

NM Onboarding Professional Development Matrix for the Probation/Compliance/Surveillance Officer



Prepared especially for:

Team Member Name

Thank you for joining our statewide treatment court initiative and agreeing to invest your professional expertise as part of a local multidisciplinary team. To help you understand your role and prepare you for the greatest engagement possible, we have created a list of recommended professional development topics for you to complete as your schedule permits. *The primary onboarding topics are listed in the first section below and **must** be completed within sixty (60) days of joining the team.*

If treatment courts are new to you, you can view this 3-minute video introduction to the drug court model created by the San Bernardino, CA probation department via this link:

https://www.youtube.com/watch?v=KdIulmZ_bZQ

DIRECTIONS:

1. Go to [All Rise E-Learning Center](#) and sign up if you have not done so.
2. Click on the video topic you would like to view. This will take you to the beginning of the session.

As you complete the various topics, you will be required to complete a quiz. Once you have passed the quiz, you may receive a certificate, which will need to be sent to your local program coordinator. If you do not receive a certificate, please inform your coordinator of the date you completed the session. The coordinator will document completion on the master team training log.

√	Primary Onboarding Professional Development (must be completed within 60 days of joining the team)	Time Req'd:	Date Completed / Competent
	Confidentiality and Ethics <i>*Required annually</i> https://nadcpelarningcenter.talentlms.com/catalog/info/id:260	Self-Paced	
	Standard VIII: Multidisciplinary Team https://nadcpelarningcenter.talentlms.com/catalog/info/id:289	Self-Paced	
	What are Substance Use Disorders? https://nadcpelarningcenter.talentlms.com/catalog/info/id:245	Self-Paced	
	Standard II: Equity and Inclusion https://nadcpelarningcenter.talentlms.com/catalog/info/id:290.cms_featured_course:1	Self-Paced	
	Team Response Decision Matrix Video https://vimeo.com/547496224/d09c6d56d6	26 min.	
	Trauma-Informed Approach https://www.youtube.com/watch?v=ooobXioEOMQ	1 hr. 29 min.	
	Core Correctional Practices https://nadcpelarningcenter.talentlms.com/catalog/info/id:328	Self-Paced	
	Review of Current Program Policies & Operations Manual	Self-Paced	
	Risk and Needs Triage (DUI/RANT) Screening Training		
	ORAS		
	Court Officer Basic Training Course [NOTE: The live course is offered annually. All court staff or contractors providing direct supervision and support services (treatment court coordinators, surveillance officers, court probation officers, etc., must attend within 1 year of joining the team)] <ul style="list-style-type: none"> • Field Safety • Ethics 	1 week	

<ul style="list-style-type: none"> • Office Safety • Controlled Substances • Report Writing • Law Block • Stress Management 		
Program Operations/Coordinator Shadowing		
Participant Orientation		
Screening Process: Forms, Interview & Processing		
Participant Staffing		
Court Session & Hearings		
Treatment/Clinical Services Provider (w/staff introductions and brief overview of treatment modality and other services offered) *off-site tour		
Probation/Compliance Program Offices (w/staff introductions and brief overview of monitoring process and other services offered) *off-site tour		
UA Facility*off-site tour		
Local Cultural Competency Issues		
Orientation to electronic monitoring and surveillance options (SCRAM, SoberLink, GPS, etc.)		
Services available locally		
Recommended Professional Development (additional recommended topics to be completed after primary onboarding has been completed)		
Standard I Target Population https://nadcpelarningcenter.talentlms.com/catalog/info/id:288	Self-Paced	
Standard III: Role and Responsibilities of the Judge https://nadcpelarningcenter.talentlms.com/catalog/info/id:314	Self-Paced	
Standard IV: Incentives, Sanctions, and Therapeutic Adjustments https://nadcpelarningcenter.talentlms.com/catalog/info/id:333	Self-Paced	
Standard V: Substance Use Disorder Treatment https://nadcpelarningcenter.talentlms.com/catalog/info/id:334	Self-Paced	
Standard VI: Complementary Treatment and Social Services https://nadcpelarningcenter.talentlms.com/catalog/info/id:319	Self-Paced	
Standard VII: Drug and Alcohol Testing https://nadcpelarningcenter.talentlms.com/catalog/info/id:315	Self-Paced	
Co-Occurring Disorders https://nadcpelarningcenter.talentlms.com/catalog/info/id:257.cms_featured_course:1	Self-Paced	
Cultural Competency (complete one of the below webinars): Gender Identity and the Participant of Transgender Experience in Treatment Court https://vimeo.com/720279505/bd1e98da87 Cultural Elements and Hispanic, Latino/a/x/e Communities https://allrise.org/webinars-on-demand/cultural-elements-and-hispanic-latino-a-x-e-communities/ Lesbian, Gay, Bisexual, and Questioning Participants in Treatment Court https://vimeo.com/689680947		
Assessment and Treatment https://nadcpelarningcenter.talentlms.com/catalog/info/id:256	Self-Paced	
Utilizing Family Engagement to Improve Outcomes https://www.youtube.com/watch?v=o2BrKQuTm8w	1 hr. 29 min.	
Recurrence https://nadcpelarningcenter.talentlms.com/catalog/info/id:258	Self-Paced	
Additional training specific to the following court types: *see below sections for court-specific options 1. Juvenile: adolescent development, developmentally appropriate juvenile justice programming, family engagement 2. Tribal Healing to Wellness Court (THWC): Community customs and traditions for addressing an individual's behavior when it is not in accordance with local standards. 3. Mental Health Court (MHC): staff, including defense counsel, should receive special training in mental health issues 4. Veterans Treatment Court		

Recommended Veterans Court-Specific Professional Development			
	Military Culture https://nadcpelarningcenter.talentlms.com/catalog/info/id:262	Self-Paced	
	Veterans and Trauma https://nadcpelarningcenter.talentlms.com/catalog/info/id:237	Self-Paced	
	Role of the Mentor in VTC https://nadcpelarningcenter.talentlms.com/catalog/info/id:263	Self-Paced	
	Veteran Mentor Coordinator https://nadcpelarningcenter.talentlms.com/catalog/info/id:236	Self-Paced	
	Introduction to the VA https://nadcpelarningcenter.talentlms.com/catalog/info/id:264	Self-Paced	
	Traumatic Brain Injury (TBI) and the Justice-Involved Veteran Population https://allrise.org/webinars-on-demand/emerging-topics-traumatic-brain-injury-tbi-and-the-justice-involved-veteran-population/	1 hr. 7 min.	
Recommended Juvenile Court-Specific Professional Development			
	Introducing the Enhanced Juvenile Justice Guidelines https://www.ncjfcj.org/webcasts/introducing-the-enhanced-juvenile-justice-guidelines/	59 min.	
	Juvenile Drug Courts (JDC) 101 https://www.ncjfcj.org/webcasts/juvenile-drug-courts-jdc-101/	1 hr. 25 min.	
	Engaging Educators in School-Justice Partnerships https://www.ncjfcj.org/webcasts/engaging-educators-in-school-justice-partnerships/	59 min.	
	Right Kid, Right Time, Right Program https://www.ncjfcj.org/webcasts/right-kid-right-time-right-program/	1 hr. 32 min.	
	Trauma Series: Part I - Understanding Trauma and Its Effects https://www.ncjfcj.org/webcasts/trauma-series-part-i-understanding-trauma-and-its-effects/	40 min.	
	The First Prong – Implementing the Most Valued Privilege (MVP) https://www.ncjfcj.org/webcasts/the-first-prong-implementing-the-most-valued-privilege-mvp/	1 hr. 12 min.	
	The Second Prong – Implementing Youth Contracts https://www.ncjfcj.org/webcasts/the-second-prong-implementing-youth-contracts/	1 hr. 23 min.	
	The Third Prong – Program-wide Incentives https://www.ncjfcj.org/webcasts/the-third-prong-program-wide-incentives/	1 hr. 21 min.	
Recommended Mental Health Court-Specific Professional Development			
	Module 1: Understanding Mental Health Courts https://csgjusticecenter.org/projects/mental-health-courts/learning/learning-modules/module-1-understanding-mental-health-courts/	27 min.	
	Module 2: Your Community, Your Mental Health Court https://csgjusticecenter.org/projects/mental-health-courts/learning/learning-modules/module-2-your-community-your-mental-health-court/	23 min.	
	Module 3: The Mental Health Court Team https://csgjusticecenter.org/projects/mental-health-courts/learning/learning-modules/module-3-the-mental-health-court-team/	25 min.	
	Module 4: Target Population https://csgjusticecenter.org/projects/mental-health-courts/learning/learning-modules/module-4-target-population/	22 min.	
	Module 5: Designing Policies and Procedures for Program Participation https://csgjusticecenter.org/projects/mental-health-courts/learning/learning-modules/module-5-designing-policies-and-procedures-for-program-participation/	30 min.	

Module 6: Case Planning https://csgjusticecenter.org/projects/mental-health-courts/learning/learning-modules/module-6-case-planning/	21 min.	
Module 7: Facilitating the Success of Mental Health Court Participants https://csgjusticecenter.org/projects/mental-health-courts/learning/learning-modules/module-7-facilitating-the-success-of-mental-health-court-participants/	22 min.	
Recommended Healing to Wellness Court-Specific Professional Development		
Healing to Wellness Court Webinars http://wellnesscourts.org/webinars.cfm		
Supplemental Professional Development		
PTSD https://nadcpelarningcenter.talentlms.com/catalog/info/id:261	Self-Paced	
Primary Components of Evidence-Based Treatments for Addictions https://nadcpelarningcenter.talentlms.com/catalog/info/id:249	Self-Paced	
What is Medication for Addiction Treatment https://nadcpelarningcenter.talentlms.com/catalog/info/id:246	Self-Paced	
Treatment Courts and Medication for Addiction Treatment: The Legal Landscape https://nadcpelarningcenter.talentlms.com/catalog/info/id:251	Self-Paced	
Interpretation of Drug Testing Results in Medication for Addiction Treatment https://nadcpelarningcenter.talentlms.com/catalog/info/id:253	Self-Paced	
How to Identify and Host an Advisory Board https://vimeo.com/802829029/15622a7934	1 hr. 3 min.	
<i>Motivational Interviewing– Alan Lyme</i> https://www.youtube.com/watch?v=67I6q1I7Zao	10 min.	
<i>Dr. Jonathan Fader Demonstrates Motivational Interviewing Skills</i> https://www.youtube.com/watch?v=ZxKZaKFzGF8	35 min.	
Supplemental Reading Resources & Reference Material		
Treatment Court Institute Resources https://allrise.org/resources/		
All Rise E-Learning Website https://nadcpelarningcenter.talentlms.com/index		
NCTRC Website https://nctrc.org/		
Center for Justice Innovation https://www.innovatingjustice.org/publications		
Adult Treatment Court Best Practice Standards https://allrise.org/publications/standards/		
TLPI Website https://www.home.tlpi.org/tribal-healing-to-wellness-courts		
Mental Health Courts https://csgjusticecenter.org/projects/mental-health-courts/		
Case Management (PDF) https://store.samhsa.gov/sites/default/files/d7/priv/sma15-4215.pdf		
Starting a Juvenile Drug Court: A Planning Guide https://www.ncjfcj.org/publications/starting-a-juvenile-drug-court-a-planning-guide/		
<i>Juvenile Drug Treatment Court Guidelines</i> https://allrise.org/publications/juvenile-drug-treatment-court-guidelines/		

√	Formal Professional Development Events (All Rise, NMADCP, Operational Tune-up, etc.)	Location	Date Attended

Supervision Officer Signature: _____

Date: _____

Coordinator Signature: _____

Date: _____