood is one of achievement and celebration.

Getting on The Same Track

Aligning the Team


1. **Look for Good Matches, Value Diversity**
2. **Understand Condition, Culture, & Climate**
 - ▣ Profession & Provider
 - ▣ Resources (leadership, finances)
 - ▣ Motivation, Resources, Staff Attributes
 - ▣ Language & Lingo
3. **Express Empathy**
 - ▣ Appreciate Difficulty of Work & Limitations
 - ▣ Respect Expertise and Perspective

Aligning the Team

4. **Find Common Ground**
 - ▣ Recognize Strengths
 - ▣ Appreciate and Re-Frame Disagreements as Differences
5. **Communicate: Realistically, Regularly, and Reciprocally**
6. **Agree if There is Need for Change**
 - ▣ Desired Outcome
 - ▣ Drug Court Bottom Lines
 - ▣ Discipline Specific Bottom Lines

Pitfalls to Avoid

1. Secrets
2. Hidden Agenda
3. Sub-Alliances
4. Splitting & Pitting
5. Professional Drift



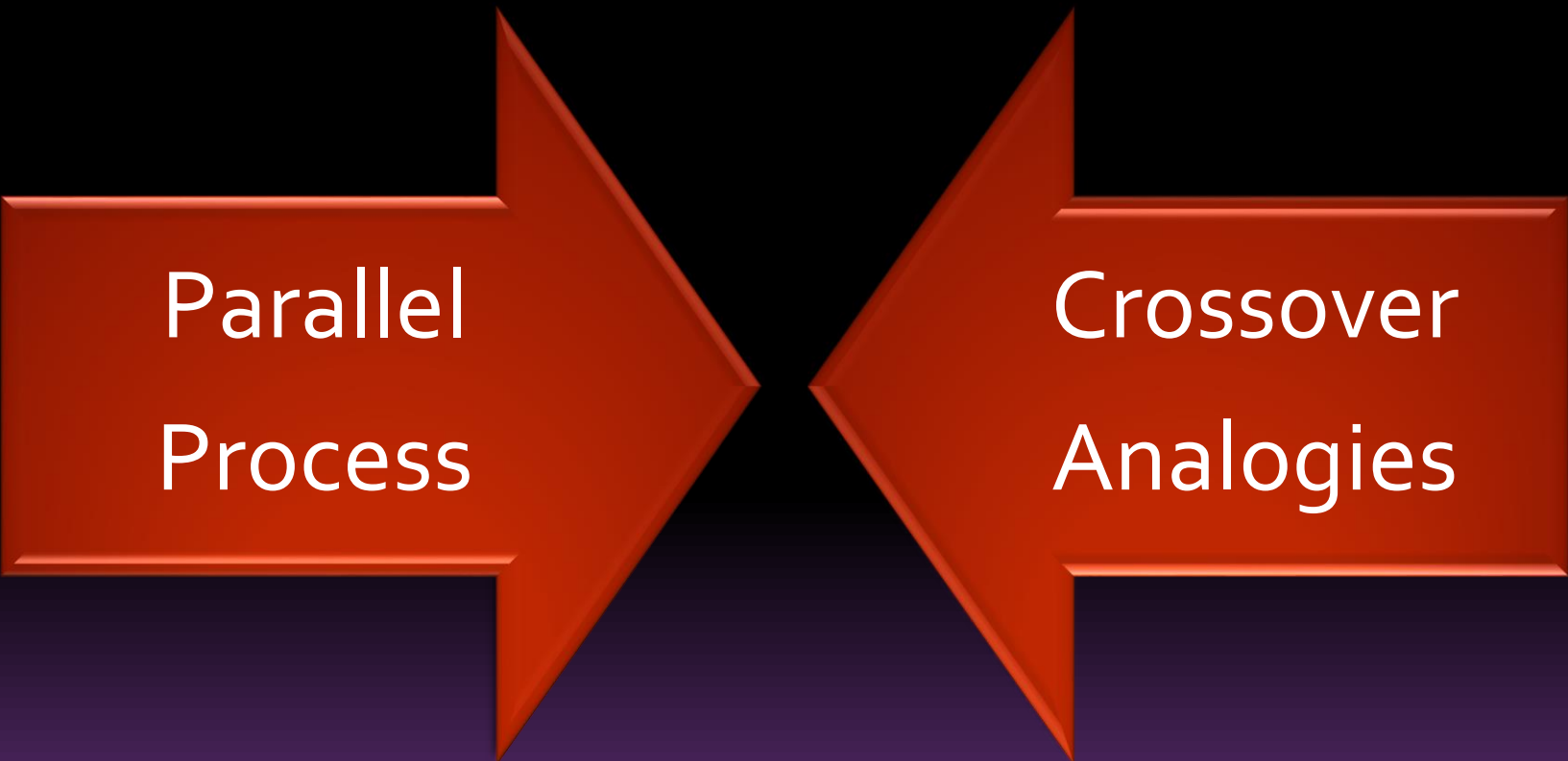
**INFLUENCING
THE
TEAM**

**Value
Understanding
Over Being
Understood**

**Understanding
Facilitates
Influence**



Influencing and Understanding



Parallel
Process

Crossover
Analogies

10 Effective Communication Strategies Proven in Drug Court

Avoid Ego
Centered

Avoid
Downward

Attentive
Listening

Reinforce
Others First

Common
Ground

10 Effective Communication Strategies Proven in Drug Court

Reframe
Neutrally

Inclusive

Understand

Empathetic
Listening

Sum Up

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