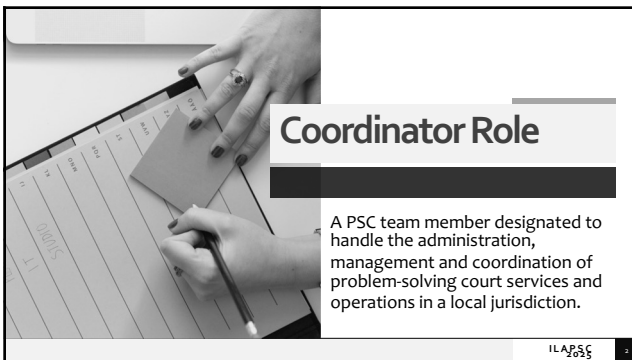
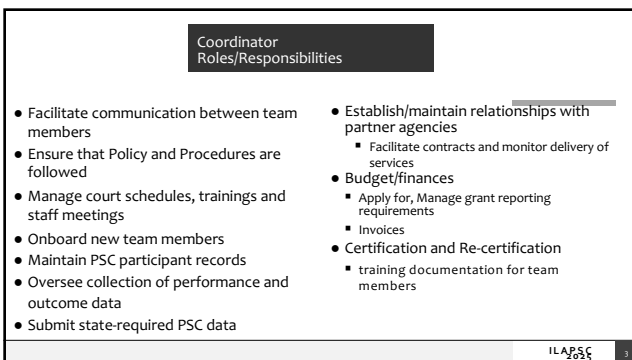




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Intro to the PSC:
Review Roles of the Team members
PSC Standards/ALL RISE/ ILAPSC

AOIC Training Recommendations:
<https://www.probation.illinoiscourts.gov/psc>

Observe another PSC
Connect with Veteran(s) in their role



On-Boarding
Welcome to the Team!



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Reigning them in...

When team members:

- loose focus
- get off track
- do not follow the PSC model





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PITFALLS TO AVOID:

- **Splitting/Triangulation:** within the team or by participant
(Communication is key & Avoid side conversations)
- **Withholding information**
(set expectations for all team members)
- **Professional Drift**
(Revisit policies & Team roles periodically)
- **Hidden Agendas**
(If trends are noticed, discuss them as a team and communicate about the concerns)



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Enhancing Team Communication

- Discuss as a team what everyone brings to the table:
 - Respect each other's roles & boundaries
 - Express empathy, appreciate the difficulty of the work & the limitations
 - Tap into team members strengths, find common ground
- Team Power Dynamics/Staffing:
 - Develop an order of who speaks at staffing
 - Call on each team member
 - Judge exercises a leadership role in ensuring each team member has a voice
 - Be respectful, the Judge requires input from all the subject matter experts
 - Shared decision making with the Judge having the final decision
 - Sum up, to ensure the decision is clear
- Regular team meetings to address programmatic concerns or changes:
 - Know EBP: Does your team know them? Or Barriers to adhering to EBP determine what can be adjusted
- Team building exercises; Informal team gatherings; Attend conferences together

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When is enough enough...

PTT?

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Have You Done Everything You Could to Avoid Termination?

Termination is like surgery - It should be the ONLY thing you can do, or the absolute LAST thing you do

Hon. Diane Bull, JD - Helen Harberts, MA, JD - Shannon Carey, PhD

CHECKLIST: Questions to ask yourself before termination

☐ Why are you terminating? Direct threat to public safety (not to self)? Are you frustrated?	☐ What was the expected dosage of treatment and interventions per assessments, and did we get to that dosage? Why? Why not?
☐ WHAT assessments and screens did we do?	☐ Did we create a case plan that integrates clinical treatment requirements with supervision and case management requirements?
☐ Risk and need? Trauma, MAT, mental health, physical health, etc.	☐ What has been done to address recovery capital?
☐ Did we miss any? Are there others we should consider?	☐ Has the team worked to develop rapport with participants based on showing respect, empathy, alliance and positive regard?
☐ WHEN were they last done?	☐ Have you responded appropriately to the participant's behavior?
☐ Did we tick off the big ticket items? SUD, MAT, Co-morbid mental health, physical health, housing, trauma, criminal thinking, recovery planning and practice? Anything else?	☐ Are you getting all the information you need about the participant and their behavior to respond effectively? (Who, Why, Where, Which, What, How)
☐ Did we address everything that the assessment said? (Did we provide services according to the specific needs revealed in the assessments?)	☐ Are you using all the response options available to you and in unison?

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CHECKLIST: Questions to ask yourself before termination (Con't)

☐ **Incentives** – used to confirm for the participant that they are moving in the right direction

☐ Have your incentivized the small steps?

☐ Are you providing more attention in response to positive movement rather than extended attention on poor behavior?

☐ Are you providing at least 4 incentives to every sanction?

☐ **Sanctions** – used to send message to the participant that they are moving in the wrong direction

☐ Are you starting with a low-level sanctions and only increasing severity if the same poor behavior persists?

☐ Are you saving jail for behavior that is dangerous to others or compromises the integrity of the program? (When sanctioning to jail are you using less than 5 consecutive days?)

☐ Have you confirmed that the sanctions you are choosing are actually reducing participant poor behavior?

☐ **Teaching responses** – used to help participants reflect, learn from their behavior and to teach new skills

☐ Have you considered what skills the participant lacks that they need to learn?

☐ Have you responded to participants in a way that provided a learning experience for the participant and others in the courtroom?

☐ Have you consistently checked for participants' understanding?

☐ **Therapeutic adjustments** – implemented by substance use and mental health disorder clinicians (not by the court) based on assessed need

☐ Was a clinical assessment performed and has treatment been provided according to assessed need?

☐ Has a clinician reassessed participants to determine if a different type of treatment or different level of care was needed?

☐ Is the appropriate treatment or level of care available?

☐ **Monitoring adjustments** – used to gather information about participant behavior, provide support and promote accountability

☐ When was the last home visit and check on the recovery environment? What is the participants family situation?

☐ Have you created an integrated case plan that addresses assessed needs and does not include requirements for services the participant does not need

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Thank You

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