

INCENTIVES ON A DIME



A GUIDE FOR MOTIVATING CHANGE ON A BUDGET

2025 EDITION

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Incentives on a Dime

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Changing behavior is hard! If you've ever tried to make a big change such as stopping smoking, weight loss, or starting an exercise regimen you may recall how overwhelming, even impossible, it may have felt in the beginning. You may even have been ambivalent about the change. Maybe someone else was pushing the change, such as a doctor or loved one, and you were just along for the ride. If you're like me and have trouble keeping those New Year resolutions, imagine how hard it would be with the additional barriers our participants face: substance use disorder (SUD), mental illness, trauma, a lack of resources of almost every kind, lack of recovery support at home, and a lack of motivation. To help our participants succeed, we must use all our treatment court tools effectively: **service adjustments** (treatment, supervision, learning assignments), **sanctions**, and **incentives**. Treatment builds skills and understanding but studies show that, despite what our potential participants may tell us, most of our incoming folks are not yet ready to change. Our responses to participant compliance, incentives and sanctions, increase motivation and promote engagement. Our service adjustments (treatment, supervision, learning) **help** people who are struggling to achieve distal behaviors. Vigilant monitoring allows us to detect and respond to behavior effectively. In a nutshell, **treatment teaches new skills and addresses underlying causes of the behavior.** **Monitoring detects behavior, allowing us to respond appropriately. Learning assignments help participants understand the need to change and teach how to do it. Sanctions stop/deter inappropriate behavior.** Because participants DON'T LIKE sanctions, they will stop undesired behaviors to avoid them. Incentives are among our most powerful and underutilized tools of behavior change. **Incentives increase or encourage repetition of positive behaviors.** Because participants LIKE incentives, they will repeat desired behaviors to earn more. By their very nature incentives are validating, instill hope, build confidence, and feel so good! Research has shown incentives often have long-lasting effects far beyond the duration of the program. Why is this important? Because addiction is a chronic disease, even with excellent treatment, participants have a 40-60% likelihood of recurrence. What helps those who lapse to reengage in recovery? It can be small incentives like sobriety milestone certificates that continue to remind the person, "I did it before. That means I can do it again."

Change is HARD.

If you've ever found it hard to keep those New Year's resolutions...



Imagine How Difficult it Would Be With Additional Barriers...

- SUD, Mental Illness, Trauma
- Lack of Resources
- Antisocial lifestyle
- Lack of Support
- Lack of Motivation

To succeed, we utilize a coordinated approach to treat the whole person and instill hope!



Our Terrific Tools!



"INCENTIVES ARE VALIDATING, BUILD CONFIDENCE, INSTILL HOPE AND FEEL SO GOOD."

FOLLOWING THE DATA, ADHERING TO THE RESEARCH

I was the elected judge of a criminal court in Houston, TX for 24 years. The last 10 of those years, I additionally had a treatment court, specifically a DWI Court. Houston has a very big DWI problem and consequently we had a very large, highly specialized DWI Court program. I presided over an all-female caseload.

Unfortunately, our data showed that the women's outcomes were not where we wanted them to be. Under our excellent probation department's leadership, we retooled the program to address the problem. Inspired by a then recent study (See slide, lower right: Wodahl, E. J., Garland, B. Culhane, S. E., and McCarty, W.P., 2011) we decided to dramatically increase our use of evidence-based incentives.

There was only one problem: we had no budget for incentives! In the months that followed, I read every incentives-related study I could get my hands on and spent a lot of quality time at the craft store. I quickly learned that we do not need a big budget (or any budget at all) to implement fun, effective, research-supported incentives. In this handbook, I will demonstrate how to create and effectively deliver evidence-based incentives that will motivate your participants to engage in treatment, build confidence and nurture long-term recovery on a shoestring budget..

All of the incentives presented in this guide are those that I have used in my program or were successfully implemented by teams that I have worked with in my role as a judicial consultant.

How Much is Enough? Incentives Should Far Outnumber Sanctions!

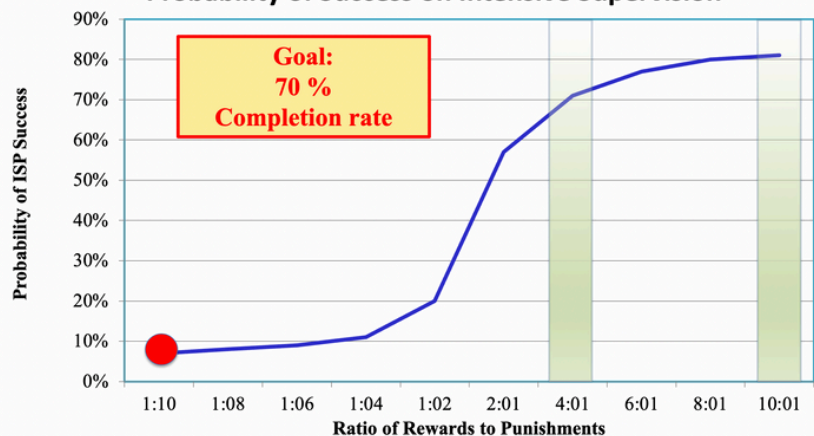
➤ 4:1?



➤ 10:1 is better.



Ratio of Rewards to Punishments and Probability of Success on Intensive Supervision



Wodahl, E. J., Garland, B. Culhane, S. E., and McCarty, W.P. (2011). Utilizing Behavioral Interventions to Improve Supervision Outcomes in Community-Based Corrections. *Criminal Justice and Behavior*, 38 (4).

**"INCENTIVES SHOULD FAR
OUTNUMBER SANCTIONS.
4:1 IS JUST THE STARTING
PLACE. 10:1 IS OUR GOAL."**

KEY FEATURES OF EFFECTIVE INCENTIVES

In my role now as judicial consultant, I have worked with many teams all over the country, and I quickly realized that the things that my team and I struggled with are the same things that teams everywhere struggle with. I often hear the complaint, "Our sanctions and incentives don't seem to be working." In these circumstances, I work with the team to see how they are detecting and responding to participant behaviors. We know from research that there are certain key elements that if not met will lessen the impact of our responses and may even cause harm:

Must significantly outnumber sanctions.

Incentives model positive behavior (what we want them to do in place of the negative behaviors.) Focusing on what **to** do, as opposed to what **not** to do, facilitates learning. As noted in the previous section, outcomes soar when the incentive to sanction ratio is at least 4:1. The only way to know if you have achieved this milestone is to record incentives given (as well as sanctions) and track the data.

Must be valued by the person. For an incentive to be effective, it must be something that the participant wants, likes, or values. How do we know what participants like? Ask them. (See slide, an excerpt from a quarterly participant questionnaire.) Better yet, let them choose from an array of comparable rewards. Several times a year we surveyed our participants asking them to identify their favorite incentives. Interestingly, those favorites often change over time as the individuals change and grow.

Need not be extravagant. Can be tangible and intangible. Valued incentives need not include gift cards or costly tangible items, which is good news if you are on a limited budget. Our participants' favorite incentives were those that had little or no monetary value, such as fishbowl, community service reductions and virtual reporting passes.

How Do We Know What Rewards Work? **ASK THEM!**

What are your favorite incentives? (Circle all that apply)

<input checked="" type="checkbox"/> Fishbowl	<input checked="" type="checkbox"/> Spin the Wheel	<input type="checkbox"/> Praise, positive feedback	
<input checked="" type="checkbox"/> Gift Card	<input type="checkbox"/> Movie Passes	<input type="checkbox"/> CS Removal	<input type="checkbox"/> Curfew Reduction
<input checked="" type="checkbox"/> Zoom Court	<input type="checkbox"/> Candy, treats	<input type="checkbox"/> Treasure Chest	<input type="checkbox"/> "A" Team/MVP
<input type="checkbox"/> Certificates	<input type="checkbox"/> Snack Box	<input checked="" type="checkbox"/> Decision Dollars/Store	
<input type="checkbox"/> VIP Parking	<input type="checkbox"/> Treatment Bingo	<input type="checkbox"/> Fast Pass: Court / Lab	
Other: (Specify) _____			

What are some fun things you do that help you stay sober?

They also favored incentives with high entertainment value such as Treasure Chest and Spin-the-Wheel. As has been established by research, just providing an opportunity to win, as with the wheel and fishbowl, is highly motivating-- and fun!

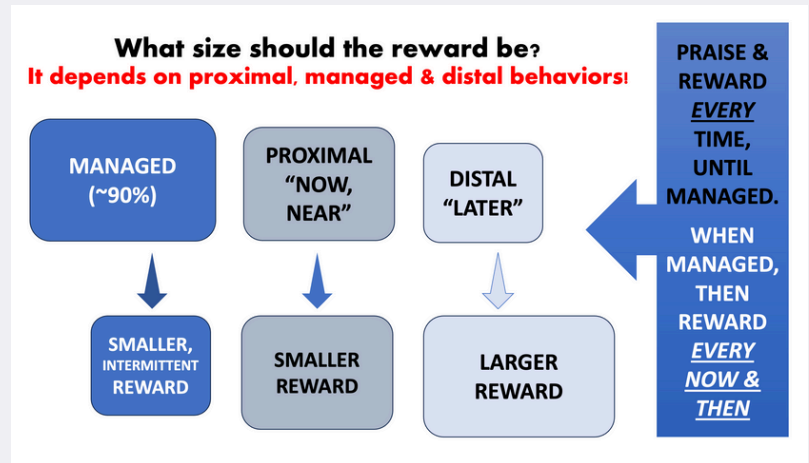
Mix it up! As entertaining as the wheel is, if we used it all the time it would no longer be exciting and something to look forward to. Instead, have a weekly rotation of your most anticipated incentives such as fishbowl, wheel, Decision Dollar Store, Wild Card Week and Treasure Chest.

Don't miss the baby steps! In the beginning, everything is difficult and distal. Remember that substance use disorder is a serious disease. New participants will not achieve extended abstinence for a long time. It will take a lot of treatment and multiple opportunities to practice and master new skills. In the beginning, many will struggle with simply showing up. Most participants have not come to us from a lifestyle that demanded responsible behavior, punctuality and prosocial attitudes and behaviors. There will be many stumbles and setbacks along the way, and we must be patient and realistic in our expectations. Instead of focusing on what is going wrong (which will be quite easy to see) look carefully for what is going well and reward it with generous praise and additional incentives

ESSENTIAL ELEMENTS OF EFFECTIVE RESPONSES

Excellent clarity from the Standards! Don't miss the baby steps! The *Adult Treatment Court Best Practice Standards, 2nd Ed.* remind us that we don't just reward the giant leaps forward. We reward all positive behavior appropriately, every time, until managed. And when managed (and the person can repeat the behavior consistently about 90% of the time), we continue to reward the continued compliance intermittently. We understand that in the beginning, everything is difficult and distal. Remember that substance use disorder is a serious disease. New participants will not achieve extended abstinence for a very long time. It will take a lot of treatment and multiple opportunities to practice and manage new skills. In the beginning, many will struggle with simply showing up. Most participants have not come to us from a lifestyle that demanded responsible behavior, punctuality and prosocial attitudes and behaviors. There will be many stumbles and setbacks along the way, and we must be patient and realistic in our expectations. Instead of focusing on what is going wrong (which will be quite easy to see) look carefully for what is going well and reward it with generous praise and additional incentives. **This does not mean we ignore inappropriate behavior! We respond to ALL behavior, EVERY time, appropriately.**

Associated with the behavior. Remembering that our responses are more about motivating positive change and less about simply rewarding compliance or punishing noncompliance, it is essential to create a learning opportunity with every response. It is vitally important that participants understand **WHAT** specific behavior we are looking for and **WHY**. Many who come to us may not yet recognize or value prosocial behavior. Therefore, make it a practice to utilize the response script on page 7 of this guide, always identifying **WHAT** behavior we are responding to, **WHY** we like (or dislike) it and **HOW** continuing will help (or harm) them if they continue it.



What Do We Reward?
ALL PROGRESS

Achieving ALL Target Behaviors, EVERY time until managed, then intermittently

Target Behaviors

- Showing up*
- Effort*
- Honesty*
- Testing progress*
- Phase Promotion, graduation
- Treatment Progress
- Sobriety Milestones
- Recovery Support Achievements
- Helping Others (Clients, Community)
- Prosocial Achievements (job, GED, volunteer work)

LITTLE STEPS MATTER

Our response choice depends on the **CURRENT** level of competence.

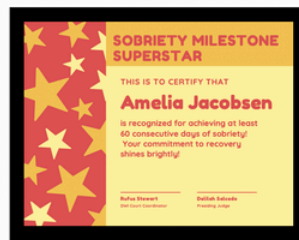
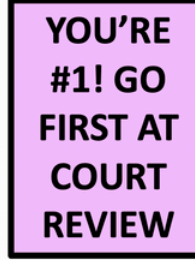
"SOON/NOW" BEHAVIOR
SMALLER REWARDS
SANCTIONS

"LATER" BEHAVIOR
LARGER REWARDS
DISAPPROVAL + SERVICE RESPONSES

"WE REWARD ALL POSITIVE BEHAVIORS APPROPRIATELY, ALL OF THE TIME, UNTIL MANAGED. AND WHEN MANAGED, WE CONTINUE TO REWARD THEM INTERMITTENTLY"

LOW-COST/ NO-COST INCENTIVES

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NO BUDGET? NOPROBLEM!

SOCIAL APPROVAL FROM THE JUDGE, THE TEAM & PARTICIPANTS

It is a well-established principle of behavioral psychology that social approval can be a significant source of motivation. In treatment court, sincere and specific praise is given to participants by the judge and the team throughout the week in response to positive, target behavior. In court, participants are frequently held up as positive examples to emulate, and the audience of fellow participants is invited to show their approval in the form of applause.

Specific praise from the Judge:

Never underestimate the redemptive power of praise. Research has repeatedly shown that the positive, supportive relationship between the judge and the participant is the magic that makes treatment court work. Warm, sincere, **specific** praise from the judge (and the team) is free, limitless in supply, can be applied immediately and is effective. Dr. Brian Lovins taught our Houston treatment court judges this highly impactful method for delivering incentives (and a similar script for delivering sanctions). I had this laminated bench card (below) on my desk for many years.



DELIVERING EFFECTIVE REINFORCEMENT

1. "I really liked how you (specifically describe compliant behavior)
 - Because (describe specifically WHY the behavior was good for them)."
 - Add verbal affirmation, acknowledging client's efforts:
"You should be proud of yourself; I know you have worked hard to change."
2. "Right now, how do you think (repeat the specific compliant behavior) has, or will, help you?"
3. "Can you see where it might have any long-term benefits for you?"
(Tie participant's personal goals into this conversation.)
4. "I'm going to give you a (Describe incentive) for this behavior.
5. I'm really proud of you. Keep up the great work!"

SANDWICH TECHNIQUE BENCH CARD

Use the Sandwich Technique to Increase Incentives & Deliver Responses to Avoid Confusion!

1. WHAT behavior we did not like
2. WHY we did not like it.
3. HOW continuing this behavior will cause problems
4. Response



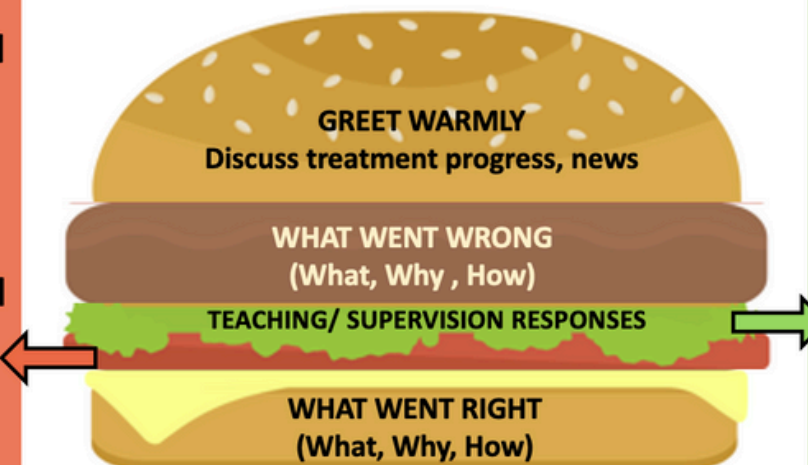
1. WHAT behavior we liked
2. WHY we like it.
3. HOW continuing this behavior will help
4. Response

Note: Our specific response choices will depend on what the person is capable of right NOW and where they are in the program. (Proximal & Distal Behaviors)

©

Where do therapeutic & supervision service responses fit in the sandwich? Explain:

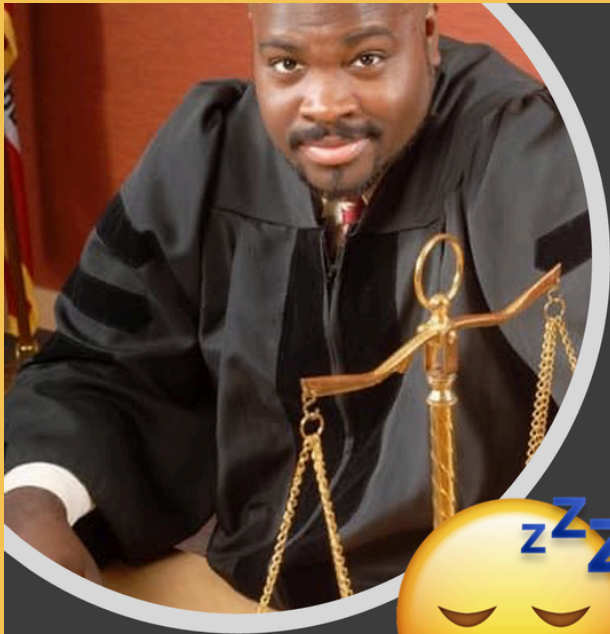
1. Increases in treatment and supervision are **NOT** sanctions!
2. They're HELP & solely based on clinical/ criminogenic needs.



1. Decreases in treatment and supervision are **NOT** incentives!
2. They're evidence you're getting better!

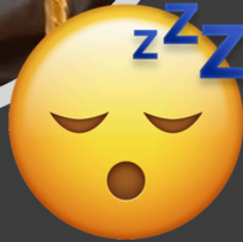
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SAMPLE SCRIPTS



Sanction Delivery

- **WHAT:** It was not appropriate that you fell asleep in treatment again
- **WHY:** because it's not just disrespectful -- you missed important information that could help you.
- **HOW:** Right now, how do you think sleeping in tx might cause problems for you down the road? Let's discuss what you could've done instead, and how that would've looked
- **RESPONSE:** I'm going to give you an 8:00 p.m. curfew for 3 days. I recommend an early bedtime, so this doesn't happen again."



Effective Incentive Delivery

- **WHAT:** I really liked how you showed up on time for treatment
- **WHY:** because it shows me you are not only considerate, but more importantly, it shows me you understand that when you are on time you won't miss information that can help you.
- **HOW:** Right now, how do you think being on time for tx will help you?
- Can you see how it might have any long-term benefits for you?
- **RESPONSE:** I'm going to give you a raffle ticket for this behavior. I'm so proud of you!

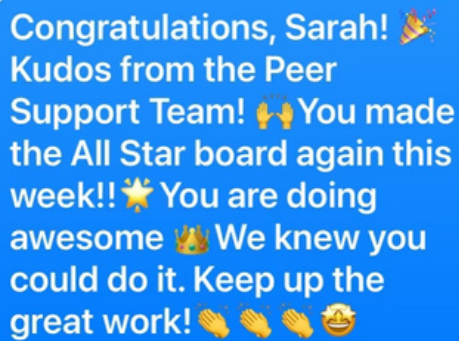
THIS METHOD HELPS CLIENTS INTERNALIZE THERE ARE INTRINSIC REASONS FOR CHANGE BEYOND STAYING OUT OF TROUBLE. "I NEED TO LEARN SO I CAN GET BETTER AND LIVE MY BEST LIFE."

PRAISE FROM THE TEAM

Team members who have direct contact with participants throughout the week have multiple opportunities to immediately deliver effective praise plus additional incentives. There are a variety of ways we can use team approval effectively:

Supervisor Praise. At office visits with supervision officers or case managers, participants often have great news to share in terms of treatment progress and prosocial achievements. In addition to praise, the team member can effectively demonstrate the magnitude of the achievement by bringing in his or her supervisor to hear the good news repeated. “That is amazing news! I really want my supervisor to meet you and hear about this.” This is an effective way to convey the magnitude of the achievement to the participant. We all understand that if something is important enough to tell your boss about, it’s a pretty big deal!

Follow up texts/ emails. Sometimes clients need to hear it AGAIN to understand the importance of their achievement. “I wanted to tell you again how proud I am of you for using your treatment skills today to resist cravings. This tells me you are serious about your recovery and understand that these skills won’t just help you succeed in the program- they will help you live your best life and achieve the things that are important to YOU.”



Congratulations, Sarah! 🎉
Kudos from the Peer Support Team! 🙌 You made the All Star board again this week!! ✨ You are doing awesome 🙌 We knew you could do it. Keep up the great work! 🙌🙌🙌 😊

Delivered

Follow up video clips from the judge. When something truly significant has happened, we don’t wait until the next court review. The more quickly we respond to the behavior, the more likely our response will motivate repetition of the positive behavior.



When significant events occurred, my case manager would come to court, film a 30-second video on her phone of me congratulating the client and immediately send it out.

Cards, letters. Isn’t it great to receive something in the mail that’s not a bill? There are times when we cannot see our participants, and it is vitally important to maintain connection and engagement with the client. This is particularly important when they are in a residential placement and may be experiencing shame and isolation. It is a great idea to periodically send cards and letters of support and encouragement in the mail to participants. As with certificates, participants hold on to these items for years, long after the program has ended.

Letter home to a loved one. This is a technique that we occasionally utilized under special circumstances when the participant (especially a young person living with a parent or other caring adult) has a supportive loved one at home. A letter to that individual highlighting the participant’s success can be very powerful and go a long way toward easing tensions at home.

Written commendation for the file. A judge or other team member’s letter of commendation for the file praising specific achievements may be deeply appreciated by participants.

SOCIAL APPROVAL: CARDS MADE BY THE TEAM

When do we send cards? As noted above, hand-made cards from the team are especially impactful! We typically send cards to celebrate achievement, but we also send cards when mistakes have occurred and the participant is feeling defeated. We also send cards to celebrate all of life's occasions such as birthdays, get well soon, new baby, weddings, holidays, and condolences. (see slide, upper right) We do this to build our working alliance with the participant, to convey empathy and support, and to promote connection and engagement.

The focus is on connection and learning. Thus, when we send cards we must be quite specific in our content. We describe WHAT the participant did that we liked, and WHY we liked it. See the card below and note how this method was used to convey sincere, specific praise from the judge and the team and to create learning.

Practice tip: Use gentle humor and sincerity. Never use sarcasm. Considering past experiences in the criminal justice system, even playful sarcasm may be misinterpreted as disdain or ridicule.

Making cards for YOUR participants!

When should we send a card?


- Progress! "You did it!"
- Setbacks: "Don't give up"
- Birthdays
- Holidays
- Congrats!
- New Baby,
- Wedding
- Condolences
- Thanks
- Get Well Soon
- What else?

Reward/encourage meeting target goals!

- Attendance, timeliness
- Honesty, effort, openness
- Abstinence goals met: 14, 30, 45, 60, 90
- Testing & Supervision compliance
- Program goals met (Completed MRT, Seeking Safety, phasing up)
- Progress in treatment
- Recovery support progress
- Other prosocial activities



Homemade Cards



Card made on www.canva.com

- Like certificates, participants may save cards & letters forever.
- That they are made by you makes them all the more precious
- Gentle humor. Goofy humor. **NO** playful sarcasm.
- Cheesy is good. Sincere & positive is even **BETTER**.
- As always, be specific in your praise! **WHAT** we liked and **WHY**



Your hard work is a-PEAR-ant to all!

“CHEESY IS GOOD, SINCERE & POSITIVE IS EVEN BETTER”

“BE SPECIFIC: WHAT WE LIKED AND WHY WE LIKED IT. THE WHY IS EVERYTHING.”

Doris, congrats on leading your first recovery support meeting. That is simply amazing! You are so brave and an inspiration to us all! Keep up the amazing work. Your story is helping others see that they can be successful, too.



Judge Bull & the Team

ORANGE you so proud? We sure are!

SOCIAL APPROVAL: KUDOS CARDS

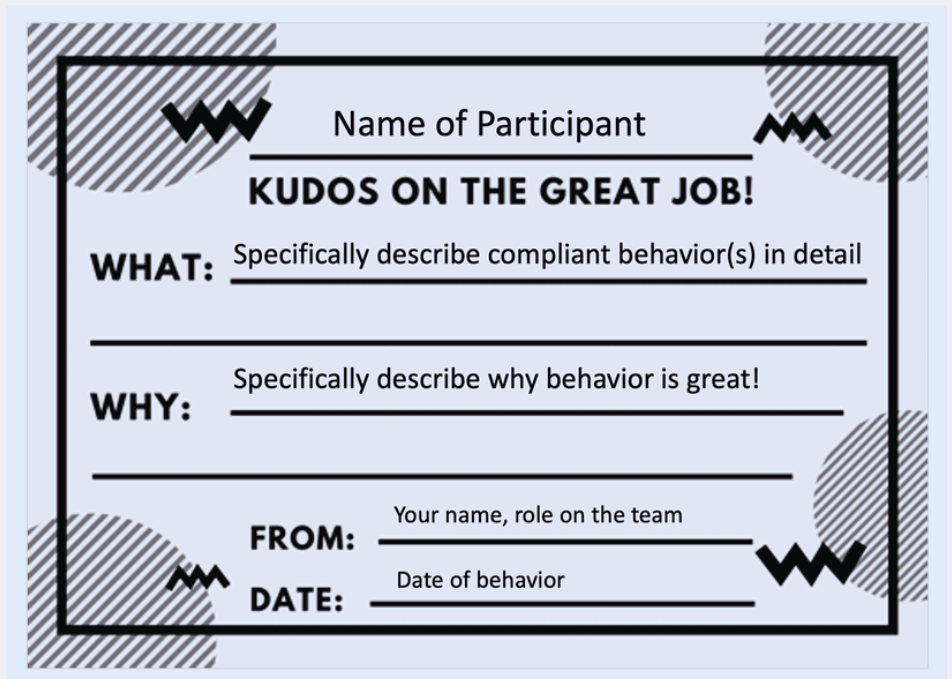
Kudos cards are an excellent way for each team member to immediately reward participants' progress. They contain written specific praise and approval from the team member. Because they specifically record the behavior, they should be kept in the participant's notebook as a reminder of success.

Practice tip #1: Our staff members who provide direct services are very busy. They may not always have time to write out a card in the moment. Create a Kudo's Card with a simple check list. (see card, middle right) There will still be plenty of space on the back to write a nice note if the staff member has time to do so.

Practice tip #2: Have the participants bring all the Kudos cards they earned since the last court session to show the judge. Kudos Cards should be **color-coded** so that each role on the team has a different color. That way, at the court hearing the judge can see at a glance where the participant is excelling-- and also see who on the team is (and is NOT) rewarding positive behavior. (See template, next page)

Practice tip #3: Use Kudos Cards as tokens, too. See p. 22 for details.

**DO KUDOS CARDS
MAKE A DIFFERENCE?
SEE WHAT THIS
JUDGE WROTE IN A
POST IN THE
TREATMENT COURT
PROFESSIONALS
FACEBOOK GROUP** 



A template for a kudos card. It features a central box with a black border and decorative zig-zag patterns in the corners. The text inside the box is as follows:

Name of Participant _____

KUDOS ON THE GREAT JOB!

WHAT: _____
Specifically describe compliant behavior(s) in detail

WHY: _____
Specifically describe why behavior is great!

FROM: _____
Your name, role on the team

DATE: _____
Date of behavior



A checklist for kudos cards. It features a blue background with decorative circles and dots. The text is as follows:

Kudos!

YOU DID SOMETHING GREAT!

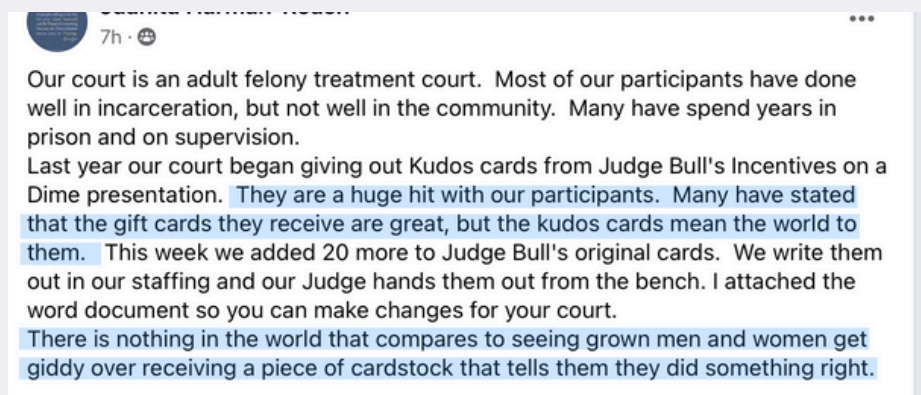
HERE'S WHAT YOU DID THAT WAS AMAZING:



<input type="checkbox"/> Attendance	<input type="checkbox"/> Sober Fun
<input type="checkbox"/> On time	<input type="checkbox"/> Made a Payment
<input type="checkbox"/> Honesty	<input type="checkbox"/> On the A-Team
<input type="checkbox"/> Negative Test(s)	<input type="checkbox"/> Super Star Effort
<input type="checkbox"/> Phase Promotion	<input type="checkbox"/> Community Volunteer
<input type="checkbox"/> Sobriety Milestone	<input type="checkbox"/> Building a Healthy Habit
<input type="checkbox"/> Treatment Progress	<input type="checkbox"/> Class/ Course Completion
<input type="checkbox"/> Recovery Support Activity	<input type="checkbox"/> Employment/ School/ GED
<input type="checkbox"/> Building Recovery Support Network	<input type="checkbox"/> Great Home Visit/ Curfew Check
<input type="checkbox"/> Other Good Stuff: _____	<input type="checkbox"/> Changing People, Places, Things

WE'RE SO PROUD OF YOU! KEEP UP THE GOOD WORK!

FOR: _____

DATE: _____ **BY:** _____



7h  

Our court is an adult felony treatment court. Most of our participants have done well in incarceration, but not well in the community. Many have spend years in prison and on supervision.

Last year our court began giving out Kudos cards from Judge Bull's Incentives on a Dime presentation. They are a huge hit with our participants. Many have stated that the gift cards they receive are great, but the kudos cards mean the world to them. This week we added 20 more to Judge Bull's original cards. We write them out in our staffing and our Judge hands them out from the bench. I attached the word document so you can make changes for your court.

There is nothing in the world that compares to seeing grown men and women get giddy over receiving a piece of cardstock that tells them they did something right.

SAMPLE KUDOS CARDS



PUBLIC RECOGNITION: POSITIVE PEER BOARDS (AKA "A" TEAM)

Public recognition is an evidence-based incentive. When we are held up as a positive example to others, it feels so good, doesn't it? This is an experience that few of our participants have ever had. To make the most of this excellent incentive, we must be quite specific in our praise: WHAT was great and WHY. The positive peer board is a free, powerful way to convey public recognition.

A public courtroom display of the names of participants who have performed well since the last meeting (and who are not receiving a sanction) is a powerful evidence-based incentive.

It is a particularly effective way to reward ongoing maintenance of managed behaviors.

This validating no-cost incentive is **actually four incentives in one:**

1. It publicly conveys approval from the judge and the team.
2. It holds the participant up as a positive example to others
3. It invites peer approval of the fellow participants in the audience in the form of applause.
4. If we are using positive peer board correctly, the "A" Team participants are seen first. Not having to wait is an excellent incentive! Stable, established clients may be released early as an additional incentive.

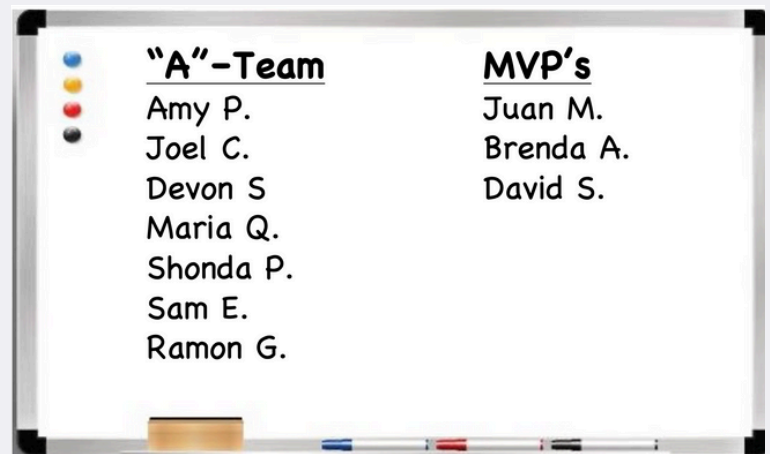
Creating the Positive Peer Board

Many courts do a simple display on a white board or chart. You may also include a space to celebrate participants who have distinguished themselves with extraordinary achievements, whom you might call "MVPs" or "All Stars", etc. An MVP would include someone who is advancing to the next phase in the program or being singled out for a special achievement such as reaching a sobriety milestone or engaging in a prosocial activity. (See Certificates.) If anyone on the team has even a modest artistic ability, I have found it unifying for participants to collaborate and vote on a theme for the display.

Be flexible. In my DWI Court program, the men chose football as a theme and the women chose butterflies. (See photo.) Interestingly, our men embraced the concept of MVPs, but the women felt strongly about not wanting to set themselves above their fellow participants who they bonded with closely in treatment. We followed their lead, understanding that it is not an incentive if the participant doesn't like it.

Who qualifies for "A" Team?

Clients who have met **their** current PROXIMAL phase goals who are not receiving a sanction qualify. In court, use this as an opportunity to remind all of each phase's unique goals and that all are in different places in their journey to recovery. **Our phases must never mandate perfection or mastery of distal goals (like abstinence in the initial phases) in order to make the "A" team.** Otherwise no one in the initial phases would ever qualify for this outstanding incentive! (See Standard IV, Sec. I, Phases)



Creative Ways to Use "A" Team



What if a participant doesn't like it? I'm often asked, "What if the participant doesn't want to be on the board?" It is not typical, but a few initially may not like the positive attention. This does not usually last long. Take your cues from the participants & treatment. Let the person choose something else from comparable low magnitude rewards. Again, it's not an incentive if they don't like it!

OTHER USES & APPLICATIONS OF POSITIVE PEER BOARDS

Celebrating Phase Advancement. My colleague, Judge Robin Brown, an avid Astro's fan, created a baseball-themed "A" Team board. Embracing the theme, she had an additional board for celebrating participants' phase advancements. Part of the celebration included having the participants move their magnetized baseball cards to the next phase, paired with praise from the judge, applause, and additional incentives. (See photo, middle.)

Celebrating Family Support. Another use of a positive peer board is to provide a space for participants to post photos demonstrating their commitment to end the cycle of substance abuse in their families and show their families' support of their recovery (see bottom, left). This board can be displayed and referenced at court hearings and at graduation.

Virtual Hearing Application:

If hearings must be conducted virtually, (as for in-patient or residential participants) the positive peer board can still be used effectively. The judge can share a document with the "A" Team's names listed or create an "A" Team PowerPoint display (below).



POSITIVE PEER POWER POINT

<p>Elizabeth Good changes, celebrations, take heartbeats, and the party, and end into dreams, using love and dreams, like working on you too!</p>	<p>Amy No matter who you are, no matter where you've come from, you can always change, become a better version of yourself! Madonna</p>	<p>Monica</p>
<p>Vivian</p>	<p>Kathryn</p>	<p>Lasondra</p>
<p>Melanie</p>		

MAKING THE MOST OF THE POSITIVE PEER BOARD

1. **We are looking for progress, not perfection.**

The "A" Team is a list of participants who are not receiving a sanction in the court hearing. Remember that for our participants almost everything feels distal and difficult in the beginning. Some minor noncompliance should not prevent a person from making the "A" Team. Phrasing like "perfect week," "100%", and "zero tolerance" is demoralizing and even triggering for many. Allowing some flexibility especially in the early phases is strongly encouraged.

2. **Be sensitive to triggers.** Allowing participants to pick the theme of the board-- and deciding what it will be called-- avoids messaging that could be traumatizing. My female caseload simply called their positive peer board the Butterfly Board. As noted, they disliked the idea of having "MVPs" and we quickly adjusted our delivery of this powerful incentive. Listen to your participants in these matters, as one of the basic tenets of reinforcement is that the participants desire and enjoy the reward.

3. **Display the "A" Team list to the entire group.**

Being held up as a positive example to all and receiving peer approval is an integral component of this evidence-based incentive. Everyone in the court hearing, whether in person or virtual, must be able to clearly see the names on the board.

4. **Take the "A" Team first,** beginning with the late-phase, soon to graduate participants. In a five-phase program, you would docket these clients in descending order: Phase 5, 4, 3, 2, and 1 "A" Team, then the remainder of the participants. Phase 5 and 4 "A" Team participants have earned the privilege of going first and being able to leave after seeing the judge if they choose to do so. These successful participants instill hope, successfully conveying the message, "I was just like you. I struggled at first, but now I'm about to graduate. That means you can do it, too!" These participants often have great advice and tremendous insight to inform and inspire newer participants. Everyone else should stay and view the entire court hearing. Research has shown participants not only benefit from their "magic three minutes" with the judge, but also by watching the judge interact with the other participants present.

5. **Create a learning opportunity for all.** In the court hearing, the judge congratulates each participant enthusiastically and asks each to explain why they are on the "A" team today. Ideally, the participants' case managers have prepared them well for this question. If not, the judge knows and will carefully go through each of the positive behaviors. As always, we specifically describe WHAT behavior we liked, WHY we liked it and discuss HOW continuing that behavior will help them. The reason we do this is that we want the person to understand there are intrinsic reasons for following the rules beyond staying out of trouble. Specifically, we want the person to understand that, more importantly, following the rules will help them learn, get better, and achieve their personal goals. Reviewing the good decisions of the week not only benefits the individual, but it also models prosocial behavior and provides a learning opportunity for all participants at the hearing. New participants don't always recognize progress and prosocial behavior.



POSITIVE PEER BOARD BENCH CARD

POSITIVE PEER BOARD (“A” TEAM) BENCH CARD

Before Court Hearing:

- Case managers/ supervision officers prepare each participant by reviewing and praising participant for all positive behaviors that occurred since the last court date. Tell participant that the judge will be asking them to recount these behaviors in court.
- At staffing, the team briefs the judge on what positive behaviors each participant has engaged in since the last court status hearing.
- Determine who will be given “MVP” status (phase promotions, program completion such as MRT or Seeking Safety, other special recognition for exemplary conduct or achievement.



POSITIVE PEER BOARD (“A” TEAM) BENCH CARD

At Court Hearing:

- “A” Team goes first. Within the “A” Team, “A” Team MVPs go first.
- The judge greets each participant and asks them to explain why they are on the “A” Team today. (Remind the participant of any behaviors they may have forgotten.)
- Convey specific praise on behalf of the team—WHAT we liked, WHY we liked it, and HOW continuing the behavior(s) will help them.
- Hold the person up as a positive example to the other participants present.
- Invite peer approval in the form of applause, cheers, etc.
- Consider adding an additional low to moderate level incentive (Decision Dollars, fishbowl draw, etc.)



PUBLIC RECOGNITION: CERTIFICATES

Certificates, signed by the judge and case manager, celebrate abstinence, court, supervision, testing, and treatment progress and prosocial achievements. They are excellent evidence-based incentives and cost pennies to create. There are websites (such as www.canva.com) that offer templates and images allowing the team to create beautiful, highly customized certificates free of charge.

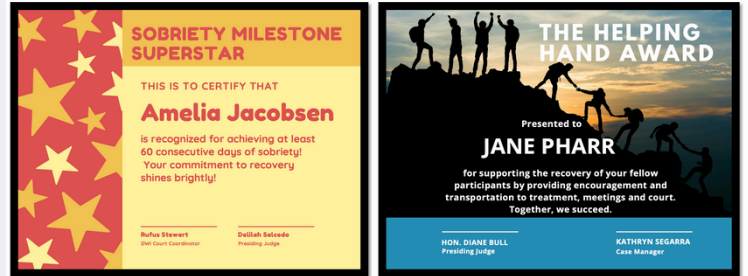
As with positive peer boards, **certificates deliver multiple incentives in one:**

1. They publicly convey praise from the judge and the team.
2. They hold the participant up to his or her peers as a positive example.
3. They invite peer approval in the form of applause.
4. They are tangible items that the person can take home, keep, and display to loved ones.
5. If you are using positive peer board, receipt of a certificate qualifies the participant to receive MVP status and thus be the “first of the first” to see the judge.

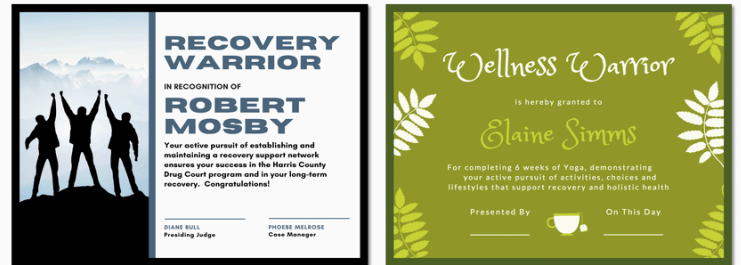
Certificates are used to celebrate achievement of target behaviors including, but not limited to:

- Establishing a pattern of **timely attendance** at treatment, supervision visits, testing and court
- **Testing progress:** producing a valid sample, increasing periods of abstinence
- Participation and **progress in treatment**
- Seeking **recovery support** and establishing a recovery network
- **Promotion to the next phase** in the program or advancing to the next stage of treatment
- **Helping a fellow participant** with emotional support or transportation
- **Volunteering in the community** (especially the recovery community)
- **Employment, school, GED**
- **Adopting a new healthy habit** (yoga, meditation, nutrition, exercise)
- Displaying **strength and resilience** during a difficult time

Celebrate Abstinence and Prosocial Behavior



Establishing Recovery Support and Adopting Healthy Habits



Celebrate Treatment Progress



Celebrate Phase Promotion and Extraordinary Efforts



MAKING THE MOST OF CERTIFICATES

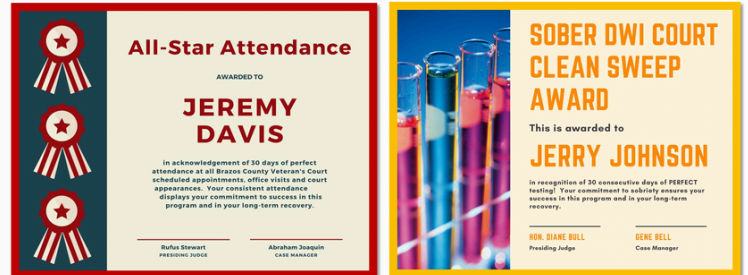
Reward a variety of target behaviors with certificates. Some programs only use certificates to celebrate big achievements such as phase promotion and graduation. That is a missed opportunity. Cultivate a team understanding that **if failing to achieve a target behavior warrants a sanction then achieving it should earn praise and additional incentives.** Transitioning from the traditional criminal justice model's focus on detecting and punishing noncompliance to the treatment court's transformed focus on also identifying and rewarding positive behavior with equal (or greater) vigor can be difficult for some team members. This can feel unnatural and counterintuitive to some staff. Training in the treatment court model and behavior modification principles is essential to develop a team dynamic that is focused on detecting and celebrating progress, building citizenship, instilling hope and confidence!

Use certificates frequently in early phases to acknowledge and reward small steps forward—which are likely giant leaps for our participants. **A mistake we often make is measuring our participants' behavior by our personal yardsticks.** Prolonged use of alcohol and drugs has a significant negative impact on brain function. Healing takes a very long time. We must be patient and realistic in our expectations. Addiction is a chronic disease and recurrences are expected.

Include specific language on the certificate. Note the wording on the sample certificates in this guide. As with all interactions with participants, create a learning opportunity when presenting the certificate in court, and ensure participants understand WHAT behavior is being rewarded and WHY continuing it is desirable.

Read the certificate aloud in court. When presenting the certificate, a little showmanship may be required. Remember, we are creating learning opportunities for all present by modeling the desired target behaviors. Present the certificate in a way that conveys the magnitude of the achievement. It's all in the delivery. This is a BIG deal!

Team: Look for the Baby Steps!



“If NOT doing something earns a sanction, then DOING it should earn a reward.”

Virtual Hearing Application:

If hearings are conducted virtually, the judge should share the document on the screen and present the certificate in the same manner as one would in court, focusing on learning and increasing engagement. Following the hearing, a signed, scanned copy can be emailed to the recipient. Additionally, the signed certificate should be provided to the participant in person or via mail at the earliest opportunity. It is always exciting to receive something in the mail that is not a bill, and it will feel like an extra incentive! For truly extraordinary achievements, the certificate could be framed and delivered to the participant's residence. Dollar store document frames are surprisingly attractive and perfect for this purpose.



PUBLIC RECOGNITION: AWARDS

DIY awards and trophies are a fun way to reward progress. Here are some ideas to create some entertaining but meaningful awards for special achievements. By the time our nest was empty and we began downsizing, I pondered what to do with all the many long-forgotten middle school trophies for sports, cheer, debate, etc. Look what a can of spray paint can do to create some funky but meaningful awards! (See slide, upper right) Many, perhaps most, of our folks have never received any kind of award. For the right participant, these entertaining rewards could be quite special. As with other forms of recognition, awards reinforce what we want to see more of, encouraging more good decisions and increased effort. **Awards are also a great way to intermittently reward our super star MVPs who appear on the positive peer board week after week for managed behaviors.** While, it's the daily positive interactions between staff members and participants that have the most profound impact on participant engagement (See slide, below), when we publicly recognize participants for doing a good job, it shows them we see their efforts and progress. Recognition, whether it's in the form of the positive peer board, a certificate, an award or a simple "thank you," shows your participants that you believe they will be successful especially if it's conveyed authentically and consistently.

Fun With DIY Trophies

Recycle old trophies:

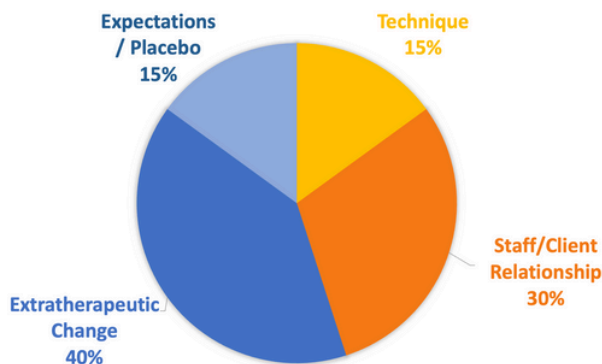
- Baseball: "You knocked it out of the park! Home run!"
- Football: "Touchdown!"
- Bowling: "You bowled us over"

DIY something crazy:

- The G.O.A.T.
- Recovery Beast!
- Golden Barbie



What leads to behavior change?



Albarracín, 2020; Lambert & Barley, 2001; Rosenthal & Jacobsen, 1968; Soto, 2011

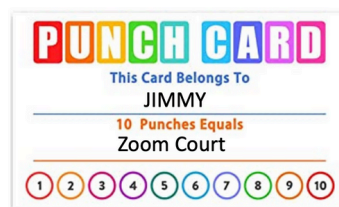


TOKENS!

Tokens are among my favorite low-cost incentives. They were one of the first incentives studied in the context of addiction treatment, and **their use is consistently associated with longer periods of treatment retention and longer periods of abstinence**. Tokens are items that have no economic value of their own but instead can be exchanged for things that are desirable to participants. Examples of tokens include vouchers, raffle tickets, faux currency (Decision Dollars), chips, coins, punch cards, coupons and utilizing a point system. The more tokens one receives, the more one can do with them. Thus, they are particularly motivating. Participants will work very hard to accrue more tokens. One of the best features of tokens is that they can be rewarded immediately following positive behavior by any team member. You might ask, "Aren't incentives just for the judge to deliver in court?" Absolutely not! **Waiting for court may likely mean missing a prime opportunity to increase motivation. Judges should empower all team members who frequently interact with participants to deliver a variety of low to moderate level incentives immediately.** Create a written policy that includes guidelines for a range of appropriate low, moderate and high awards (fishbowl, Decision Dollars, wheel, etc.) for specific behaviors. The team can decide how many tokens are an appropriate reward for various behaviors for each phase of the program. **Understanding an individual's proximal and distal behaviors is crucial in this determination.** At the court hearing, the judge will certainly ask the participants about the tokens they earned that week and what behaviors prompted them. We never miss a chance to create a learning opportunity for the participant and the entire group.

Here are just a few of many situations where team members can award tokens: We ALL can reward honesty and effort.

- **Treatment provider:** attendance, participation in group, timely completion of homework
- **Probation/case manager:** timely arrival for office visits and lab, task completion, testing progress
- **Law enforcement:** participant is present for curfew check, orderly household, onsite testing is negative
- **Defense attorney:** participant chooses to be honest with the team about use or inappropriate behavior
- **Judge and prosecutor** (in court only): providing requested paperwork, acquiring a new job, earning a GED, volunteerism, etc.



FUN WITH TOKENS

Practice tip: Use tokens that have a place to record the behavior. Participants may forget what behavior(s) prompted the award of tokens. Recording the behavior on the token is a powerful reminder of what behavior we are looking for, as well as good decisions made. Once used, tokens can be voided and returned to participants as a keepsake. At orientation we provided participants with a 3-ring binder with lots of plastic sheets for organizing their rewards. At the end of the program this is an amazing scrapbook of their journey (see photos, top right) to recovery and something they will likely keep forever.

Tokens can be used as raffle tickets: Tokens can be exchanged for raffle tickets in a monthly drawing. Even with no budget, typically the team can pool resources and put together a desirable (if occasionally chaotic) gift basket once a month.

Exchange for other incentives:

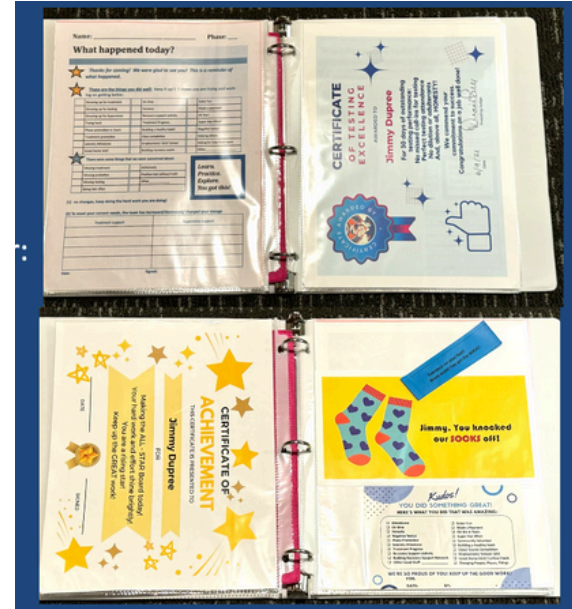
Tokens can be used to reduce monthly program fees and program-mandated volunteer hours (but of course not to reduce community service sanctions!) Tokens can be traded for perks such as a fast pass in court or at the lab, a VIP parking spot by the door, or a pass to report virtually in court.

Treatment court store:

This is perhaps the most entertaining use of tokens for participants, particularly if you are using Decision Dollars (pictured middle right). To stock the store, the program's community partners (big box stores, dollar stores, nonprofits) donate housewares, cleaning supplies, items for kids, etc. Periodically, the treatment court can open its "store" (photo, lower right) and allow participants to use their tokens to "purchase" items of choice. One of the key tenets of reinforcement is that the reward must be desirable to the participant. Allowing the participant to choose ensures that the incentive will be valued and an effective reinforcer.

As we've seen with other incentives, tokens deliver multiple incentives simultaneously. Recall that Kudos cards (p.13) may also be used as tokens.

1. The participant has already received immediate, specific praise by the team member awarding the card
2. When participant brings their cards to court, the judge asks to see the cards and conveys specific praise from the judge and the team.
3. The judge publicly recognizes the person as a positive example.
4. The person receives peer approval in the form of applause.
5. The kudos cards can be placed in a bowl for drawing prizes, providing an opportunity to win a desired prize.
6. All kudos cards are then returned to the participant as a tangible keepsake and reminder of a job well-done. 6 incentives in 1!



Name: _____ Date: _____

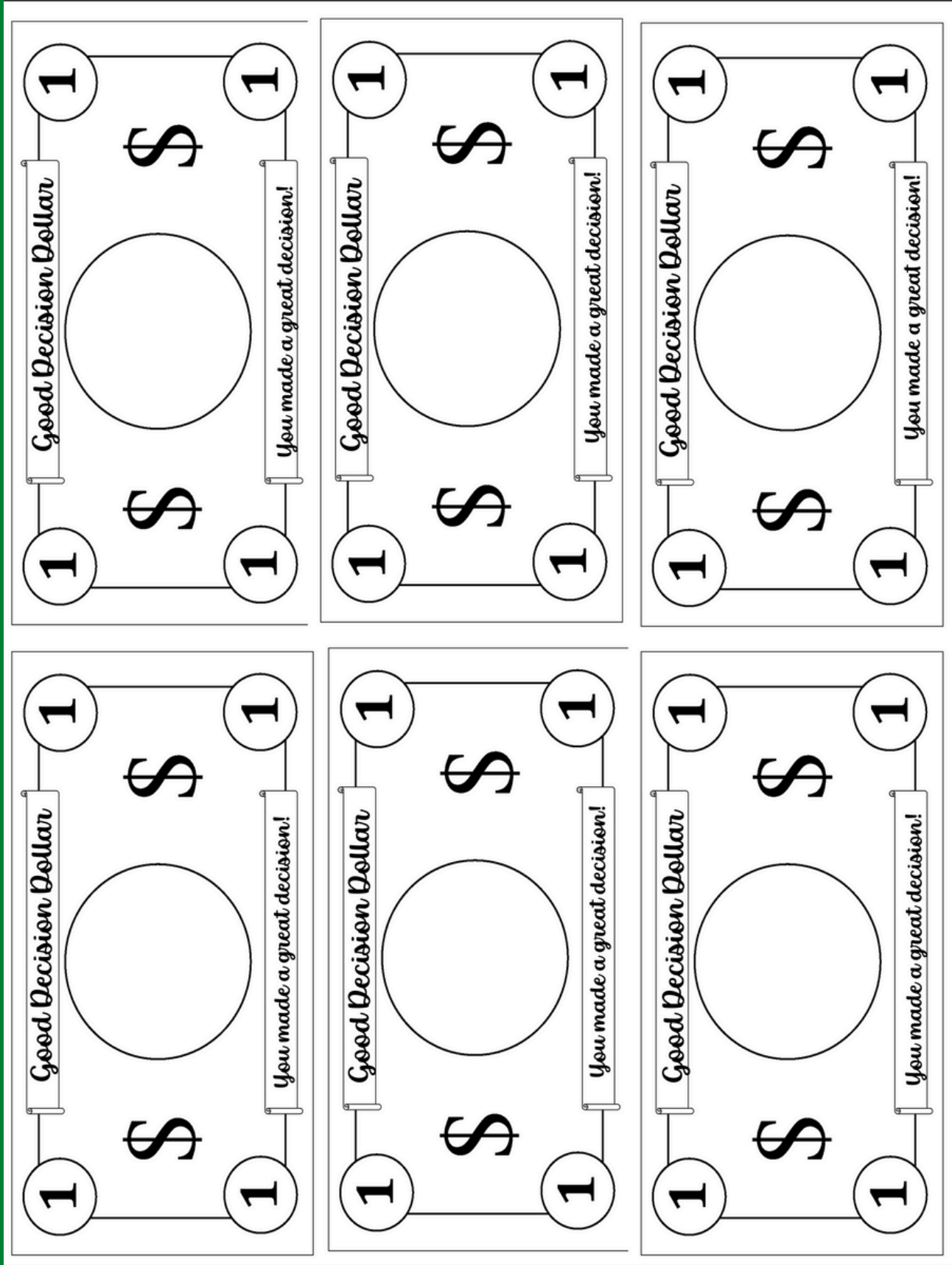
WHAT: _____

WHY: _____

By: _____



DECISION DOLLAR TEMPLATE: FRONT



PRACTICE TIP: PRINT DOLLARS IN A DIFFERENT COLOR FOR EACH ROLE ON THE TEAM. THAT WAY THE JUDGE CAN SEE AT A GLANCE WHERE THE PERSON IS EXCELLING-- AND ALSO WHO ON THE TEAM IS (AND ISN'T) REWARDING BEHAVIOR

DECISION DOLLAR TEMPLATE: BACK

Name: _____ Date: _____
WHAT: _____

WHY: _____

By: _____

Name: _____ Date: _____
WHAT: _____

WHY: _____

By: _____

Name: _____ Date: _____
WHAT: _____

WHY: _____

By: _____

Name: _____ Date: _____
WHAT: _____

WHY: _____

By: _____

Name: _____ Date: _____
WHAT: _____

WHY: _____

By: _____

Name: _____ Date: _____
WHAT: _____

WHY: _____

By: _____

NEGATIVE REINFORCEMENT: EASING THE BURDEN

Reducing things participants don't like is a powerful reward. There are two ways to reward participants for compliant behavior: we can give them things they like, known as positive reinforcement, or take away things that they do not like, known as negative reinforcement. As the term "negative reinforcement" sounds a bit like an oxymoron, I prefer to think of it as "easing the burden". Participants in treatment court are in short supply of three things: time, money, and freedom. When we can give them back these things (in small increments) it is deeply appreciated, and it typically costs the treatment court nothing. There is little that is more valuable than people's time. Consider rewards that give back time, such as allowing a participant to go first in court and leave early.

If there is no budget for incentives, consider making a standard amount of community service an across-the-board restorative justice requirement for all (not as a sanction). Each week, we can remove small amounts of the program-mandated community service (4 - 8 hours) incrementally as a reward for progress. In our Houston program, we found 60 hours to be a workable amount. Participants are motivated to meet and exceed program requirements in order to eliminate all of the required service hours. Almost all participants succeed in this endeavor.


Some examples of negative reinforcers as incentives include:

- A one-time pass to go first in court and leave early.
- A one-time pass to report virtually to a supervision office visit or court
- A weekend pass to travel out of the jurisdiction
- Removal of an amount of the program-required community service
- A one-time extension of curfew (1 - 2 hours)
- A one-time fast pass to avoid a line at the testing lab
- A free month of testing
- A one-time reduction in supervision fees
- A one-week free parking pass (or specially designated VIP parking spot) at the courthouse or supervision office

**YOU'RE
DOING
GREAT!
YOU EARNED
A \$25 FEE
DISCOUNT!**

GREAT JOB!
You get a
VIP parking
spot by the
courthouse
door!
Keep it up!

**SKIP TO
THE HEAD
OF THE
LINE!
GO FIRST
AT YOUR
NEXT UA**

Congrats!
You have
earned a
Report by

zoom
Pass!

**YOU'RE #1 !
GO 1ST AT
COURT REVIEW !**

**You've got it made
in the shade!!
Subtract 8 HOURS of
community service.**

Set ground rules. Bearing in mind that we often encounter some advanced criminal thinking among our participants, it is necessary to set ground rules regarding how these (and all) incentives may be used. Some examples of ground rules include:

- Everyone must earn their own incentives. You may not give your incentive to another participant.
- Fee reduction coupons can only be used when the remainder of the monthly fee is paid.
- Community service reductions cannot apply to community service given as a sanction.
- Incentives like travel passes and curfew extensions can be saved for special occasions but not “stacked.”
- The reward may only be used when the participant is otherwise in compliance.

Let participants choose. As always, it is best practice to allow participants to choose from an array of comparable rewards. If the participant does not value the reward, it is not an incentive and will have no positive effect on motivation. For example, a one-hour curfew extension would not be valued by a “home body” who goes to bed at 9:30. Instead, that person may prefer a community service reduction or a fast pass to go first in court.

Do not eliminate contacts as rewards. Other than as a consequence of phase promotion, do not remove court, treatment or supervision contacts as rewards! These contacts are therapeutic and necessary. A virtual reporting pass is a better incentive and a good compromise.

Use negative reinforcers as fishbowl prizes. “Easing the burden” incentives are great options to include in your no-cost fishbowl and wheel prizes, as we will see in the next section.



"PARTICIPANTS ARE IN SHORT SUPPLY OF TIME, MONEY, AND FREEDOM. USE INCENTIVES THAT EASE THE BURDEN."

OPPORTUNITY TO WIN: FISHBOWL

The fishbowl and its crazy cousin, the wheel, are fun no-cost/low-cost, low-to-moderate value incentives. Participants earn opportunities to draw from a fishbowl or similar container or spin a numbered wheel as a reward for target accomplishments in the program, such as attending treatment sessions and supervision appointments, testing progress and completing other court requirements. Research has shown that even though the fishbowl only provides a relatively low opportunity to win, this incentive can bring about comparable, or even better, outcomes than providing participants with rewards for every achievement. The excitement of possibly winning a higher-magnitude reward appears to compensate for the reduced chance of actual success. This permits treatment courts to offer highly entertaining, effective reinforcement on a shoestring budget. Significantly, **concerns that this procedure might trigger gambling behavior have been disproven in research studies.** To the contrary, providing concrete rewards is associated with reductions in drug use, higher success rates, and greater satisfaction with the treatment court program.

The template for fishbowl slips on the following page illustrates there are many highly valued prizes that have no monetary value. **Note that all the affirmation prizes are paired with an interactive approval response such as applause, standing ovations, fist bumps and more.** We do this so participants don't feel like they drew a "dud" from the fishbowl. They should feel the approval and support from the judge, the team and the other participants. Following the research, I utilized the formula depicted below where half of the prizes are congratulations on a job well done (paired with peer approval), the next most likely option (about 40%) are low-to-moderate value prizes, a few (about 10%) are high-moderate in value, and only one is a very highly valued "mega" prize. In an interview with Nancy Petry (the principal fishbowl researcher), she reminded us that to be an incentive participants must like the prizes. If too many affirmation draws are earning groans, consider slightly adjusting the ratio, bearing in mind that this excellent incentive is a low-moderate level reinforcer best used to reward the "baby steps".

Fishbowl Formula: 50, 40, 10 + 1

Based on research, for every 500 slips:

- ✓ 250 affirmations + social approval
- ✓ 209 low-level reinforcers: < 4 – 12-hr CS reduction, movie passes, > 1 hr curfew, Go 1st in Court, \$1 - \$10 gift card
- ✓ 40 moderate/ high-level rewards: < 12 – 24-hr CS, Report Virtually, Jump the Lab Line, \$25 - \$50 fee reduction, \$15 – \$20 gift card
- ✓ 1 mega prize: 60-hr CS reduction, \$50 - \$100 off fees , \$50 gift card

Petry, Nancy M., Jessica M. Peirce, Maxine L. Stitzer, Jack Blaine, John M. Roll, Allan Cohen, et al. 2005. Effect of prize-based incentives on outcomes in stimulant abusers in outpatient psychosocial treatment programs. Archives of General Psychiatry 62: 1148–1156.

SOME EXAMPLES OF FUN, NO OR LOW-COST PRIZES:

- Reductions in:
 - Community service
 - Fees (lab, sup)
 - Curfew
- Fast pass: court, lab
- VIP parking
- Virtual reporting
- Donated passes
 - Movies, bowling, yoga
- Decision Dollars, Treasure Chest, Snack Bar, wheel
- Something crazy: DA joke, LE push-ups, baked goods
- Spin/ draw again



Standing ovation! You're doing great!	Two thumbs up! You're on a roll!
Fist bump! You've got this!	High five! Keep up the great work!
Your hard work earned you a break! Subtract 10 hours of community service!	You've got it made in the shabli! Subtract 30 hours of community service! Good job!
Your hard work earned you a break! Subtract 8 hours of community service!	Your hard work earned you a break! Subtract 8 hours of community service!
Take a day off. Your hard work earned you a REPORT BY SETTING PRIZES for Court Review!	Your hard work just paid off! \$200,000 for another chance at a fun reward!
Team salute! Job well done—lets have our attention!	You deserve a hand! Your hard work is noticed and appreciated!
You've got it made in the shabli! Subtract 12 hours of community service! Good job!	Your hard work just paid off —you get to jump the lab line!
Your hard work just paid off! \$200,000 for another chance at a fun reward!	Pick 1-2 free passes, 1 hour curfew extension (or 8 hour community service voucher)
Fist bump! You've got this!	High five! Keep up the great work!
Go to the head of the class! One FREE PASS to jump the line and go first at Court Review!	Cha-ching! It's official: you rock! Take \$25 off your next supervision fee payment!

SAMPLE FISHBOWL SLIPS TEMPLATE

<p>You're on a <u>roll</u>! Check out the Woot Wagon for a delicious treat!</p>	<p>Two thumbs up! You're thumbody special!</p>
<p>Team fist bump!! You've got this!</p>	<p>Team high five! You're doing great and that's no jive!</p>
<p>You've got it made in the shade! Subtract 16 hours of community service!</p>	<p>You're headed in the right direction! You win 1 week of free VIP parking or a \$15 Uber gift card. Great job!</p>
<p>Your hard work earned you a break! Subtract 4 hours of community service!</p>	<p>You earned 10 Decision Dollars for your great choices! Keep it up, you're doing great!</p>
<p>Skip the courthouse trip! Your hard work earned you A REPORT BY ZOOM PASS for Court Review!</p>	<p>Your hard work just paid off! <u>Draw again</u> for another chance at a fun reward!</p>
<p>Team salute! Job well done—you have our attention!</p>	<p>Slay! You just won DA Joke of the Day! Keep up your pun-<u>derful</u> progress!</p>
<p>You are doing wheely good! You just earned 2 spins on the Wheel! Good job!</p>	<p>Your hard work just paid off —you get to jump the lab line!</p>
<p>We treasure your success! <u>Visit the Treasure Chest and choose a prize.</u></p>	<p>Pick 1: 2 movie passes, 1-hour curfew extension or <u>4-hour</u> community service voucher</p>
<p>Fist bump!! You've got this!</p>	<p>Pick a pass: First in, First Out or Jump the Lab Line</p>
<p>Go to the head of the class! One FREE PASS to jump the line and go first at Court Review!</p>	<p>Cha-ching! It's official: you rock! Take \$25 off your next supervision fee payment!</p>

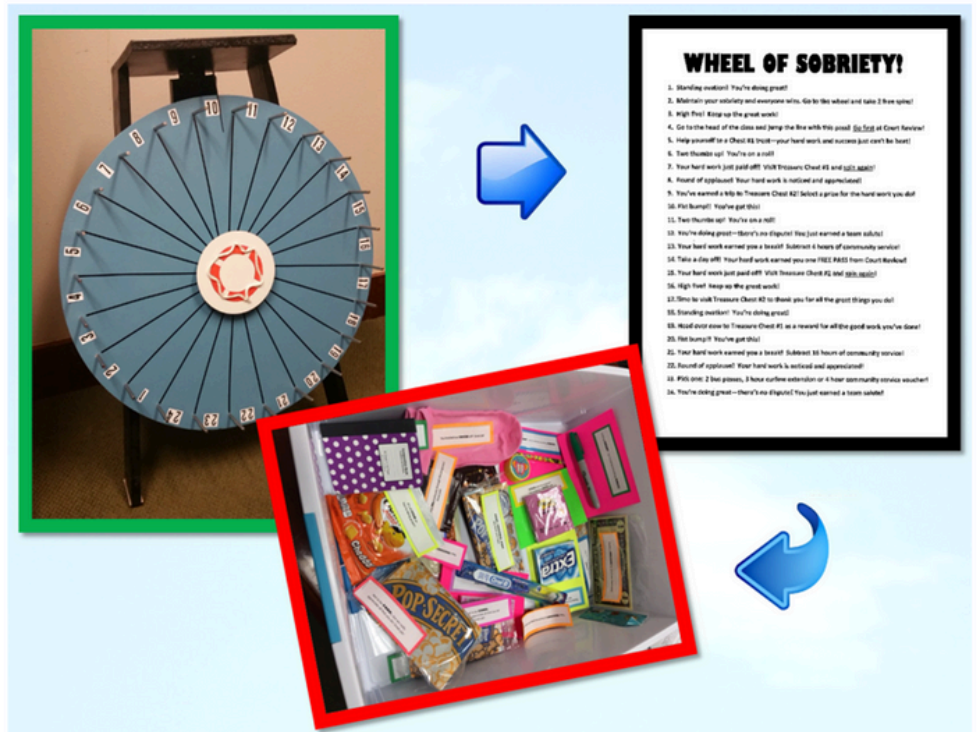
PRACTICE TIP: PRINT ON BRIGHTLY COLORED PAPER, CUT ON THE LINES, ROLL TIGHTLY

OPPORTUNITY TO WIN: THE WHEEL

The Spin-the-Wheel incentive was perhaps the most popular incentive among our participants. We need look no further than popular TV game shows like “Wheel of Fortune” and “The Price is Right” to understand there is something very exciting about spinning a wheel. Although there are no studies on the efficacy of the wheel, think of it as another form of fishbowl--an opportunity to win. We use the identical formula outlined in the Petry study, with one exception. There is no mega prize, as it would tremendously alter the probability of winning a high-value prize when there are only twenty or fewer sections on a typical wheel. Just as with fishbowl, on the wheel, 50 percent of the possible prizes will be congratulatory affirmations or invitations to spin again, 40 percent will be low to moderate value prizes and 10 percent will be moderately high value prizes.

As you can see from the photos, on my budget of zero, I had a homemade wheel. Fortunately, wheels are now readily available on Amazon and elsewhere. On many of these commercially available wheels, you can simply write the prizes in with an erasable marker. Personally, I prefer a numbered wheel with a corresponding prize list so we can easily make changes if special prizes are donated. (See template on the next page.)

**The Wheel:
50-40-10
(No mega
Prize)**



SAMPLE WHEEL PRIZE LIST TEMPLATE

WHEEL OF RECOVERY PRIZE LIST

1. We treasure your success! Go to the DA's Treasure Chest for a fun surprise!
2. Engage in recovery and everyone wins. Go back to the wheel for 2 free spins!
3. You've been working so hard! Claim a \$10 gift card!
4. Go to the head of the class and jump the line with this pass! Go first at Court Review!
5. Help yourself to a Snack Box treat—your hard work and success can't be beat!
6. Two thumbs up! You're on a roll!
7. Your hard work just paid off! Draw from the Fishbowl and spin again!
8. You've got it made in the shade! Subtract 8 hours of community service! Good job!
9. You've earned a trip to the Fishbowl! Congratulations for reaching your goal!
10. Fist bump!! You've got this!
11. You earned a fast pass! Skip the Lab line at your next UA.
12. You've earned a \$15 card for your hard work. Keep it up!
13. Cha-ching! Take \$25 off this month's fees. Great job!!
14. Your hard work earned you a break! Subtract 4 hours of community service!
15. Say goodbye to downtown traffic! Your hard work earned you one Report by Zoom Pass for Court Review!
16. Your hard work just paid off! Draw from the Fishbowl, then draw again!
17. High five! Keep up the great work!
18. Time to visit the DA's Treasure Chest! Thanks for doing your very best!
19. You've earned a \$10 gift card for your efforts. Well done!
20. Enjoy free VIP parking next week as a reward for all the good work you've done!
21. Your hard work earned you a break! Subtract 16 hours of community service!
22. Round of applause! Your hard work is noticed and appreciated!
23. Pick one: 2- hour curfew extension, 2 movie passes, or 4 hour community service reduction.
24. Standing ovation! Congratulations, you're doing fantastic!

No-Cost Prizes Can Be Valuable!

You may have noticed that my Wheel of Recovery prize list on the previous page included some gift card options. Eventually we were able to acquire funding for gift cards. Maybe because they were accustomed to our DIY prizes, most of our participants actually preferred our unique, occasionally ridiculous no-cost options. To illustrate, here is a list of no/low-cost prizes that participants truly enjoy:

- Reductions in:
 - Court-mandated community service (but not CS sanctions)
 - Fees (lab, supervision)
 - Curfew (one-time, 1-2 hours extension)
- Fast pass: court, lab
- VIP parking: courthouse, probation office, lab
- Virtual reporting pass
- Donated passes (movies, bowling, yoga)
- Inclusion of other court incentives: (Decision Dollars, Treasure Chest, Woot-Woot Wagon, Fishbowl, Wheel)
- Recovery books and journals
- Something crazy: DA Joke of the Day, Team Deputy push-ups
- Homemade baked goods (banana bread, cookies)
- Spin/ draw again options make the affirmations fun and Interactive

Make the affirmations fun. You may also have noticed that our fishbowl slip affirmation options always include an activity (See photo, upper left) to get the team and participants on their feet to show our enthusiasm, such as:

- Standing ovation
- Judge's Handshake
- Fist bumps
- High fives
- Team salute
- Two thumbs up
- The Wave



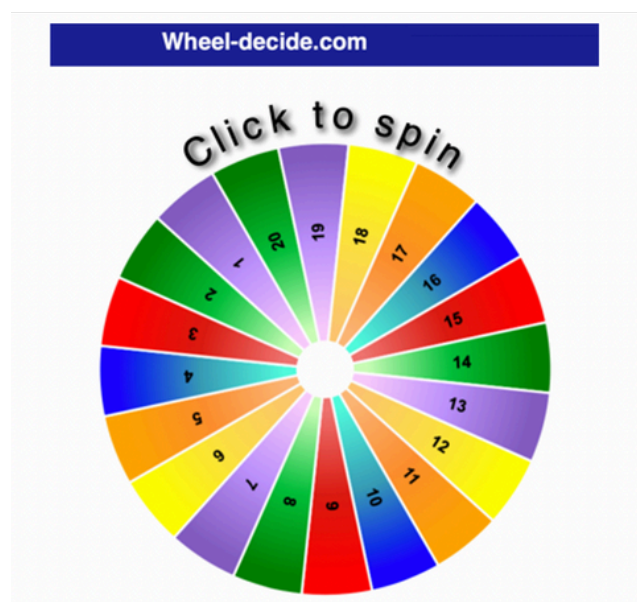
Two thumbs up!
You're on a roll!

High five!
Keep up the great work!

Team salute!
Job well done—you have our attention!

Virtual Hearing Applications:

Bear in mind that **the fishbowl studies envisioned that each person would have a chance to draw for themselves—not have a team member do it for them.** This can still be accomplished easily while in a virtual hearing. While the participants could choose a team member to draw/ spin for them, a better option might be to create a low-tech fishbowl allowing the participants to choose from multiple paper fish visible on a shared document or white board with prizes written on the back. A truly entertaining high-tech option is a virtual wheel spin that can be conducted in real time at the virtual hearing, such as found at www.wheel-decide.com. The drawing/ spin should be conducted on camera for all to see, and prizes should be announced immediately. Prizes can be mailed or dropped at the participant's door by a team member.



WILD CARD WEEK: MIX IT UP!

In the next few pages, we're going to explore some very low-cost incentives that are engaging and entertaining. Unlike sanctions, incentives must be desired and something our folks look forward to. Even very fun, entertaining incentives can grow stale quickly. Candy and small tangible reinforcers are great items to use for a Wild Card Week. Wild Card Week usually features small tangible incentives where the primary value is simply entertainment. These types of small tangible incentives have the greatest impact if they are used infrequently and unpredictably-- perhaps only once or twice a year. Our objective is to create anticipation for court: "I wonder what they'll do today? I can't wait to go to court to find out!" This reinforces our message that court is a safe place of learning where, yes, they will be held accountable for their poor decisions, but also be praised and rewarded for their progress.

Practice tip: The positive peer board is an excellent anchor to use week in and week out. Add an additional evidence-based incentive on a random, unpredictable schedule. Mix it up every month, bearing in mind that our later phase folks may only be attending court monthly. (See sample calendar, upper right)

Get Participants Involved. The treatment court team is busy! You might conclude that many of these ideas look like something your folks might enjoy, but you simply don't have the time or manpower to create them. (See recovery bracelets and Recovery Rocks, right). In my experience, we often have many participants with considerable artistic talent. Consider offering your participants the opportunity to help the treatment court program by crafting these and other incentives (such as positive peer board design) for their peers. Don't forget to incentivize them for their efforts!

Mon.	Tues.	Wed.	Thur.	Fri.
		1 <i>Fishbowl Week</i>	2	3
6	7 <i>Decision Dollar Store</i>	8	9	10
13	14 <i>Spin the Wheel Week!</i>	15	16	17
20 <i>Wild Card: Fun With Candy</i>	21	22	23	24
27	28 <i>Woot-Woot Wagon Week</i>	29	30	31

DIY Recovery-Themed Bracelets

Get participants, alums & peers involved in design and construction:

- "Recovery Warrior"
- "One Day at a Time"
- "I Won't Give Up"
- "Stay Strong"
- "Self Love"
- "Give yourself Grace"
- "Recovery First"
- "Sober Badass"
- "Sober AF"



Recovery Rocks!

- Fun, FREE team-building DIY project
 - Paint, Decoupage
 - Lots of ideas on Pinterest, Etsy & YouTube DIY
- Invite participants, local artists to contribute, too.
- Cultural connection!
- Full of positive energy & something else will keep forever



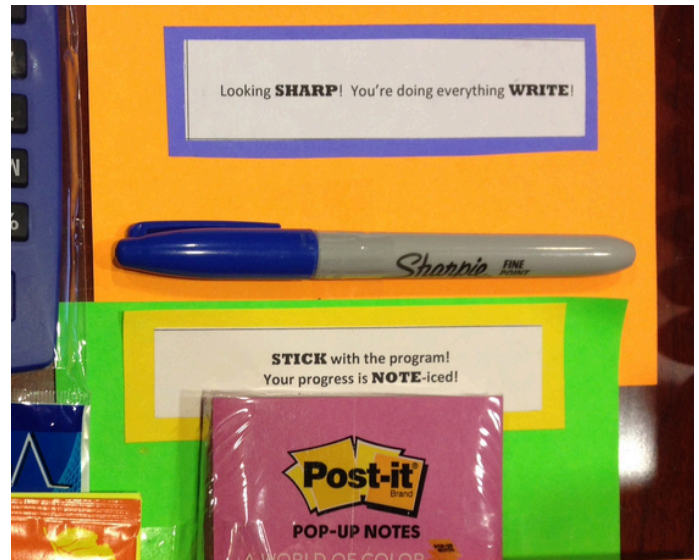
TANGIBLE REINFORCERS (ON THE CHEAP!)

I hope I have adequately demonstrated that you don't need a big budget – or any budget at all – to have meaningful incentives that your participants will love. But if you want to have tangible reinforcers, small items with special significance can be highly valued.

Some examples:

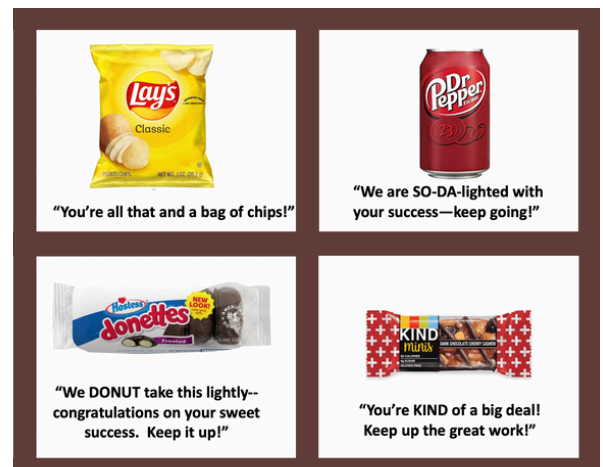
- Keychains, silicone bracelets, pins, coins, and other items with the court (or recovery-themed) logo-- especially when used as part of a phase promotion or graduation ceremony tradition
- Participants' favorite candy bars, snacks, and treats
- Popular gift cards (gas, coffee, fast food) in small increments (\$5 - \$15)
- Small useful items such as mugs, hats, flashlights, manicure sets, small tool kits, etc.
- Things for participants' children (books, school supplies, toys)

Treasure Chest & Snack Bar: Participants may not get excited about low value items. The primary value in these incentives then should be entertainment. Our team created an incentive that we called the "Treasure Chest". It was truly a box of worthless items –office supplies, leftover party favors, snacks, dollar store items and white elephants donated by the team. Somewhat known for my collection of truly groan-worthy puns, I attached a little card to each item in the chest with a pun. As you can see from the photo (upper right), they were pretty silly. Treasure Chest evolved because our team prosecutor lamented that she rarely had the opportunity to interact with the participants, and she wanted to show them her support and encouragement. In the court hearing, the "A" team was awarded a trip to the Treasure Chest. Our prosecutor gave them a big smile, a high five and enthusiastic congratulations. She helped them select the "judge's lamest pun" and read it aloud to the group. This incentive was so silly that it was an instant hit and became part of our regular rotation. In fact, it was so much fun that the team defense attorney got in on the action, too. Her version of the incentive was the Snack Bar. These items also had silly puns attached. (See photo, bottom right.)



Making the most of Treasure Chest/ Snack Bar

- To help participants build alliances with all team members, have law enforcement or the prosecutor take charge of this incentive and assist the participant with selection of an item. An accompanying smile and a handshake from these former "adversaries" can be a very powerful additional reward, indeed.
- If your items are particularly low value like mine, add amusing puns and labels to increase entertainment value.
- Acknowledge to the group we are using the term "treasure" rather loosely. Yes, the prizes are often silly and that is part of the fun. Lean in and embrace it!



SMALL WAYS TO MAKE A BIG IMPACT!

Small items of significance:

Small items, delivered correctly, can have a BIG impact! Recovery-related items with the treatment court logo (coins, pins, keychains, etc.) can have special significance, particularly if they are tied to big achievements such as sobriety milestones, phase advancement and graduation. A judge from Maine shared an incentive with me that was quite meaningful in her mental health court. As part of their celebration of phase promotion, the judge gave the participant a silicone bracelet along with an inspiring speech about what the new phase represented. Each phase (and bracelet) had a specific theme:

Ph. 1 Believe

Ph. 2 Focus

Ph. 3 Strength

Ph. 4 Inspire

This highly personal, special event conveys the magnitude of the achievement, praise from the judge and team, holds the person up as a positive example, invites peer approval, and provides the person with a tangible reminder of how far they have come. Other courts have embraced this meaningful yet inexpensive incentive. (see right)

Individualized treats:

Remembering the participant's favorite snack and having it on hand as a small reward shows the participant we see him or her as an individual. We had quite a few participants that did not eat candy for health reasons or simply personal preference. One participant's guilty pleasure was hot pickles. We made sure to have this delicacy on hand as a candy substitute! And, of course, I found the perfect pun! (right)

Woot Woot Wagon

This is an awesome version of the Snack Bar! Be sure to include some fruit and healthy options and especially lots of items that are easy to chew, as many of our folks have severe dental issues. As with the Treasure Chest incentive, consider choosing a team member to spearhead this reward who can really sell it!

ME Judge's Special Bracelet Reward

- Awarded for phase promotion
- A different bracelet for each phase:
 - Ph. 1 Believe
 - Ph. 2 Focus
 - Ph. 3 Strength
 - Ph. 4 Inspire
- Judge wears the bracelets on her wrist and personally gives the item as part of the promotion ceremony.



- Why it's great:
 - Highly personal, a special event
 - Conveys the magnitude of the achievement
 - Conveys praise from the judge
 - Holds the person up as a positive example
 - Invites applause & approval from peers



Follow up to an earlier post. We just received our wristbands that we ordered after attending the RISE 23 Incentive Camp.

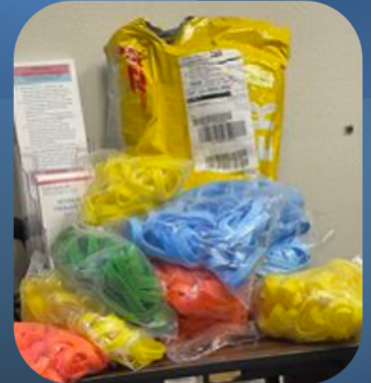
Phase 1: Show Up - Be Honest - Try
Phase 2: Progress not Perfection
Phase 3: Do the Next Right Thing
Phase 4: Keep Going & Give Back

Some of our peers helped with the wording.

We ordered from Wrist-Band.com. They had a special, buy 100 and get 200 free. Quality is pretty good for the price. Total \$209.59 for a total of 1200 wristbands!

Thanks to all everyone for the earlier advice and suggestions.

UPDATE: Gave out our first two wristbands in Mental Health Court yesterday. Our participants loved them! See less



Keep up the GREAT work, Shay-- We think you're kind of a big "DILL"



FUN WITH CANDY

These incentives are perfect for Wild Card Week! Though not everyone likes candy, here are some very fun, creative candy-themed incentives that have high entertainment value.

DIY Wrappers & Golden Tickets:

A Chatham County, GA team has a fun Willy Wonka-inspired incentive. They have a variety of candy bars with added DIY wrappers (emblazoned with their treatment court logo) covering the bars. Some of the wrappers have golden tickets tucked inside that can be exchanged for moderate to high value prizes including a free month of treatment!

Candy Cards:

Candy cards are another low-cost, fun incentive and are particularly budget-friendly after holidays when popular snack-sized candies can be bought in bulk at a deep discount. (See photos, middle right.) **Practice tip:** Put peer support or alums in charge of this engaging incentive!

DIY Candy Bouquets:

With our male caseload, we had some surprising success with candy bouquets. At the time, my daughter was taking a high school class in floral design and helped me create a variety of candy bouquet incentives with dollar store candy for Wild Card Week. (See slide, lower right.) None cost more than \$2.00 to make. As Valentine's Day approached and requests for bouquets increased, we eventually learned that they were regifting the bouquets to their significant others! As long as they were valued by the participant, we considered that a win.

Chatham Co, GA Team's Golden Ticket Twist



- The team gives out large candy bars as incentives with DIY wrappers
- Some of the wrappers have golden tickets tucked inside that can be exchanged for prizes such as a free month of treatment!



Sweet Treats

- Team member's special baked treats (cookies, cupcakes, etc.)
- Fun brand name items:
 - "Kudos" candy bar
 - "Smarties" candy
 - "Extra" gum
 - Star themed candy "Starburst"
 - "Trolli All Star" gummies

And, for that team member with a Pinterest Account...

SHIFTING OUR FOCUS

Understand the disease. Addiction is a chronic disease that our participants may struggle with for the rest of their lives. Even with excellent treatment, our super star graduates face a high risk of recurrence. That is simply the nature of this cruel disease. We can equip our folks with resources to help them face future hurdles by giving our participants agency and choices.

Treat participants as partners. Recovery is person-driven and has many pathways.

When we mandate behaviors and activities, we succeed only in creating a compliant participant who will follow the rules in order to avoid sanctions. But what happens after the program ends? In the words of Dr. David Mee-Lee, "Pay attention to whether your participants are doing time or doing change." What can we do to initiate and build recovery capital that will endure long after the program ends? Rather than mandating recovery support meetings, volunteerism, and prosocial activities, we should instead encourage, make readily available, and heavily incentivize these behaviors so they will want to continue them beyond the program.

Recovery is highly personal. Each person's recovery path will differ. **Allowing the participant to choose his or her path increases the likelihood they will continue these activities post-program.** We should be open to non-traditional recovery support activities, too, if they are helping the participants. When we control the recovery path, specifying a particular organization, format, and frequency of attendance, we are tremendously lessening the likelihood that, post-program, the person will continue the mandated group or activity. When participants voluntarily engage in recovery support, volunteerism, wellness, and other prosocial activities, we must immediately reward these efforts with praise and generous incentives if we wish them to be repeated!

Addiction is not a moral failing. It is "a treatable, **chronic medical disease** involving complex interactions among brain circuits, genetics, the environment, and an individual's life experiences. People with addiction use substances or engage in **behaviors that become compulsive and often continue despite harmful consequences.**" -- www.ASAM.org

Like many chronic diseases, addiction has a high relapse rate — 40-60%

➤ **How can we help reduce these odds? Fully understand recovery.**



SAMHSA's 10 Guiding Principles of Recovery

1. Recovery emerges from hope.
2. Recovery is person-driven.
3. Recovery occurs via many pathways.
4. Recovery is holistic, involving every aspect of their life.
5. Recovery is supported by family, friends, peers and allies.
6. Recovery is supported through relationships and social networks.
7. Recovery is culturally-based and influenced.
8. Recovery is supported by addressing trauma.
9. Recovery involves individual, family and community strengths and responsibility.
10. **Recovery is based on respect.**



Timing is everything! A great mistake we often make is to require these advanced prosocial activities in the initial phases, wrongly concluding that exposing them to these concepts early will educate them, "keep them busy" and out of trouble. Research has shown that the majority of our participants come to us not yet ready to change, typically in the precontemplative stage of change or contemplative, at best. **Recovery support meetings are not education classes or treatment. Their purpose is to support existing recovery. It is counterintuitive, and likely harmful, to order participants to attend recovery support meetings before there is any recovery to support.** Research indicates that, for most, the optimal time to nurture these advanced behaviors is after they have received a substantial dosage of treatment. **Type and timing of recovery supportive activities is a decision made by treatment and the participant, not the court.** Don't push too soon, and generously reward participation with incentives.

PROVIDING OPPORTUNITIES TO EARN INCENTIVES

When the time is right (again, a treatment decision, not the court's), we can provide multiple opportunities for participants to engage in healthy, prosocial behaviors. These heavily incentivized activities promote engagement, build citizenship, and model desired behavior. We can motivate the desired behavior by providing ample opportunities to earn incentives.

Challenges that encourage prosocial behavior. I worked with a very creative team in St. Lucie County, FL. They created a number of wholly voluntary challenges that, once completed, earned generous incentives. The challenges were short in duration, well-defined and each effectively modeled healthy, prosocial behaviors. As you can see from the slide (top right) the applications are only limited by your imagination.

Contests. In our Houston program, we had several recovery-themed contests each year that coincided with our graduation ceremonies. The contests included art, photography, and essay submissions. All participants who entered the contest received incentives such as fishbowl draws or small-increment reductions of community service. Contest winners received public recognition, certificates and donated gift cards.

Community Activity Board. To encourage community engagement and prosocial activities, create a notice board or weekly flyer with numerous local wellness and recovery-related activities. Encourage participants to try out a new activity, then report back to the group at the next court session. Participants received praise and generous incentives for participation.

Incentivizing Productivity: A Florida Judge's (Optional) Challenges

Judge gives incentives for completing short-term, well-defined challenges for:

- Fitness (5K run/walk with mentors)
- Wellness (CM-led yoga, meditation, nutrition class & snack prep)
- Vocational (resume service, community partner fork-lift training/certification)
- Literacy (Alumni Recovery Book Club: read & discuss)
- Life skills (budget class, grooming/dressing for an interview)

Why it's great:

- Realistic and achievable
- Models/builds prosocial behavior and healthy habits



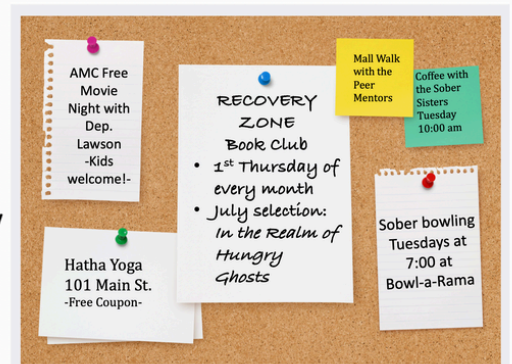
Contests Promote Engagement

- **Recovery-themed contests:**
 - Essay Contest
 - Poster Contest
 - Photography Contest
 - Art/Mixed Media Contest
- **Incentivize participation**
- Judges can be local celebrities, media, etc.
- Have contests coincide with graduation ceremony
- Winners receive prizes and talk about their entries



Create a Community Bulletin Board

- Research fun local activities that support recovery.
- Encourage choosing an activity from the board.
- Report to the group if it is something they enjoyed and supported their recovery.
- Give praise generous incentives to reward the behavior.



PROMOTING ENGAGEMENT

Early engagement in the program can be a challenge. Creating task lists and challenges with incentives built in, such as Jeopardy (see below), bingo cards (right) and checklists, can be very effective. Here are some examples of how teams created opportunities to earn incentives while promoting engagement. As with the St. Lucie court challenges, these generously incentivized activities modeled desired behavior and encouraged healthy habits in a fun and engaging way. You will note that some of these teams used gift cards as rewards. I want to reiterate that while gift cards are indeed great incentives, we have also seen there are many no-cost/low-cost alternatives we could use that participants would value just as highly.

Getting new participants to show up in the beginning is a challenge. One of the recommended goals in the initial phases is a successful orientation. (See Standard IV, Sec. I) Incentives like Waukesha's Jeopardy challenge helps new folks learn about the team and the court's expectations. Those completing their various Jeopardy categories are generously praised and rewarded appropriately.

Waukesha Drug Court
Treatment Court Helps participants Learn About the Team— and the Rules With **Treatment Court Jeopardy!**

Lots of praise and funny prizes for those who complete the challenge!

www.ieopardylabs.com
or FREE on Google Docs!

Treatment Team	Drug Court Handbook	more handbook	Drug Court Rules	Drug Court Testing
100	100	100	100	100
200	200	200	200	200
300	300	300	300	300
400	400	400	400	400
500	500	500	500	500

Engagement with treatment! This clever Texas treatment team clinician created a very engaging check list to encourage participants to use the new skills they were learning in treatment— with substantial rewards for compliance. Some teams have utilized bingo cards to encourage exploration of recovery support options and also to build personal, social and community capital!

Recovery Court's Bingo Incentive Orientation, Phase 1 and Phase 2

B	I	N	G	O
Attend treatment on time (by phone or virtual)	Did a workout, walk or yoga two times in a week	Attend 3 online support groups a week	Engaged in meditation twice in one week	Attended treatment groups by phone or virtual All week
Added one person to healthy support network	Demonstrated asking for help two times	Made a gratitude list	Attended probation appointment by phone or virtual	Reached out to a medical provider when needed
Called into UA line daily for 1 week	Made a coping skills list	Free	Was honest when it was hard to be	Checked in with a Peer Support person 1 time
Attended probation appointments by phone or virtual 2 times in a row	Wrote in journal 3 times in one week	Attended 2 online support groups a week	Reached out to a healthy support when struggling	Clearly demonstrating use of skills learned in treatment
Remained in sober, supportive housing situation.	Deleted phone numbers/social media attached to a negative influence	Demonstrated taking accountability	Attended on-line support group 1 time	Submitted UA when required

Each square = 1 point
A Bingo (5 in a row) = 10 points
Please show documentation! Points will add up and be turned in for gift cards or other prizes!

15 points = \$10 gift card
30 points = \$25 gift card

Building healthy habits and productive liesure actives! Check out these engaging ways teams in New Hampshire and Georgia have found to encourage-- and generously reward-- participants who learn how to have fun without drugs and alcohol and embrace healthy habits. (see below, left and right) Rewarding these eforts with appropriate incentives encourages reptition long after the program's end.

A Georgia Team's Fitbit Challenge

- The local defense bar donated their old "steps" trackers that were still in working order.
- Participants had weekly steps challenges with incentives for those who went that extra mile!
- A great way to encourage a healthy habit and a new way to have sober fun



NH Holiday Raffle Incentive: "Try Something New!"

Trying out new prosocial activities earns raffle tickets for a fabulous stocking full of gift cards & goodies. The more activities, the more chances to win!



Wondering how you can Win the Christmas stocking? Try some new things...

- Try out photography
- Try out yoga
- Try out making music
- Try out learning the guitar
- Try out a cooking class
- Try out reading a new book
- Try out hiking
- Try out skiing
- Try out snowboarding
- Try out drawing
- Try out Journaling
- Try out a zumba class
- Try out story writing
- Try out fishing
- Try out geotagging
- Try out randonaunting
- Try out an escape room
- Try out a rage cage
- Try out physical fitness
- Try out jewelry making
- Try out wood working
- Try out crochert
- Try out crafting
- Try out painting
- Try out making a terrarium
- Try out getting a plant
- Try out bowling

SAMPLE TREATMENT BINGO (PHASES 1-2) TEMPLATE

Recovery Court's Bingo Incentive Orientation, Phase 1 and Phase 2

B	I	N	G	O
Attend treatment on time (by phone or virtual)	Did a workout, walk or yoga two times in a week	Attend 3 online support groups a week	Engaged in meditation twice in one week	Attended treatment groups by phone or virtual All week
Added one person to healthy support network	Demonstrated asking for help two times	Made a gratitude list	Attended probation appointment by phone or virtual	Reached out to a medical provider when needed
Called into UA line daily for 1 week	Made a coping skills list	Free	Was honest when it was hard to be	Checked in with a Peer Support person 1 time
Attended probation appointments by phone or virtual 2 times in a row	Wrote in journal 3 times in one week	Attended 2 online support groups a week	Reached out to a healthy support when struggling	Clearly demonstrating use of skills learned in treatment
Remained in sober, supportive housing situation.	Deleted phone numbers/social media attached to a negative influence	Demonstrated taking accountability	Attended on-line support group 1 time	Submitted UA when required

Each square = 1 point

A Bingo (5 in a row) = 10 points

Please show documentation! Points will add up and be turned in for gift cards or other prizes!

15 points = \$10 gift card

30 points= \$25 gift card

SAMPLE TREATMENT BINGO (PHASES 3-4) TEMPLATE

Recovery Court's Bingo Incentive Phase 3 and 4

B	I	N	G	O
Attend treatment 4 times in a row on time (by phone or virtual)	Did a workout, walk or yoga three times in a week	Attend 3 online support groups a week	Engaged in meditation twice in one week	Attended 5 treatment groups by phone or virtual
Added two people to healthy support network	Demonstrated asking for help two times	Made a gratitude list twice a week for two weeks	Attended probation appointments by phone or virtual 2 times in a row	Reached out to a medical provider when needed
Called the UA line 2 weeks in a row every day	Made a coping skills list	Free	Was honest when it was hard to be	Checked in with a Peer Support person 3 times
Attended probation appointments by phone or virtual 4 times in a row	Wrote in journal 3 times in one week	Attended 2 online support groups a week	Reached out to a healthy support when struggling	Clearly demonstrating use of skills learned in treatment
3 self-care activities	Deleted phone numbers/social media attached to a negative influence	Demonstrated taking accountability	Submitted all required UAs for 3 weeks	Attended 5 online support groups in a week

Each square = 1 point

A Bingo (5 in a row) = 10 points

Please show documentation!

Points will add up and be turned in for gift cards or other prizes!

15 points = \$10 gift card

30 points = \$25 gift card

PRAISE & REWARD TEAM PROGRESS & STAY THE COURSE

Celebrate team progress! Changing our focus is hard! It does not feel natural and is not intuitive. Here are some things you can do to reinforce (incentivize!) team progress and encourage repetition:

- **Gamification:** Turn the use of incentives into a team challenge with leaderboards, badges, and levels. Create friendly competition where team members can see how they stack up and earn rewards for achieving certain milestones.
- **Challenges and Contests:** Organize regular challenges or contests related to the incentives. For example, hold a "Most Creative Use of Incentives" contest where members submit how they've used incentives in innovative ways.
- **Surprise Awards:** To boost engagement, occasionally surprise team members with unexpected incentives or bonuses for their continued commitment to spotting and rewarding positive behaviors. (See DIY awards, p. 21)
- **Spotlight Stories:** Feature stories from members who have creatively or successfully used incentives. Highlighting these stories can inspire others and show the tangible benefits of increased engagement. (see slide, top right)
- **Interactive Workshops: Train together!** Host workshops or webinars that provide tips and strategies on how to effectively use incentives. Make these sessions interactive and engaging to foster enthusiasm. Host lunchtime incentive crafting sessions.
- **Social Sharing:** Encourage members to share their experiences and successes with incentives on the Treatment Court Professionals Facebook page. (See link, below)
- **Collaborative Goals:** Set collective goals where team members work together to create incentives for the program. This fosters a sense of community and shared purpose.



An excerpt from a team member's letter following Incentives Camp training:

"Our PO volunteered to deliver the cards we made at the training when she did home visits. The clients really liked them and last week we gave out ... (a card) for a client who had absconded and just returned from 60 days in inpatient. **She has been carrying the card and has told us that knowing that we believe in her despite her past mistakes has been helping her continue to move forward.**"

Lapses (and epic fails) occur among team members-- address them! As noted, it can be very difficult for some team members to shift from the traditional criminal justice focus on punishing noncompliance to the transformed treatment court focus on also rewarding progress. Some may not feel comfortable giving praise and incentives to justice-involved individuals. The courthouse crowd can become somewhat jaded, sarcastic, and even a little snarky in their sense of humor and not understand the devastating effect it can have on participants.. Shaming, ridicule, excessive or inappropriate sanctions are harmful. **What do we do if we believe a colleague-- or the judge-- is not following best practices or even causing harm?** We must take corrective action. This is a vulnerable population. Failing to act can result in harm that increases the persons likelihood to fail and increases their likelihood to be arrested again. The stakes are too high to look the other way. If you don't feel comfortable addressing the behavior with your teammate, talk to a colleague in a supervisory capacity. Sometimes it's necessary to bring in your statewide coordinator, another treatment court judge, or the administrative judge of the region. All Rise offers excellent help as well with their "Ask the Expert" resources. (www.allrise.org) **Part of the job is speaking up if the team has drifted away from best practices.**



<https://www.facebook.com/groups/TreatmentCourt>

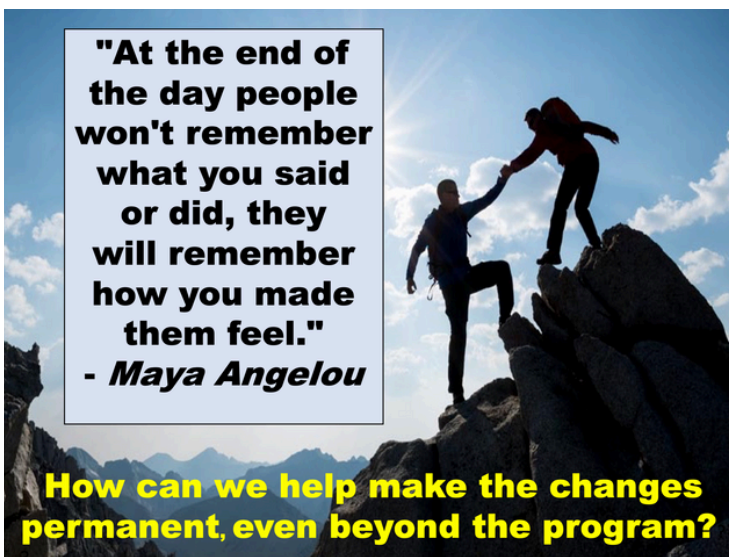
IN CLOSING...

Let us end where we began: change is hard, and recovery is a long and challenging journey. The most powerful incentives are natural ones—the wonderful things that happen as the result of good treatment: feeling better, repairing relationships, gaining employment and more. But we know it will take time, a lot of treatment, support and practice to get there. There will be stumbles along the way. Until those natural reinforcers take root, we must be generous in our praise and application of incentives when participants make progress. Incentives nurture engagement and facilitate recovery. For most of us, the number of incentives we are currently awarding in treatment court is probably not enough. How can we increase our use of incentives? **We must shift our focus from detecting infractions to also looking for and rewarding progress.** It is often subtle and difficult to see. Here are some ways that we can increase our use of incentives:

- **Create a space on our staffing forms** for proposed incentives. Many staffing sheets only have a space for proposed sanctions!
- **Begin with incentives.** Create a team staffing practice to always ask, “Is there something that we can praise/ reward this participant for today?”
- **Record/track incentive history**, just as we record previous sanctions. There is no other way to know if our incentives are outnumbering sanctions at our 4:1 minimum incentive to sanction ration and our 10:1 goal.



- Understand that **participants receiving sanctions should also receive incentives** for the good things that they are doing. Our last words must be about what went right this week, however small.
- Change the tenor of the court hearing by leading with incentives, having **the “A” Team always go first at the court hearing.**
- Remember even the most engaging incentive can become stale if overused. **Mix them up** with rotating weeks (on an unpredictable schedule) for participant favorites such as fishbowl, wheel, Decision Dollar store, Treasure Chest and more.
- Pay attention to what participants enjoy and wherever possible, **let them choose** their rewards.
- **Most of all, have fun.** Your enthusiasm is contagious!



"IT IS OUR BUSINESS TO BUILD SKILLS, CONFIDENCE AND, MOST IMPORTANTLY, INSTILL HOPE. INCENTIVES ARE A POWERFUL, EFFECTIVE TOOL TO AID IN THAT ENDEAVOR."

RESOURCES

**PLEASE CHECK OUT MY AMAZON
"INCENTIVES CAMP" COMPREHENSIVE WISH
LIST FOR INSPIRATION FOR THE MATERIALS
NEEDED TO CREATE THE INCENTIVES
DESCRIBED IN THIS GUIDE:**

https://www.amazon.com/hz/wishlist/ls/1TL5NL6QW3H4P?ref_=wl_share



FOR A DIGITAL LINK TO THIS DOCUMENT:

<https://ln5.sync.com/dl/5c69a1a90/7dm84dt8-x26ufvh8-ddxjrn5r-3j9b5uk7>

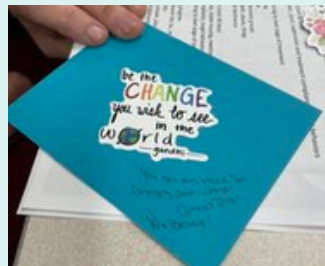
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THIS DOCUMENT MAY NOT BE COPIED IN WHOLE OR IN PART OR POSTED
ONLINE WITHOUT THE WRITTEN PERMISSION OF THE AUTHOR.**

QUESTIONS, TRAINING, TA?

**THIS GUIDE ACCOMPANIES MANY OF
JUDGE BULL'S TRAININGS,
INCLUDING BUT NOT LIMITED TO:**

- **"INCENTIVES ON A DIME"**
(75-MINUTES, VIRTUAL OR IN-PERSON)
- **"INCENTIVES CAMP"**
(6-HOUR TEAM-BUILDING IN-PERSON WORKSHOP)
- **"BEYOND COMPLIANCE: MOTIVATING CHANGE WITH
INCENTIVES, SANCTIONS & SERVICE ADJUSTMENTS"**
(75-MINUTES, VIRTUAL OR IN-PERSON)

**FOR MORE INFORMATION, CONTACT:
HON.DIANEBULL@GMAIL.COM**



Appendices

- A** | Incentives Questionnaire
- B** | Participant Binder Template
- C** | What Happened in Court Form
- D** | Response Reminder Form
- E** | When to Use Certificates
- F** | How to Create a Token Economy System
- G** | Judge Bull's 100 Groan-worthy Puns

APPENDIX A

Incentives Questionnaire

Incentives Questionnaire

Name: _____

1. What are your favorite incentives? (Check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Fishbowl | <input type="checkbox"/> "A" Team |
| <input type="checkbox"/> Gift Card | <input type="checkbox"/> Decision Dollars/Store |
| <input type="checkbox"/> Movie/Bowling/Yoga Passes | <input type="checkbox"/> Praise/applause |
| <input type="checkbox"/> CS Reduction | <input type="checkbox"/> Go 1 st Pass: Court/Lab |
| <input type="checkbox"/> Virtual Report Pass | <input type="checkbox"/> Weekend Travel Pass |
| <input type="checkbox"/> Candy, Snacks | <input type="checkbox"/> Curfew Reduction |
| <input type="checkbox"/> Spin the Wheel | <input type="checkbox"/> Cards from the Team |
| <input type="checkbox"/> Certificates | <input type="checkbox"/> Video message from the Judge |
| <input type="checkbox"/> Treasure Chest | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Fee reduction | _____ |

2. What would you add to our incentives list? _____

3. What are some fun things you do or would like to try that don't involve alcohol/drugs?

- | | |
|--|---|
| <input type="checkbox"/> Yoga, meditation | <input type="checkbox"/> Knitting, crochet |
| <input type="checkbox"/> Cooking class | <input type="checkbox"/> Sewing, needlework |
| <input type="checkbox"/> Take an art class | <input type="checkbox"/> Woodworking |
| <input type="checkbox"/> Go skiing | <input type="checkbox"/> Crafting |
| <input type="checkbox"/> Make a video or podcast | <input type="checkbox"/> Photography |
| <input type="checkbox"/> Journaling | <input type="checkbox"/> Singing, making music |
| <input type="checkbox"/> Dancing | <input type="checkbox"/> Play an instrument |
| <input type="checkbox"/> Bowling | <input type="checkbox"/> Pilates, barre |
| <input type="checkbox"/> Gardening | <input type="checkbox"/> Try out a sport |
| <input type="checkbox"/> Zumba class | <input type="checkbox"/> See a sporting event |
| <input type="checkbox"/> Water aerobics | <input type="checkbox"/> Hiking, biking |
| <input type="checkbox"/> Creative writing | <input type="checkbox"/> Kayaking, water sports |
| <input type="checkbox"/> Go fishing | <input type="checkbox"/> Nail art |
| <input type="checkbox"/> Go see a play | <input type="checkbox"/> Learn a language |
| <input type="checkbox"/> Escape Room | <input type="checkbox"/> Go to a museum |
| <input type="checkbox"/> Learn to DJ | <input type="checkbox"/> Skating (ice, roller) |
| <input type="checkbox"/> Go to the gym, trainer | <input type="checkbox"/> Church, spiritual activities |
| <input type="checkbox"/> Learn a magic trick | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Jewelry making | _____ |

Social

- Talking with others
- Games with others
- Sober sports league (bowling, softball, pickleball)
- Going to meetings together
- Annual 5K Recovery Fun Run
- "Party With the Peers"
- Sober Comedy Night
- Annual New Year's Eve Dinner & Dance Awards Ceremony
- Sur La Table Cooking Class
- Recovery Book Club
- Sober Stitch & Bitch
- Sober Pizza & Trivia Night
- Drug Court Picnic
- Recovery Yoga
- Recovery Scavenger Hunt
- Holiday Angels Project for the homeless
- Peer mentor training
- Other _____

Something I'd like to try:

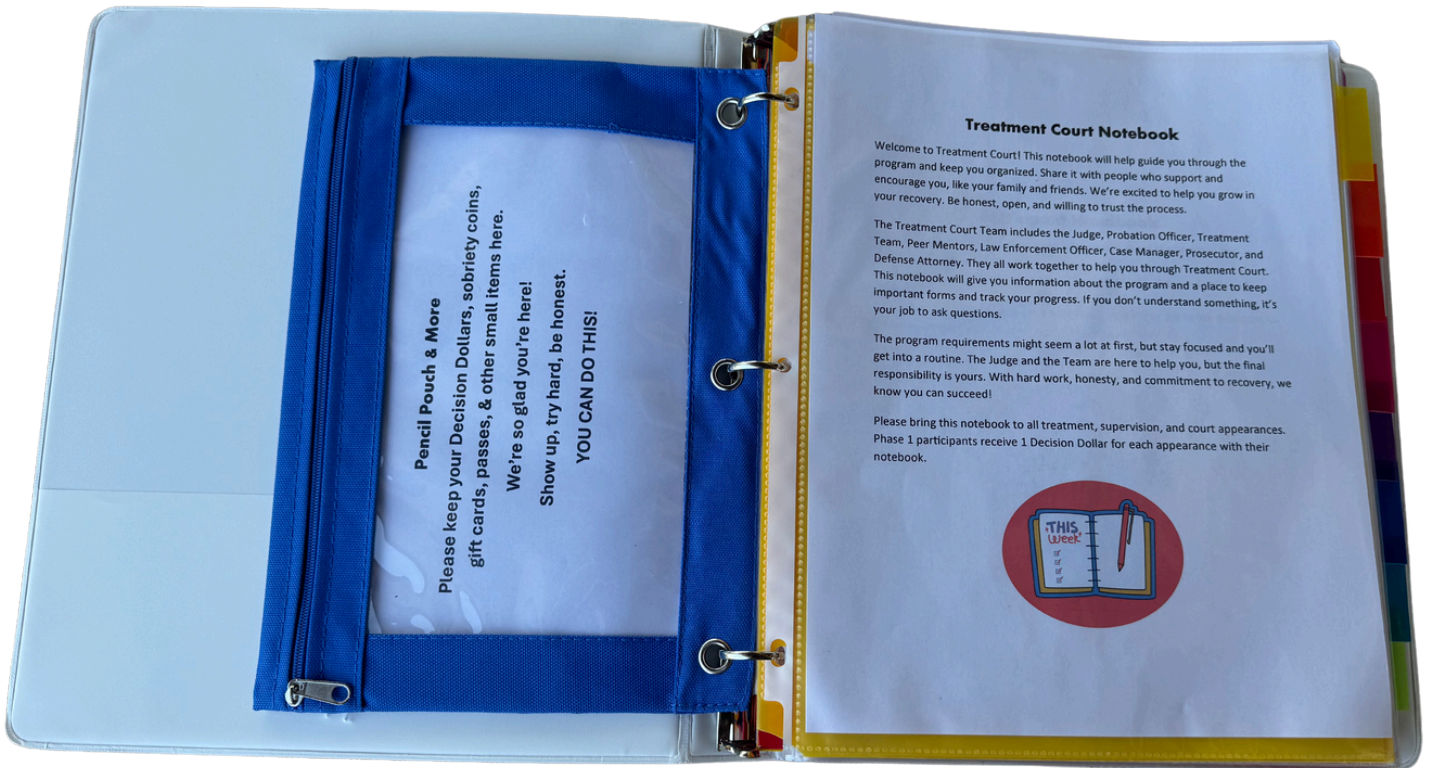
- Provide a "Participant Fishbowl Joke of the Day"
- Become a Peer Mentor
- Take art or music lessons
- Other lesson(s): _____

- Learn a new work skill (Food Bank cooking class or forklift training, Other: _____)
- Craft incentives with Nina
- Create a design for the A-Team board
- Lead a Book Club meeting
- Lead a community volunteer project (Letters to nursing homes, Holiday Angels, Other: _____)
- Party planning with the Peers
- Go on a day trip; where? _____
- Other _____

What would you add to these lists? _____

APPENDIX B

Participant Notebooks



How to Create a Participant Binder: Useful Templates

© Hon. Diane Bull, Ret.

Hon.DianeBull@gmail.com

Items needed:

- 1" 3-ring binder
- Pencil pouch—contents: pen, note: "Please keep your Decision Dollars, sobriety coins, gift cards, passes, and other small items here."
- Clear plastic page protectors
- 4-5 three-ring folders with pockets (no brads)
- 10-pack of tabbed dividers
- Cover page templates (See below.)

Tab 1: Notebook Cover page: Court title & logo and this note...

"Welcome to the ____ Treatment Court! This notebook will help guide you through the program and keep you organized. Share it with people who support and encourage you, like your family and friends. We're excited to help you grow in your recovery. Be honest, open, and willing to trust the process.

The Treatment Court Team includes the Judge, Probation Officer, Treatment Team, Peer Mentors, Law Enforcement Officer, Case Manager, Prosecutor, and Defense Attorney. They all work together to help you through Treatment Court. This notebook will give you information about the program and a place to keep important forms and track your progress. If you don't understand something, it's your job to ask questions.

The program requirements might seem a lot at first, but stay focused and you'll get into a routine. The Judge and the Team are here to help you, but the final responsibility is yours. With hard work, honesty, and commitment to recovery, we know you can succeed!

Please bring this notebook to all treatment, supervision, and court appearances. Phase 1 participants receive 1 Decision Dollar for each appearance with their notebook."

Tab 2: Participant Handbook

Cover page: "This Participant Handbook gives you information about the program and answers common questions. Share it with people who support and encourage you, like your family and friends. Remember, if you don't understand something, it's your job to ask questions. The treatment court team is here to help you succeed.

Tab 3: Contact list (2 copies and a magnet) (List all team members, daily call-in for testing, & community resources; list of recovery support meetings including secular alternatives, online resources: recovery support apps, online meetings, vetted social media groups)

Cover page: “Keep this Contact List nearby and share it with the people you live with. Put the extra copy on your refrigerator using the magnet we gave you in your pencil pouch. It has contact info for all team members, community partners offering free resources and services, and court facilities, including the lab. If you have any questions, contact your Case Manager first. If there’s an emergency, call 9-1-1.”

Tab 4: Court Calendar

Cover page: “Attending your weekly appointments on time is crucial to your recovery and overall success in treatment court! Keeping track of appointments can be challenging. Please use this calendar as a reminder to make daily call-ins for testing, and attend all court, supervision, and treatment appointments. If you have any questions, please contact your Case Manager.”

Tab 5: Weekly list of court-sponsored events and activities (created by Case Manager/Coordinator/Peers)

Cover sheet: “Learning how to have fun without using drugs is really important for your recovery. Going to events and activities sponsored by the court is a great way to meet people who will support you. Check out this week’s list of activities and try some new ways to have fun without drugs and EARN REWARDS! Have a cool idea to add to the list? Please share it with your Case Manager!”

Tab 6: Phase Advancement Forms: Phase 2-5, Graduation Application (Include List of Phase Goals and forms)

Cover page: “The treatment court has 5 phases. Each phase has specific goals to help you start and keep up your recovery. To move to the next phase, you need to meet the goals on your Phase Advancement list. Work closely with your Case Manager and talk regularly about your progress. When you finish your phase goals, work with your Case Manager to fill out the Phase Advancement form. If you have questions or need help, it’s your job to ask. The treatment court team is here to help you succeed!”

Tab 7: Learning Assignment Templates (Thinking Report, Behavior Chain, Essay format, Journaling template, Transportation Plan, Budget Plan)

Cover page: “To help you start and keep up your recovery, the judge or treatment court team might ask you to do a Learning Assignment. These assignments are not rewards or punishments. They are meant to help you understand why you need to change and how to do it. This part of your notebook has templates for some of the Learning Assignments often used in the treatment court.”

Tab 8: My Recovery Journey: (12 clear plastic page protectors with note...)

“This part of your notebook will help you keep track of your weekly “What Happened in Court” reports, Kudos Cards, cards from the court, certificates, fishbowl slips, and other things related to your recovery. Share your progress with people who support and encourage you, like your family and friends. When you finish the program, this section will be a great reminder of your recovery journey.”

Tab 9: Court Documents (Contract, conditions of probation, policy acknowledgement, copies of confidentiality waivers, other forms participant has signed.)

Cover page: “This part of your notebook will help you keep track of your legal documents including your copies of the Treatment Court Contract, Conditions of Probation, Court Policy Acknowledgement, Confidentiality Waiver, Consent to Search, and other forms you have signed . Please share these documents with your supportive family and friends, so they will understand your obligations and encourage your success.”

3-hole folder with pockets labeled “Homework”:

Cover page: “Your treatment professionals and Case Manager will give you homework sometimes. Homework helps you learn and practice new skills, review material discussed in group, and take responsibility for your recovery. Put your homework assignments in this folder. If you’re in Phase 1 or 2, you’ll get 1 Decision Dollar for every assignment you turn in on time!”

3-hole folder with pockets: Probation Report Forms: (probation office visit support meetings, etc.)

Cover page: “You’ll meet with your probation officer from time to time (check your Calendar, Tab 4) to talk about your progress. When you go to this meeting, bring one of these forms completely filled out. Make sure to note any changes in your address, job, or medication.

Phases 1 and 2 receive 1 Decision Dollar for every Weekly Report Form turned in on time!”

3-hole folder with pockets: Recovery Support Meetings Logs/ Reports.

Cover sheet: “Did you know that joining a recovery support group can help you stay away from drugs and avoid getting into trouble? This is your chance to try different things and earn rewards every time you do activities that help your recovery. Your doctors and counselors are the best people to help you decide when you're ready and what activities could help you. They encourage you to find a support group or other fun, drug-free activities like sports, cultural events, or religious activities that you enjoy and might want to keep doing after you finish the program. All participants receive 1 Decision Dollar for every verified meeting/activity!”

APPENDIX C

**“What Happened in Court “ Forms
(for all phases)**

Name: _____

Phase: _____

What happened today?



Thanks for coming! We were glad to see you! This is a reminder of what happened.



These are the things you did well! Keep it up! It shows you are trying and working on getting better.

Showing up for treatment	On time	Sober fun
Showing up for testing	Honesty	Made a payment
Showing up for Supervision	Recovery support activity	All Star!
Trying hard.	Treatment Progress.	Super Star Effort!
Phase promotion in Court	Building a healthy habit!	Negative test(s)
Treatment promotion	Class completion	Helping others
Sobriety Milestone	Employment/ GED/ School	Asking for help from team
Great home visit!	Building recovery assets	Other _____



There were some things that we were concerned about:

Missing treatment	dishonesty
Missing probation	Positive test without truth
Missing testing	Other _____
Being late often	

You can do this!

Show up

Try Hard

Be honest

(1) no changes, keep doing the hard work you are doing!

(2) To meet your current needs, the team has increased/decreased/ changed your dosage

Treatment support	Supervision support

Date:

Signed:

Name: _____

Phase: _____

What happened today?



Thanks for coming! We were glad to see you! This is a reminder of what happened.



These are the things you did well! Keep it up! It shows you are trying and working on getting better.

Showing up for treatment	On time	Sober fun
Showing up for testing	Honesty	Made a payment
Showing up for Supervision	Recovery support activity	All Star!
Trying hard.	Treatment Progress.	Super Star Effort!
Phase promotion in Court	Building a healthy habit!	Negative test(s)
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Great home visit!	Building recovery assets	Other _____



There were some things that we were concerned about:

Missing treatment	dishonesty
Missing probation	Positive test without truth
Missing testing	Other _____
Being late often	

***Learn.
Practice.
Explore.
You got this!***

(1) no changes, keep doing the hard work you are doing!

(2) To meet your current needs, the team has increased/decreased/ changed your dosage

Treatment support	Supervision support

Date:

Signed:

Name: _____

Phase: _____

What happened today?



Thanks for coming! We were glad to see you! This is a reminder of what happened.



These are the things you did well! Keep it up! It shows you are trying and working on getting better.

Showing up for treatment	On time	Sober fun
Showing up for testing	Honesty	Made a payment
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Phase promotion in Court	Building a healthy habit!	Negative test(s)
Treatment promotion	Class completion	Helping others
Sobriety Milestone	Employment/ GED/ School	Asking for help from team
Great home visit!	Building recovery assets	Other _____



There were some things that we were concerned about:

Missing treatment	dishonesty
Missing probation	Positive test without truth
Missing testing	Other _____
Being late often	

***Changing
people, places
& things
Keep going!***

(1) no changes, keep doing the hard work you are doing!

(2) To meet your current needs, the team has increased/decreased/ changed your dosage

Treatment support	Supervision support

Date:

Signed:

Name: _____

Phase: ____

What happened today?



Thanks for coming! We were glad to see you! This is a reminder of what happened.



These are the things you did well! Keep it up! It shows you are trying and working on getting better.

Showing up for treatment	On time	Sober fun
Showing up for testing	Honesty	Made a payment
Showing up for Supervision	Recovery support activity	All Star!
Trying hard.	Treatment Progress.	Super Star Effort!
Phase promotion in Court	Building a healthy habit!	Negative test(s)
Treatment promotion	Class completion	Helping others
Sobriety Milestone	Employment/ GED/ School	Asking for help from team
Great home visit!	Building recovery assets	Other_____



There were some things that we were concerned about:

Missing treatment	dishonesty
Missing probation	Positive test without truth
Missing testing	Other_____
Being late often	

Living your best life in recovery.

(1) no changes, keep doing the hard work you are doing!

(2) To meet your current needs, the team has increased/decreased/ changed your dosage

Treatment support	Supervision support

Date:

Signed:

APPENDIX D

Response Acceptance & Reminder Form

Response Acceptance & Reminder

Sanction: Sanctions are given when participants engage in inappropriate behaviors that they have the skills to avoid. Sanctions are designed to be unpleasant so the participant will STOP the undesired behavior and make better choices.

I, _____, Phase: _____ a _____ Court participant appeared before Judge _____ on _____. These things happened:

After I was informed about concerns about my behavior and progress, I had an opportunity to talk to my defense attorney, and to be heard by the judge. The judge explained what behavior I should stop doing, and why it is important to my recovery to make better choices in the future. I admitted and/ or did not wish to contest that the following violation(s) occurred:

1. _____ Level: _____
2. _____ Level: _____
3. _____ Level: _____

Because of my decisions and actions, I understand that I was given the following sanction:

- Judicial Admonishment / verbal reprimand
- Community service: _____ hours at _____ beginning _____
- Curfew: _____ for _____ days beginning _____
- Driving / Travel restriction: _____ days beginning _____
- Home confinement (with GPS): _____ days beginning _____
- "Sit sanction" for _____ hours at _____ beginning _____
- Jail: _____ hours / days (straight / off-work hours / weekends), beginning _____
- Other: _____
- I will meet with my case manager on _____ at _____ a.m./p.m. to discuss these changes
- I accept and agree to this sanction and waive my right to consult with an attorney further and any right I may have to contest these matters in an evidentiary hearing.
I understand my sanction must be completed by this date: _____

Participant

Date

Defense Attorney

Date

Judge

Date

(See reverse for service adjustments.)

Service adjustments: Service adjustments are NOT sanctions. They are given to HELP participants understand the need to make some difficult changes and how to do it.

To HELP me learn new skills and succeed in court and in my recovery, I understand that I have been given the following service adjustments:

Treatment adjustments recommended by my counselor:

- Assessment
- MAT referral
- Cognitive exercises
- Homework
- Additional contacts: individual / group sessions
- Additional groups
- Peer support services
- A higher level of care
- Other: _____
- I will meet with my counselor, _____ on _____ at _____ a.m./p.m. to discuss these changes

Supervision adjustments recommended by my supervision officer:

- Assessment
- Additional contacts: office visits / home visits
- Additional testing
- Additional monitoring with technology
- Curfew: _____ for _____ days beginning _____
- Travel restriction: _____ days beginning _____
- Other: _____
- I will meet with my supervision officer, _____ on _____ at _____ a.m./p.m. to discuss these changes.

Learning assignments recommended by the court:

- Behavior Chain / Cost-Benefit Analysis
- Skills Practice / Role playing
- Homework
- Essay
- Research Project
- Thinking Report
- Volunteer project of my choice
- I will meet with _____ on _____ at _____ a.m./p.m. to discuss these changes.

Participant Date

APPENDIX E

When to Use Certificates

Celebrating Success With Certificates

Celebrate achievement of proximal phase goals and target behaviors with certificates—evidence-based tangible reminders of success. Here are some common behaviors we often celebrate in each phase. Everyone goes at their own pace. Some will get there sooner, some later.

Note: The Adult Treatment Court Best Practice Standards, Vol. IV, Sec. I have provided great clarity and insight into what behaviors should be expected in each phase. **It is imperative that all team members read and discuss Standard IV** and corresponding phase expectations. We do NOT mandate one-size-fits all abstinence goals and recovery support meetings or activities. That is a treatment decision.

➤ **Phase 1: Acute Stabilization**

- **(Phase goals:** Welcome, assess, create treatment plan, orient, put out fires)
 - Attendance
 - Orientation complete
 - Assessment/Treatment plan complete—Partners in progress
 - Timeliness
 - Honesty
 - Testing Progress (Daily call-ins, producing valid samples)
 - Supervision progress
 - Treatment progress
 - Abstinence: 24 hours, 1 week, 2 weeks—don't mandate, check with treatment
 - Phase promotion

➤ **Phase 2: Psychosocial stabilization**

- **(Phase Goals:** Stable housing, reliable attendance, build alliance with team member(s), clinical stability)
 - Honesty
 - Testing Progress
 - Supervision progress
 - Treatment progress
 - Recovery support group meetings, activities—don't mandate, check with treatment
 - Abstinence: 30 days, 45 days—don't mandate, check with treatment
 - Phase promotion

➤ **Phase 3: Prosocial Habilitation**

- **(Phase Goals:** Prosocial routine & skills, abstinence efforts, engage in treatment)
- Supervision progress (meeting goals)
- Treatment progress (meeting goals)
- Recovery support group meetings, activities-- don't mandate, check with treatment
- Choosing a recovery sponsor/ mentor-- don't mandate, check with treatment
- Program completions (MRT, Seeking Safety, etc)
- Abstinence: 30 days, 45 days, 60 days, etc-- don't mandate, check with treatment
- Employment, GED-- don't mandate, check with treatment
- Volunteerism
- Choosing wellness activities
- Building healthy habits
- Phase promotion

➤ **Phase 4: Adaptive Life Skills**

- **(Goals:** Life skills, adaptive role, early remission)
- Supervision progress
- Treatment progress (relapse prevention plan complete)
- Recovery support group meetings, activities
- Building a recovery support network
- Recovery sponsor/ mentor
- Program completions (MRT, Seeking Safety, etc.)
- Abstinence: 45 days, 60 days, 90 days, etc.
- Employment, GED
- Volunteerism
- Wellness activities
- Healthy habits
- Graduation/ completion

➤ **Phase 5: Recovery Maintenance**

- **(Goals:** Abstain, grow recovery capital, restorative justice)
- Recovery support group meetings, activities, leadership
- Recovery capital achievements
- Abstinence: 90, 120 days, etc.
- Employment, GED
- Restitution paid in full
- Volunteerism

APPENDIX F

How to Create a Token Economy System

HOW TO CREATE A TOKEN ECONOMY SYSTEM

Tokens are an excellent way to motivate participants to achieve target positive behaviors (attendance, task completion, abstinence, honesty, etc.) A token economy system is a system in which participants earn tokens as rewards for positive behaviors and later exchange them for incentives. Tokens can take the form of vouchers, coins, punch cards, point systems, etc. Faux currency is one of the most common types of tokens. Unlike sobriety coins, for example, tokens have no intrinsic value. Their sole value is in what a participant can do with them— i.e., exchange them for a reward that the participant chooses (gift cards, fast passes, fee reductions, etc.) Here's how to set up a fair token reward system:

1. **As a team, determine the equivalent value of your token, typically \$1 - \$5.**
2. **All team members must AGREE how many tokens will be awarded for SPECIFIC target behaviors within each phase.** If team members are rewarding identical behaviors differently, it will create a chaotic system of rewards and create dissention.

Important: Always consider proximal and distal behaviors for the individual. **For example, if one token is worth \$5, you may reward achieving:**

- Proximal ("now") positive behaviors with **low value** incentives: **\$1-\$10 value = 1-2 tokens**
- Moderately difficult or intermediate behaviors with **moderate value** incentives: **\$11-\$24 value = 2-4 tokens**
- Distal ("later") or more difficult behaviors with **high value** incentives: **\$25-\$50 value = 5-10 tokens**

3. **To get on the same page and promote consistency, consider using this helpful guideline below.** This is not an evidence-based formula—just a practical framework. Be consistent but be flexible. Everyone is different. Take your cues from treatment!

FOR PARTICIPANTS IN PHASE 1 & 2: In the initial phases, even proximal behaviors may be difficult. Remember, proximal doesn't mean easy.

Proximal Behaviors: 1-2 tokens (NOW, NEAR, EASIER)

Attendance at treatment
Attendance at appointments
Home for curfew check
Daily call-ins, report for UA
Timeliness

Moderate Behaviors: 2-4 Tokens (GETTING CLOSER, MAKING PROGRESS)

Honesty
Testing negative, sober milestones
Participating in prosocial Activities
Employment, school, GED
Progress toward treatment goals
Progress in treatment (tx)
On the "A" Team
Attending recovery support

Distal Behavior: 5-10 Tokens (LATER, DISTANT, HARDER)

Complete tx level of care
Extended abstinence
Complete treatment goals
Phase goals complete
Building recovery network
Payment of fees, etc
Restorative justice (CS)

FOR PARTICIPANTS IN PHASE 3, 4 & 5: Many proximal behaviors in Ph. 1 & 2 may be managed now. Some formerly distal behaviors in Ph. 1 & 2 are getting easier now and becoming proximal.

Proximal Behaviors: 1-2 Tokens

Testing progress
Honesty
Attending recovery support
Participating in Prosocial Activities
Progress toward treatment goals
Progress in treatment

Moderate Behaviors: 2-5 Tokens

Employment, school, GED
progress

Distal Behavior: 5-10 Tokens

Complete treatment LOC
Extended abstinence
Complete treatment goals
Phase goals complete
Building recovery network

NOTE: If participant has **MANAGED** a behavior, we continue to reward him/her intermittently with lower value incentives such as praise, congrats, and public recognition for continued excellence.

APPENDIX G

**Judge Bull's
Incentive Puns
Galore!**

JUDGE BULL'S 100 TRULY AWFUL TREASURE BOX/SNACK BAR PUNS

SNACK BAR: CANDY PUNS

\$100,000 GRAND

- There are 100,000 reasons why we think you're great! Keep going, you can do it!

ALMOND JOY

- For all the JOY you bring to the group—great work!

BABY RUTH CANDY BAR SAYINGS

- You knocked it out of the park this week!

BUTTERFINGER CANDY BAR SAYINGS

- You made things BUTTER by working your FINGERS to the bone – thanks! Your hard work is paying off!
- Wow, what a great week! When it comes to hard work, there's no one BUTTER!

CRUNCH

- You came through in a CRUNCH—way to go!

DUM-DUMS

- YOU'RE NO DUM-DUM, SUPER STAR! KEEP UP THE GREAT WORK!!

KIT KAT CANDY BAR

- Your hard work has paid off & you deserve a BREAK today! Take an extra 4-hour reduction in community service!
- Congratulations on your success! You are one cool KAT

KIND BAR

- YOU'RE KIND OF A BIG DEAL! KEEP GOING!

LOLLIPOPS

- I had a lollipop pun, but I forgot it—it's on the tip of my tongue

M&M'S CANDY

- Many & Many thanks for your hard work—great job!
- You are Marvelous & Magnificent—keep up the great work!

MILK DUDS CANDY SAYINGS

- Congratulations, Superstar! You're no DUD!

MILKY WAY CANDY BAR SAYINGS

- Don't MILK it, but we think you're WAY cool! Keep going!!
- You're the best in the galaxy—keep it up!
- Your work is truly out of this world!
- You are the brightest star in the **Milky Way!** You got this!

MINTS

- Great job! Thanks for all your commitment!
- Your hard work MINT a lot to us, JUNIOR!

MR. GOODBAR CANDY BAR SAYINGS

- MR, you're one of the GOOD ones—great job!
- Your GOOD work really raises the BAR—keep it up!

MOUNDS CANDY BAR SAYINGS

- You deserve MOUNDS of praise—great job!
- For someone whose been doing MOUNDS of good work – thanks!

NUTRAGEOUS CANDY BAR SAYINGS OR NUTS

- We'd have to be NUTS not to notice your great work this week!

PAYDAY BAR

- Great job! All your hard work "PAID" off!

POP ROCKS

- Great week--You Rock!
- You're really POP-ping! We think your tops!

RED VINES

- You're simply de-VINE!

REESE'S PIECES

- Great work in group this week—we'd go to PIECES without you
- Have we told you REESE-ently how much we appreciate your hard work?

RIESENS

- You're an awesome person for so many RIESENS—we see your hard work!! Keep it up!
- Why do we think you're great? Let me count the RIESENS

ROLOS OR TOOTSIE ROLLS CANDY SAYINGS

- Congratulations on your success! We like how you ROLL!
- Keep up the good work—you're on a ROLL!

SMARTIES

- WAY TO USE THOSE TREATMENT SKILLS—YOU'RE ONE OF THE SMARTIES!

SNICKERS CANDY BAR SAYINGS

- Don't SNICKER, but we think you're the greatest!

SKOR CANDY BAR SAYINGS

- You really SKOR'ed an A+ this week—keep up the great work!

STARBURST

- Hey, Super STAR, we are BURST-ing with pride—great job!
- BURST-ing with appreciation for your STAR-studded effort

SUGAR BABIES

- BABY, you're doing great! Enjoy your sweet success!

SWEDISH FISH

- It's o-FISH-all. We think you are FIN-tastic!

TAKE 5 BAR

- Take 5—you've been working so hard! Great job!!

TWIX CANDY BAR SAYINGS

- Congratulations, Superstar—you learned some new TWIX

GENERAL CANDY PUNS

- Yes, you CAN-dy! KEEP IT UP, YOU'RE DOING GREAT!
- You're doing fine and dandy like sugar candy—keep it up!

GUM PUNS:

- Thanks for STICK-ing with the program and CHEW-sing recovery

EXTRA gum

- Thanks for working EXTRA hard

ORBIT gum

- Your progress sends us into ORBIT. We think you're out of this world!
- You're the best in the galaxy—keep it up!
- Your work is truly out of this world!

NON-CANDY SNACKS:

MINI DONUTS

- We DONUT take this lightly, you are amazing!

POPCORN

- I know it's CORN-y but you're a-MAIZE-ing

RICE CRISPY TREATS:

- Snap, crackle, pop—we think your tops!

RAISINS—

- You're raisin' the roof! Woot woot!

RAMEN NOODLES—

- You're SOUP-er! Keep up the good work

PICKLES

- You're kind of a big DILL!
- Keep GHERKIN the program!

FLIPZ

- We think you're FLIPpin' awesome!

CHIPS—

- You're all that and a bag of chips! Way to go!!

GOLDFISH CRACKERS

- It's o-FISH-all. We think you are FIN-tastic!

COOKIES

- You made our dreams CRUMB true.
- You are one smart COOKIE!

SEASONAL:

CADBURY EGGS

- EGG-cellent progress—you rock!

PEEPS

- You're one of our favorite PEEPS!

SOFT DRINKS:

- You are SO-DA Bomb!
- We are SO-DA-lighted with your success—keep going!

Mountain Dew

- Your moving MOUNTAINS!
- Thanks so much for all you DEW!

TREASURE BOX: Puns for Non-Food

Items:

CALCULATOR

- It all adds up! According to my CALCULATIONS, you are SUM-body special.

NOTEPAD/ POST-ITS

- Your hard work is NOTE-worthy!
- Take NOTE! We think you're awesome
- Your progress is NOTE-d!
- Good job STICK-ing with the plan!

PENCIL & SHARPENER/ SHARPIE

- Looking SHARP!
- You've got the WRITE stuff.
- You hap-PEN to be INK-credible!

HIGHLIGHTERS

- Your hard work was the HIGHLIGHT of the week! Great job!

CALENDER

- **Day in and day out**, you are making progress! Keep going!!

TOOTHBRUSH/ TOOTHPASTE

- When you BRUSH up on your treatment skills, we SMILE! Great job!

COFFEE CUP

- Allow us to ESPRESSO our appreciation.
- Thanks a LATTE for your hard work!
- You're BREW-ing great.

TEA

- You are doing a TEA-riffic job! Keep it up!!
- You're coming right OOLONG and BREW-ing great!

FLASHLIGHT/ CANDLE

- Your success **SHINES** brightly! Keep up the great work!
- It's your time to **SHINE**, superstar! Your success **BRIGHTENS** our day!
- Your hard work **LIGHTS** up our day!

SOCKS

- You knocked our **SOCKS** off!
- We think you are **TOE**-tally awesome!
- Your hard work warms our **SOLES**!
- We think you're **TOE**-rrific!

Picture Hanging Kit for Certificates

- Way to go! You really **NAILED** it this week!

HAT/CAP

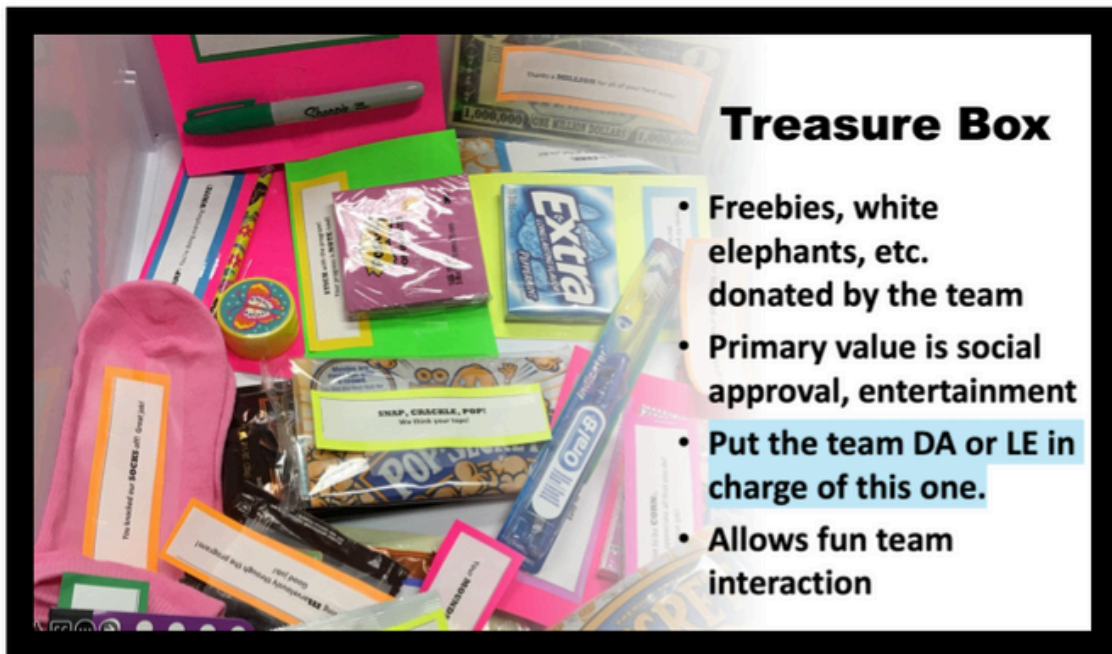
- **HATS** off to your success!
- Your hard work is moving you a**HEAD**!

GLOVES/MITTENS

- We're putting our **HANDS** together for you, superstar! Warm round of applause!
- We are **sMITTEN** with your success!

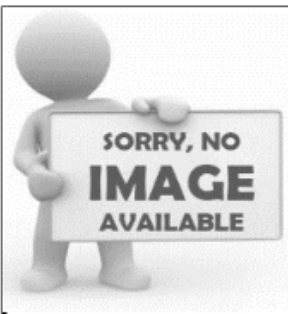
Nail polish/ manicure kit

- **MANI** thanks for a **TOE**-tally awesome week!
- Great job **POLISH**-ing up those treatment skills! You are awesome!
- You really **NAILED** it this week!



APPENDIX H

**Sample Staffing Form
(with spaces for
summary of positive
behaviors, proposed
incentives, and
incentive history)**



TREATMENT COURT CASE STAFFING SUMMARY

Client:	Doe, Jane	DOB: 08/31/1982	Date: 4/1/2019
SPN/Case #:	12345678 / 12345671010	Officer:	Vincent
Phase: 2	CSR Hours: 60/60	Sobriety Date: 9/15/2018 (last pos)	
Intake Date: 8/17/2018	Class: A/B Misd.	Referral method:	ACOCS- violations
ODL/TDL Status: TDL eligible		Suspension dates:	N/A
Current Risk: Moderate		Current Needs: Moderate	

Risk/Criminogenic Need	Status/Progress/Plan *Focus on Goals for Top 3
1. History of antisocial behavior (Criminal History)	Presenting charge: Forgery, possession, paraphenelia
2. Antisocial personality patterns (Consider Trauma History)	No indication of anti-social personality
3. Antisocial Cognition (Criminal Thinking)	On Step 2 of MRT
4. Antisocial Associates	Jane has been spending time with some old associates from high school who are currently using and who live near mom. Jane has also participated with peer mentors at bowling night. 1. Current Goal - focus on more peer mentor activities.
5. Family/Marital Situation	Accomplished goal! Jane moved out of her (using) boyfriend's house last weekend and is living with her mother who is supportive of treatment
6. School/Work Performance	Making progress on her GED 2. Current Goal: Schedule math test by 3/16/2019
7. Living Situation	Accomplished sober housing goal! Jane moved out of her (using) boyfriend's house last weekend and is living with her mother who is supportive of Jane's treatment plan.
8. Substance Use Disorder/Treatment progress	Client has diagnosed severe substance use disorder (Heroin). Client is on Vivitrol and is tolerating it well. Client is in CBT and was late for last treatment session, but has attended all required sessions. 3. Current Goal: Client is engaged with treatment and is currently working through plans for responding to specific triggers.
Benchmarks accomplished towards phase advancement	The Client has completed all required Phase 2 Benchmarks and is filling out application for Phase 3
Barriers to services and intervention/plan	Client's mother is ill and may need to move into assisted living. If this happens, client will need new housing. Will monitor mother's condition. Continue with current treatment plan.
Summary of Successes	Jane moved away from unhealthy relationship with boyfriend and moved in with supportive mother. Accomplished sober housing goal! Completed all requirements since last court session.
Summary of Infractions	Client is doing very well. No issues with non-adherence.
Recommended Court Responses	Incentive: Judge acknowledgment of progress, made good decision and important progress in moving out of boyfriend's house and in with mother - 12 Hour CSR Voucher, fish bowl for completing all requirements in last two weeks. Acknowledge she is filling out application for Phase 3. Other responses: Reinforce message that Jane should avoid her high school friends and focus on more peer mentor activities. Ask Jane to talk about activities she could do instead of spending time with old high school friends. Ask Jane to list her other current goals and plan for completing (see goals above and prompt her if she does not remember).

Completion Date		Drug Test/Device			
Phase 1	10/15/18	Current Device	drug patch		Date Ordered: 10/15/18
Phase 2	1/15/19	Current Device			Date Ordered:
Phase 3		Positive UA's			
Phase 4		Dilute UA's			

Residential	NA	IOP/SOP	11/14/17	Boosters	NA	DWI Edu/RO	NA
Prior Court Reviews							

Date	Incentive	Other response
8/18/2018	Acknowledgement (attaboy) of attendance	Behavior chain for use
12/15/2018	Sobriety milestone - 3 months	None